**Diversity Workgroup Meeting**

**Sept 30, 2022**

**9:00am-11:30 pm**

**Webex**

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| **Meeting Objectives**  By the end of the session, DWG members and stakeholders will:  Hear about the status of our diversity indicator based on the 2022 survey results  Work to come to a consensus on path forward for our indicator  Receive an update and provide feedback on DWG staff related news |

**Key**

* Discussion
* Chat
* Presentation
* **Action**

**Welcome and introductions**

* *Hispanic Heritage Month*: **September 15th-October 15th**
* *Festival del Rio Anacostia*: **October 1st**: <https://www.facebook.com/AnacostiaRioFest/>

**Group Updates and Feedback**

* DWG Logic and Action Plan Progress
  + Inviting guest speakers to highlight local work and make connections with underrepresented individuals
  + Continue to send workgroup newsletter with a broader more diverse audience
  + Improve understanding of EJ communities and underrepresented organizations in the CB Watershed and develop stronger relationship with them
  + Foster relationships with staff at HBCU and MSIs and leverage formal agreement (VA state, USGS, UMBC)
  + Provide resources to help facilitate student/ entry level engagement and support for career development for underrepresented individuals
  + Work with funders to improve equitable distribution of grant funds
  + Implement high priority elements of the DEIJ implementation plan
  + ***Clarify diversity workgroup roles and responsibilities***
  + ***Improve reliability and analysis of Diversity Survey and indicator***

**Indicator Results Presentation**

* *DWG Outcome*: Identifying stakeholder groups that are not currently represented in the leadership. Decision making and implementation of conservation and restoration activities and to create meaningful opportunities and programs to recruit and engage these stakeholders in the Partnership’s efforts
* DWG Target/Indicator
  + Increasing the percentage of people of color in the CBP to 25%
  + Increasing the percentage of people of color in leadership positions (that is, the percentage of leadership roles filled by people of color) to 15%
* Diversity survey
  + Distributed via email to all members of CBP entities, May-June 2022
  + Over 1000 people received the survey
    - 594 people responded (82 leaders and 512 members/ participants)
    - Response rate was >50%; statistically significant
    - Draft results, still being finalized
  + Are we making progress?
    - Goal: 25% participation of POC in CBP
    - In 2016, baseline was a little over 13 and now were at 15
    - Leadership position: started at 9 went up to 10 now its down to 8
  + Behind the graphs
    - ***Did the actual numbers of leadership change impact the percentage?*** Yes. We had MORE people respond overall, and more leaders. In 2016, 77 people identified as leaders and 7 were people of color; in 2019 only 39 leaders responded, with 4 people of color; and in 2022, 82 leaders responded and only 6 were people of color. It is notable that 4 people declined to state this year. In 2019, there was no one declined to state, and I who declined to state in 2016
    - **What defines a leadership position?** All members of EC, PSC, MB; plus Workgroup/GIT/committee Chairs, Co-Chairs, and Vice Chairs were considered leaders
    - **Did that change throughout the survey years?** No, but it used to be a fill in the blank and now we’re pre-assigning based on our records. CBPO has records of all people who fall into the leadership category
  + Are we making progress?
    - Gender vs Service in CBP
      * In the generation involved over 20 years, more male than female involvement
      * Those who started more recently, more females than males overall
      * In the 90s, more of a barrier for women
    - Race/ ethnicity vs Service in CBP
      * Those hired in the 90s, low percentage
      * 0-5 is over 20% and in the 6-10 years close to 20%
      * Set this goal to improve the POC at 16% in 2016 and we’ve maintained more in that timeframe – I think that tells us were moving in the right direction; 6-10 has more diversity than 11-20 and 21-30 years
