
This deliverable for [Session 4](#) is on Policies for Working with Communities of Color. The deliverable guidelines are found [here](#). For this, we are encouraged to consider 1) what policies/programs exist at our organizations and institutions regarding this issue, and 2) what action is needed to create policies/programs at our institutions as well as the broader geoscience field.

Here are some thoughts from our group discussion.

- **What places are most appropriate for a land acknowledgement statement?** There doesn't appear an inappropriate one! Some ideas include: email signatures, on department websites, social media bios, presentations, in journal articles. Good information on these statements can be found [here](#).
- **Regarding research:** Community-based participatory research (also known as co-production) is not common in our fields, and no one in our group has experience doing it. Learning how to conduct this type of work will be a long process, however, we discussed some tangible things to implement immediately in our research projects/papers:
 - Requesting this type of work be emphasized in funding avenues like NSF, or internal funding sources at our institutions
 - Acknowledging the land used for field camps in papers, presentations etc.
 - Finding local talents to help conduct the research
 - Committing to educating ourselves on the role of colonialism in our field and research implications

- Regarding outreach: there were a few ideas for community outreach on these issues. Some links are found below. In regards to department policies, we could encourage faculty and students to participate in these programs:
 - [Letters to a pre-scientist](#): This program involves becoming a pen-pal with younger students to facilitate one-on-one connections to humanize STEM professionals, demystify STEM career pathways, and inspire all students to explore a future in STEM. There is also a “sponsor a student” option where you can donate.
 - [Skype-a-scientist](#): This has a similar goal of giving students the opportunity to interact with scientists. Aaron has done this and it seems more like a done-and-done type event.
 - [The Earth Educators' Rendezvous](#): is a combination of workshops, posters, talks, round-table discussions, and plenary presentations, designed to help guide participants through a suite of interrelated challenges that are characteristic of Earth Education in schools, colleges, and universities today.
 - [US Dept of Ed](#): There's a lot of information in here regarding programs, funding sources, briefings, newsletters, and so on.