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

This is what was found by the URGE pod at the University of Minnesota Duluth 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:**
  ○ It was unclear exactly how many UMD research projects include countries or regions with communities of color, though some pertinent examples included:
    ■ Field work of EES faculty in the Philippines
    ■ REU-type proposals, particularly aiming to connect with local tribal colleges.
  ○ For many of these interactions, the URGE pod discussed difficulties maintaining meaningful relationship with communities of color, and/or admitted to similar pitfalls committed by others (e.g. involving local communities only at the late stages of planning and/or not having adequate representation from the tribal communities most impacted by studies.)

● **What worked well in these interactions?**
  ○ Current indigenous faculty (particularly Jim Rock) have fostered meaningful connections with local indigenous communities.

● **What did not work well, and how can this be better addressed in future plans?**
  ○ Jim Rock’s service is recognized, but is not part of his formal workload.
    ■ SCSE should instate a staff person who is responsible for liaising with tribal communities. This person could also engage SCSE Ambassadors (students) in recruitment efforts.

● **Are there ways to improve the outcome of projects already undertaken?**
  ○ SCSE (or UMD more broadly) should develop a Code of Conduct for Research on Indigenous Lands or With Tribal Communities.
    ■ It could be implemented as part of RCR (Responsible Conduct of Research) training already required.
    ■ It could be built leveraging our in-house points of contact, including our indigenous faculty.
  ○ Such a code would ensure that UMD and SCSE faculty would consider local community needs, expectations, and knowledge in research pursuits.

● **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
  ○ The combination of a staff person and a code of conduct would hypothetically address these concerns.