URGE Policies for Working with Communities of Color for University/Organization

This is what was found by NCSU FER Grads at NC State University 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:**
  - *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.*
  - My research took place in a region that included communities of color, including some historically black communities that have experienced and continue to experience environmental injustices and the community surrounding an HBCU. My interactions with these communities have not been very meaningful. I have had some communications with leaders in those communities, but there was some worry about overtaxing those communities with additional research and so I did not do any extensive work in those communities.
  - In my work using remote sensing and geospatial work we often don’t make assessments as to the people living in a given area, their needs or concerns regarding research in the places they live and the ultimate impact in those communities. While we make efforts to collaborate with local land managers, they likely reflect similar racial makeup biases as the discipline of forestry, and likely speak for a segment of the population of that area.

- **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*

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

It would have been better if I had spent more time getting to know the community, working with people already familiar with the community and assessing how my research could better build off of current and past research in the same area.

I wish the research could have been more holistic in its efforts, attempting to address the needs of the community as stated by the community rather than as determined by federal agencies. Talking to the members of this community to focus our project creation effort towards there needs.

**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.
- I can communicate my results to the community, so that other similar projects that the community is undertaking may benefit from those results.
- Outreach or learning opportunities within the community - ex: taking local students into the field.

**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

- More time to develop relationships and communicate, plan, collaborate. More in person interaction would have been beneficial, but was not possible due to the pandemic.
- Because trust and relationship development takes time, perhaps more emphasis on the facilitation of these relationships at the college/department level or at the very least at the PI/lab level to help introduce new students into a community with a background of understanding and trust - importance of inclusion throughout the research process, from planning - not just deciding to do research in a community and then informing members of the community after the fact. Community round tables/focus groups...the importance of following up, reporting back, and hopefully acting on or facilitating action based on results.
- Greater emphasis on community driven science, or product focused science, wherein communities can get funding and support to answer questions relevant to their needs.
- Pressure funding agencies to drive product focused and transdisciplinary efforts that align with community focused science. Adversely affected communities have a greater goal driving the grant process.
- Something like CARE principles/IRB guidelines...

From David-Chavez and Gavin, 2018.

Other resources on community-based research continuum:
URGEO
Unlearning Racism in Geoscience

https://hso.research.uiowa.edu/community-based-research-continuum