URGE
Unlearning Racism in Geoscience

Deliverable - Policies for Working with Communities of Color
University of Georgia Marine Sciences Pod

Disclaimer: **The following document does NOT represent the views of the UGA Marine Sciences Department. Although our pod members belong to said department, our goal is to prepare these deliverables as suggestions to be considered by the Diversity, Equity, and Inclusion committee and then the Department, as a whole.**

Our pod used a modified version of the questions suggested for the discussion (See below) as a survey to be filled out before our meeting and discussed during our meeting. Based on the results from the survey, we plan to modify the questionnaire and resubmit to the departmental Diversity, Equity, and Inclusion committee. Another potential outcome of this is to write a protocol/checklist guide for PI's writing future grants.

If you are involved in research with communities of color, in the US or abroad, have you…

- Actively sought to include local students in your research? Why or why not?
- Sought to build trust and form long-term connections and collaborations with local institutions if your project is multi-year / ongoing? Why or why not?
- Were previous negative interactions, whether from inside or outside of your organization, addressed in the plans for building these connections and trust?
- Shared data and findings with the local/regional community in a way that is more accessible? (i.e., translating into different languages). Why or why not?
- 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?
- Was sufficient time allocated to the process of working within the community's governance, customs, and priorities?
- Is respecting culture and customs included as part of your code of conduct? This will be addressed in Session 6 as well.
- Acknowledged local communities / Indigenous tribes in your research results?
- Included local communities in your broader impacts in a meaningful way that builds on the community's identified needs and concerns?
- Did these efforts leverage community members, and was that work compensated appropriately?
- Considered and prioritized research questions and research locations based on needs of local communities, in addition to how impactful they are seen within academia?

The results of the survey are included at the end of the deliverable.

As a summary:
- 9 members of our pod responded to the questionnaire, the majority were students, so these questions were not easy to respond to or as relevant.
- Our department does most of the work in the lab or on a research vessel, so many of the questions were not very relevant to our department but everyone appreciated the survey as a way to reflect on future research. As a result, we now include in the beginning of the survey a question that is "are you a faculty member, staff, graduate student?" and the new options of responses, such as "N/A" or "I would like to do this in the future", etc.
- We discussed how we needed to make a distinction between working with local communities vs. minorities. Some of our members have done work in poor local white communities. Community outreach is important even in communities that don't have people of color. It is good to establish best practices when working in any community.
- We agree that it is important to build long term mutual trust and that is sometimes hard to do with a 3-year grant.
- Engagement needs to be done right. Not good to do it just to further your funding.
- Difference between outreach/education and inclusion in research!
- We can leverage the resources that we already have in place through UGA Marine Extension to help us improve the way we work with communities of color.
- We discussed the idea of working with inner city kids in Atlanta.
- Students were concerned about how to discuss this matter with their PI, how they come into a lab and do not feel like they have the power to make these types of changes. Some faculty members mentioned that this should not stop them from having a conversation with their PI's, it is possible that their PI had never thought about these considerations but they are very likely to be open to the idea.
- Often these projects are already funded before the student ever steps on the scene, and if locals weren't included already, then we get to the problem mentioned in the article about locals being included after the fact and the issues that brings up.

Outcomes:
- Repeat the revised survey in the department or at least with the DEI committee.
- Reach out to BIPOC communities in Georgia, especially those on Sapelo Island (Geechee), and offer them the opportunity to interact more with us, give a talk, acknowledge their land and culture, etc.
- Suggest that a lecture on BIPOC communities in Coastal Georgia is included as part of the new class on Oceanography of the South Atlantic. For example, learn about the use of marine resources by BIPOC, e.g. "tabbies", use of oyster shells for construction materials.There is an archeology professor at UGA who is knowledgeable about Native American use of coastal resources, he could deliver an invited lecture.
- Create a short guide with suggestions for working and including people of color in our future research.
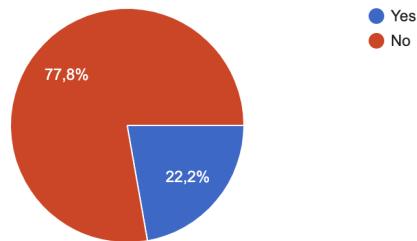
Deliverable Questionnaire - Session 4. Racism and Justice

