URGE Policies for Working with Communities of Color for Byrd Polar and Climate Research Center and the School of Earth Sciences at The Ohio State University

This is what was found by Byrd/SES Pod at The Ohio State University on Policies for Working with Communities of Color as well as plans for improved processes and/or needed resources.

Pods may have members from a range of career stages and involvement in the development and execution of research projects, and pod members may have different experiences or different perspectives when responding to these questions. Consider this in the summary document and focus on capturing responses that are representative of the range in your pod.

- **Audit of previous interactions with communities of color at our organization:**
  - E.g. How many research projects were undertaken in countries or regions with communities of color, how many of those included meaningful interactions with those communities of color? Briefly describe one or more example projects to provide context for the following questions.
  - Researchers at the Byrd Center have conducted many scientific expeditions in South America, Tibetan Plateau and the Himalaya, Indonesia, Tanzania, etc.
  - Many of these expeditions have been successful due to the collaborations and connections established with the local community members.
  - The connections with local community members have been long-lasting and have provided opportunities to continue visiting sites.

- **What worked well in these interactions?**
  - E.g. Using local names for landmarks or features, adhering to restrictions and customs such as not scheduling outreach meetings/events during hunting season
  - Learning about the cultures of the people with whom you will be working.
  - Learning the language or hiring trusted translators.
  - Hiring local workers/mountaineers on projects, supporting local scientists both short-term and long-term, hosting them at the Byrd Center, inclusion in other expeditions, and career support
  - Communicating on a higher level. We all share the human experience and the love for and dependence on nature. Determine how you can be a benefit to the community.

- **What did not work well, and how can this be better addressed in future plans?**
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- E.g., We did not include priorities of local communities of color when developing our proposal, and to address this in the future we will include community member(s) in the early stages of proposal planning and writing as collaborators.
- In one specific instance, a local tribe was upset with the scientific expedition. Although outreach to tribal communities was performed before the expedition, this community had been unfortunately overlooked.
- The expedition halted and the fieldwork team met with the community and a trusted translator to discuss the cultural significance of the site and the scientific endeavors. Permission was granted to continue the field project.

- Are there ways to improve the outcome of projects already undertaken?
  - E.g., Work with and compensate community members to translate research results and outreach materials into local language, include acknowledgements in forthcoming publications and presentations.
  - Follow-up in some form with local communities and scientists to share results, invite them for talks. In the past, there has been difficulty in maintaining contact with colleagues in institutes with high turnover rates.
  - Co-authorship and acknowledgements for local collaborators on the project; include them beyond logistics and in the scientific discussions.
  - Creating an outreach product (e.g., brochure, booklet) in local language with results of the project and identify the ways in which your research resonates with their lives and livelihoods. There may be difficulty distributing to remote communities.

- Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?
  - E.g., Additional support/funding for early planning process of projects to include forming productive and mutually beneficial connections with communities, establish a point of contact for interfacing with communities so as not to overwhelm with individual requests from researchers and collaborators.
  - In trying to create guidelines for working with communities of color, it is crucial to recognize that there is not one single plan or strategy. Rather best practices are highly dependent on the communities and cultures.
  - The Byrd Center will be hosting a panel discussion at OSU in spring/summer with experienced researchers who have successfully established relationships with local and international communities of color.
  - We also plan to put together resources for early career researchers looking to make these sorts of connections.
    - Learning about the cultures of the people with whom you will be working.
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- Proper land acknowledgements
- Currently available indigenous knowledge resources.