

URGE

Unlearning Racism in Geoscience

NIOZ POD

URGE Policies for Working with Communities of Color for NIOZ
March 19th 2021

This is what was found by the POD at NIOZ 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:**

- *DeepCHALLA project (<https://www.icdp-online.org/projects/world/africa/lake-challa-kenya-tanzania/details/> and <https://www.facebook.com/pg/ICDPDeepCHALLA/>) - NIOZ scientists were collaborators but were not directly involved in the planning of the field work and contact with local communities.*
 - *Involvement and acknowledgement of local scientists in initial work on Lake Challa (before the DeepCHALLA project was funded): Two local scientists were involved in the scientific process. These scientists were included as co-authors on publications (e.g. Verschuren et al., 2009; van Geel et al., 2011).*
 - *Involvement of local community in DeepCHALLA: There was a multi-year campaign with drilling and monthly sampling. A local field assistant from Kenya was hired to conduct the sampling. The field assistant C. M. Oluseno has been acknowledged in the publications (e.g. van Bree et al., 2018). The drilling took place in 2016. There was a lot of help from the local community. For example, "52 porters have been carrying most of the drilling material down a steep path into the crater. The entire platform, 120 drilling rods, 50 pieces of casing, 160 bags of bentonite clay and all the drilling tools. Eventually, over 15 tons of equipment was carried down." (Facebook post on November 3, 2016) There were also local drivers helping with the logistics (Facebook post on November 7, 2016). There were local people helping with installing dust traps (Facebook post on November 21, 2016 and March 16, 2019), which were later acknowledged in the publication (Meyer et al., 2020). But there are also cases without acknowledgements of local field assistants.*
 - *Workshop were held in Kenya in Sept. 2012: Some local scientists from Kenya and Tanzania were involved in planning the project and included as PIs (<https://www.icdp-online.org/projects/world/africa/lake-challa-kenya-tanzania/details/>). They were present at the ICDP workshops (Verschuren et al., 2013 - ICDP Workshop Reports).*
 - *Conference held in Nairobi in 2018 (the African Quaternary Environments, Ecology and Humans conference): In the report and social media posts there is no mention of local outreach programs in Kenya or*



Unlearning Racism in Geoscience

Tanzania. The only outreach activity mentioned on the Facebook site took place in the UK (Facebook post on October 12, 2019).

- *NIOZ Caribbean Centre of Expertise*
 - *Recent platform for congregating, datasets, projects, and external partnerships for NIOZ marine research in the Caribbean.*
 - *CARMABI and the CNSI are 2 local institutes that form part of the list of collaborators*
- *SEALINK: <https://www.nioz.nl/en/news/eur-35-million-awarded-for-dutch-caribbean-coral-reef-research>*
 - *The SEALINK project, uses multidisciplinary research to address problems that concern the local communities, such as tourism, recreation, fishing, and coastal protection. SEALINK is very much geared towards heavily involving local researchers, universities, hospitals, and schools with their involvement in the writing the proposal.*
 - *The lead PI and some of the other researcher involved in the project have a personal policy of including local scientists in publications. But everyone is free to choose how to approach this subject.*
 - *The lead PI, Mark Vermeij (not affiliated with NIOZ), lives permanently in Curaçao working at CARMABI and has a very good track record of involving local researchers, high schools, the hospital, and local government in every aspect of the CARMABI research station and its scientific and conservation efforts.*
 - *In the frame of what is already frequently happening, there will be school classes, science vacations for local kids, and multiple other outreach programs also related to SEALINK. The project and its results will be communicated to the local population through local media and likely even be a local TV documentary about this project.*
- *Other smaller Caribbean and coral reef research projects:*
 - *Some on-going research in the Caribbean (Curaçao) and Mo'orea (French Polynesia) is conducted out of research stations. There are no local universities involved.*
 - *Establishing research groups in Curaçao - The local university does not have an active science program, and most locals leave when pursuing a career in science. NWO's Caribbean Research program was aimed at supporting local community and to develop collaborations with the local schools/universities by funding a STEM project and a social science project. The aim was to start two local research groups that would create*



Unlearning Racism in Geoscience

permanent science jobs on the island. However, this still has a way to go as there is little infrastructure available to support local scientists. There is funding to support a technician on the island and there was also funding included in to support local educational outreach programs.

