URGE Policies for Working with Communities of Color for University/Organization - Example Deliverable

This is what was found by Polar Podlet at Columbia University on Policies for Working with Communities of Color as well as plans for improved processes and/or needed resources.

Pods may have members from a range of career stages and involvement in the development and execution of research projects, and pod members may have different experiences or different perspectives when responding to these questions. Consider this in the summary document and focus on capturing responses that are representative of the range in your pod.

● Audit of previous interactions with communities of color at our organization:
Our group is involved in extensive outreach activities that engage with the diverse communities of the NYC region. All members of the podlet have experience in these programs, and we considered them in the questions that follow.
  ○ NYC schools (Career Day, NYAS/DOE Scientist-In-Residence)
  ○ Internship Programs
    ■ SSFRP
    ■ REU Interns // Earth Interns
  ○ Outreach events (Intrepid, AMNH, LDEO Open House, Submerge, World Science Festival, AGU, Antarctica Week)

We have a research program working with communities in Greenland to develop locally-focussed predictions of the impacts of sea level change. In this work we aim to engage with as wide a range as possible of community stakeholders to help develop survey designs for seafloor mapping and help identify environmental changes that will have significance for the individual communities.

● What worked well in these interactions?
  ○ Learn from partners experiences
  ○ Be curious - don’t just lecture - Ask and answer questions
  ○ Greenlandic speakers leading communications
  ○ Be a ‘normal’ person - everybody can apply scientific thinking to problem-solving, distinguishing “scientists” from “non-scientists” can be unhelpful.
  ○ Food (kaffemik, chocolate)
  ○ Language - have a person who speaks the language - can make people more comfortable as well as improving communication
Our Greenland project benefits profoundly from a funded partnership with a Greenlandic science institution (GINR) who understand the US-science perspective but can build connections to communities.

- **What did not work well, and how can this be better addressed in future plans?**
  - Don't assume one place will be like another
  - Communicate early, but don't over promise

- **Are there ways to improve the outcome of projects already undertaken?**
  - Ensure that results (data, maps,...) are easily available in ways that are useful to the community
  - Help the community to continue the work themselves if they wish
  - Knowledge dissemination at conferences outside the 'mainstream western meetings' (e.g. Alaska Federation for Natives, other Arctic examples?)
  - Look for resources that are already available
  - Translate your work into other languages (also plain language english version) to improve access to knowledge

- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
  - Long-term programs/relationships/commitments that individual projects/researchers can be part of/contribute to. Community members are generous with their time, and their contribution should be met with longer term relationships and access to information than can be accomplished within a single funded project.
  - [http://nativescience.org/communities/code.htm](http://nativescience.org/communities/code.htm)