



## URGE Resource Map for Caltech GPS

*The practice of creating asset maps of communities recognizes social capital and engages the public as people and not clients. This deliverable broadens the concept of an asset map into a resource map, which outlines existing resources that organizations, communities, and broader scientific communities have to support People of Color. The resource map should list resources you have at your organization (e.g., diversity officer, counseling and psychological services, ombudsperson, affinity groups, and recurring events) and locally (e.g., meet-up/social/hobby groups, religious or spiritual communities, businesses like barbershops). Include resources outside of your community as well; supporting membership to groups like SACNAS, NAGB, AISES, and GeoLatinas can help foster meaningful connections to a broader network.*

## RESOURCES AT CALTECH

List of all campus resources found here: <https://diversity.caltech.edu/resources>

List of all student clubs found here: <https://apply.clubs.caltech.edu/clubs>

Caltech Diversity, Equity, and Inclusion (DEI) Database here: <https://deiinitiatives.caltech.edu/>

### *Counseling services*

- **[Student Wellness Services](#)**. Supports the health and emotional well-being of Caltech students through counseling, mental and occupational therapy, referrals to community providers, crisis intervention, primary health care, etc.
  - **[Student Counseling Services](#)**. Provides individual psychotherapy, group sessions, couples therapy, psychiatric evaluation and medication, crisis intervention, referrals to outside providers, and more. Also serves as a confidential campus resource for reporting.
  - **[Occupational Therapy](#)**. Provides individual and group occupational therapy sessions and custom workshops by request. Resource for building healthy habits, dealing with stress and anxiety, getting better sleep, time management, and more.
- **[CARE Team](#)**. A multidisciplinary group of professional staff from key areas of the Institute. Each member brings knowledge and expertise in fields including mental health, crisis intervention, student development, staff consultation, campus security, academic support, and residential life.
- **[Staff & Faculty Consultation Center](#)**. Provides consultations for Caltech employees and their families struggling to balance the complex demands of work and personal life,



including concerns about depression, anxiety, parenting, communication challenges with supervisors, etc. **\*Needs to be scaled up**

- **Grad Chats**. A group to provide space for connection and discussion for underrepresented minority graduate students and postdocs. Lunch is provided, and no RSVP is necessary - just show up. We meet in the Center for Diversity's conference room, room 257. Organized by the Center for Diversity and Student Wellness Services. Facilitated by Charisma Bartlett, Ph.D.

#### *Affinity groups*

- **BSEC (Black Scientists and Engineers of Caltech)**. BSEC aims to advance the careers of Black scientists and engineers by providing support, professional development and networking opportunities. One of their primary goals is to build a community and a social network for Black/African-American students. BSEC is also a student chapter of the National Society for Black Engineers (NSBE). They welcome and serve undergraduate, graduate students and postdocs.
- **C4BL (Caltech for Black Lives)**. An ally organization of Caltech students, staff, and faculty allies dedicated to directly supporting the work of Black Scientists & Engineers of Caltech (BSEC).
- **Techers of Color (ToC)**. Techers of Color is a great way to meet fellow underrepresented minority (URM) graduate students and postdocs. This group is facilitated by a licensed psychologist and is open to all who are URM-self identified; African American/Black, Hispanic/Latinx, Asian Pacific Islander, & or Native American. This confidential space provides resources to address issues of inclusion and equity.
- **BLAC (Black Ladies Association of Caltech)**. Black Ladies Association of Caltech (BLAC) provides networking and professional development opportunities for African-American women in STEM. We welcome and serve undergraduate and graduate students, faculty, staff, postdocs and alumni.
- **Club Latino**. Club Latino is committed to supporting Caltech graduate students and postdoctoral fellows who identify as Latinx or Hispanic.
- **Caltech APIDA+ (Asian Pacific Islander Desi American Plus)**. APIDA+ is a Caltech organization for students and postdocs with opportunities for participation by Caltech staff, faculty, and alumni, and JPL staff, who self-identify as Asian, Pacific Islander, and Desi American (APIDA), and/or are interested in APIDA issues.
- **APACT (Asian Pacific Americans at Caltech)**. An Employment Resources Group for staff, faculty, postdocs, and other working professionals at Caltech who self-identify as Asian American Pacific Islander with the goal of focusing on professional development; education, advocacy, and awareness; affinity and being a safe space; community outreach; and celebrating AAPI heritage.



