This is what was found by Oberlin Geology at Oberlin College/Towson 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:**
  - Amongst our pod, we do field work in the following places:
    - China where minority Chinese communities are directly involved in the research questions, but not in the analyses.
    - US locations with histories that should be acknowledged, e.g., Catalina Island, CA
    - Cuba where the partnership with local scientists is intentionally integrated and cultural norms are accommodated on both sides
    - Caribbean islands where local communities receive reports and offer feedback
    - Offshore marine work
    - Lake Erie water issues that could include analysis of environmental justice issues in the future.

- **What worked well in these interactions?**
  - Finding the patience to do field work at a slower pace to accommodate needs and practices of the local partners.
  - Offering school supplies to local organizations in appreciation of their openness to the field work being done within their jurisdiction.
  - Collecting complementary data at collaborator institutions to ensure full need for all in team

- **What did not work well, and how can this be better addressed in future plans?**
  - Work on public lands can feel like permissions are not required when, in fact, they are.
  - Cuba project, locals more actively involved in development of project and sharing field and data work. There are power dynamics, but it seems to be a more equitable collaborative team. Permissions are highly specific for sample gathering. Must also navigate the cultural differences in conducting field work.
  - Land acknowledgements need to be more intentionally integrated into field projects and reports

- **Are there ways to improve the outcome of projects already undertaken?**
○ Accounting for the fact that good collaborative work takes more time and maybe ends up with different kinds of deliverables that are not just published manuscripts. Especially important to acknowledge this for pre-tenure research projects.
○ At Oberlin College we have a number of colleagues in other departments that are working carefully and sustainably with indigenous groups and people of color in their field areas. We talked about reaching out to these folks to learn from them as we build new projects and/or work on improving existing field projects.
○ [Pedagogy, not research] We discussed offering a separate capstone course that examines the racist past of geology and geologists. Upon reflection, we believe it better to integrate this into all courses.

- Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?
  ○ We need to be that generation of scientists that figure out how to do this and bring our students up in a new cultural pattern of research.
  ○ Collaborate with people in other divisions to develop better research approaches.
  ○ Broader impacts in grant proposals need to be carefully considered in terms of working with indigenous and local communities.