

URGE

Unlearning Racism in Geoscience

URGE Policies for Working with Communities of Color for University/Organization - Example Deliverable

This is what was found by MPOWIR 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:**
 - *MPOWIR operates by inviting participants to join initiatives and programs, with no 'on the ground' research in communities. We can, however, be mindful of how our programs are equitable for communities of color.*
- **What worked well in these interactions?**
 - *Not applicable to past MPOWIR research/activities.*
- **What did not work well, and how can this be better addressed in future plans?**
 - *We can better plan to hold events at times that are considerate of cultural and religious holidays.*
- **Are there ways to improve the outcome of projects already undertaken?**
 - *We can model best practices to the oceanographic community by including land acknowledgements, providing resources to participants doing field work on best practices in working with, and acknowledging local communities.*
- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
 - *We can work to better connect with HBCU's and communities in building relationships and sharing opportunities.*