



URGE Resource Map for University/Organization

Obstacles

- Overrepresentation of white mentors in mentoring program
- International students can have difficulty with cultural expectations
- Barriers with age can make socializing with younger groups difficult
- Barriers of moving to a new country, new institution and having trouble being introduced to people, labs etc..
- Clinical and counselling services are unclear who this is intended for (graduate students vs undergraduate students)
- Important that the spaces for them to go are safe and have people who are trained, diverse, and know how to handle the situation without racism or judgement
- Field gear is expensive and sometimes students don't come from a background that would allow them to already have some of the gear required, forcing them to purchase large amounts of gear the first time at a high personal cost.
- Lack of communication between department committees can be barriers to implementation of new ideas aimed at reducing barriers faced by BIPOC
- Hard to meet people, cliques form.
- Hard to find safe housing and get set up when you don't know anyone or the city
- Difficult to know where to find information or who to go to

Current resources

- Grad student orientation
- Within lab group mentors
- EAS and ATLAS websites
- Grad student handbook
- Faculty club is great way to get to know people in other labs
- ATLAS is a great opportunity to get involved in the department
- Atlas coffee - good for meeting new people
- ATLAS movie nights (even running right now) are good relaxation breaks
- Sporting clubs (intramurals) good way to get out, meet people, and exercise
- Grad School Confidential Podcast - (available right now)
- Department societies/committees (EDI, Grace Anne Stewart Speaker Series, Safety)
- GTL program (graduate teaching and learning)
- Counseling centre / homewood health
- UofA Health Clinic - SUB
- Sexual Assault Centre - SUB
- Mental health first-aid course at the University of Alberta
- FURCA (Festival of Undergraduate Research and Creative Activities) - learn about research and get involved
- Conferences
- Toastmasters club for public speaking help



New ideas

- Change orientation style to be more inclusive: de-emphasize alcohol, have orientation in a park with ice-breaker activities, games, sports, etc. for a more family friendly and inclusive environment
- Include orientation info to 2020 students for orientation in Sept 2021 (if they are happening again) as these students missed a lot of information due to covid
- Conduct “lunch events” ex. BIPOC walk/LGBTQ+ coffee etc (mix of undergrad and grad students) to target underrepresented groups in the department who may not have access to direct mentorships with BIPOC etc
- Make key information available in module format in an eclass, where all graduate students are added automatically
- Update graduate student handbook with graduate student input
 - Directs students to available university services (e.g., health, mental health, wellness)
 - This could tie in with the Eclass module
- Mentorship program (outside of individual lab groups) for both undergraduate and graduate students has been proposed and is in the early stages of development
 - Mentors can direct students to services available (e.g., mental health, wellness) through the university and community and follow up with the students about the helpfulness of these services. If services were not deemed helpful, mentors can suggest additional services to try, keeping a record of what services worked and what didn't for future reference.
- For the new mentorship programs, train mentors in what resources are available so they can pass these along to mentees
- Could have posters with people's picture and title and what they can help you with around the halls
- Email circulations about what resources are available to students
- Field equipment:
 - Advertise departmental discount at Camper's Village (it's something like 10-15%)
 - Departmental gear swap event
 - Potentially right before field school
 - Could make it into a social event

- Could try to get some of the local outdoor stores to be involved and see if they are willing to offer left-over stock at a discounted price
- Have a meet-up on zoom for grad students specifically. Fun and connective.
- Have a way to connect people geographically who can support each other. Provide areas or neighbourhoods
- Department needs to do better support for incoming students who move to Edmonton. i.e. forum to resell furniture, **finding safe housing (people to help find places, suggestions, alerting when you move out)**
- Encourage supervisors to create community and support as well. Communities with lab groups and within the department as a whole
- Less drinking. i.e. hikes, walks, bike rides, picnics, “Geek Olympics” - silly lab games, trivia, etc.
- How can we make sure the services are given instead of asked for? Person in charge of dealing with incoming students and make sure they are connected? - connect incoming students with a graduate who “knows the ropes” of the department, UofA, and Edmonton
- Email reminder to register for thesis as this is confusing for many graduate students
- ATLAS welcome party - games - fun - interact - icebreaker. Make it more informal and comfortable. Potluck. Breakroom - board games. BBQs. Chilli comps. Crafts.
- Change the name ATLAS to something that is more descriptive of what they do and more informal and welcoming.
- Support group for graduate students
- Have a meeting each semester with all department committees, with a representative from each committee to discuss overlap between these groups to work more efficiently. Or have a shared google doc between these groups with the initiative, who is in charge, contact info, and stage
- Better communication between department committee and students, so that students are aware of programs in development
- Should have yearly meetings with PI/supervisor for an update on current work (i.e. how things are going, meeting expectations, ways to improve, etc.)
- Promoting undergraduates to reach out to researchers for research opportunities (potentially provide them with a hand book for how to email, what should be in the email, who can be contacted)

