

UC SANTA BARBARA

Earth Science

URGE Policies for Working with Communities of Color for UC Santa Barbara Earth Science

This is what was found by UCSB Earth Science at UC Santa Barbara on Policies for Working with Communities of Color as well as plans for improved processes and/or needed resources.

This is not something that has been previously assessed in our department so our pod has developed a plan to assess and strategize ways our department can improve through interviews with members of our department who engage in fieldwork and research outside our campus. These interviews will take place during the last week of March and first couple weeks of April.

- **Audit of previous interactions with communities of color at our organization:**
 - Make a spreadsheet of department PIs with field localities
 - Approach to speaking with faculty and grad students about experiences working in communities of color:
 - Make an announcement in colloquium
 - Send a general email to the department
 - Send individual emails to specific people
 - Class trips we can think of: Oman, Mojave desert
 - Graduate student and faculty research we know of: Madagascar, the Andes, Oman, Namibia, India, Mongolia, Tanzania
- **What worked well in these interactions?**
 - In Madagascar: invite the elders to a meal and share the geologists' intentions
- **What did not work well, and how can this be better addressed in future plans?**
 - Actually budget time to contact local community members in advance and plan together.
 - Be mindful of "scientific colonialism"
 - One-sided, transactional interactions
 - Finding out what local people actually need, and what we can help with, not necessarily directly related to research
 - Communicate :) with local communities
 - Partner more with local universities when possible
 - Specifically ask students what could be done better on class field trips
 - Navigating local tensions/ dealing with local racism
- **Are there ways to improve the outcome of projects already undertaken?**
 - We hope to find answers to this through our interviews

- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
 - We hope to find answers to this through our interviews

Questions for faculty, researchers, postdocs, and grad students:

1. Where have you done fieldwork?
 - a. How often do you go to these locations?
 - b. How many people did you take with you? (students, collaborators, etc.)
2. What has worked well for you as far as engaging with the local communities in these interactions?
 - a. Have you actively sought to include local students in your research? Why or why not?
 - b. Have you actively sought out local collaborators / liaisons / guides? Why or why not?
 - i. Were they included in the early development and/or proposal of the research or project itself, or added at a later stage?
 - ii. Were any local collaborators included as authors on presentations and/or papers?
3. If you haven't worked with local communities in your research, what has prevented you from doing so?
4. Have you educated yourself and your group/team about local politics, culture, customs, and knowledge, including the history of colonialism / settler colonialism in the region? Why or why not?
5. Are there ways you can think of to improve the outcomes of projects you're currently working on (if you have any active projects?)
6. Is there anything else you would like to share with us?

Questions for undergrads:

1. Do you have any suggestion for how we can engage with the history of indigenous peoples on course field trips?

Colloquium Announcement:

Experiences engaging with local communities in doing field work. If you haven't, what have been the road blocks. We're also looking to hear from students, both graduate students and undergraduates about suggestions for how we can address and engage with indigenous histories on course field trips. Interested, you can email me (put email in the chat).