

***Welcome! Grab a seat, grab some breakfast!***

# PROGRESS

PROMoting Geoscience Research, Education, and Success

Join GroupMe to connect  
with other PROGRESSers

2024

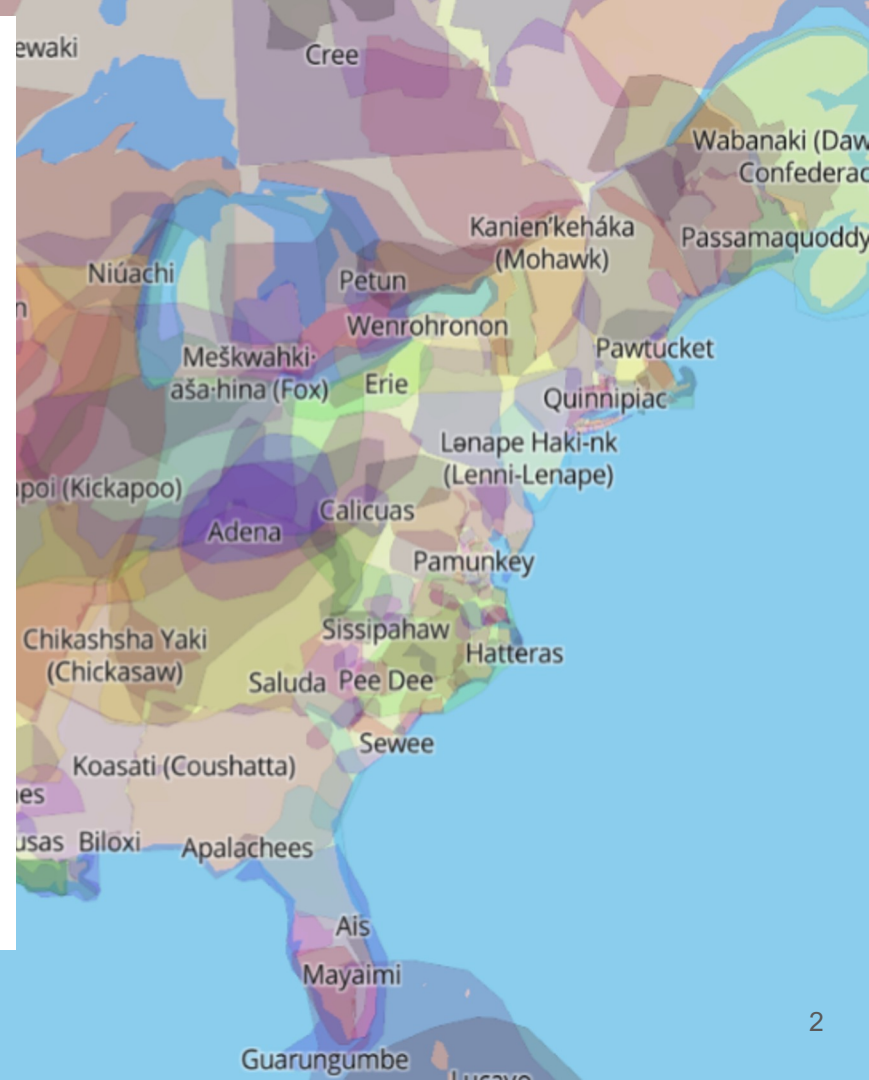


Mentoring Program Kick-Off Workshop



**Truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference.**

We acknowledge the lands and waters now known as Maryland are the home of its first peoples: the Accohannock Indian Tribe, Assateague People's Tribe, Cedarville Band of Piscataway Indians, Choptico Band of Indians, Lenape Tribe, Nanticoke Tribe, Nause-Waiwash Band of Indians, Piscataway Conoy Tribe, Piscataway Indian Nation, Pocomoke Indian Nation, Susquehannock Indians, Youghiogheny River Band of Shawnee, and tribes in the Chesapeake watershed who have seemingly vanished since the coming of colonialism. We acknowledge the forced removal of many from the lands and waterways that nurtured them as kin. We also recognize and honor the exploited labor of forcefully enslaved people upon which the foundations of the United States and our institution were built. We are forever indebted to the unwilling generational sacrifices and stolen labor of the enslaved Africans and their descendants. It is our collective obligation to pursue policies and practices that respect the land and waters so that our reciprocal relationship with them can be fully restored.



# Your PROGRESS Support Team & Goals for Today:



Chris Olex,  
The Point



Emily Fischer,  
Colorado State University



Melissa Burt,  
Colorado State University



Sandra Clinton,  
UNC Charlotte



Milena Guajardo,  
Colorado State University



Linlin Luo,  
Texas A&M University



Adriana Rocha Lima  
UMBC



Valentina Aquila,  
American University



Janelle Burke,  
Howard University



Maria Molina,  
University of Maryland

## Goals for Today:

1. **Connections.** Let's connect you with us, each other, and a regional mentor network.
2. **Curiosity.** Let's learn about the earth sciences, how they work, and why they matter.



# Site Logistics

- Meals/snacks
- Bathrooms
- Breaks
- Paperwork
- Photo release

# Our Agenda

<b>10:00 AM - 10:20 AM</b>	<b>Welcome, Process Overview, and Community Connections</b>
<b>10:20 AM - 10:30 AM</b>	<b>Introduction to the Earth and Environmental Sciences</b>
<b>10:30 AM - 11:30 AM</b>	<b>Panel Discussion: Pathways to the Earth and Environmental Sciences</b>
<b>11:30 AM - 11:45 AM</b>	<b>Break</b>
<b>11:45 AM - 12:45 PM</b>	<b>Support Map Exercise</b>
<b>12:45 PM - 1:55 PM</b>	<b>Lunch and Outdoor Break</b>
<b>1:55 PM - 2:00 PM</b>	<b>Lunch Recap</b>
<b>2:00 PM - 3:00 PM</b>	<b>Panel Discussion: What Mentoring Means to Me</b>
<b>3:00 PM - 3:05 PM</b>	<b>Break</b>
<b>3:05 PM - 3:40 PM</b>	<b>Growing Equitable Inclusion</b>
<b>3:40 PM - 4:10 PM</b>	<b>Connection Toolkit</b>
<b>4:10 PM - 4:30 PM</b>	<b>Concluding Remarks, Resources, Evaluation, Mentee-Mentor Connections</b>

# Engaging with one another today

- Listen actively and respectfully. Speak actively and respectfully
- Be open and curious - ask questions!
- Speak from your own experience; use 'I' statements
- Honor confidentiality – we can share learning, keep stories here

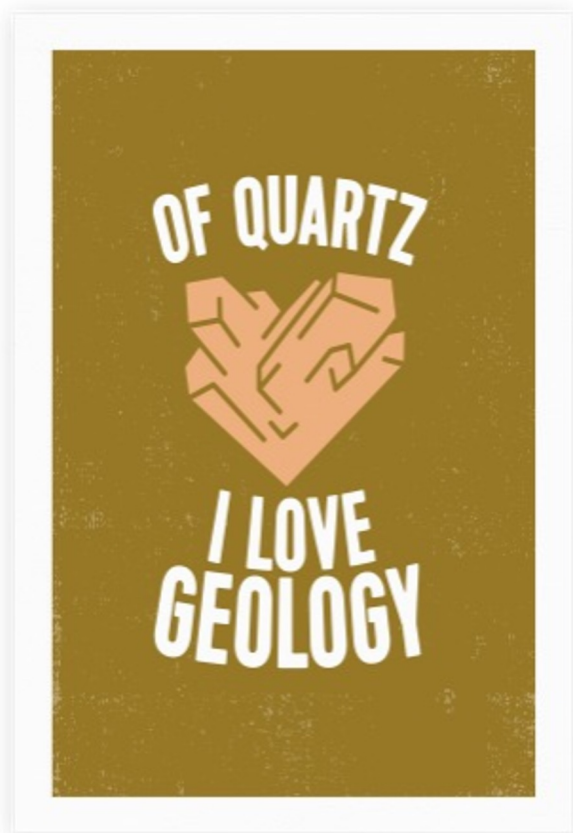
# Let's get started...

- Who is here today?
  - Introduce yourself
  - What school are you from?
  - What is your major or major interest?
- What are you hoping for today?
- Why are you here?

