URGE Policies for Working with Communities of Color for University/Organization - Example Deliverable

This is what was found by [Insert Pod Name] at [University/Organization] 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:**
  + *E.g. How many research projects were undertaken in countries or regions with communities of color, how many of those included meaningful interactions with those communities of color? Briefly describe one or more example projects to provide context for the following questions.*
* **What worked well in these interactions?**
  + *E.g. Using local names for landmarks or features, adhering to restrictions and customs such as not scheduling outreach meetings/events during hunting season*
* **What did not work well, and how can this be better addressed in future plans?** 
  + *E.g., We did not include priorities of local communities of color when developing our proposal, and to address this in the future we will include community member(s) in the early stages of proposal planning and writing as collaborators*
* **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*
* **Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?** 
  + *E.g., Additional support/funding for early planning process of projects to include forming productive and mutually beneficial connections with communities, establish a point of contact for interfacing with communities so as not to overwhelm with individual requests from researchers and collaborators*