



URGE Policies for Working with Communities of Color for Organization

This is what was found by Temblor's URGE pod 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:**
 - *We have published many articles about recent earthquakes and seismic risk in developing countries, including Ecuador, Peru, El Salvador, the Philippines, and Indonesia. In some of these cases, we have been able to solicit articles by national or expatriate scientists, and to translate those articles into the local language.*

- **What worked well in these interactions?**
 - *In some of those countries we have established strong ties with national scientists (Taiwan, Greece, Turkey, Croatia, Mexico, Costa Rica, India); in others (Haiti, the Caribbean, Philippines, PRC) we have not worked as hard as we can to do so.*

- **What did not work well, and how can this be better addressed in future plans?**
 - *We need to focus more on the needs of developing countries in terms of seismic retrofit and insurance. Our commercial clients focus on indemnity insurance, which is too complex and expensive to deploy in most developing countries. Parametric insurance offers an inexpensive, scalable alternative. Temblor is seeking an insurance partner to develop this, which could be sold through our mobile app.*

- **Are there ways to improve the outcome of projects already undertaken?**
 - *We do pay scientists and writers for their articles. We could increase the compensation to writers in countries where we have not been as successful in building a cadre of writers/researchers.*

- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
 - *We should troll for grant opportunities that would help us reach more communities of color in the US and worldwide. We have learned that Facebook promotions boost our local readership, but we have not studied the demographics of our readers, nor ways to broaden it.*