A photograph of Earth from space, showing a curved horizon and a bright sun in the upper right corner. The sun creates a strong lens flare effect. The Earth's surface is covered in clouds and landmasses, with a thin blue line of the atmosphere visible along the horizon.

earth & environmental scientists will  
be part of solving many of today's  
greatest challenges





[lookhuman.com/design/62473](https://lookhuman.com/design/62473)

Why are you interested in the earth & environmental sciences?

Why are these fields important to you?

I care about clean water.



I think volcanoes are amazing!



Photo by Izabela Kraus on Unsplash



**I feel most at peace  
when I am in nature.**



to by Karsten Winegeart on Unsplash

**I want to make a difference.**



Photo by Markus Spiske on Unsplash



Let's talk about an issue that matters here in Maryland.



City Dock Annapolis, January 2024. Photo: James Ronayne

# The Chesapeake Bay is one of the most vulnerable regions in the nation to the effects of climate change.

Rising Seas

Warming  
Temperatures

Extreme Weather

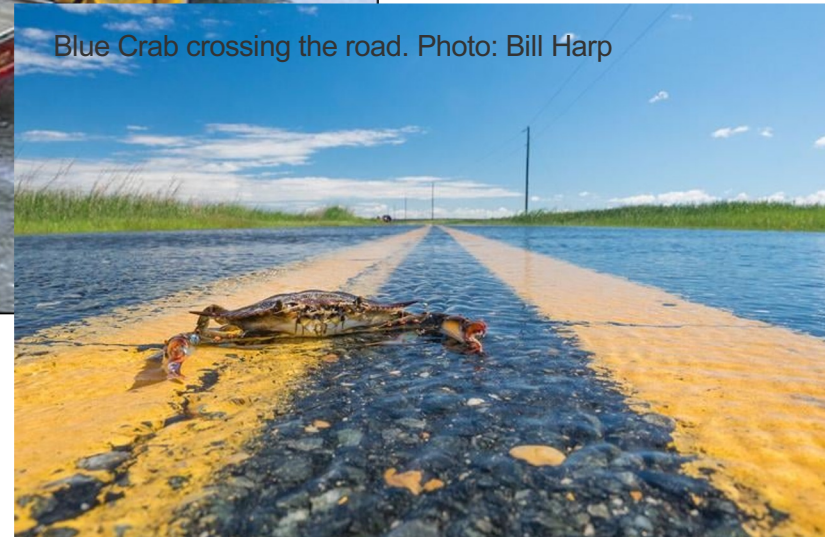
Ocean acidification







**John Barnette (red jacket)** leads the Somerset County Swift Water Rescue Team into the flooded streets of Crisfield during Superstorm Sandy in 2012. Photographs: Crisfield, courtesy of Salisbury News.



Blue Crab crossing the road. Photo: Bill Harp



**U.S. Navy Captain Bob Clark looks out** over Naval Station Norfolk. This base is the largest naval facility in the world. Rising waters could disrupt operations. Photograph: David Harp



Aerial image of Naval Station Norfolk.  
Photo: US Navy / Petty Officer-2nd Class Christopher Stoltz





2023 Hurricane Isabel storm surge flooded Baltimore's Fells Point and Inner Harbor. Photograph: Maximillian Franz/The Daily Record

The Chesapeake Bay is one of the most vulnerable regions in the nation to the effects of climate change.

In groups,  
WHO do we need to assemble to  
**protect people** moving forward?



# Panel Discussion: Pathways to the Earth and Environmental Sciences



**Erin Hamner**

University of Maryland  
Baltimore County



**Erica Grow Cei**

NOAA's National  
Weather Service



**Kandis Boyd, PhD**

Environmental Protection  
Agency



**Aixa Alemán-Díaz, PhD**

American Geophysical Union

**Break: 11:40 - 11:55 AM**  
**Be back @ 11:55AM!**



*\*\*\*To help be ready for the next session,  
please find your Mapping Exercise*

# Professional Ecosystem Support Mapping Activity

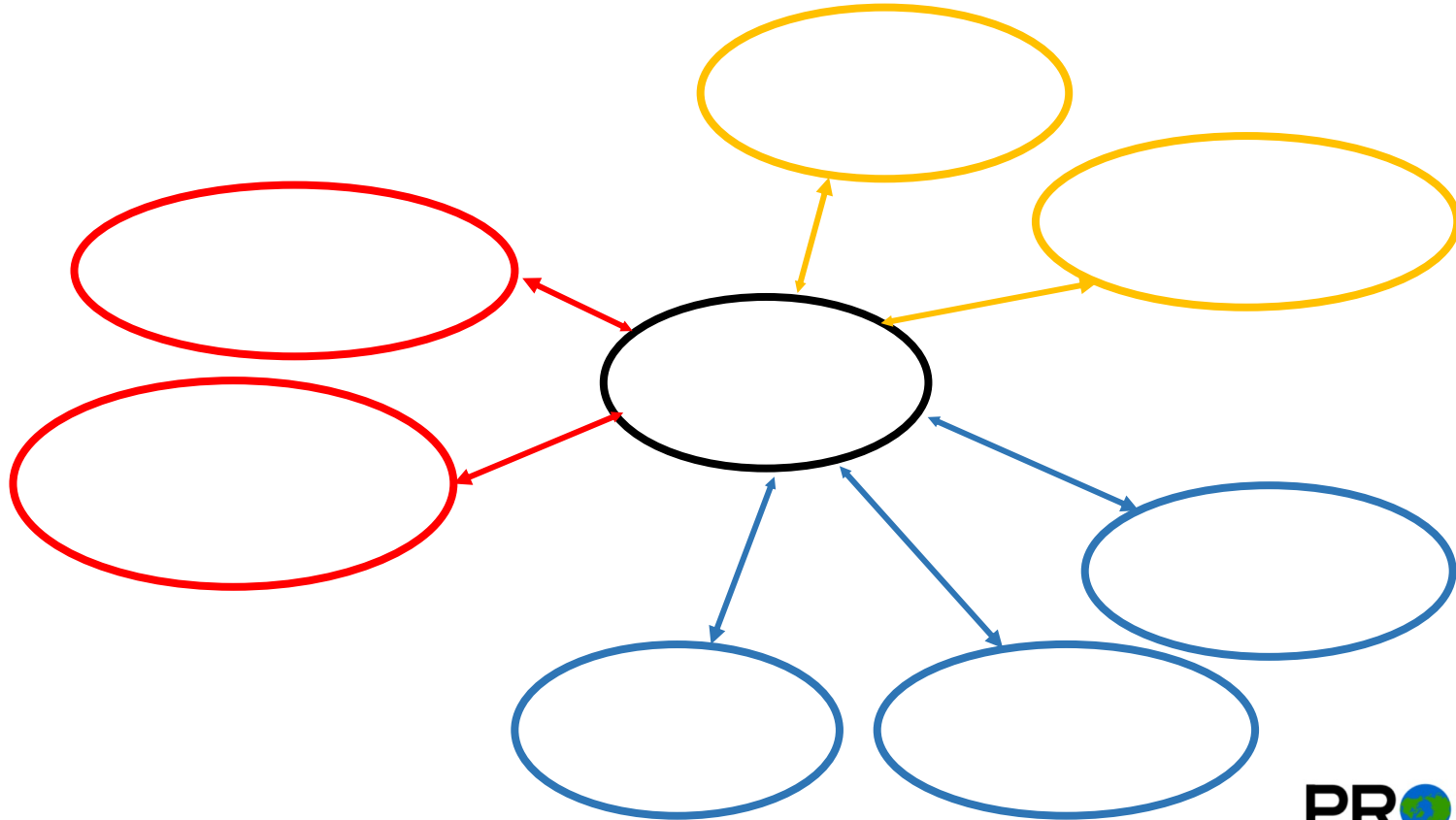
**Finding\* support in world of science**

\*We have already done some “finding” for you. More soon.

# What is the truth about Science work?

- Geoscientists do not work alone.
- The myth of independence:
  - Gives the false impression that scientists work independently.
  - Being disconnected from the scientific community is not normal.
- Science is a team sport!
  - Scientists benefit in terms of productivity and well-being.
  - Scientists at multiple career stages and with differing expertise often work together.