Resource Lists

Community Support:



Canadian Native Friendship Centre

The mandate of the Canadian Native Friendship Centre is to improve **the quality of life of Aboriginal people in an urban environment** by supporting self-determined activities, encouraging equal access to and participation in Canadian society while respecting Aboriginal cultural distinctiveness. [<http://www.cnfc.ca/>]

Shades of Colour

SOC is a space founded by QTBIPOC (queer and trans, Black, Indigenous, and people of colour) in Edmonton, Alberta on Treaty 6 & Métis territory. We provide ongoing support for individuals who are seeking community, and mutual aid resources, and also who are experiencing violence. [<https://www.patreon.com/shadesofcolour>]

Black Students Association

The University of Alberta Black Students' Association will serve as an organization which strives to empower and promote community interaction among all black students at the University of Alberta. With the goal of fostering student development, the UABSA's objective is to create a network of supportive members who connect culturally, socially, and contribute to one another's success academically. [<https://alberta.campuslabs.ca/engage/organization/uabsa>]

First Peoples' House

Standing true to our beliefs as **First Peoples** and guided by our cultural teachings, the First Peoples' House **provides an environment of empowerment for First Nations, Métis, and Inuit learners** to achieve personal and academic growth. [<https://www.ualberta.ca/current-students/first-peoples-house/index.html>]

CASA First Nation Program

CASA's First Nation Program is a partnership with several Edmonton Area First Nation Communities. With our partners, we work to remove community-identified barriers to mental health supports and services for children and families, while providing community-based access to such services. [<https://www.casaservices.org/indigenous-services>]

Edmonton Centre for Race and Culture

The Centre for Race and Culture engages in educational projects and programs that help to increase cultural understanding, address racism, and promote the importance of diversity and inclusion. [<https://cfrac.com/education/>]

International Groups and Supports:

SACNAS: Society for the Advancement of Chicanos/Hispanics and Native Americans in Science



Mission Statement: Fostering the success of Chicanos/Hispanics and native Americans, from college students to professionals, in attaining advanced degrees, careers, and positions of leadership in STEM

NABG: National Association of Black Geoscientists

Informing student of career opportunities that exist in the field of Geosciences – Encourage them to take advantage of scholarship programs, grants, and loans etc., that are established for minority students. Give financial support to students pursuing degrees in Geology and Geophysics. Follow the educational careers of the scholarship recipients. Aid minority students in the search for summer employment and aid corporate members interested in obtaining summer employees for position that will enhance the students' background and marketability. Allow minority geologists and geophysicists to establish professional and inter-company relationship. Assist in the development of professional standards and practices of members within their geoscience careers and entrepreneurial pursuits.

AISES: American Indian Science and Engineering Society

Substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in STEM studies and careers.

GeoLatinas

Mission Statement: To embrace, empower, and inspire Latinas to pursue and thrive in careers in Earth and Planetary Sciences

MeToo Mining

Facilitate a conversation about sexual violence, sexual harassment, bullying, intimidation and discrimination experienced by workers in Mining, Mineral Exploration and mining impacted communities.

SCWIST: Society of Canadian Women in Science & Technology

Collaborates with STEM leaders to engage and inspire women and girls with programs, advocacy, and support networks across Canada

Canadian Black Scientist Network

Exists to Elevate, make Visible, Celebrate and Connect Black Canadians in science, technology, engineering, mathematics, and medicine across sectors

IndigeSTEAM

Mission is the provision of Indigenous-led and culturally-relevant programming in STEM/STEAM to support a better future for Indigenous youth in STEM. We do this with spaces that are ethical and respect Indigenous culture and Ways of Knowing. We bring in Indigenous STEM role models and train non-Indigenous and Indigenous STEM professionals how best to work with Indigenous



youth and youth in general. We also provide the Indigenous STEM professionals with networking and support that recognizes their need to walk in two worlds.

[Black in Geoscience](#)

Aims to acknowledge, amplify, and support the work of Black earth and planetary scientists from around the world

[Association of Women Geoscientists](#)

An international organization devoted to enhancing the quality and level of participation of women in the geosciences and to introduce girls and young women to geoscience careers

[NOGLSTP](#): National Organization of Gay and Lesbian Scientist and Technical Professionals

Empower LGBTQ+ individuals in STEM by providing education, advocacy, professional development, networking, and peer support.