9 respuestas

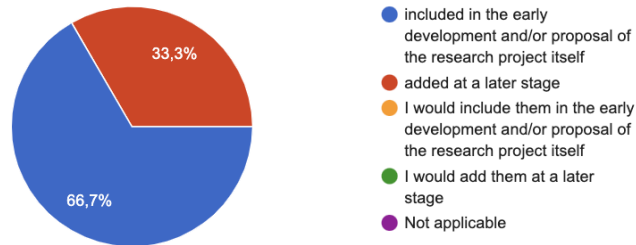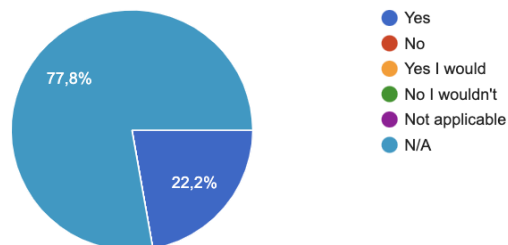## Were you involved in research with communities of color, in the US or abroad?

9 respuestas

- ● Yes
- ● No

77,8%

22,2%

1.a.1. If you actively sought out local collaborators / liaisons / guides, were they

3 respuestas

- ● included in the early development and/or proposal of the research project itself
- ● added at a later stage
- ● I would include them in the early development and/or proposal of the research project itself
- ● I would add them at a later stage
- ● Not applicable

33,3%

66,7%

1.a.2. If you actively sought out local collaborators/liaisons/guides, were any of them included as authors on presentations and/or papers?
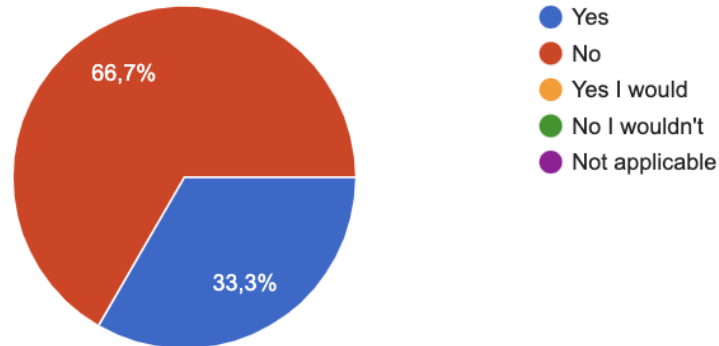
9 respuestas

- ● Yes
- ● No
- ● Yes I would
- ● No I wouldn't
- ● Not applicable
- ● N/A

77,8%

22,2%

Regardless of whether you were involved in research with communities of color, in the US or abroad, have you or would you have thought about...

1.a. Have you actively sought out local collaborators / liaisons / guides?

9 respuestas

- Yes
- No
- Yes I would
- No I wouldn't
- Not applicable

66,7%

33,3%

1.b. Why or why not?

8 respuestas

Improve chances of funding

Trying to think of ways to engage public in research

If I were doing research in a community of color, then I would want their input in the design and implementation of the research since they know their community the best.

I haven't had the chance to as a graduate student yet however I find it important to connect with local communities to educate and improve my research. Local stakeholders provide unique input and are valuable assets to science and research.

It has not been applicable for me yet as an undergraduate student in the past. However, moving forward I want to work more closely with the hog hammock community on Sapelo and engage with the communities I work with.

I have not been involved in research outside the lab at this moment

Haven't had the chance to, but I would because I think the knowledge of locals would really help with my project.

2.a. Actively sought to include local students in your research? For example, provide an internship for a local high school or undergraduate student as part of the project.

9 respuestas

- Yes
- No
- Yes I would
- No I wouldn't
- Not applicable

44,4%

55,6%
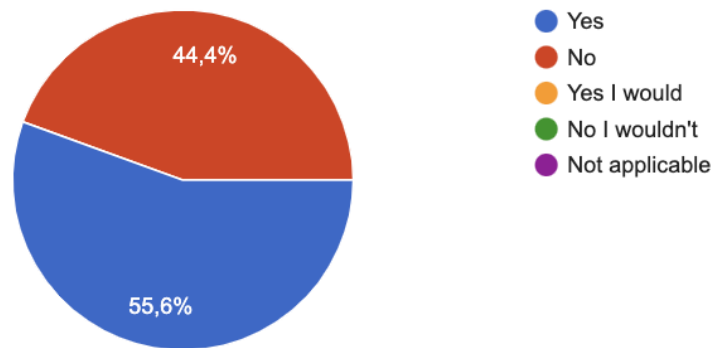
2.b. Why or why not?

7 respuestas

they are often the greatest stakeholders

I would include local students because they are part of the community and truly represent it. Also this provides them with research experience.

