

Deliverable - Policies for Working with Communities of Color

We all have varying degrees of research experience and are in varying environments, so we reflected on past research experiences using some of the questions from URGE and from readings/our discussion, and discussed ideas and policies to incorporate into our research and workplaces going forward.

Reflections:

- Juliette
 - initial response -- all my research is remote, it doesn't impact anyone, but that's not true
 - Cascadia subduction zone -- indigenous stories discussing it, seismic hazard affects local communities - How can my research be communicated in a way that is accessible to everyone?
 - GPS stations -- who decided where they were, did they talk to the people whose land those are on
 - Mariah knows where the field stations are! on the land of mostly wealthy white landowners, hidden from the public, not long-term forms of engagement
 - Also this tectonic-scale project encompasses the many communities -- Which communities do you talk to? What scale?
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- Monica
 - Working in Cuba, what does it mean to have an equitable research partnership across political tensions and socioeconomic divide?
 - How does the government work with tribal nations/EJ communities to create sustainable long-term partnerships and not gentrify after they invest in communities (policy solutions?)
 - How can my work as a young person with policy help shift the conversation on this?
- Kate
 - One research experience I had involved a discussion of which areas it was okay to remove rocks from -- in NZ, were asked not to take samples from a specific area of outcrop that contained burial caves -- but otherwise have not had a lot of discussion of what it means to Indigenous communities and other local people to remove rocks/fossils
 - removal of microfossils is still removal
 - Working in "deep time" -- what are the best avenues for sharing research?
 - Makes me think about how I can share my thesis research with communities in Ohio/New York -- museums?
 - Returning samples to communities when you're done working on them
 - even if long-term relationships/outreach aren't needed, you can still do work in background research to include people, data accessibility and writing in an accessible way, sharing your findings on social media
- Sula
 - Faultline research around Kaikoura, on farmland. We did not talk about the local Maori, who the land connected to, or acknowledge why it was empty. Why were indigenous

people not included in the proposal, or in the sharing of the research? More research of the history of the land and it's people should have been done and acknowledged, and I wish I had been cognisant of that at the time.

- How to seek out and recognise oppressed voices in any workspace. What culture is dominant and why, who is silent, who is fighting. As someone not in academia currently, and working construction, how can I help change a white working class space into a safer space for the poc who are present and not acknowledged in the space. Can I bring the knowledge from this academic based seminar to this non academic space?
- Mariah
 - One thing that I have been taught is to include folks from the start, start your data, relationships take time,
 - I do not think I have had a project that recognized the social impact of the work we are doing until very recently
 - In NZ I learn about Maori culture & traditions, but this was out of interest not out of requirement in my work and I wonder how this could be better incorporated into research process
 - Seds from Patagonia, Petrology in NZ, Kings Canyon,
 - Once starting disaster work It has come very clear the importance of bring local folks in and making sure that you
- Betony
 - Most of my research has had very little impact on communities (besides the extraction of small samples, which is still important to consider!)
 - Did a student GIS research project, partnered with the Environmental Health Project of SW Pennsylvania
 - Analyzed spatial relationship between communities and fracking infrastructure
 - Made maps/data visualizations to be used for community outreach, presented by project partner at a local GSA meeting
 - Didn't include anyone from the community beforehand (besides a discussion with the EHP), and haven't followed up (but did give the outputs to the EHP).

Ideas:

- Ethics trainings
 - should include discussion of "is it appropriate for us to be conducting this research"
 - ethics code of conduct that includes respecting Indigenous voices and local communities
- "nothing about us without us"
 - Research done **with** not *for* or *without*.
- Framework within research projects
 - Only planning projects in locations where there is peace/an ability for those who have existed and exist on the land to consent to ethical data/sample collection
 - Every member of the research team conducting initial research on the area -- Indigenous land, current local communities, history and issues

- Or potentially a group conversation/training about what it means to enter that community
- PIs or lead researcher taking the lead on communicating research intentions and asking for permission to conduct work
- Periodic check-ins to make sure you're centering the community, even if your research doesn't "require" it!
 - geology/paleontology have impacts even if it seems like you're just grabbing a rock to take back to the lab
- Reengaging the community after research is complete, ie:
 - Going to conferences locally
 - Sharing research with local tribal nations or scientific communities
 - Making more accessible versions of your findings to share with community members more broadly
 - Connecting in a socially conscious way with local practitioners