



UNIVERSITY OF
NORTHERN
COLORADO

URGE Policies for Working with Communities of Color for University of Northern Colorado

This is what was found by Earth and Atmospheric Sciences Pod at University of Northern Colorado on Policies for Working with Communities of Color as well as plans for improved processes and/or needed resources.

Pods may have members from a range of career stages and involvement in the development and execution of research projects, and pod members may have different experiences or different perspectives when responding to these questions. Consider this in the summary document and focus on capturing responses that are representative of the range in your pod.

- **Audit of previous interactions with communities of color at our organization:**
 - *Sharon Bywater-Reyes is seeking funding to work with underrepresented students through GEOAllies, through American Indian Research Opportunities (AIRO), and Northern Cheyenne Tribes. She will follow the suggestions in “RESPECT AND REPRESENTATION Indigenous scientists seek inclusion for their knowledge and for themselves. By Virginia Gewin.*

- **What worked well in these interactions?**
 - *Sharon: No experience thus far*

- **What did not work well, and how can this be better addressed in future plans?**
 - *I don't think we have enough experience even trying this but have tried recruiting students from underrepresented backgrounds by simply inviting them to the table, when the table may be problematic*

- **Are there ways to improve the outcome of projects already undertaken?**
 - *E.g., Work with and compensate community members to translate research results and outreach materials into local language, include acknowledgements in forthcoming publications and presentations*
 - *For future projects, adopting Alaska Native Science Commission Ethics and Protocols Code of Research Ethics*
<http://www.nativescience.org/communities/code.htm>



Unlearning Racism in Geoscience

- *Also want to start including native perspectives in resource management/adaptation work. Will emulate "Understanding the Arctic through a Co-Production of Knowledge" <https://kawerak.org/co-production-of-knowledge-in-research-valuing-traditional-knowledge/>*
- *Also want to look in to being involved in AISES <https://www.aises.org/>*