I find it important to educate and inspire young students

Not applicable to me

I have been trying to connect with local athens science teachers but have yet to get any response from them

Haven't had the chance to, but I would because it would be a good chance to discovery talent with local knowledge

As with question 1b in my past research that took place in predominantly white communities I did not reach our to local students so I doubt I would in other communities.

3.a. Sought to build trust and form long-term connections and collaborations with local institutions if your project is multi-year/ongoing?

9 respuestas

- Yes
- No
- Yes I would
- No I wouldn't
- Not applicable

55,6%

44,4%
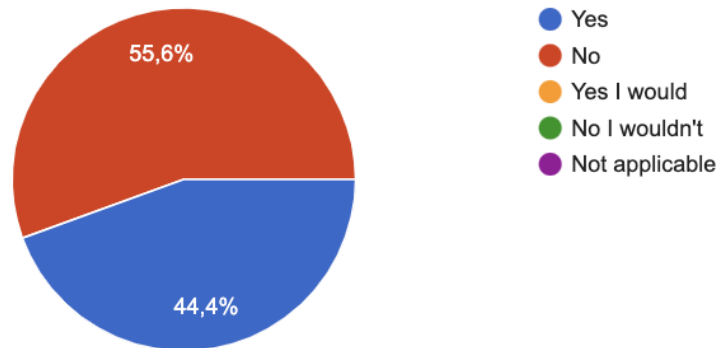
3.b. Why or why not?

6 respuestas

yes, these relationships are vital to continued success

I think it would be helpful and important to involve the local institutions who know the community better than an outsider.

Same reasoning as 2b

Not applicable to me

havent had the opportunity

In my past research in (predominantly white communities) my PI maintained the long term connections needed to access out field sites. But if I were a in a more senior role I may have been more active in developing and fostering relationships.

3.c. Were previous negative interactions, whether from inside or outside of your organization, addressed in the plans for building these connections and trust?

9 respuestas

- ● Yes
- ● No
- ● Yes I would
- ● No I wouldn't
- ● Not applicable

88,9%

11,1%
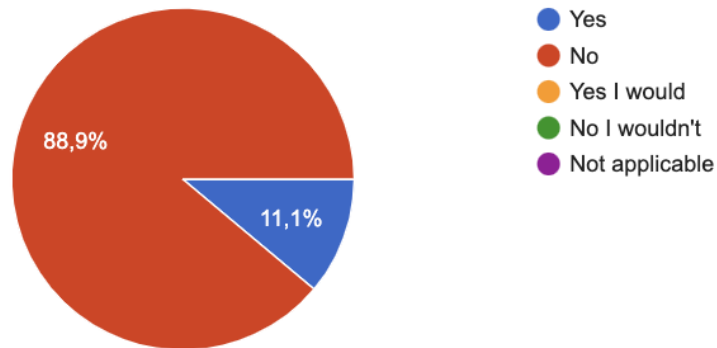
3.c.1. If you would like to provide more information or make comments on question 3.c
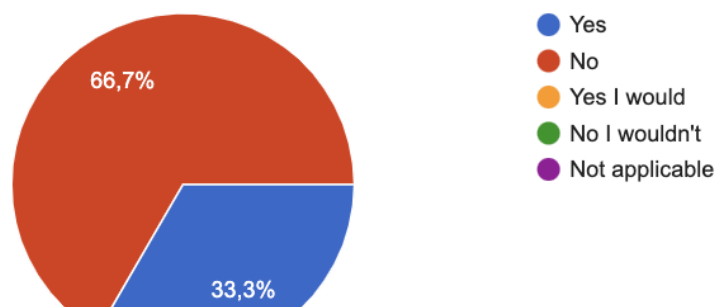
3 respuestas

negative interactions tend to move me away from that particular collaboration

Not sure how to answer question 3....

While this is not super applicable, all labs I have been involved in have made it a point to build connections and trust within its own group and extending out to collaborators and organizations we work with.

4.a. Shared data and findings with the local/regional community in a way that is more accessible? (i.e., translating into different languages)

9 respuestas

- ● Yes
- ● No
- ● Yes I would
- ● No I wouldn't
- ● Not applicable

66,7%

33,3%

4.b. Why or why not?

6 respuestas

required - though I did not do any translation

Don't have data to share yet

Not applicable, but translating work is something I have never thought of before and is a really interesting suggestion.

notapplicable

Translating into different languages might be hard, but if local collaborators were involved, then it should be a natural next step from the collaborations

Upon the completion of my research that took place in a predominantly white community the findings of my project were shared with community members in a plain language summary and infogram

5.a. Did you educate yourself and your group/team about local politics, culture, customs, and knowledge, including the history of colonialism / settler colonialism in the region?

