



Policies for Working with People of Color for Woods Hole Oceanographic Institution

Prepared by the WHOI MC&G URGE Pod 1

- **Audit of previous interactions with communities of color at our organization:**
 - WHOI researchers frequently visit foreign countries to conduct field-based research or as part of an oceanographic cruise.
- **What worked well in these interactions?**
 - WHOI researchers would give seminars about their research in the local community or universities
 - They would occasionally involve local scientists or students in field research.
 - Local scientists are included as co-authors in publications
- **What did not work well, and how can this be better addressed in future plans?**
 - Local scientists are usually included to gain access to the study area and provide logical support (e.g., local transportation, communication, etc.). They are not always included in the planning and writing of the research proposal or integrated into cruise research.
 - Include local scientists in the early stages of research planning as collaborators
 - During oceanographic cruises, chief scientists should make sure that local collaborators are engaged
 - The undergraduate students assistants are included for assistance in the fieldwork and not necessarily for training and pedagogy
 - Train undergraduate student assistants how to conduct science experiments properly, from data collection to data interpretation
 - Provide compensation for the work done by undergraduate students and consider including them in the publications if their contributions merit coauthorship
 - Local communities are not acknowledged.
 - Communicate with local scientists on how to properly acknowledge the community

- The outreach programs which are a part of federally-funded projects are sometimes not done or did not have long-lasting impact in the local communities
 - WHOI scientists should conduct outreach programs in the local communities and require them to conduct follow-up outreach assessment in the local community after a year

- **Are there ways to improve the outcome of projects already undertaken?**
 - NSF should include reporting on outreach activities in annual and final reporting to improve transparency and follow through.
 - WHOI should educate PIs, students, postdocs and staff on successful outreach approaches and ways to meaningfully follow-up. This could include post-research impact assessment reports for internally-funded projects. Successful outreach can be considered when applying for future internal funding, and in tenure process and promotion.
 - Encourage collaboration with and recruitment from research labs in diverse institutions (e.g. historically black colleges and universities (HBCUs) and hispanic serving universities)
 - e.g., running samples for free, training undergraduate students
 - At WHOI, allocate funds to conduct outreach programs in local communities and give incentives to WHOI employees (i.e., scientists, technicians, engineers, students) to encourage participation in DEI
 - Portuguese communities should be involved at WHOI science events, such as through SSF, PEP, and guest student internships
 - Technical staff at WHOI (MCG) is engaged and conducts social work with the Wampanoag community.