      * Can be a revolving door because of positions like staffers (limit 3 years)
    - Sexual orientation vs service to CBP
      * Nobody identifies as LGBTQIA in the 21-30yr frame
      * In this we’re not as far along currently – 15%
      * 6-10 and 11-20 is 5%
* Summary of key takeaways
  + Uncertain whether we are making progress on our indicator
  + Clear that people who joined in the last 5 years have different demographics than those who have been involved for 15+ years
  + To achieve 25% POC in the entire Bay Program near term is difficult because we can’t change the number of POC who have been involved (or excluded) in the past and continue to work here
  + When we shift our perspective to look at new people, there are more POC in the 0-5 range and 6-10 range of years involved with CBP. **What is the workgroup able to do to ensure we’re being inclusive and retaining these new and diverse people so years from now we still see diversity?**
* Group reflection
  + Wendy: Of those positions (EC, PSC, MB, Charis) can you describe the types of positions those are and who we typically see in those roles?
    - Allison: EC is governors; PSC consists of the sector of environmental organizations within the 7 jurisdictions and EPA; MB consists of a manager from those organizations; Workgroup/GIT Chairs can be staff or managers
  + Wendy: Some are assigned/ pre-defined. Where are there opportunities to ensure new voices/ support/ participation and where are the ones we have little control over?
    - Allison: CBP workgroup members and interested parties – all members received this survey.
  + Ava: So more focus on retention is needed then?
  + Trystan: what is the national % of LGBTQ?
    - Shannon: It is different among the various age ranges - matches what we were just seeing. In young people it is upwards of 20%; in older generations I think closer to 10%.
    - Allison: Bay program wide 8.1% identified as LGBTQIA+
  + Noelle: Is it possible to see the survey questions, as they appeared to participants?
  + Brittany: I think this data would have been more helpful if we saw the percentage of actual respondent in each category. Because if you only had 5 respondents with over 20+ years experience vs. 200 people with <5 years. It really means a lot less with those percentages.
  + **Allison:** [**https://www.chesapeakeprogress.com/engaged-communities/diversity**](https://www.chesapeakeprogress.com/engaged-communities/diversity)
  + **Ava:** [**https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx**](https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx)
  + **Briana:** [**https://www.chesapeakeprogress.com/engaged-communities/diversity**](https://www.chesapeakeprogress.com/engaged-communities/diversity)
  + Ava: Would a pie graph for each category would be more helpful?
  + Noelle: Does the chart indicate the # of people who did not answer?
  + Katie: You could just put an n for each category under the bar
  + Noelle: To clarify, I thought someone said that not everyone responded to the race/ethnicity question, but the graph suggests that people answered either white or person of color. So is that % of non respondents hidden?
  + Brittany Hall: Will the DEIJ Coordinator be able to help organize some of the data visualization when they come on? I think we could use some help in that arena
    - Briana: Yes, were still trying to finalize the Workplan; not officially determined the role they’ll have in the indicator
  + Brittany: If we have 200 individuals with less than 5 years of experience and we ask them to self-identify, we’re looking at the percentage of the people that responded and trying to compare that to a group that likely had a much lower response. It’s not an equal comparison
  + Allison: We could an add a “count” and the height of the bar and the color of the bar would reflect the number.
    - Brittany: I want to know what percentage identified in the 21years category
  + Briana: When we share these results, the tables and raw numbers will be posted. The extra charts were to show an extra piece of the story for the DWG