- [Women Mentoring Women Program](#). Provides support for Caltech undergraduate, graduate, and postdoc women as they negotiate their academic, professional, and personal development. *\*Definition of women is inclusive, which includes trans women and is designed to be a feminine-centered space.*
- [Women in GPS \(WinG\)](#). WinG is one of the many “Women In” groups at Caltech dedicated to providing space for women and non-binary folk to connect, grow, and be supported. WinG participates in the broader [Women’s Engagement Board \(WEB\)](#) to connect with other groups across campus for joint events and programming. They host a monthly journal club discussion reading academic papers on gender and sexism in the geosciences, academic, and STEM broadly as well as speaker coffee hours (roughly weekly) and social events to help students across the division connect and build community.
- **Married and Partnered Women’s\* Group**. A space for supportive discussions about navigating relationships at the intersection of personal and professional lives, open to graduate and postdoc women\*. The group is facilitated by Charisma Bartlett, Ph.D., and lunch is provided. Organized by the Center for Diversity and Student Wellness Services. *\*Definitions of woman and female are inclusive, and welcome transwomen, genderqueer women, and non-binary people.*
- [Caltech Safe Zone Program \(Tech Zone\)](#). Fosters an affirming and engaging campus climate by identifying and educating members of our campus community who are visibly supportive of lesbian, gay, bisexual, transgender, intersex, queer, and questioning students, as well as all individuals regardless of sexual orientation and gender identity. Hosts quarterly events.
- [PRISM/oSTEM](#). Group that runs socials, awareness building and education around gender, gender identity, sexuality and the intersections of being LGBTQ+ in STEM. Open to members of all gender and sexual identities and allies. Keeps an updated list of gender neutral bathrooms on campus as well as LGBTQ+ resources.
- [Muslim Student Association \(MSA\)](#). The Muslim Student Association (MSA) is a religious organization dedicated to establishing, providing and maintaining Islamic services on campus. The Caltech MSA is open towards students, postdocs and staff, and provides a Prayer Room on campus as well as a weekly Jummah (Friday) Prayer. Join the Caltech MSA email list ([citmsa@caltech.edu](mailto:citmsa@caltech.edu)) to get updates on events.
- [Caltech Hillel](#). Caltech Hillel is an officially registered student club that partners with outside Jewish organizations to enrich the student experience at Caltech. We celebrate holidays together and host monthly Shabbat dinners. You can contact us via email ([hillel@caltech.edu](mailto:hillel@caltech.edu)) or on [Facebook](#) to get involved with or ask questions about Jewish life at Caltech!
- [Intercultural Discussion Group \(IDG\)](#). Open to all students, Intercultural Discussion Group (IDG) is co-hosted by the International Offices and Counseling Services.



Facilitators introduce a new topic each group and encourage students to discuss their perspectives. Meetings are Mondays from 12:00 - 1:00 from week 2 - week 10 during each academic term and are held in the common area of the Center for Student Services on the 2nd floor (free lunch is provided).

#### *Offices/services*

- [CCID \(Caltech Center for Inclusion & Diversity\)](#).
- [President's Diversity Council](#).
- [GPS DEI committee](#).
- [Title IX and Equity Office](#).
- [International Student Programs \(ISP\)](#). ISP is responsible for advising students on all immigration-related matters, such as visa acquisition, employment authorization, extensions of stay, and more. In addition, ISP provides programs that assist international students in adjusting to life in the United States. ISP plans and promotes events that celebrate international education and cultures of the world, address cross-cultural adjustment, and provide opportunities for international students to establish a sense of community at Caltech.
- [Caltech Accessibility Services for Students \(CASS\)](#). CASS will make every reasonable effort to provide academic adjustments and other reasonable accommodations to otherwise qualified students with known disabilities, consistent with Caltech's obligations under applicable law; including the Americans with Disabilities Act (ADA) of 1990, and Section 504 of the Rehabilitation Act of 1973. Our goal is to provide students with disabilities equal access to all Institute programs, activities and services. To that end, we seek to balance the student's right to access with our obligation to protect the integrity of Institute programs, activities and services.