# Professional Ecosystem Support Mapping Activity





# Everyone needs different types of support

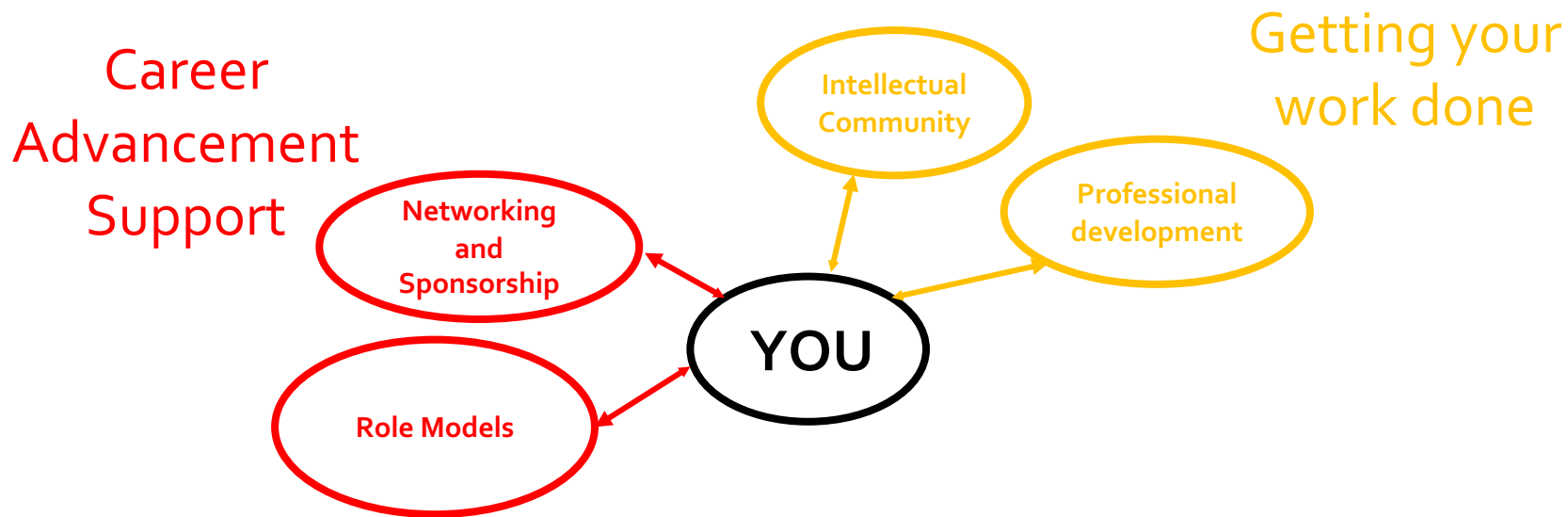
- What can support look like?
- Who supports you?
  - Put individual names on post its
- Who helped you get to today?  
*i.e. Teacher, Role Model, Counselor*



# Professional Ecosystem Support Mapping Activity



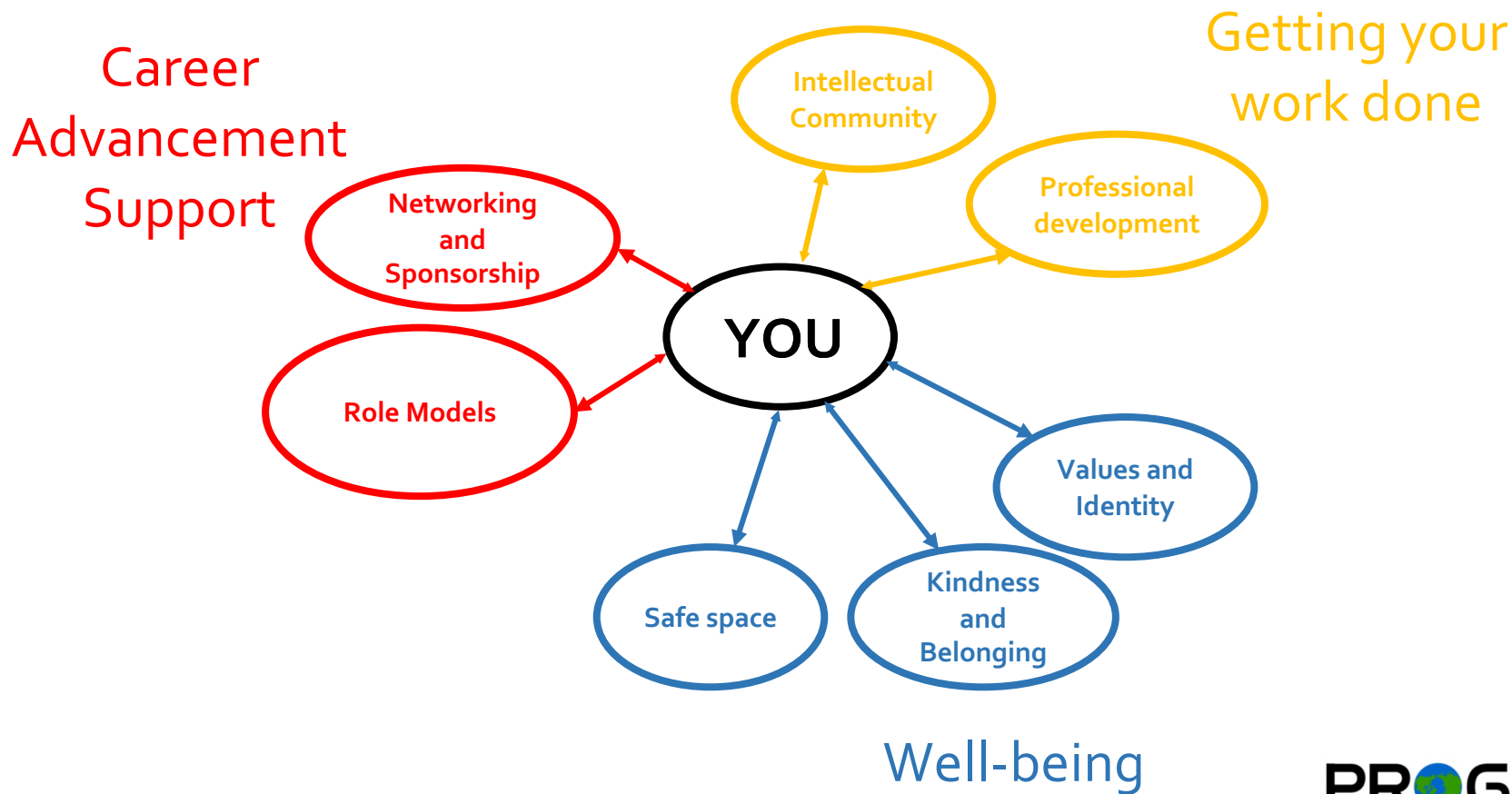
# Professional Ecosystem Support Mapping Activity



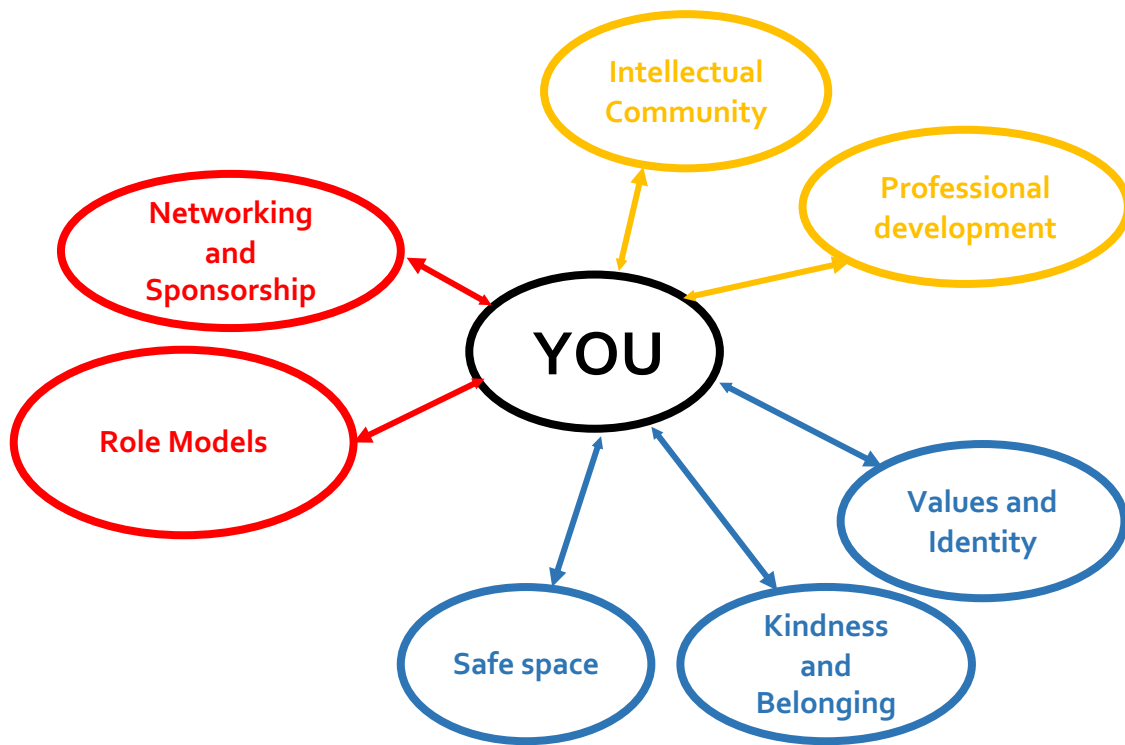
# Professional Ecosystem Support Mapping Activity



