This is what was found by Panther Pod at University of Wisconsin – Milwaukee and Parkside 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.

Green phrases and sections – UWP specifics  
Blue phrases and sections – UWM specifics  
Purple sections – Combined SE UWM/UWP Panther Pod response

1. **Audit of previous interactions with communities of color at our organization:**
   1. **Local Community Connections**
   1. Parkside: within Geoscience and Environmental Studies, no current collaborations outside of K-12 informal education activities (open houses, girls in science, summer camps, the REC in Racine).
   2. At Parkside, CBL projects are well supported through the university and the CBL steering committee is very open to helping work with collaborations.

   2. **International Community Connections**
   1. UWM: Latin American countries (Argentina, Brazil); Hawai‘i (Mauna Kea); Caribbean (Montserrat); Canada, First Nations
      1. Names of formations, landmarks, and land is important to consider when working with groups.
      2. Permitting process in regard to cultural sites
      3. Determining land rights and asking for access to them

2. **What worked well in these interactions?**
   1. For projects in Latin America, mindful to use correct nomenclature and local/regional names.
   2. Coordinated with teams/collaborators from those countries to obtain proper permits and permission to work on private and national park lands

3. **What did not work well, and how can this be better addressed in future plans?**
   1. Most projects have not considered aspects of working within the communities of project locations. This needs to be kept in mind and considered when developing and approaching project going forward.
4. Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?

1. Support/funding is always beneficial. Establishing support, particularly, for smaller parts of collaborations, like paying for travel, parking, and meals for community members, would particularly be helpful.

2. Local community connections

   1. In the Kenosha/Racine area, there are many groups that have worked with Parkside before and going through known liaisons or channels of communication might lead to less overwhelming requests of people’s time and efforts.

   2. UWM guidelines and practices for community interactions are still being developed and adopted at the university-level (https://uwm.edu/eqi/); the Geosciences Dept does not have a specific set of guidelines laid out and is something to consider for the future.

3. Establishing safety guidelines for work that focus on the safety of the community collaborators and the researchers that would work for the collaborators and not potentially against them.

4. Work on reaching out to communities, with the local populations and indigenous peoples

5. Faculty will begin to communicate with the DEI committee at UWM/UWP to develop department-specific guidelines for including and approaching cultural ties to the research projects that we conduct as a scientific community

   1. https://uwm.edu/eqi/about/land-acknowledgement/

   2. https://www.uwp.edu/live/offices/multiculturalaffairs nahm.cfm

   3. https://www.uarctic.org/

Approved by unanimous consensus of members present during the 4/7/2021 Panther Pod URGE Meeting.