**Indicator Updates Discussion**

* When we’re not meeting our target there’s a misalignment that starts with the outcome and goes to our actions and indicator
* Need DWG help – an opportunity to make a change to better align the things we’re looking at
* Recall: June 2021 metrics and indicators meeting
  + Items to address moving forward
    - Indicator insufficient (reevaluate so not focused solely on participation or race)
    - Better align target & outcome
    - Have metrics that keep track of/ give people credit for the work they’re doing
    - Include qualitative data and ones that can assess impact
    - DEIJ metrics for many jurisdictions and organizations were a work in progress (no ready-made indicator for us to work from)
* Trystan: Is there something about how many Bay Program agencies have DEIJ plans?
  + Briana: The closest is how many GITs/workgroups are incorporating it in their work
  + Wendy: We did an exercise with MB and signatories identified if they had DEIJ plans
* What is our Outcome
  + *Outcome*: Identifying stakeholder groups that are not currently represented in the leadership. Decision-making and implementation of conservation and restoration activities and to create meaningful opportunities and programs to recruit and engage these stakeholders in the partnerships’ efforts
  + *Dilemma*: The Bay Program lacks diversity within our partnership (staff, volunteers, and organizations) due to issues surrounding inclusion, equity, and justice
  + Allison: Our indicator was created in 2016, BEFORE the outcome was updated to this current language. The original language was " Identify minority stakeholder groups that are not currently represented in the leadership, decision making and implementation of current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage them in the Partnership’s efforts."
  + Briana: The word minority was changed to ‘not currently represented’ – if we revisit this it would be important to change it to ‘underrepresented’ or less vague alternatives
  + Trystan: To retain quality people who are underrepresented, we need to have clearer pathways to positions. Do we have a way for staffers to stay?
  + Ava: When it comes to pathways and retention, part is having a better handle on the universe of what env careers look like. Sometimes it’s unclear & overwhelming how broad it can be. It’s important for us to connect folks to different ways environmental considerations can be incorporated into different career paths (private, public, academic, nonprofit)
  + Trystan: WorkForce Action Team started in the Bay Program – Strong connection between workforce education and diversity
  + Breck: At USGS through our DEIA team, we have a group for workplace culture where we focus to make sure people have a safe space and feel heard along with accessible accommodations.
  + Trystan: I just finished creating this MD conservation careers guide to help with that [**https://dnr.maryland.gov/pgc/Pages/Why-a-Conservation-Career.aspx**](https://dnr.maryland.gov/pgc/Pages/Why-a-Conservation-Career.aspx)
  + Jess: Some CAC members have expressed questions about who is the accountable party for responding to DEI issues (the dilemma). Is it Bay Program leadership? What happens with the information like that where there may be barriers, or any info gathered from underrepresented partners?
    - Briana: The accountability should be on everybody. DEIJ is being a good partner/coworker. It’s serving others and taking into consideration how what you do impacts other people. In the specifics of engagement, I think that falls a lot on this workgroup
    - Brittany: It does make sense that there are mechanisms put in place for accountability from CBP leadership. DEIJ is about taking systemic level action.
    - Britt Slattery: Support and scale up -- share ideas about what's working and help to replicate and/or expand them.
* What is the Work of the Workgroup?
  + **Identify**: continually increase the number of diverse stakeholder groups in the region that we’ve identified; Identifying systemic barriers that need to be addressed to recruit and engage
  + **Create**: support and create opportunities/ programs that eliminate barriers to increasing DEIJ within the Bay Program efforts
  + Shannon: WFAT is looking to do a landscape assessment. Is there an opportunity as we sit down with the GIT and discuss the trajectory and future of the workforce? We should have a conversation about what we want to include and how to approach them
* What is our Indicator
  + *Current*: increasing the percentage of people of color in the CBP to 25%; Increasing the percentage of people of color in leadership positions (that is, percentage of leadership roles filled by people of color) to 15%
  + *What’s Missing*: Full Scope of Diversity of participants in the CBP; Metrics for Impact, metrics that can assess inclusion, equity, and justice
  + Kristin: Given the history of how the indicator was picked, it makes sense to evolve the indicator
* Metrics To Do’s and Alignment
  + Report 2022 Results for Current Indicator
    - Wendy: Does the reporting of the data allow for a narrative? It’s one thing to show raw reporting of the metrics, it’s another to have the supporting narrative
    - Kristin: Part of the SRS is reporting the indicator, but context is important. There’s a lot of work/actions not shown in the indicator. It’s not just about the faces reflecting diversity but also are we getting more funding in these EJ communities?
    - Shannon: Do they need to know that they are contributing to CBP? (Thinking education work and our partners).
      * Britt: My instinct says no. But people should know they are contributing to stewarding the Bay/watershed/resources.
    - Jess: Where is the data being reported - the annual Bay Barometer issue as well as on Chesapeake Progress? Will there be a separate CBP Press Release?
      * Briana: It goes on Chesapeake Progress. Unsure about a press release
  + Being reporting our on the full scope of our diversity indicator profile
    - If we share this data, it’s important we don’t take our focus off the groups that are marginalized
  + Develop an additional indicator to qualitatively assess CBP work’s impact on diverse groups and communities
    - Allison: How do you envision incorporating the information that is currently being collected through the DEI narrative responses from MB?
    - Brittany: My concern is always that the data ACTUALLY supports the conclusions you are drawing. Working with someone with a background in social science research and data visualization so that it's accurate. I feel like we are still at the stage of collecting the right data, but we can't be making considerations about "progress" that has been implied.
    - Allison: We need to be thoughtful about the data collected. We should be getting data today from all of the different jurisdictions
    - Briana: We put out an MB request to submit DEIJ data on their agencies. That data will be used to help identify partners and we can go back and determine whether these projects have been successful
    - Ava: Qualitative data helps to contextualize quantitative data
    - Katie: This would align nicely with Justice40 efforts and there could be opportunities to glean methods from other agencies that are looking to assess the impacts of their work on underserved communities
    - Jess: Yes, on an additional indicator. CAC has been musing about how to include a metric that captures capacity building of small, community organizations that get federal funding for environmental implementation, but also supports that organization to continue to engage with their communities.