# Each of these groups help you succeed in different ways



# Getting your work done requires:



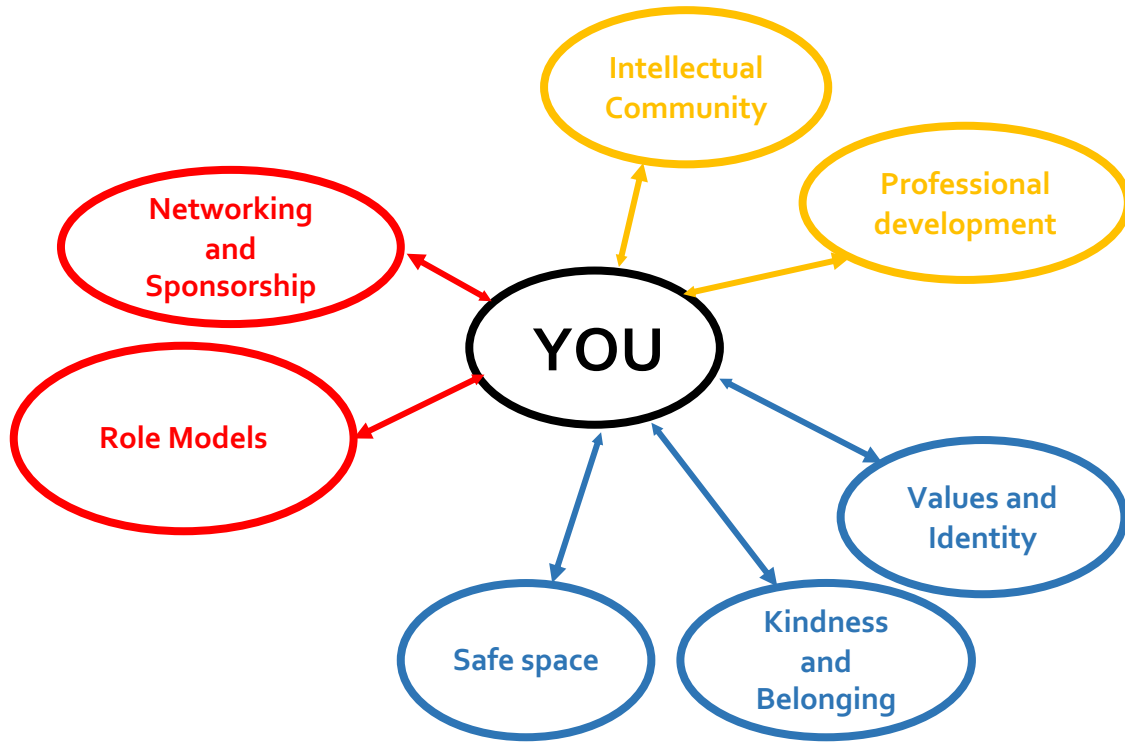
## Intellectual community

- Study and work together
- Buddy for attending academic related activities on campus
- Advice on classes and internships
- Feedback on writing

## Professional development

- Time-management
- Conflict resolution
- Public speaking training
- Scientific skills
- Confidence building
- Substantive feedback

# Career Advancement requires:



## Networking and Sponsorship

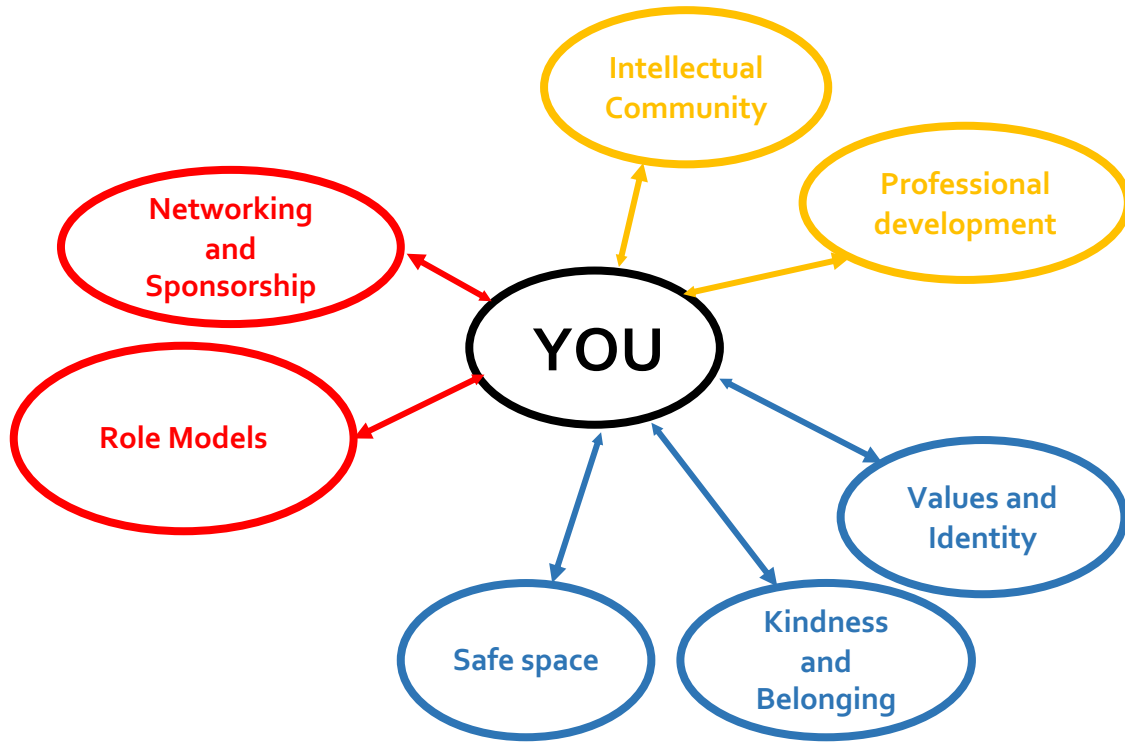
- Letters of recommendation
- Mention your name for opportunities
- Mediate for you
- Alerting you to opportunities
  - Scholarships
  - Internships, jobs
  - Awards

