



## **URGE Policies for Working with Communities of Color for the School of Earth and Space Exploration at Arizona State University**

This is what was found by the ASU SESE pod at Arizona State University 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:**

Anecdotal review within the ASU SESE pod brought up the following interactions:

- Researching with local guides, interpreters, and researchers regionally and internationally
- Collaborating with local native miners in field labs
- Advocating for regional issues (Oak Flat)
- Developing large scientific infrastructure projects (like telescopes in Chile)

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

- Local guides helped in adhering to restrictions and customs; for instance, researchers learned about local sacred sites and the appropriate ways to interact with them.
- Interacting with researchers also involved in the outcome led to stronger relationships.
- The GMT project (ASU is a partner) in Chile was a strong example of how relationships can be built because there were lots of points of mutual partnership.

### **What did not work well, and how can this be better addressed in future plans?**

- Paperwork blocked collaboration in multiple ways; for instance, trying to do a research exchange didn't work because of visa issues. The amount of extra paperwork (depending on the country) impeded or delayed the process. The logistical barriers take extra time and effort, which time restrained projects can't fold in.
- Using local insight in solely an extractive way, as in interpreters, did not produce as strong results. To improve, communities should be involved more in the design and analysis steps. Best way to go about it is to include people from the very beginning with research design.
- One reason guides were used instead of collaborative researchers is because of cost. Guides were more affordable, but definitely did not have as deep collaboration or insight. In the future, community collaboration could be a point of support to allow for extra costs.
- While getting permits for field trips is technically correct, it was insufficient to build relationships. That may be done, but it must be done in conjunction with community building.



## Unlearning Racism in Geoscience

- Starting new relationships each time that are not built on did not develop meaningful collaboration. For future trips, we can reach out to the Office of American Indian Initiatives to build and reinforce existing relationships.
- When sharing opportunities to advocate through listserv emails, a debate about politicizing emails arose. In the future, follow up emails (or conversations) as allies could help navigate the topic to support the lands, and that geology students can be engaged with lands without it necessarily being solely political in nature.

### **Are there ways to improve the outcome of projects already undertaken?**

- Acknowledgement (as opposed to success weighted by traditional peer reviewed research outcomes) for research projects that collaborate with communities and therefore take more time (and sometimes money).
  - When looking at tenure for faculty, looking at relationships building and if they reach beyond science for the sake of science. Currently faculty are rewarded most for research and teaching service.
  - Also determining a way to support graduate students design and develop with communities.
- Folding examples of relationship building and community collaboration into courses, so the next group of scientists see this as a regular way of developing projects.

### **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**

- One step that has been taken at ASU is an extra thorough process for IRB approval for research that involves Indigenous populations. However, it seems that IRB applications may be different. Having more consistent policies when working with groups would be a positive change.
- ASU has a good land acknowledgement but otherwise this seems to be up to the departments/individual researchers. We discussed developing one for SESE
- Support/acknowledgement as mentioned earlier for community collaborations.