POLICY RECOMMENDATIONS FOR WORKING WITH COMMUNITIES OF COLOR

Policy recommendations

For trainees
- Require students applying for McGee/Levorsen, Bob Compton, and other internal, School of Earth funding sources to include a portion of their application that is similar to a “Broader Impacts” statement. Prompts/questions should be taken from example deliverable, such as:
  - What communities will your research be including or impacting? Have you already made local connections? Were they included in planning the project? How will data produced be shared with this community?
- Require students completing field work to attend a session or consultation with the Office of Multicultural Affairs to discuss working with their particular community
  - Sessions could be held quarterly for folks planning to attend field work that term (akin to TA Orientation)
  - Individual consultations are already available through the Office of Multicultural Affairs and should be routinely encouraged for any student who will be working directly with communities of color

For PIs
- School directives (and resources available through the Dean’s office) in developing a written plan with PIs about how data will be shared with the communities studied, how communities will be acknowledged in publications, and a reward structure for building co-authorships with non-academic partners
- Create an internal fund for early career researchers to establish research partnerships with communities of color with yearly assessments of progress and review by the community partners, the Office of Multicultural Affairs
- DEI initiatives and community engagement is included and required as part of the tenure evaluation process

School-wide initiatives
- Partner with the Haas Center to create a document specifically for how researchers can identify how their research can be of benefit to communities of color
- Create a comprehensive plan for research programs that specifically tackle issues identified as important to communities color in locations where Stanford has a history of participating in extractive research
- Land acknowledgements are required for all SE3 members who present their work in any medium (conferences, universities, etc.)
  - Support for creating these land acknowledgements will be available within the Office of Diversity, Equity and Inclusion
- Each SE3 department and program will volunteer one faculty member to collaborate with the Office of Diversity, Equity and Inclusion to write grant proposals that are based in the Bay Area with a requirement that local students from other institutions are included in the research process.

- Allocate funding to the Office of Diversity, Equity and Inclusion to organize, collaborate, and host community outreach events to underserved communities in the Bay Area.
  - The first year the organizing members will identify and reach out to local social justice organizations in underserved communities to build relationship and gather their recommendations and needs.
  - The organizing committee will consist of SE3 undergraduate students, graduate students, post-doctoral scholars, faculty, administrators in the DEI office, and representatives from the local organization.

- Require each faculty member to work with the SE3 media team to create a public lecture series for a course they teach and upload the series on YouTube or equivalent open-access platform.

- PI’s, graduate students, and postdoctoral scholars are required to host a debrief session with the community members that were used for their research to disseminate their findings, listen to feedback from the community members and reflect on how to be more inclusive to the local community.
  - For research primarily done on-campus or in other university or laboratory facilities, debrief sessions can be held with the surrounding underserved communities.
  - For research performed in the field, debrief session can be held with the nearby indigenous community members. If collaborating directly with tribal communities, then follow the appropriate tribal IRB process and request permission to the correspondent tribal council.