## Role models

- School-life balance
- Work ethics
- Productivity
- Career Choices
- Skill Set



# Well-being requires:



## Values and Identity

- Cultural
- Spiritual
- Other professional values

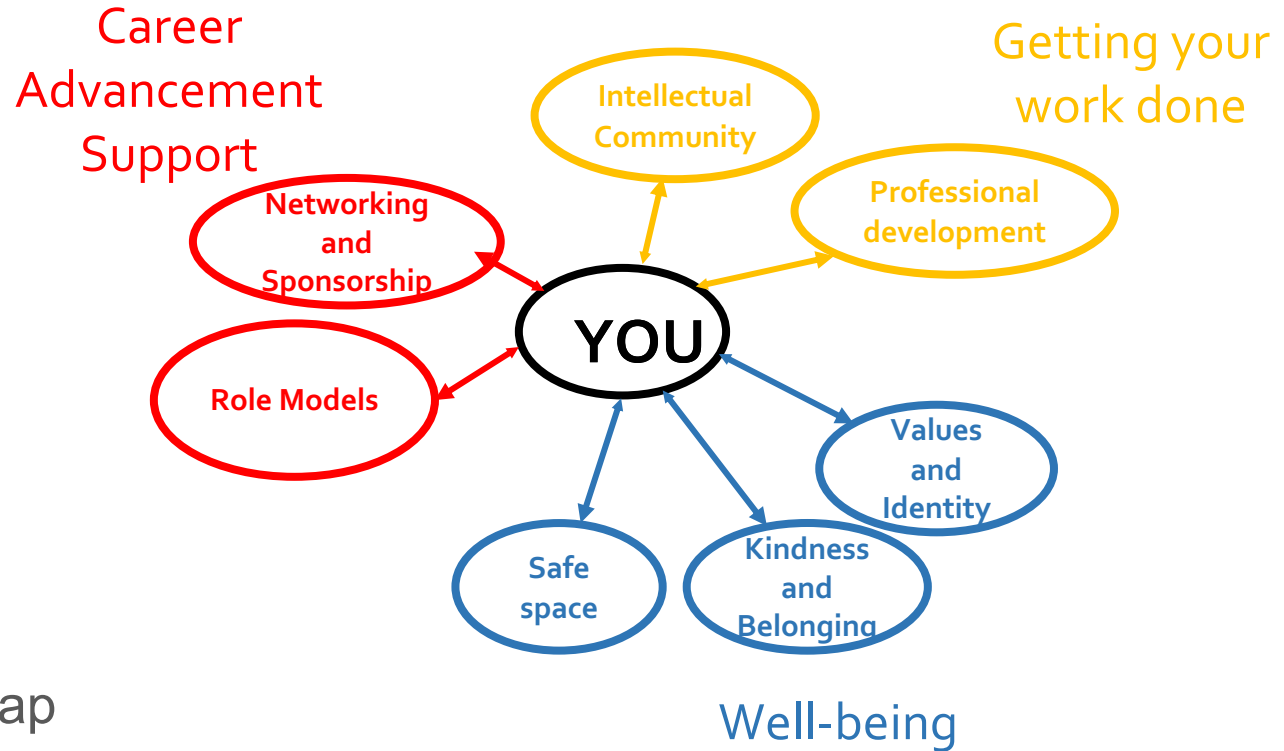
## Kindness and Belonging

- Convey friendliness
- Build community

## Safe Space

- Trustworthy
- Let you vent without judgment
- Blow off steam, express your frustration
- Help you problem-solve
- Help you regain composure

# Who is in your ecosystem of support?



- Use your Support Map

# Who is in your ecosystem of support?

Name	Intellectual Community	Professional Development	Role Models	Networking & Sponsorship	Safe Space	Kindness & Belonging	Values & Identity

# Who is in your ecosystem of support?

Name	Intellectual Community	Professional Development	Role Models	Networking & Sponsorship	Safe Space	Kindness & Belonging	Values & Identity
Mary Awesome		X					X
Keisha Rockstar				X			
Dan the Man	X		X				



# Do you have any unicorns?

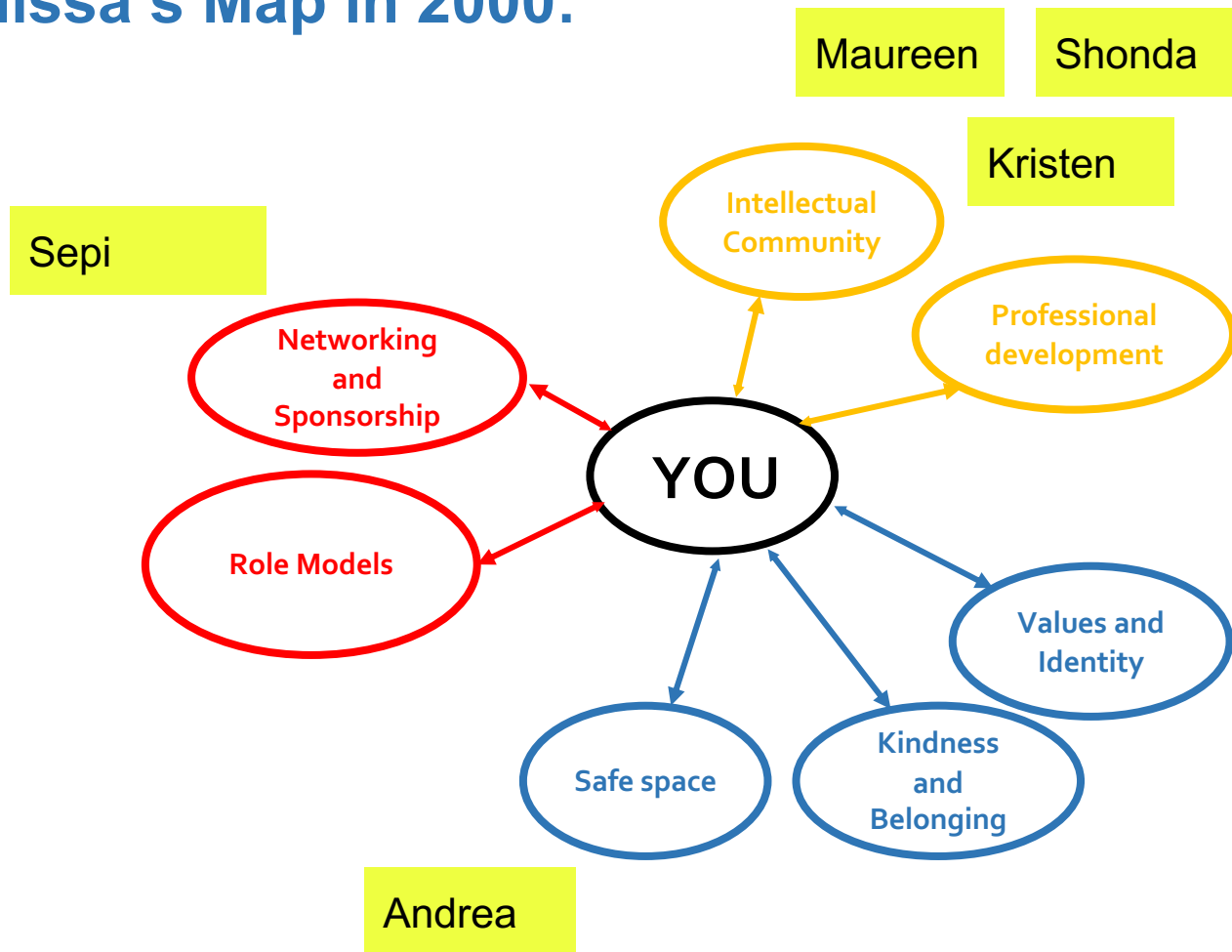
*Every mentor can offer you something, but you should be careful to not go to one person with everything*



Name	Intellectual Community	Professional Development	Networking and Sponsorship	Role Models	Safe Space	Kindness and Belonging	Values and Identity
Mary Awesome		x					x
Keisha Rockstar				x			
Dan the Man	x		x				
Unicorn Human	X	X	X	X	X	X	X

