

Deliverable - Policies for Working with Communities of Color

Pods should upload a summary document of previous interactions with communities of color as well as plans for an improved process to the URGE website by 3/19/2021. We also encourage pods to post on their organization's website, and share over social media (#URGEoscience and @URGEoscience). Sharing deliverables will propagate ideas, foster discussion, and ensure accountability.

If you are involved in research with communities of color, in the US or abroad, have you...

Actively sought out local collaborators / liaisons / guides? Why or why not?

- Were they included in the early development and/or proposal of the research or project itself, or added at a later stage?
 - GA - No. My own ignorance, relying on local (white) colleagues, not fluent in local language
 - JS - In work in Southern Africa, I have always included local collaborators at various stages. I have always had local Research Assistants work as translators and guides, and they are critical to my work. I have worked with two people in particular for 10 years. I also have collaborators/mentors from the University of Botswana. Only once have I worked with community members to actually develop research questions (and that project has not successfully gotten funding).
 - AH - I worked for 10 years in Mongolia where I was fortunate to benefit from connections to local scholars and graduate students established by previous American scientists. . There was always a sense among some Mongolian scientists that we were colonizing their science that often felt impossible to dispel. In the end, I came to believe that notion myself and for that and other reasons, began working elsewhere.
 - JL - All my international collaborations have been with local researchers/collectors, although I have only done international fieldwork in Europe. Most of these collaborations have been initiated by my collaborators though.
- Were any local collaborators included as authors on presentations and/or papers?
 - GA - No, not locals to the study area. Collaborators from the country were included.
 - JS - I once [published a paper](#) with my research assistance and one other collaborator. I always acknowledge my research assistants and participants in publications and presentations.
 - AH - We made every effort to include our collaborators on later proposals and published papers. Our main collaborator was on every paper and graduate students and post docs from Mongolia were on several other papers. Our main collaborators was on all grants and a grant through the UN that allowed him to visit my lab in the US.
 - JL - Yes in the broadest sense - all work on international fossils (China, Turkey) have included collaborators from the country in question, but having not visited myself I am unsure as to how much interaction was had with the local communities.

- Actively sought to include local students in your research? Why or why not?
 - GA - No, not conducting long-term, in-country studies
 - JS - No. My field sites are extremely far from Universities in Botswana and Namibia (10 hours + driving) and so this has not been feasible. I have given presentations at academic institutions to try to connect with local students.
 - AH - We rarely brought American students to work in the field and instead hired undergraduate Mongolian students who were able to earn enough money for their tuition each summer. We also included graduate students on projects just as we would American graduate students.
 - JL - some of the projects have been with local students, but most of these projects have been opportunistic, single-paper projects.
- Sought to build trust and form long-term connections and collaborations with local institutions if your project is multi-year / ongoing? Why or why not?
 - GA - Yes, sustained and mature collaboration with geologists at local and regional levels
 - JS - Yes - I have a long-term relationship with scholars at the University of Botswana, though we have yet to formally collaborate or publish together.
 - AH - We had a memorandum of understanding between universities during the period we were collaborating. I am still in contact with many of our collaborators on social media.
 - JL - I have had no long-term projects but am currently in the initial stages of collaboration with colleagues and institutions in China.
- Were previous negative interactions, whether from inside or outside of your organization, addressed in the plans for building these connections and trust?
 - GA - n/a
 - JS - no
 - AH - My experience working in Mongolia was not always ideal. One collaborator had a serious alcohol problem that endangered a graduate student and one collaborator who was responsible for permits did get them all, rushed our typical meeting with local rangers, and this resulted in our detention by rangers for several hours
 - JL - No, although I am aware of a general hesitance among avocational palaeontologists to work with academics due to previous negative interactions with academics in the past.
- Shared data and findings with the local/regional community in a way that is more accessible? (i.e., translating into different languages). Why or why not?
 - GA - yes, abstract from first-paper written in both English and Spanish. Accompanying promotional video to the paper will be in English and subtitled in Spanish
 - JS - translation into local tribal languages has not been feasible, but I have created short reports on findings in plain english (one of the national languages of Botswana) and I have done extensive dissemination through in-person presentations in my field sites.
 - AH - We created displays for local tourist spots, translated into Mongolian, though I am not certain that these were actually displayed.

