

## URGE Policies for Working with Communities of Color for Risso's Pod with Cascadia Research

This is what was found by Risso's Pod at Cascadia Research 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:**
  - *How many research projects were undertaken in countries or regions with communities of color?*

Cascadia Research primarily studies marine mammals, however this research can be conducted along the coastline in areas with diverse communities, such as the following cities in Washington: Tacoma, Everett, and Seattle. Along the coast of Oregon work is undertaken in locations including: Astoria, Tillamook, and Coos Bay. Along the state of California coast and coastal islands including: Los Angeles, San Pedro, San Francisco, Oakland, San Jose.

Cascadia also conducts research in communities that may not be diverse in terms of color of skin but economically diverse areas, e.g. fishing communities along the US West Coast.

It needs to be noted that our research is also **conducted on the lands and waters of the following Native tribes and at times has direct and relevant investigation on their current and traditional resources and environs.**

- **State of Washington:** Makah, Twain/Skokomish, Nisqually, Cowlitz, Coast Salish, Squaxin, S'Klallam, Puyallup, Muckleshoot, Duwamish, Snohomish, Tualip, Stillaquamish, Suquamish, Quileute, Quinault, Queets, ChaAt'l't'sikAti', Chehalis, Shoalwater Bay, Chinook, Willapa

- **State of Oregon including but not limited to:**

Confederated Tribes of the Grande Ronde, Clatsop, Tillamook and Siletz, Nahalem, Salmon River, Nestucca, Yakima, Alsea, Siusla, Quuiich, Coos, Lower Umpqua, Niluk Coos, Tolowa Dee-ni', Tutuni

- **State of California including but not limited to:**

Tolowa Dee-ni', Tutuni, Yurok, Wiyot, Mattole, Sinkyone, Coast Yukki, Cahto, Northern Pomo, Central Pomo, Kashaya, Me-Wuk, Granton Rancheria, Muwekma, Ohlone, Ramaytush, Awaswas, Rumsen, Salinan, Obispeno, 'Amuwu, Chumash, Shmuich, Michumash, Wi'ma, Micqanaqa'n, Kizh, Tongva, Payomkawichum, Acjachemen (Juaneno), Kumeyaay, Paipai, Kilwa

Cascadia Research also conducts research around the main Hawaiian Islands.

In past years, Cascadia has also conducted research in Alaska in conjunction with Native groups and currently has connections with the University of Alaska.

Cascadia has also conducted research in Mexico and Central America, either on our own or in collaborations with Mexican, Costa Rican and Nicaragua researchers and universities.



*How many of those included meaningful interactions with those communities of color?*

Cascadia's meaningful interactions with communities of color is limited in our US West Coast work. Some interaction with tribal groups in Washington is required (forced) because there is a need to gain access to tribal lands to conduct the research. As a result, effort has been put in to create respectful relationships and there have been numerous programs and studies done in collaboration with individual tribes, such as the Makah Tribe. While education is a part of our mission, and we often give presentations and lectures to organizations (Aquariums, Libraries, Nature/Environmental Groups, Colleges and Universities) in some of the areas in which we work, we do not actively seek out other groups for diversity. In Central America we have worked with local guides and on occasion have had the opportunity to share information about our research with the communities where we were working.

Due to our long-term effort in the Hawaiian Islands we have been able to foster partnerships with local guides, fishermen and schools which are primarily made up of communities of color. For the past 6+ years we've been actively engaging local fishermen at harbors when we launch/pull boats, providing outreach materials to kids and others at harbors and in presentations, reaching out and having regular dialogues with native Hawaiian cultural practitioners (in person and via social media), have been engaging with fishermen through our cameras for fishermen program etc. The majority of these interactions are with communities of color. Public talks in Hawaii always include communities of color (not surprisingly, given white people only make up ~20% of the total population). We have taken a number of individuals from communities of color out on the boat as volunteers. In 2019 we donated copies of my book to 38 different native Hawaiian community groups or individuals, as well as to 107 public, private and charter high schools in the state.

● **What worked well in these interactions?**

- We have been providing cameras on loan to local fishermen in Hawai'i, to help engage them in the science process. As part of this effort we created a Hawaiian pidgin video training tool and made it available on Youtube and have shared it through social media.
- We have actively engaged with the Sanctuary Advisory Council of the Hawaiian Islands Humpback Whale National Marine Sanctuary, made up predominantly by native Hawaiians and communities of color.
- In acknowledgement of traditional Hawaiian naming, we use recognized Hawaiian names of islands, channels and other landmarks in presentations, publications, and on our website.
- Engaging native fishers in research of marine mammal fishery interactions.

- Requesting access to tribal lands when needed, being respectful of their wishes and requirements, and accepting if land access is not granted (for any reason).
- Observing cultural ceremonies (blessings, etc) and assisting with harvesting of stranded marine mammal parts for subsistence and cultural use while on tribal lands; acknowledging that skeletal remains, pelts and baleen, may be wanted, desired and honored by tribal groups for ceremonies and art, and working to provide these when feasible.
- **What did not work well, and how can this be better addressed in future plans?**
  - Most of the items above are Native based. However, our research and findings most likely does not reach other communities of color along the west coast (Tacoma, LA, etc...) and this needs to be addressed as this will also hopefully help us increase interest in marine mammal research as a viable career to these groups.
  - Not touching base with the tribes prior to working with a live stranded gray whale, and/or performing a necropsy on a gray whale without touching base with the local tribe. A more thorough understanding of traditional U&As (Usual and Accustomed places) for areas that are not directly on a reservation would help us make sure that we are contacting the appropriate tribal groups.
  - We have not includes priorities of local communities of color when developing our proposals, (e.g. surveys along the coast to gather information on large whale entanglement have not included tribes) and to address this in the future we will include community member(s) in the early stages of proposal planning and writing as collaborators.
- **Are there ways to improve the outcome of projects already undertaken?**
  - Cascadia PIs could work with the MARINE group (Casadia's diversity and inclusion committee) to identify research projects that could reach out to community members to translate research results (NW tribes and fishers for entanglement issues) and outreach materials into local language, include acknowledgements (of local lands and resources used or researched) in forthcoming publications and presentations.
- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
  - While Cascadia Research BOD and PIs are supportive of these types of actions, there is not often funding or time allowed to investigate these ideas. Additional support/funding for early planning process of projects to include forming productive and mutually beneficial connections with communities.
  - The MARINE committee has identified finding funding for a full time--- education/outreach staff member to help push these ideas forward, but there is also no time allocated for that task at this time.