**Let's look at an example:**

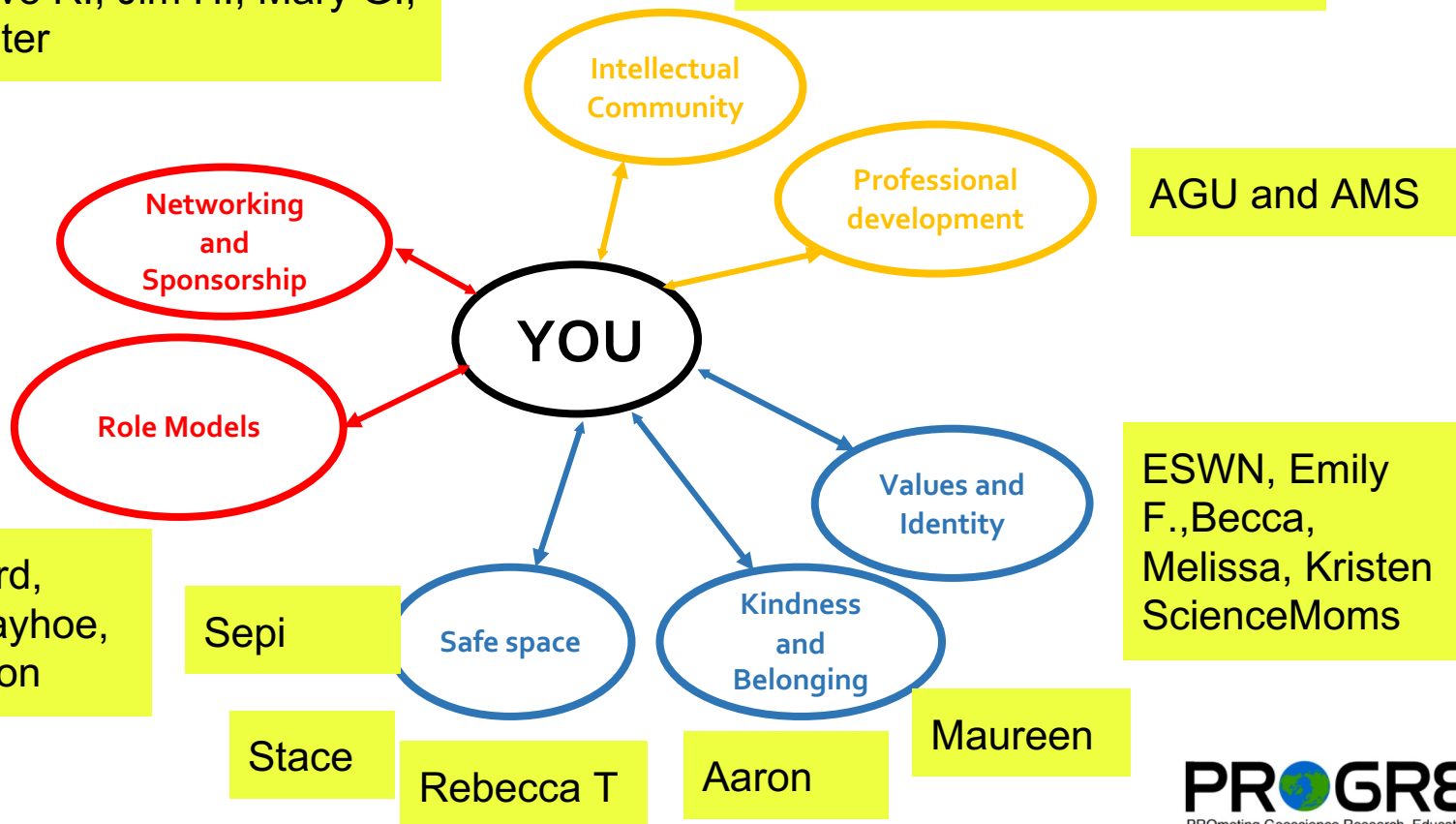
# Melissa's Map in 2000:



# Melissa's Map in 2022:

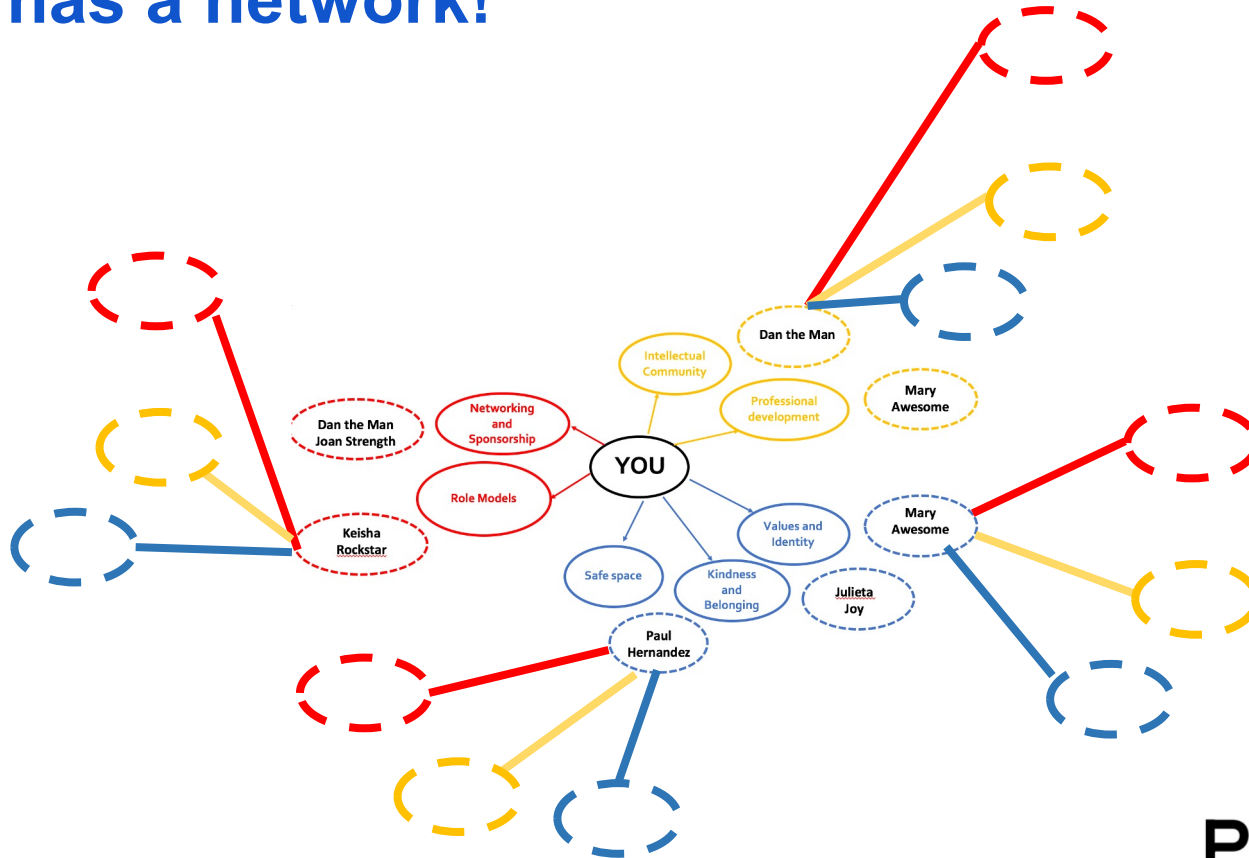
Dave M., Dave R., Jim H., Mary G.,  
CSU EJ Center

Emily F., Kristen, Meredith,  
Christine, Becca, Melissa,  
Vernon, Aaron, Rebecca





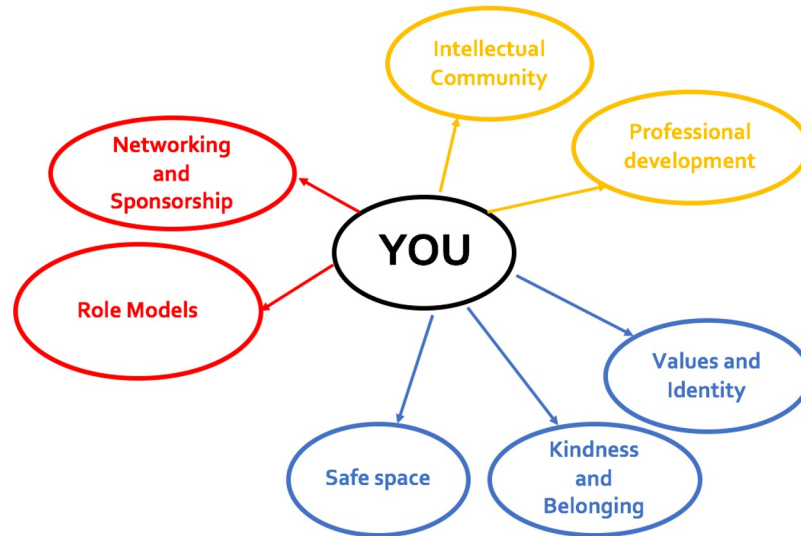
# Remember everyone in your network... ...also has a network!



# Professional Ecosystem Support Map Discussion

● At your table, discuss:

- What is one category you are 'sure of'?
- What is one category you are 'unsure of'?



