The URGE ESP pod is a group of individuals from a diversity of institutions and career stage. Despite our variety of backgrounds, our pod has not had experiences with working with communities of color. Our discussions this week and our action plan revolves around considering best practices for future collaborations with communities of color. This includes:

- Appointing a person within the organization as a centralized contact
- Establishing a code of conduct and training for individuals interacting with communities of color
- Consulting communities of color prior to proposing research and compensating communities throughout the duration of the project
- Consider diversity of knowledge acquisition and data sovereignty
- Budget for translation, communication, and outreach