9 respuestas

- Yes
- No
- Yes I would
- No I wouldn't
- Not applicable

55,6%

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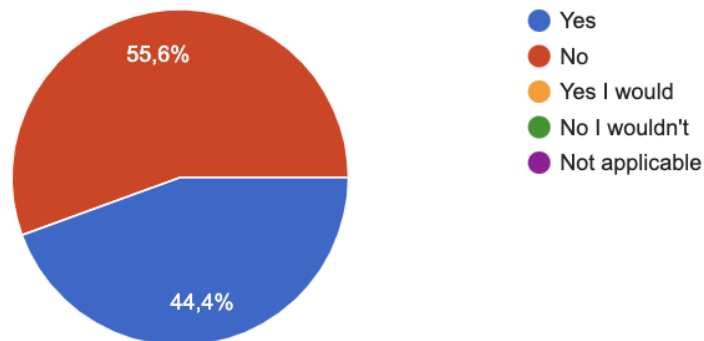
5.b. Why or why not?

5 respuestas

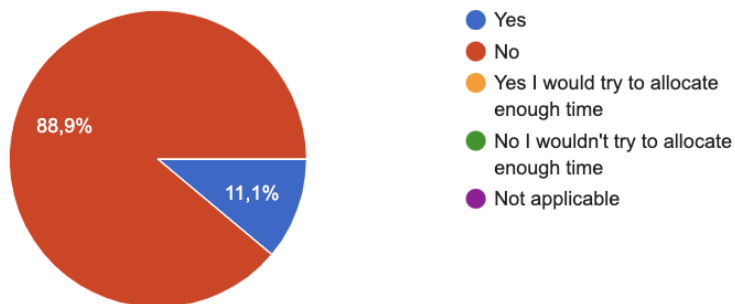Important to me to understand the life history of the land we live and work on

Does not apply

For example, I tried to do research on the history of Sapelo Island the first time I went to do field work.

Trying to learn more about Geechee people on Sapelo Island for when I visit

Didn't have a chance to yet, but I would

5.a.1. Was sufficient time allocated to the process of working within the community's governance, customs, and priorities?

9 respuestas

- ● Yes
- ● No
- ● Yes I would try to allocate enough time
- ● No I wouldn't try to allocate enough time
- ● Not applicable

88,9%

11,1%

5.a.2. Is respecting culture and customs included as part of your code of conduct?

9 respuestas

- ● Yes
- ● No
- ● Yes it would be
- ● No it wouldn't be
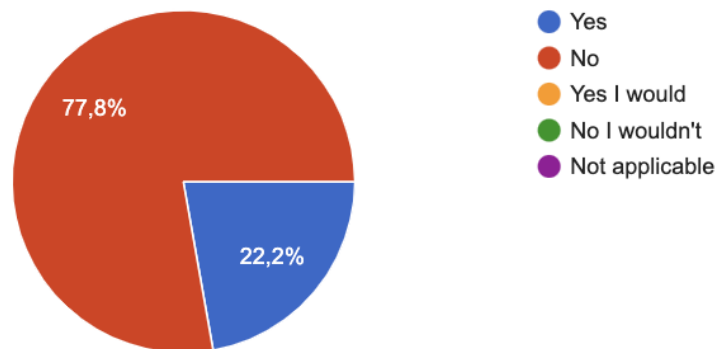- ● Not applicable

22,2%

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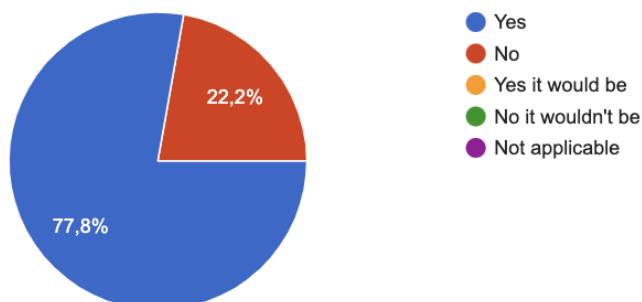
5.a.3. If you would like to provide more information or make comments on question 5.a.1 and 5.a.2

0 respuestas

Aún no hay respuestas para esta pregunta.

6.a. If you were involved in research with communities of color, in the US or abroad, did you acknowledge local communities / Indigenous tribes in your research results?