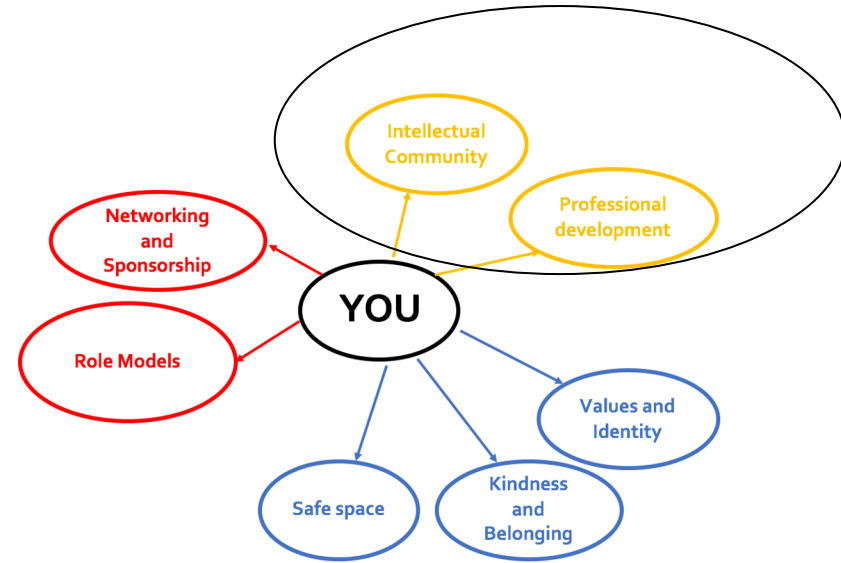
# How do I find people for all of these areas?

## Intellectual community

- Classmates
- Neighbors
- Friends at other universities
- Offer to be this type of support for someone else and they will often reciprocate!

## Professional development

- Workshops
- Professional organizations
- Online resources
- University emails



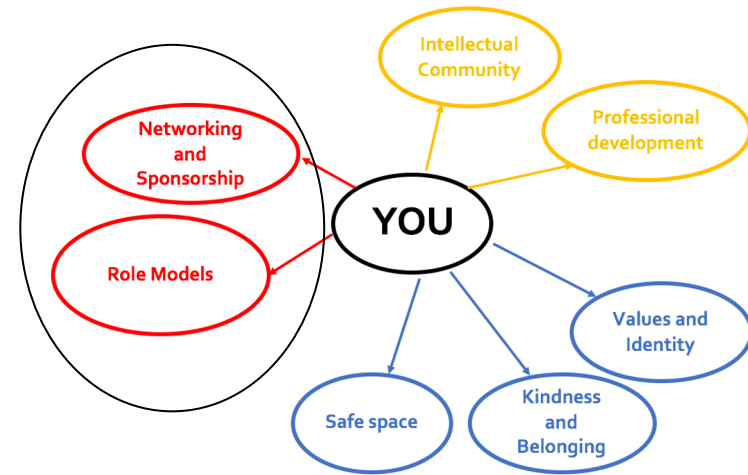
# How do I find people for all of these areas?

## Networking and Sponsorship

- Who has seen you at your best?
- Who has seen you overcome a challenge?
- Who depends on you?
- Email announcements
- Campus career center
- Befriend people who always seem to be “in the know”
- Forward information, be a “hub”
- Mentor

## Role models

- Professors/working scientists
- Grad students
- Recent graduates
- Classmates a year or two ahead of you
- People outside of school



# How do I find people for all of these areas?

## Values and Identity

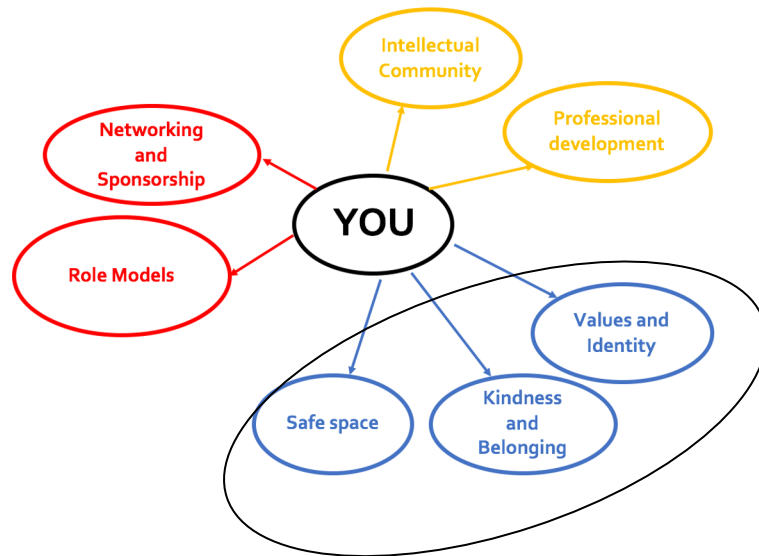
- As important as career support
- Family & friends
- Trained professionals

## Kindness and Belonging

- Professor you relate well to
- Student a year or two ahead of you
- Teaching assistant

## Safe Space

- Be careful to trust too early
- Consider people removed from the situation you need to vent about
- Who can you always count on to be outraged on your behalf?
- Who will keep things private?



# Let's practice reaching out!

- You would like an opportunity to shadow in a lab at your institution (or do a virtual visit)
- Write an email to a professor that you think can help make this happen

***\*\*\*A hybrid virtual world makes it easy to join remote lectures, lab meetings, etc. Just ask!***



# Let's help each other

- Share your practice emails with each other
- Listeners can offer examples of what they liked, what other ideas they have to make it better and/or different
- Take any notes and/or ideas that will make your email better

# DO's and DON'T's for Making Requests

## DO's

- Tell them why you want this, include your interest AND any experience
- Tell them what you already know about them
- Be professional (Dr. \_\_)
- Acknowledge they are busy AND appreciate and be open any opportunity

## DON'T's

- Ask them what they are currently working on (do your homework!)
- Ask them to be a mentor right away
- Be TOO specific about exactly what and when you want something
- Expect them to find out everything for you

# Professional Ecosystem Support Map

- Will you add someone to your map today?
- What are things that you can do to meet the right people moving forward?
- How can you use GroupMe to build your map?
  - Remember there are other regions and everyone here today

# Working Lunch Plan

**12:45 - 1:35 pm**

Your Time!  
Go eat, go outside, talk to someone new

**1:40 pm**

Come back together!

