

URGE

Unlearning Racism in Geoscience

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

This is what was found by EPS Students and ECRs at UCSC 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:**
 - Expanding Your Horizons -- teaching climate change/environmental science to K-12 girls in Salinas
 - Hydrologic science research in Hawaii -- large departmental events, with every lab holding activities for the local community. While labs did community presentations, they did not teach local Hawaiian names or include native Hawaiians in project development.
 - Science Internship Program (SIP) -- recruits local high school students to do projects with grad student mentors
 - Cultivamos program -- recruits local community college students
 - Doris Duke Conservation Scholars
 - Largely all outreach organizations rather than incorporating communities of color directly into research projects

- **What worked well in these interactions?**
 - Compensating people for their time (ie in SIP, both mentors and mentees are paid)
 - Collaborating with social scientists/other disciplines rather than trying to do it all yourself
 - Getting to know people/talk to them instead of only focusing on your own research
 - Hosting department-wide events for the community

- **What did not work well, and how can this be better addressed in future plans?**
 - Not knowing where to even start
 - Including input from native communities just to “check a box”
 - Inaction due to not wanting to challenge the status quo
 - Not knowing what local organizations are already doing this work
 - How to approach local groups to invite them to participate in research

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- **Are there ways to improve the outcome of projects already undertaken?**
 - Working with and compensating someone to translate research results into Spanish
 - Publishing data/results open source, advertise it to the local community
 - Including land acknowledgements in publications/presentations
- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
 - Compiling a list of resources of people/organizations already doing work with communities of color and local tribal communities
 - Collaborating with other organizations on campus and in the Santa Cruz community, such as the American Indian Resource Center, SACNAS, and Science and Justice Research Center
 - Asking EPS faculty whose work in on local Native land to react out to the local tribe Amah Mutsun <https://www.amahmutsunlandtrust.org/our-mission>
 - Some local/relevant resources:
 - <https://airc.ucsc.edu/index.html>
 - <http://stemdiv.ucsc.edu/sacnas>
 - Native Faculty at UCSC
<https://airc.ucsc.edu/community/native-faculty.html>
 - Native Staff at UCSC <https://airc.ucsc.edu/community/native-staff.html>