

**URGE SESSION 4 Deliverable**  
**Ocean Exploration Trust, Inc.**  
**Policy for Working with Communities of Color**

Key elements:

Clearly state Ocean Exploration Trust's values

Focus on personal relationships vs. titles

Assign responsibility for follow-up

Establish internal process and goals

Proactively engage communities

Modify existing programs to enhance relationships

Determine if new hire is necessary

Understand local politics and customs