***Be sure to vote on your first impressions!***  
***Stamp for YES!***

# Panel Discussion: What Mentoring Means to Me



**Yaítza Luna-Cruz, PhD**

NASA Headquarters



**Liz Gilden**

American Geophysical  
Union



**Taelorae Levell-Young**

CDM Smith



**Ava Marie**

WBAL-TV 11



**Be back at 3:05!**

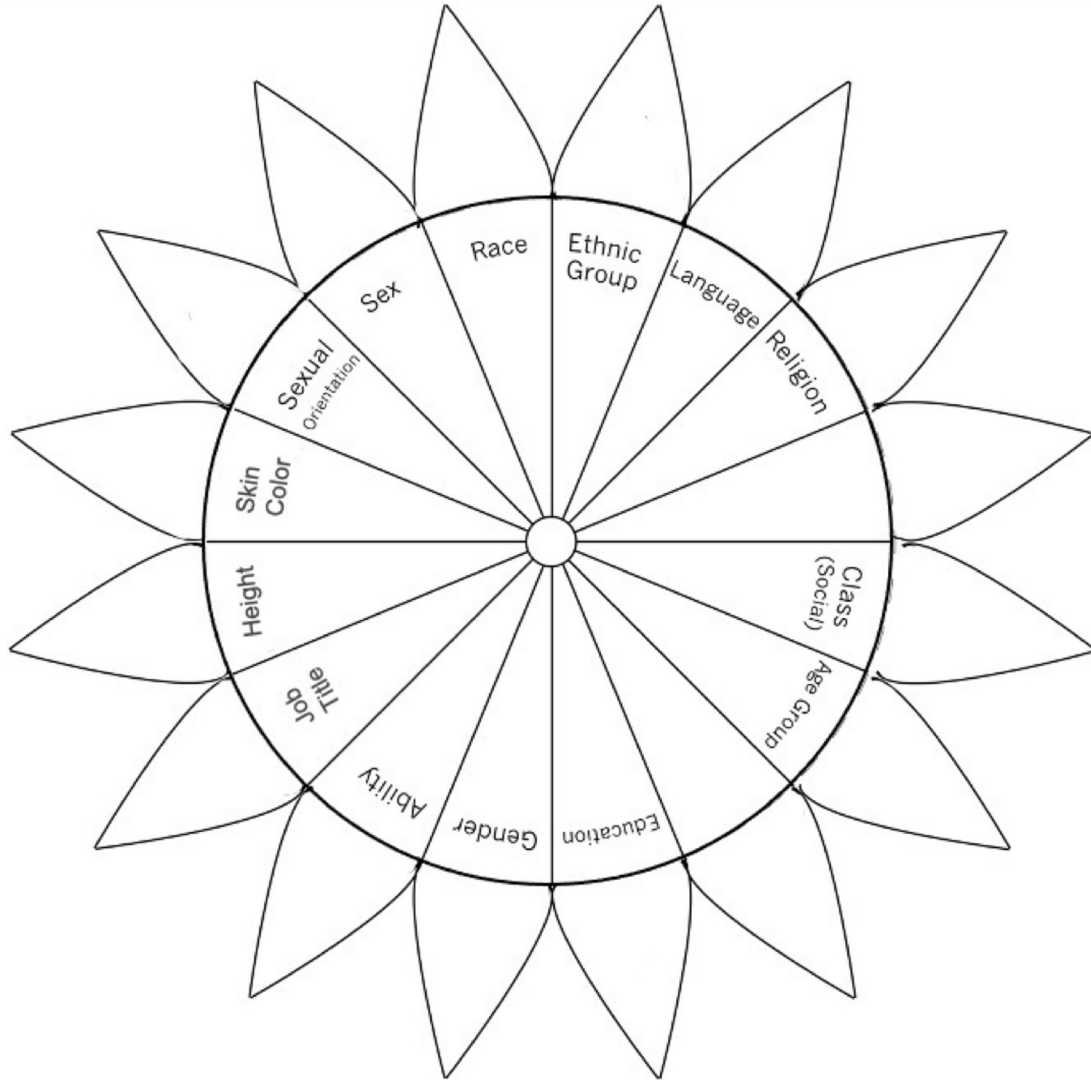


# Growing Equitable Inclusion

**Centering all of us in science**

# 1. Who are we?

Social Identities  
Flower Power Exercise



# Discussion

- Which identities do you think about the most (i.e., most salient)?
- How does context change any of this? Does this change depending on what class you are in (e.g., History versus STEM)?
- How do our experiences impact how we see others?

## 2. First Impressions



Emily Fischer



Linlin Luo



Melissa Burt

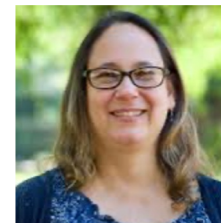


Sandra Clinton

## 2. First Impressions

Based on what you have seen

so far: *Annotate in the box if it's a yes*



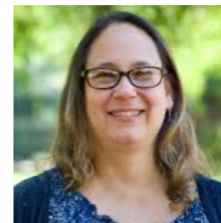
Does she easily extend deadlines for students?				
Does she draw and paint?				
Does she consistently gets high ratings in teaching?				
Is she good at telling a joke?				
Is she an organized professor?				
Did she play a sport in college?				
Did she sing in the choir or play a musical instrument in college?				
















## 2. First Impressions

Based on what you have seen

so far: *Annotate in the box if it's a yes*



Does she easily extend deadlines for students?				
Does she draw and paint?				
Does she consistently gets high ratings in teaching?				
Is she good at telling a joke?				
Is she an organized professor?				
Did she play a sport in college?				
Did she sing in the choir or play a musical instrument in college?				

## 2. First Impressions

### The Power and Impacts of Impressions

- Happens FAST - '**Thin Slices**' - **10 second clips**
  - Implicit biases and **stereotypes** can contribute
- AND they LAST - Hard to change
  - We form **schemas** that impact our thinking and what we remember
  - After they are formed, **biases** help to sustain the impression
  - Impressions can result in **imposter experience**, if we conclude we are not like everyone else.



# Antidotes

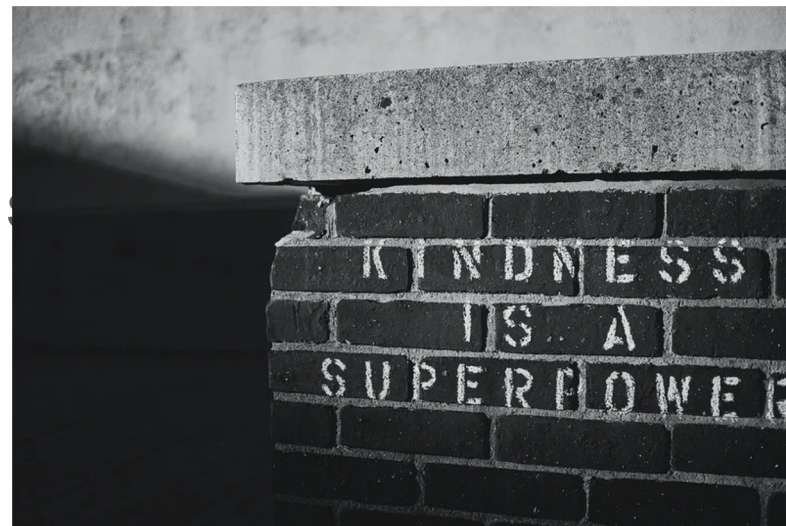
- Slow down thinking. Take a breath.
- We all have biases, formed to keep us safe.
- Be willing to challenge assumptions and look for 'other information'.
- Be aware that attention goes to threats - often we notice different identities.
- Remember not to believe everything your mind says to you.



### **3. Reflecting on Support that comes from Kindness**

### 3. Reflecting on Support that comes as Kindness

1. Recall a time when someone was kind to you in your academic life.
2. Write about what happened, where it happened, and how you felt. (2 min)



## Discussion

- Share your stories with each other
- What similarities and differences do your stories have?



# Summary

- **Awaken** to yours and others social identities
- **Slow down** and notice how impressions form, impact our thinking, and inform our behaviors towards self and others
- **Choose** to use your influence, privileges, and power to grow kindness in your academic world -- starting with actions that uphold the dignity of everyone here today.

# Connection ToolKit

**Making connections to expand our opportunities**

# How do you feel about professional networking?

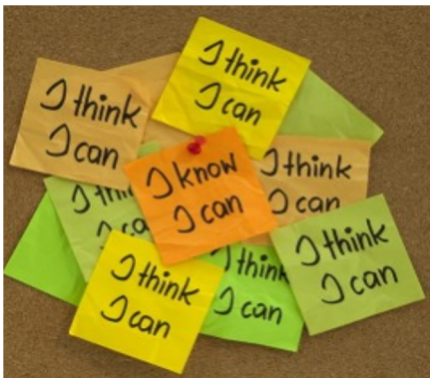
## I love it!

*Love meeting new people and learning about them!*



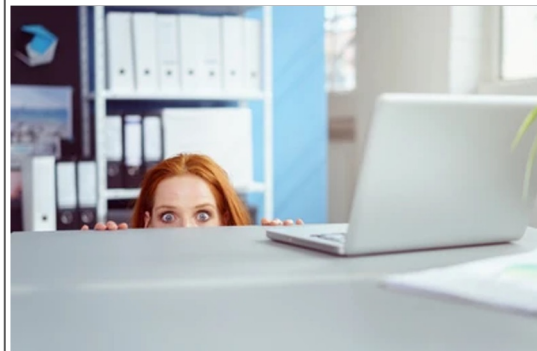
## Eh, if I have to...

*I know it's important and I can make myself do it when needed.*



## I'm hiding!

*This is painful. I don't know what to say and why would they want to talk to me.*



Bad news: Life is one giant networking opportunity



Good news: ~~Networking~~ ...Building relationships

# Networking Tools

1. Play to your strengths.
2. We need to be interested, not just interesting.
3. Set SMART goals.

# 1. Play to your strengths

- Recall a time when you made a new connection
- What worked? What did you actually do? What qualities and/or skills contribute to it?



## 2. Be interested, not just interesting

- People love talking about themselves
- Have questions ready





### 3. Set SMART goals

- In the **NEXT 2 WEEKS**, how can you apply something you have learned in this workshop?



## Get to know your GROUP

- Share your goals with each other
- Share your contact information
- Find a time to connect in the next 2 weeks



# We are in this together. Let's make more **PROGRESS!**



## How to Participate

- We can keep making this better
- Link is in your **email**
- **Brief** Workshop Evaluation
- **5-10 minutes** to complete
  - Please do this now

## What You Receive

- **Our gratitude** for helping to improve PROGRESS!
- **Introduction to your mentor**
  - Matched based on shared similarities
  - Meet mentor in public spaces (or online) at reasonable times of the day
- Your mentor will reach out to you! Respond and put them on your map!

# More Resources

- To access the **PROGRESS Website**, scan:



- To join the **PROGRESS GroupMe**, scan:

Say hello to your peers on GroupMe &  
respond to others' posts!



- Our email:  
[progressgeoscience@gmail.com](mailto:progressgeoscience@gmail.com)

