UVA-Environmental Sciences od overview:
The University of Virginia Department of Environmental Sciences URGE pod has a diverse representation of graduate students, post-doctoral researchers, affiliated researchers and staff, and faculty (both early career and tenured, Table 1). Owing to this representation across career stages and the differences in institutional powers held by each group, the success of our pod is contingent on norms and practices that promote equitable and respectful discourse.

Table 1. Numbers of participants within the UVA-EVSC pod, and their affiliation within the department.	
Early career faculty	4
Tenured faculty	4
Post-doctoral researchers	2
Research scientists and staff	4
Ph.D Students	8
M.S. or M.A. students	3

Accountability and Expectations: By joining URGE, we are all committing to participate in a semester-long curriculum (8 2-week sessions), consisting of articles and discussions and requiring ~1-2 hours per week.

Ground rules to be abided by:
1. Active listening - respect others when they are talking by listening, and waiting until they are finished speaking before seeking to speak.
2. Speak from your own experiences instead of generalizing ("I" versus "we").
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.

How our pod will make decisions:
Decision making within our group will be made via a quorum of 50%. Solicitations for decisions on deliverables, reporting back to the larger URGE group, and other activities, will be initiated through several means, including group emails, Slack discussion, and our weekly pod meetings. When a suggestion reaches consensus among the immediate individuals partaking in the discussion, that decision will be put forth to the entire pod for comment and feedback. All members of the UVA-EVSC pod then have 24 hours to respond, provide feedback, and if necessary, modify the decision.

Roles and responsibilities of members:
- **Session host and leadership liaison -** Steve Macko will schedule and host weekly calls and coordinate any discussions with leadership
- **Session leader** - each member takes a turn leading or supporting a session
- **Session coordinator** - Cora will check with the pod leaders each week to ensure that processes are in motion and resources are accessible
- **Deliverables accountability agent** - Elliott will verify that deliverables are submitted by leadership for each module

Led by:
Cora, Elliott, Kathleen, Andrew

Endorsed by:
1. Cora Baird
2. Angelique Demetillo
3. Elizabeth Tatham
4. Patricia Wiberg
5. Todd Scanlon
6. Andrew Jablonski
7. Kelsey Huelsman
8. Alie Lepp
9. Kathleen Schiro
10. Elliott White Jr.
11. Madeline Miles
12. Claire G. Griffin
13. Hannah Mast
14. Dat Ha
15. Ami Riscassi
16. Laura Barry
17. Sally Pusede
18. Sean Hardison
19. Tara Illgner