Policy for Working with Communities of Color

In order for faculty, staff, students, and other individuals within SEOE to foster healthy relationships with communities of color (CoC) or persons who have been traditionally disadvantaged and marginalized due to their color, race, ethnicity, or culture, it is important to establish guidelines that can help with the process.

Codes of conduct are believed to be one way in which relationship building can occur between SEOC and the communities of color. While formal policies help to establish a culture of inclusion, a major goal is to ensure ways of interaction and engagement are clearly defined in order to facilitate a cultural change.

The following are codes individuals within the SEOE should make an effort to follow when representing the institution:

- Develop terms of engagement that are acceptable by the individuals in SEOE and the communities they will be in communication and/or partnership with.

- Ensure the nature of engagement respects historical, present, and future elements of the CoC they consider significant and meaningful, regardless of the community’s scale or proximity to SEOE or “mainstream” culture.

- When unclear of appropriate ways of engagement, ask the CoC what is acceptable and what is not acceptable; do not assume all groups have the same cultural norms or practices.

- Respect the CoC for their traditional ways of knowledge; in work or research, their pedagogical, ontological, and epistemological approaches should be treated equitably.

- Establish measures to address concerns that may arise from interactions between individuals in SEOE and the CoC; communication will be key to addressing issues before conflict occurs.

- Access interactions between individuals in SEOE and the CoC and determine where successes can be increased, improvements can be made, and changes must be implemented; continuously aim for growth.