



URGE Policies for Working with Communities of Color for UNH Department of Earth Sciences

This is what was found by UNH Earth Science at the University of New Hampshire 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:**
 - **What worked well in these interactions? What did not work well, and how can this be better addressed in future plans? Are there ways to improve the outcome of projects already undertaken?**

It was not easy to capture this information for our department so we have developed a survey to collect information regarding interactions with communities of color and the answers to the above questions. The survey has been sent out and we will update this deliverable in less than one month. We will share these results and resources with the department.

- **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?**
 - *We could not find guidelines from UNH but have made a list of guidelines/resources here that we could follow:*
 - [The Inclusive Outreach and Public Engagement Guide](#) for Seattle city employees.
 - [Navigating the New Arctic Community Office](#)- we have developed a relationship with the UAF portion of the NNA office in a proposal recently focused on graduate student training in working with Indigenous peoples.
 - *Indigenous New Hampshire* (<https://indigenousoh.com/>) could be consulted for work in NH. Not sure of any specific existing guidelines between UNH and Indigenous NH.
 - Map of indigenous lands that can be used to inform land acknowledgements and guide research into the history of a region before beginning a project: <https://native-land.ca/>
 - *Potential funding for this at UNH:*
 - *Department of ESCI annual student support funding – we will work to incorporate this into the call for funding*
 - *Other UNH Internal Funding Opportunities (primarily for faculty):* <https://unh.app.box.com/s/nsafb3r1dy8gpi496xjfrlp3btdcebuw>
 - *Funding is not specifically for planning and working with communities of color, although some emphasize community*

involvement and outreach programs (e.g., through the Center for the Humanities) or international work (e.g., through the Global Education Center)

- *UNH Office of Community, Equity and Diversity (CED) has designated a portion of its funding to support initiatives, speakers, research and activities that further CED's mission to provide central leadership for campus-wide equity and inclusion policies and programs in support of UNH's educational mission and strategic plan:
<https://www.unh.edu/inclusive/contact-us/request-funding-application>*
- *Recognition:*
 - *New graduate student public engagement and outreach award (coming Fall 2022?) – an award for exceptional engagement.*
 - *Advocacy and Action Awards - UNH Office of Community, Equity and Diversity (CED) presents these awards to (1) student, (1) staff member, (1) faculty member and (1) group/organization/campus department for their work in advancing equity and inclusion:
<https://www.unh.edu/inclusive/community-climate/advocacy-and-action-awards>*
- *Needs:*
 - *Funding for building these relationships to include honoraria, travel funds to build relationships*
 - *Rules for data sharing*