#### *Programs*

- [Graduate Summer Research Institute \(GSRI\)](#). Provides a comprehensive program of orientation, academic support, and professional development designed to ease the transition into Caltech's graduate programs. GSRI is designed to introduce incoming underrepresented and/or underserved first- year graduate students to promote the value of graduate education; to improve the research enterprise through increased diversity; and to ensure these students thrive at Caltech.
- [Mellon Mays Undergraduate Fellowship \(MMUF\)](#). A national program focused on increasing the number of underrepresented students who will pursue doctorate degrees in core fields in the arts and sciences. Fellowships include mentoring, research stipends, and travel support (conferences, graduate school visits, etc.).
- [WAVE Program](#). Caltech's WAVE Fellows program aims to foster diversity by increasing the participation of underrepresented students in science and engineering



Ph.D. programs and making Caltech's programs more visible and accessible to students not traditionally exposed to Caltech. The program is extended, but not limited, to underrepresented minorities, women (in certain fields), first-generation college students, geographically underrepresented students, educationally or financially disadvantaged students, and students with disabilities. WAVE Fellows will have the opportunity to conduct research under the guidance of Caltech faculty working at the frontier of their fields.

- **FUTURE Ignited**. The Goal of FUTURE Ignited is to diversify STEM with students of color\*. Offers an annual conference meant to provide insight into the life of a graduate student, how to prepare a successful graduate school application, and introduce attendees to the exciting research opportunities at Caltech. Participants engage in science discussions with current graduate students of color and faculty on topics ranging from challenges, research topics, building community, the application process, and more.
- **AGEP - The California Alliance**. Focuses on increasing diversity in the academic fields with the greatest national underrepresentation of minorities: the mathematical, physical, and computer sciences; and engineering (MPCS&E). The California Alliance consists of Caltech, the **University of California, Berkeley** (lead), the **University of California, Los Angeles** and **Stanford University**. It was established to provide a clear path for underrepresented minority (URM) PhDs from California's top research institutions, in much larger numbers, to aspire to and populate the ranks of the postdoctoral population, the faculty at competitive research and teaching institutions, the federally-funded national laboratories, and scientific think tanks.
- All Caltech fellowship and internship programs can be found here: <http://fasa.caltech.edu/>

### *Trainings*

- **Diversity and Inclusion Ambassador (CDIA)**. Through this program, students become familiar with basic concepts of diversity and inclusion, LGBTQ+ basics and allyship, and more. This program is offered through the CCID.
- **Equity and Title IX Advocates**. This program trains undergrad and grad students to be accessible resources for Caltech community members seeking information or support around issues relating to equity, inclusivity, sexual harassment, sexual assault, or other forms of discrimination. An Equity and Title IX Advocate is not a confidential resource. Instead, an Advocate is a great "first stop" to get support and to learn about your rights and options.
- **Safe Zone Training**. The purpose of the Caltech Safe Zone Program ("Tech Zone") is to continue to foster an affirming and engaging campus climate by identifying and educating members of our campus community who are visibly supportive of lesbian, gay,



bisexual, transgender, intersex, queer, and questioning students, as well as all individuals regardless of sexual orientation and gender identity.

- [Decoding Diversity Training](#). Decoding Diversity is an introductory workshop offered every quarter to the Caltech community. We believe that building an inclusive campus begins with sharing common definitions of subjective concepts and terms like diversity, inclusion, equity, microaggressions, unconscious bias, privilege, and many others.
- [Other trainings](#) for bystander intervention, identifying microaggressions, allyship, etc. -- including customized trainings -- are offered through the CCID, Title IX and Equity Office, and International Offices.

*\*Mechanisms for reporting (e.g., [Title IX Office](#)) covered in URGE Session 2 deliverable.*

### ***Missing/needed at Caltech***

- **Dedicated mentorship programs.** The GPS Division has been working to provide more structured mentoring opportunities for all graduate students, although additional programs that benefit graduate students from minoritized backgrounds would also be beneficial. Currently, incoming graduate students are assigned to an older graduate student, but we should engage postdoctoral researchers as mentors as well (matches should be based on survey responses that prospective mentees fill out to specify characteristics in a mentor they are looking for). The mentors/mentees would meet multiple times each year to provide mentees with support, advice, and resources. These check-ins would be for mental health, research progress, and anything else the mentee needs. Undergraduate majors in GPS have also recently expressed an interest (at this year's Undergraduate Student Faculty Conference) in having increased mentoring opportunities and stronger ties to the rest of the Division. Similar to the graduate mentoring programs, undergraduates should be paired with a senior undergraduate or graduate. These programs would benefit from an external organizer/coordinator who organizes several social events (e.g., dinners) for the mentor/mentee pairs (since graduate student and postdoc mentors are busy and won't always remember to regularly check in with their mentee).
- **Mentorship training. faculty, postdocs, and students on being better mentors.** During orientation, faculty, postdocs, and graduate students should attend a rigorous training on mentorship, allyship, and bystander intervention. This training could be put on by the Caltech CCID and/or Title IX offices. Following orientation, faculty, postdocs, and graduate students must attend this training biannually (every other year).
- **A GPS Division ombudsperson** should be elected and be responsible for confidential reporting of problematic issues within the Division.
- **Facilitation of stronger relationships built among cohorts.** Community-building is key for making graduate students feel more welcome. Peers are often invaluable



