Principles for BIPOC practitioner and community engagement

Collaborative Teamwork
1

- BIPOC leaders must be in all steps of the process (Christianson et al., 2022; Dickson-Hoyle et al., 2022; Robinson et al., 2021; Schell et al., 2020) and not engaged only when lack of diversity is realized later in the work
- Establish organizational and governance structures towards decision-making (Kamelamela et al., 2022)
- Demonstrate reciprocity and mutuality (Gordon (Iñupiaq) et al., 2023; Hill et al., 2020)
- Incorporate the biocultural model into restoration practice
- Compensate partners for the time and input (Gordon, 2017, 2021)
- In the case of disagreements or harm, engage in restorative justice

Engaging Communities
3

- Support community projects and initiatives under the leadership of BIPOC individuals from ideation to completion
- Create an ethics agreement or code of conduct for respecting TLK in unison with engaging communities (Kamelamela et al., 2022; Robinson et al., 2021)
- Build confidence in community partners and maintain agency in decisions (Kamelamela et al., 2022)
- Provide community directed benefits (Kamelamela et al., 2022)
- Acquire knowledge on community history (Gordon, 2017)
- Develop and nurture local contacts (Gordon, 2017)
- Build meaningful collaborations and avoid surface-level community involvement (Sea Grant 2018)
- Exchange knowledge (Gordon, 2017)
- Celebrate nature, accomplishments, and each other

Communication Practices
2

- Actively listen and learn
- Be mindful of power dynamics, including community experience with federal government officials, police, staff, and programs (The Sea Grant, 2018)
- Step back from centering oneself so that others will be heard.
- Treat community members as equals (Dickson-Hoyle 2021, Sea Grant, Gordon 2017)
- Engage in prior and informed consent (United Nations General Assembly, 2007)
- Respect rights (Hill et al. 2020; Intergovernmental Platform on Biodiversity and Ecosystems Services)
- Respect privacy and confidentiality (e.g., permissions for sharing photos, and stories; The Sea Grant, 2018)
- Communicate openly about the project and research (Gordon 2017)
- Make scientific publications accessible, public, and useful to the community (The Sea Grant, 2018)
- Include diverse approaches to storytelling and communication (e.g., art, photography, video, maps, dancing, weaving, food; The Sea Grant, 2018)