- *Local news on research – Local newspapers likely report on some findings. However, this is unclear. A more active role by the communications department at NIOZ could be taken to better engage with the local communities.*
- *Outreach – Curaçao has a small museum and education center where local school kids go to learn about coral reefs and other topics. These lessons are taught by locals. Based on previous experiences, the outreach initiatives are better received when done by locals rather than scientists who are only present for a few weeks a year (the language barrier plays a potential role).*

- *POGO-SCOR International Training Workshop on Nutrient Analysis, for Participants from Developing Countries, took place at NIOZ Texel in 2017 (<https://pogo-ocean.org/capacity-development/training-initiatives-by-member-institutions/international-training-workshop-on-nutrient-analysis-netherlands-2017/>).*

- *Utrecht University and the departments of Coastal Systems (COS) and Estuarine and Delta Systems (EDS) at NIOZ probably have more contact with Dutch local communities, but there is no representation from those departments in the POD (the NIOZ is obliged to run projects strictly related to the marine environment.)*

- *Nagoya protocol - regulates access to genetic resources and the fair and equitable sharing of benefits from their utilization. Requires the application of permits when collecting genetic data in foreign countries.*

- *Outreach program designed for primary school and the first two classes of high school.*



Unlearning Racism in Geoscience

- **Are there ways to improve the outcome of projects already undertaken?**
 - *Advise project PIs to include local scientists involved in on-going projects as co-authors.*
 - *Bring awareness towards the importance of a complete acknowledgement section that includes the support of local communities, individuals, and institutions (potentially land acknowledgements although less applicable to NIOZ and marine research).*
 - *Advise authors to reach out to communities with the final product of their research and a direct acknowledgement (e.g. Letter, email, local journal news piece).*
- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
 - *For local communities in the Netherlands:*
 - *Educational outreach – go to primary schools known to have higher proportion of students from traditionally excluded racial and socio-economic backgrounds*
 - *“Skype-a-scientist” version for the Netherlands - have researchers from NIOZ skype with classrooms, particularly from schools that have high proportion of students from traditionally excluded racial and socio-economic backgrounds.*
 - *Expand the NIOZ open days to include field trips from local schools with minorities (maybe a kick-off on Friday open to schools). Actively engage schools known to have higher proportion of students from traditionally excluded racial and socio-economic backgrounds.*
 - *Partnership for the Observation of the Global Ocean (POGO) (<https://pogo-ocean.org/>)*
 - *Encourage scientists to apply to work at NIOZ through the POGO-SCOR fellowship program.*
 - *Host international training workshops.*
 - *Join Ocean Training Partnership with the research vessel Pelagia <http://www.oceantrainingpartnership.org/>*

URGEO

Unlearning Racism in Geoscience

- *For cruises taking place within/from the exclusive economic zone (EEZ) of developing countries:*
 - *Include in initial cruise proposal ways to engage local scientists or communities.*
 - *Include scientists from the local community on board (already being done in Germany – can use this as an example and make use of the “Ocean Training Partnership”).*
 - *Provide possibility for on-board traineeships to make sure they are well engaged.*

- *For field work which will occur in the land of or in close contact with local communities of developing countries or traditionally excluded racial and socio-economic backgrounds. **Develop a NIOZ code of conduct.***
 - *Before Submitting the proposal:*
 - *Contact local scientists to write grant proposals together. Explicit guidelines on how to avoid tokenization.*
 - *Include a 'broader impacts' section in grant proposals to ensure funding that will allow scientists to work with/engage local communities.*
 - *Include local community deliverables that concern the research (e.g. local newspaper article, poster in the community center, visits to schools and/or local universities to introduce the project).*
 - *While the project field work is on-going:*
 - *Tips for cordial interaction with local stakeholders and collaborators.*
 - *With the communication department: Media coverage of the fieldwork should also highlight local collaborators.*
 - *Guidelines for outreach with locals (what to do, who to contact, how to communicate and how to solve language barriers).*
 - *Reach out to collaborators for feedback. What could be improved and the project level? Does the “Code of Conduct” need improvements/updates?*

URGEO

Unlearning Racism in Geoscience

- *While the sample processing, data analysis and writing is on-going:*
 - *Guidelines regarding data, authorships, acknowledgments. Explicit guidelines on how to avoid tokenization.*
 - *Local collaborators should also be given the opportunity to be involved in data analysis and interpretation.*
 - *Include a list of mobility funding and opportunities to promote visits of local collaborators and scientists to NIOZ.*
 - *Guidelines on how/when to communicate results from your research to the local community.*
 - *Reach out to collaborators for feedback. What could be improved and the project level? Does the “Code of Conduct” need improvements/update?*
- *Pay special attention to communities with which NIOZ works frequently - [Expand on-going relationships in the Caribbean]*