- JL - no, although I would definitely look to do so with any longer term projects.

Educated yourself and your group/team about local politics, culture, customs, and knowledge, including the history of colonialism / settler colonialism in the region? Why or why not?

- GA - yes. Prepared students with review of local and regional history including conquest, colonization, resource theft, slavery, and continued minority status of local indigenous peoples.
- JS - yes, but I wish that I had done more to educate myself on Botswana's particular colonial history before beginning research in Botswana, rather than during. Much of my work is focused on marginalization around gender and ethnic identity and so this has been central to my research.
- AH - Though we made efforts to learn about Mongolian culture and history, the indigenous peoples of Mongolia were often left out of popular histories and left out of conversations with our collaborators. A Native American graduate student made me aware of this omission at a scientific meeting. He was connected with these groups in Mongolia. He educated me and it was both embarrassing and eye opening.
- JL - Informally - it is critical to be aware of the cultural relevance of the fossils you are working on, and the laws that apply to these, especially as there is a history of western paleontologists thinking they are above these realities.

Was sufficient time allocated to the process of working within the community's governance, customs, and priorities?

- GA - none
- JS - I always have appropriate government approved permits and I spend quite a bit of time introducing myself to local leaders and elders before beginning research in new communities. However, there is always more I can do.
- AH - Early on we were good about this but later we became lazy and allowed our colleagues to take the lead on permits and the informal networking. This led to some pretty serious missteps.

Is respecting culture and customs included as part of your code of conduct? This will be addressed in Session 6 as well.

- GA - WVU's student code emphasizes respect but is not specific about minority or indigenous groups. There is, as far as I know, no additional code of conduct in G&G.
- JS - see note from GA

Acknowledged local communities / Indigenous tribes in your research results?

- GA - yes. Tamahumara indigenous culture are acknowledged as the past and present people of the study region and that they have been displaced and minoritized through European and post-European colonialism, and inequitable resource extraction.

- JS - yes, because much of my research from Botswana focuses on minority ethnic groups this is inevitable. However, in my newer US-based work, I have not done this and would like to begin doing so.
- AH - On a project in Eastern US, we have been making efforts to acknowledge Native American tribal groups that had sovereignty over the regions we are studying during the time periods of interest in the research (1700s). This has proven quite challenging. It seems that our research is not their highest priority!
- JL - to a degree- I have talked about indigenous history when discussing the uses of horseshoe crabs as a natural resources, but this was at a very surface level and relied upon academic literature rather than interacting with communities directly.

Included local communities in your broader impacts in a meaningful way that builds on the community's identified needs and concerns?

- GA - I will in the future.
- JS - I need to do better and am working on it, especially in US-based work.
- AH - In the Mongolian work yes. On the US work, we are working on that and as mentioned above, it is proving quite challenging.
- JL - will look to do so. I try to keep in mind aspects of Appalachian communities for broader impacts, but that is a distinct issue.

Did these efforts leverage community members, and was that work compensated appropriately?

- GA - n/a
- JS - n/a
- AH - We are currently working with a tribal forester. His work would be compensated by his employer. He is not able to take funds from us. However, we are working hard to provide him with intangible benefits for his time.
- JL -n/a

Considered and prioritized research questions and research locations based on needs of local communities, in addition to how impactful they are seen within academia?

- GA - n/a
- JS - yes. This is always a factor in choosing research sites, but of course it is balanced with potential academic impact. However, I do not find these things mutually exclusive given the nature of critical human geography research.
- AH - We are actively engaged with this process with a tribal group in the Eastern US. Our work can help them justify use of public lands for traditional purposes and can assist with forest management through fire. We are still a long way from addressing those needs though.
- JL - n/a