

**Background:** Our URGE Pod is composed of tenured-track and non-tenure-track faculty from two majority-white universities in northern Utah (Utah State University, Logan, UT and Weber State University, Ogden, UT). Our participants are from 3 different departments. (Geosciences and Natural Resources), we are an approximately 50-50 mix of junior and mid-career faculty, and all of us are white. Our participants have roles that range from teaching to research-focus to Department Chair. We all serve as mentors to undergraduate, M.S and/or Ph.D graduate students.

**URGE USU-GEO (+WSU) Pod Ground Rules and Norms:**

1. Listen actively -- respect others when they are talking.
2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," "you").
3. Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks -- focus on ideas and problems rather than people.
4. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
5. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
6. The goal is not to always agree -- it is to gain a deeper understanding.
7. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words (even over Zoom!)
8. Assume everyone's good intentions but also acknowledge the impact of saying something that hurts someone else, even if it is unintended.
9. Maintain confidentiality. All stories shared in this space stay in this space unless explicit permission is given by the person sharing the story that it can be shared in another setting.
10. A moderator will be assigned for each discussion to ensure that everyone has opportunities to speak, and to keep the discussion respectful and on track.