This is what was found by UC Central Valley at the University of California, Merced and the University of California, Davis on Policies for Working with Communities of Color as well as plans for improved processes and/or needed resources.

- **Audit of previous interactions with communities of color at our organization:**

  Each the five faculty members in our pod shared their experiences working with communities of color, both nationally and internationally. Majority of these experiences included meaningful interactions, as well as important lessons to be learned and areas for improvement moving forward.

- **What worked well in these interactions?**

  - One pod member shared their experience working on a project in Senegal that was established and organized in a way that allowed the research to continue under local leadership, with no outside help necessary.
  - This same project also included cultural sensitivity training where individuals traveling to Senegal were introduced to the religious customs, local food, best ways to interact, etc.
  - Another project in Haiti emphasized leveraging good relationships with the local community by learning basic language skills to communicate, translating information, and learning what products are most beneficial to locals. For example, creating and printing certificates after completing a training was helpful for getting jobs in the future.
  - There was also an example of working with farmers who are provided funding and can keep all the equipment that’s used in the project to establish autonomy moving forward.

- **What did not work well, and how can this be better addressed in future plans?**

  - A pod member shared that another researcher on their team held racist views. This can be addressed in the future by being more intentional when picking collaborators and by picking collaborators with cultural ties to the community.
  - One project developed scientific goals independently of local groups. This can be addressed by including community collaborators in the design stage of a project.
  - One pod member discussed how they were advised not to get permission from local tribes to do work on their land because the process takes too long, so they chose sites that were not on tribal land. If possible, projects could be postponed in order to allow for local groups to have enough time to consider a request for collaboration.
One project did not have an official cultural sensitivity training, but this could be included as a requirement for any community-based work in the future.

- **Are there ways to improve the outcome of projects already undertaken?**
  - We can improve the outcome of current projects by ensuring that those who often do not get credit for their contributions, such as community partners, junior faculty and students, are rewarded for their work. This may be through authorship, payment or acknowledgment in a paper.
  - We should be mindful of who can access the data that we publish. Data should be shared with communities in a way that is accessible and meaningful. Researchers should make themselves available to answer questions that community members might have about the data.
  - In papers where field work was conducted, we can include a land acknowledgment.
  - We should also start to work with local groups early, and include them in the planning process.

- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
  - We can require all researchers to do cultural sensitivity trainings that are co-created with community members.
  - When writing grants, we can allocate funding to pay community collaborators for their time and work. Funding can also be allocated for the purchase of equipment for communities that they consider to be useful and that they can keep after the project is over (e.g. soil moisture sensors, air pollution sensors).
  - When working with communities that speak another language, all communication between partners should be translated.
  - Community collaborators should be contacted very early on and should be given a meaningful role in designing the project and the research questions.
  - When designing a project, we can work with community collaborators to set up mechanisms for the project to continue long-term under local leadership.