**DWG Staff Updates**

* **Stewardship Staffer Job Opening**: Closes October 16th: <https://chesapeake.org/2022/09/26/stewardship-git-staffer/>
* **STAC Staffer Job Opening:** Closes Oct 10 <https://chesapeake.org/2022/09/20/stac-staff/>
* DEIJ Implementation Plan Update
  + Responsibility of the plan shouldn’t fall solely on the DWG
  + Decided at MB we need to bring in extra help to coordinate plan implementation and allow DWG to focus on its Logic and Action Plan and the Outcome
    - EPA - providing funding through DC DOEE to bring on the DEIJ Coordinator
    - Role - focus more broadly across partnership & help groups understand role in the plan
  + Work in progress on the Plan
    - 87 actions and sub-actions: 32 actions completed or ongoing
    - Vision – update plan after 2 years
  + Will have update at next DWG meeting on new coordinator
* DWG Chair Position Updates
  + Currently filling DWG Chair and Co-Chair positions
  + Looking for DWG members to step into the leadership roles
  + Nominations AND Self-Nominations accepted
  + Meet weekly with DWG Coordinator
  + **9/30-10/18**: You can nominate yourself or someone else. Please send name, bio, and statement of interest to Briana ([Yancy.briana@epa.gov](mailto:Yancy.briana@epa.gov))
  + **10/19**: The Steering Committee will review nominations and recommend a new chair/vice-chair/co-chair to the Steardship Goal Implementation Team (GIT) for their approval
  + **11/??:** Announce new chairs at November DWG Meeting
  + **Briana will include this announcement via email follow-up and send out the nomination guidelines to the DWG**
    - Announce at October MB & post announcement on the DWG CBP website

**Meeting Close/Next Steps**

* Eddie: We are announcing a new grant program on 10/06. The program will support inclusive interpretation and community resilience. I’ll email the group the details of the announcement.
* Shannon: I will send an update to Briana on the Workforce Action Team to be included in the October DWG Newsletter
  + Wendy: WFAT was submitted as a GIT Funded project and listed as top priority
* Amanda: Morgan State PEARL is getting $1M to improve student opportunities at the lab to get HBCU students into geosciences. Helping with professional development, so reach out to Amanda with resources or to talk to students
* Rachel: The Chesapeake Bay Program's 2022 Bay Barometer will be released at the Chesapeake Executive Council meeting on October 11.
* Ava: The city is updating its Decennial Master Plan and Climate Action. Social equity is the foundation of both plans - how we address climate justice among marginalized communities.
* Jess: CAC had a Quarterly Meeting in DC and had the opportunity to speak with local stakeholders about looking at barriers to accessing grants, which is closely related to ongoing GIT funding work. Got valuable feedback in planning and discussion - pulling together findings of what was learned from CAC members and turning it into a mini report to share with DWG. Would provide insight and opportunities on any gaps.
* Julie: Anacostia Ambassador at UDC is hosting All Partners Meeting Anacostia high school on **November 7th**. (Inviting NPS Chesapeake). Focus is supporting young people in Ward 8 (Southwest DC) getting career and educational opportunities to pursue environmental work. Anacostia Ambassador UWFP All-Partners Meeting Info: julie.lawson@dc.gov

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| Briana Yancy (EPA) | Allison Ng (EPA) |
| Wendy O’Sullivan (NPS) | Amanda Knobloch (Morgan State PEARL Lab) |
| Katie Brownson (USFS) | Ava Richardson (Baltimore Office of Sustainability) |
| Kristin Saunders (UMCES) | Bailey Bosley (USGS) |
| Marisa Baldine (CRC) | BeKura W. Shabazz (First Alliance Consulting) |
| Melissa Sines (Colmena Consulting) | Juel Gibbons (SERCAP, INC.) |
| Erin Sullivan (EPA) | Jess Blackburn (CAC) |
| Noelle Chao (WSA) | Bo Williams (EPA) |
| Phoebe Galione (ALLARM) | Breck Sullivan (USGS) |
| Rachel Felver (Alliance for the Chesapeake Bay) | Colleen Norton (Georgetown University, Student) |
| Rico Newman (Maryland Commission on Indian Affairs) | Britt Slattery (NPS) |
| Shannon Sprague (NOAA) | Brittany Hall (NPS) |
| Terryl Acker-Carter (WSA) | Caroline Johnson (CRC) |
| Trystan Sill (Maryland DNR) | Cindy Osorto (MDE) |
| Eddie Gonzalez (NPS) | Clare Gooch (DNREC) |
| Wellington Ashe (Civic Works) |  |
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