sources of support. To facilitate cohort relationship-building, the GPS Division organizes an annual GPS picnic; puts a subset of graduate students in one office together during their first year; and requires first year graduate students to organize the weekly social hour, second years to organize the annual GPS Division party (Zilchbrau), and third years to organize the weekly Geoclub Seminar. These activities and requirements are somewhat helpful in facilitating relationship-building among cohorts of students, but more activities/events could be organized that do a better job of bringing cohorts of students together. For example, multiple social events (ranging from art nights to dinners to attending sports events) for individual cohorts could be organized throughout the year. These events could be financed by the Academic Committee, and organized by faculty, student representatives in each cohort, or other organizers.

- **Cohort-building among graduate students and postdocs of color within GPS.** Because the number of graduate students within one cohort or postdocs of color is small, it may be more effective to cultivate a community of graduate students (of all years) and postdocs of color. This community can meet frequently for coffee, social events, etc. (organized by a representative from the Caltech Postdoc Association).
  - As one option for an event: This group could meet for a tea or lunch hour with faculty and postdocs of color who are visiting Caltech to give talks and discuss navigating academia and career planning as POC.
  - In addition to bringing scientists of color together within Caltech GPS, we could also facilitate building a cohort of undergraduate students, graduate students, and postdoctoral scholars of color across universities in SoCal. A feasible place to start is to bring together the 11 URGE pods in SoCal: UCR Grad Pod 1, UCR Grads Pod 2, UCR Prof Pod, UCR UGrads Pod, UC San Diego - Scripps Institution of Oceanography, UCSB Earth Science, UCSB Geography & Marine Science, UCS MEB, JPL Sea Level and Ice Group, CA area pod, and our (Caltech) pod.
- **Scholarships** for students/postdocs of color to attend conferences/networking events, with a focus on conferences for minoritized groups (AWG; GeoLatinas; and other membership groups listed below).
- **Bringing DEI-related activities to the GPS Division.** The Division should actively work to organize events held in the GPS buildings, so students/postdocs/faculty of color do not feel they need to always go outside of the Division to access these resources.
  - Our Division would also greatly benefit from hiring a part- or full-time DEI official, as individual members in the Division are not adequately trained for this type of work. This DEI officer would serve as an advocate for all POC within the Division. The DEI officer could additionally work with the CCID Office at Caltech to host annual workshops within the GPS Division, organize social events for the cohort of undergraduate students, graduate students, and postdoctoral scholars



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of color within the Division. The GPS Division ombudsperson would confidentially report to this DEI officer for relevant issues.

## RESOURCES IN LA

### *Mental Health*

- [Los Angeles County Department of Mental Health.](#)
- [Los Angeles County Human Services Hotline.](#)

### *Religious Groups*

- [Second Baptist Church.](#) A historically African American Baptist church.
- [First African Methodist Episcopal Church](#)
- [New City Church.](#) An inclusive church for people of all identities encompassing race, gender, sexual orientation, etc.
- [Friendship Baptist Church.](#) The oldest black Baptist church in Pasadena.

## RESOURCES BEYOND LA

### *Mental Health*

- [National Suicide Prevention Lifeline.](#)

### *Membership Groups/Conferences*

- [National Society for Black Engineers \(NSBE\).](#)
- [American Indian Science and Engineering Society \(AISES\).](#)
- [Advancing Chicanos/Hispanic and Native Americans in Science \(SACNAS\).](#)
- [Society of Hispanic Professional Engineers \(SHPE\).](#)
- [Richard Tapia Diversity in Computing.](#)
- [Annual Biomedical Research Conference for Minority Students \(ABRCMS\).](#)
- ESWN.
- GeoLatinas.
- [National Center for Faculty Development & Diversity](#)
- **AAPliG (Asian Americans & Pacific Islanders in Geosciences).** Website is still under construction, but some information can be found here:  
<https://twitter.com/earth2christine/status/1372343303908171776>

### *Social Media*





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- **Women Doing Science** (Instagram: [@women.doing.science](#) | Twitter: [@WomenDoingSci](#)). A social media project dedicated to increasing the visibility of women in STEM.
  - **Disabled in Higher Education** (Twitter: [@DisInHigherEd](#)).