

# URGE

## Unlearning Racism in Geoscience

Center for Atmosphere Ocean Science at NYU (CAOS-NYU) URGE

### URGE Policies for Working with Communities of Color for University/Organization

This is what was found by CAOS-NYU at CAOS, which is part of the Mathematics Dept of New York 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:**
  - Because CAOS primarily engages in theoretical and modeling research, there is a shortage of direct interactions with communities of color. However, this does not mean that our research is disconnected from these communities, nor that our knowledge is irrelevant to each other.
- **What did not work well, and how can this be better addressed in future plans?**
  - Because we have not engaged with communities of color, we do not know each other's knowledge or venues in which to share. This can create the false impression that our knowledge is not relevant to each other. Developing policies on how to collaborate and share results will help future projects be better connected
- **Are there ways to improve the outcome of projects already undertaken?**
  - We can include land acknowledgements in forthcoming publications and presentations. CAOS is located in New York City, which is the territory of the Lenape, Canarse, and Rockaway people. Information about further land acknowledgement efforts can be found at the [Manna-hatta fund](#).
  - We can branch out conferences that we explore, making a point of sharing our results and data with communities of color and communities outside academia. This includes ensuring our science is not hidden behind paywalls
  - We can apply for an NYU anti-racism microgrant to compensate community members for translating some relevant research results into local languages.
- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
  - Per the interview, there are resources for collaborating with communities. We can establish relationships with Indigenous communities to learn what projects they might care about, regarding land and water safety, climate change, etc. The three main takeaways are: 1) Find common ground. 2) Have conversations. 3) Work to disseminate information through communities who might benefit, not just scientific channels like AGU.
  - Since we do not already have a point of contact, it might make sense to start by

# URGEO

Unlearning Racism in Geoscience

establishing a connection through NYU's anthropology department to get better information on how to initiate connection.

- NYU has [microgrants](#) available for anti-racist work. It is work exploring some of these as we implement the early steps of this work.
- We can establish a policy for inviting speakers of color, including those from a non-scientist observer background, to our colloquium. As mentioned in Patricia Cochran's interview, Indigenous knowledge can also act as a basis for hypothesis formation and there are likely many ideas from this community that can enrich our understanding and vice versa. **What do our colloquia look like? Are speakers paid? Would an invitation be beneficial to a speaker who isn't interested in working in academia?**
- We can partner with organizations that promote scientists of color, such as [AISES](#), [ANSEP](#), and others. These might also be a good resource for learning about which papers might be valuable to translate into local languages. **Are we able to offer e.g. paid summer internships to students through these organizations?**
- We can dedicate journal clubs to discussing data reported in e.g. the [LEO Network](#) or through the sources referenced in the [ANSC](#). Additionally, we can apply for membership and share our ideas, hypotheses, explanations, and predictions in these circles.
- The theoretical and modeling expertise of CAOS members has a place in community initiatives. Organizations within NYC, like [ScAAN](#), exist to direct researchers to areas where their expertise can help with justice causes. **Can we work with some of the organizations listed above to create projects dedicated to employing our modeling skills for community-driven environmental justice initiatives?**
- **Pending faculty interest, would it be possible to make a course at Courant, dedicated to developing models for the purpose of these community-driven environmental justice initiatives? This could provide an incentive for students to get involved.**

## Relevant Links

- Alaska Native Science Commission (Patricia Cochran's organization): <http://www.nativescience.org/>
- Ice melting in Alaska interview: <https://youtu.be/3nDnuMEVvhg>
- LEO Network: <https://www.leonetwork.org/en/docs/about/about>
- ANSEP: <https://www.ansep.net/>
- AISES: <https://www.aises.org/>
- Alaska Native Knowledge Network: <http://www.ankn.uaf.edu/>
- Manna-hatta fund: <https://mannahattafund.org/decolonization>