URGE Policies for Working with Communities of Color for University/Organization -
Distributed Midwest

This is what was found by Distributed Midwest at our various institutions 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:**
  - NDSU - NATURE Program - engage with Tribal Colleges to invite students to come to campus and work with counselors from their communities and then do research with a professor and do an independent project. Dr. Lydia Tackett has worked with this for a few years working with students. A goal is for students from Tribal Colleges, which offer AA degrees, to transfer to NDSU for their BA degree. Everything is paid for for students. Program has been running for ~10 years. A challenge has been recruitment; also program leadership has moved from on-campus to off-campus, so there are some issues with communication and access to list-servs.
  - Macalester College makes it hard to know ongoing projects that are STEM specific with communities of color. Many active projects seem to be routed through Education/Sociology departments.

- **What worked well in these interactions?**
  There is a dedicated office at NDSU to promote and organize the program, already has existing infrastructure. It's helpful for funders to see existing infrastructure.

- **What did not work well, and how can this be better addressed in future plans?**
  - For small colleges like Macalester, it seems many outreach/engagement efforts with communities of Color are run through a "Civic Engagement Office" and/or individual professors. There aren't resources or support to initiate new programs. There is a challenge for new professors not from local areas. Having resources that build on existing productive relationships would be helpful for new faculty.
  - NDSU's NATURE program changed leadership to a non-university leader, which has led to communication issues.

- **Are there ways to improve the outcome of projects already undertaken?**
  - Building in grant money to pay all work and support communities.
  - The idea of language translation is really intriguing; perhaps there would be ways to allocate funds to pay for translation.
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- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
    - *E.g., Additional support/funding for early planning process of projects to include forming productive and mutually beneficial connections with communities, establish a point of contact for interfacing with communities so as not to overwhelm with individual requests from researchers and collaborators*