PLU Geosciences Policies for Working with Communities of Color

*Land Acknowledgment*

*PLU sits upon the traditional lands of the Nisqually, Puyallup, Squaxin Island and Steilacoom peoples; we acknowledge and respect the traditional caretakers of this land*

Geosciences has strong roots in colonialism and a long history of practices focused on extraction of resources that exploit Indigenous and other communities of color. PLU Geosciences recognizes this damaging history and vows to develop and practice policies that build welcoming and productive relationships with communities of color within and outside of PLU. In this document, we communicate a draft of policies that will foster true inclusion of members of communities of color in our classrooms and research experiences and will promote genuine knowledge exchange with these communities.

**Policies for working with communities of color**

- PLU Geosciences is committed to becoming better educated on geoscience practices that exploit and damage relationships with communities of color and will use this education to raise awareness of these damaging practices to our students and the broader PLU community.
- PLU Geosciences faculty will seek out and complete intercultural, anti-racist, and anti-oppression training and will push for these trainings to be made available across the University.
- PLU Geosciences researchers (faculty and students) will establish equitable relationships with the communities of color they work in and with, as well as recognize the struggles of these communities while also valuing their strengths. Such equitable practices include:
  - Whenever possible, PLU Geosciences will provide financial compensation for the time and expertise that leaders and representatives from communities outside PLU contribute to our class and research experiences.
  - PLU researchers will take responsibility for becoming educated on the proper ways to communicate with and request assistance from the communities in which they conduct their research.
  - When developing new projects (class or research) that will take place on and/or extract data from Indigenous lands, PLU Geosciences faculty and students must reach out to those communities for approval *in advance* of the project/class. Indigenous members should have a say in the defining research questions and approaches central to the project as well as any relevant data and all efforts must be made to partner with rather than extract from these communities.
  - PLU researchers will recognize when their work extracts from the land and communities in which they work and will strive to establish practices that are mutually beneficial to impacted communities.
● PLU Geosciences faculty are committed to making co-curricular activities (research experiences, TA and tutor positions) available to all students by ensuring these opportunities offer the flexibility, accommodations, and support necessary so that any student can take part.

● PLU Geosciences is committed to designing class and department field trips that are universally accessible and safe for all students.

● PLU Geosciences will support University Diversity, Justice, and Sustainability (DJS) efforts by:
  ○ Creating safe, supportive, and diverse classroom and research environments that challenge students to explore social justice issues in the context of geosciences
  ○ Incorporating knowledge and methods of investigation from Indigenous communities in our classes. Specific focus will be on better integrating Indigenous knowledge of climate change, resource management, and sustainability practices into our General Education courses

● PLU faculty will be open to critical feedback from our students and the communities of color we work with on how we are meeting the above objectives and policies. We will use and learn from this feedback to revisit and refine established policies and to develop new policies that build and sustain equitable and inclusive relationships with communities of color both within and outside PLU.