9 respuestas

- Yes
- No
- Yes I would
- No I wouldn't
- Not applicable

77,8%

22,2%

6.b. Why or why not?

4 respuestas

some of this work is not published yet; for the others, it did not seem appropriate, the participants were co-authors

Not applicable, I have nothing published.

I have not been involved

The (predominantly white) communities in which I performed my past research were given little acknowledgement in my research.

6.b. Why or why not?

4 respuestas

some of this work is not published yet; for the others, it did not seem appropriate, the participants were co-authors

Not applicable, I have nothing published.

I have not been involved

The (predominantly white) communities in which I performed my past research were given little acknowledgement in my research.

7.a. Did you include local communities in your broader impacts in a meaningful way that builds on the community's identified needs and concerns?

9 respuestas

- Yes
- No
- Yes I would
- No I wouldn't
- Not applicable

44,4%

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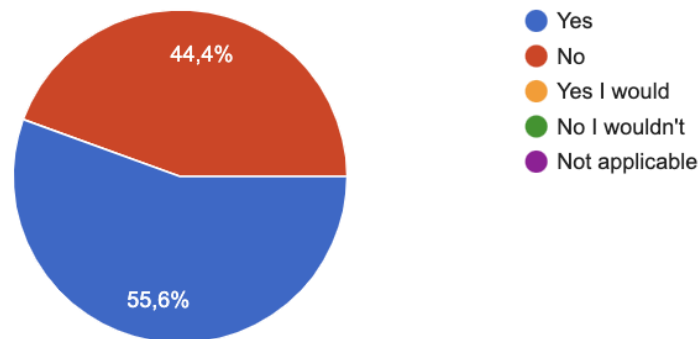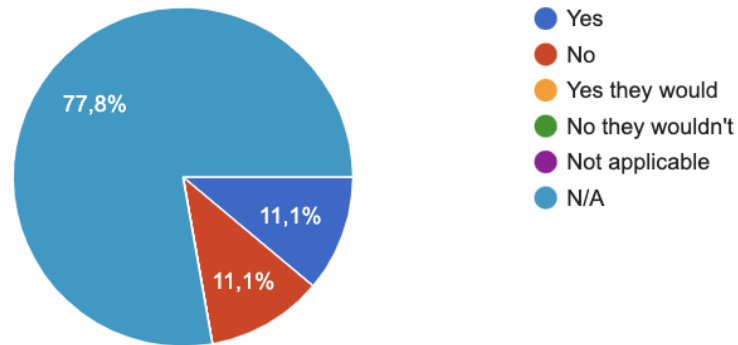
7.b. Why or why not?

3 respuestas

Not applicable yet

not applicable

Haven't thought about this before

7.a.1. Did these efforts leverage community members, and was that work compensated appropriately?

9 respuestas

- Yes
- No
- Yes they would
- No they wouldn't
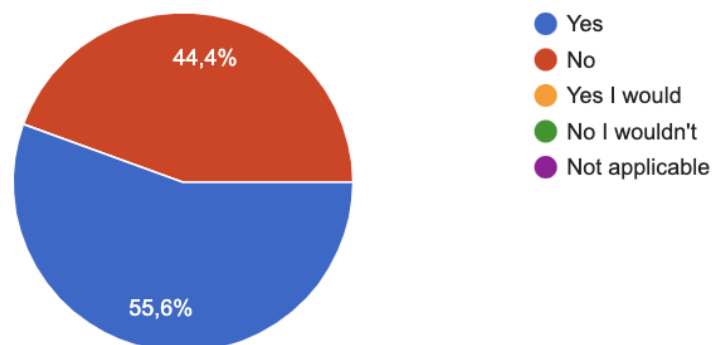- Not applicable
- N/A

77,8%
11,1%
11,1%

7.a.2. If you would like to elaborate on question 7.a.1

0 respuestas

Aún no hay respuestas para esta pregunta.

8.a. Did you consider and prioritize research questions and research locations based on needs of local communities, in addition to how impactful they are seen within academia?

9 respuestas

- Yes
- No
- Yes I would
- No I wouldn't
- Not applicable

44,4%
55,6%

8.b. Why or why not?

1 respuesta

Not applicable yet

Comments or suggestions

1 respuesta

Since I have not participated in this type of research, it was honestly difficult for me to answer these questions. I think it's easy to say that I would involve the local community, learn about their culture/politics, compensate them if needed, however it may not work out as easily as imagined in a real situation.