



Diversity Workgroup Sept 2022 Bimonthly Meeting

Sept 30 2022

Welcome Everyone

In the Chat Please Type:

- Name
- Organization
- Any updates you may have for the group

Hispanic Heritage Month (Sept 15-Oct 15)

Séptimo

Festival del Río Anacostia

sábado 1 de octubre
10am hasta las 4pm
en
Bladensburg Waterfront Park

**NATURALEZA, DIVERSIÓN,
COMIDA, MÚSICA Y COMUNIDAD**

Únete a nosotros para divertirte,
conectarte con la naturaleza y
aprender sobre el río.

evento
familiar
gratuito

organizado y patrocinado por:

Parks & Recreation M-N C P C
live more, play more
pgparks.com

CBTRUST
PRINCE GEORGES COUNTY
DEPARTAMENTO DE AMBIENTE
DEFENSORES DE LA CUENCA
ANACOSTIA RIVERKEEPER
Audubon Naturalist Society
CHISPA! WASHINGTON LEAGUE OF CONSERVATION VOTERS
Metropolitan Washington Council of Governments
ENVIRONMENTAL FINANCE CENTER
ANACOSTIA WATERSHED SOCIETY
ecoLatinos



CELEBRAR EL VERANO
JUEVES, 8 DE SEPTIEMBRE
6PM-8PM
SALSA EN EL PARQUE
MÚSICA, BAILE Y COMIDA!

Edmonston Recreation Center
5100 Tanglewood Dr.
Edmonston, MD

EVENTO FAMILIAR GRATUITO

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HISPANIC HERITAGE MONTH CELEBRATION 2022



2022 ANNUAL EVENT
WEDNESDAY, SEPTEMBER 14 • 6:00 PM EDT • VIRTUAL EVENT

ACCESO
ACCESSO

2022 Cumbre de Liderazgo Latin@/E LEADERSHIP SUMMIT

DEFENSORES DE LA CUENCA

Seguiremos las recomendaciones de la CDC para actividades de dentro y al aire libre. Su salud y bienestar es nuestra mayor prioridad.

Alexandria, VA

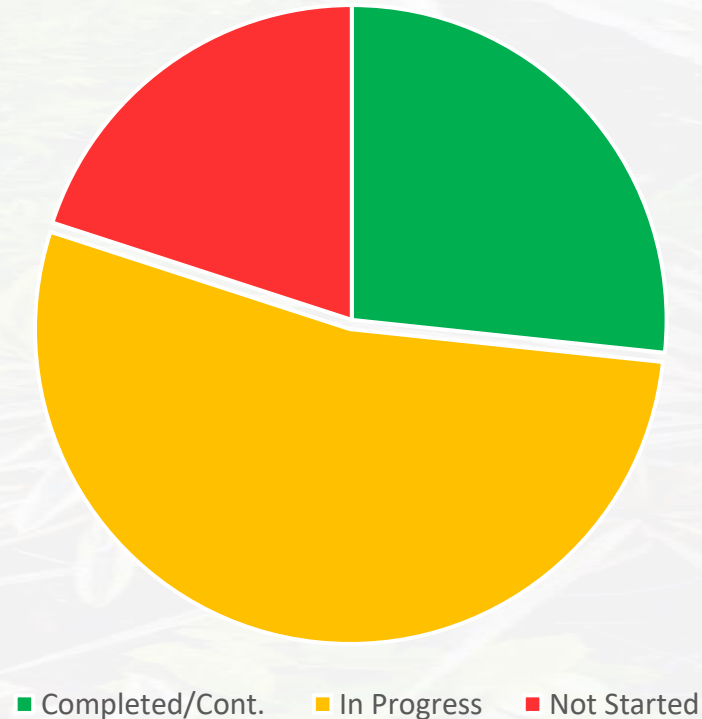
We will be following the CDC's recommendations for indoor and outdoor activities. Your health and well-being is our number one concern.

THURSDAY/JUEVES
15 SEPT. 2022
10:00AM
4:00PM



Look at What The Workgroup Has Done so Far

DWG Logic And Action Plan Progress



15 Actions Total

- 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 relationships with them.
- Foster relationships with staff at HBCU's and MSIs & leverage formal agreement
- 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.

A top-down view of a lush garden bed. The bed is filled with a variety of plants, including clusters of small yellow and orange flowers, plants with variegated green and white leaves, and plants with deep red and purple foliage. The garden is bordered by a grey stone path on the left and a concrete path on the right. The text "Diversity Indicator Results" is overlaid in the center in a white, sans-serif font.

Diversity Indicator Results

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 Chesapeake Bay Program 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

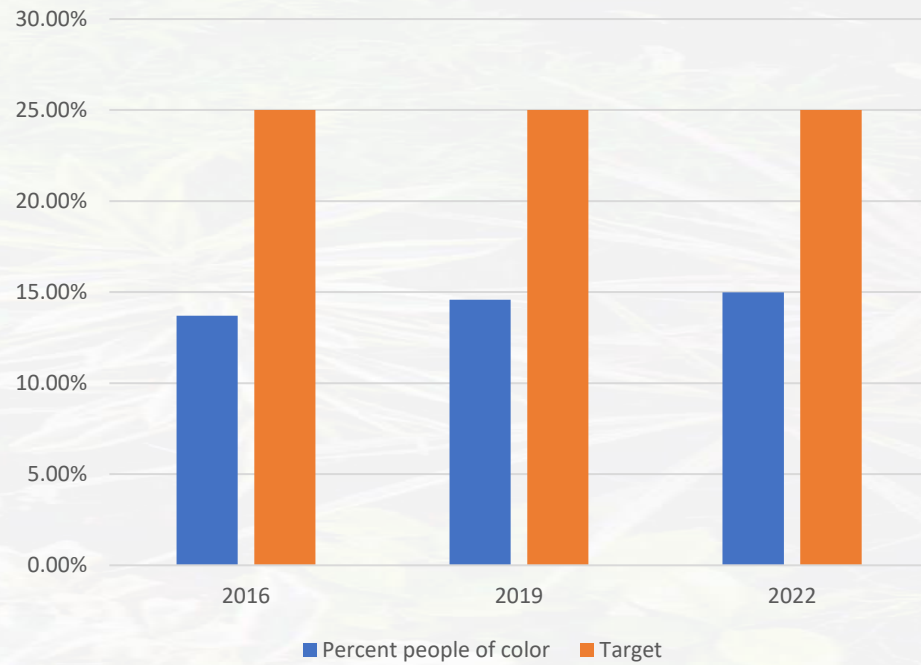
- Distributed via email to all members of CBP entities, May-June 2022
- Over 1000 people received the survey
- 594 people responded; 82 leaders and 512 members/participants
- Response rate was >50%; statistically significant
- These are draft results, still being finalized



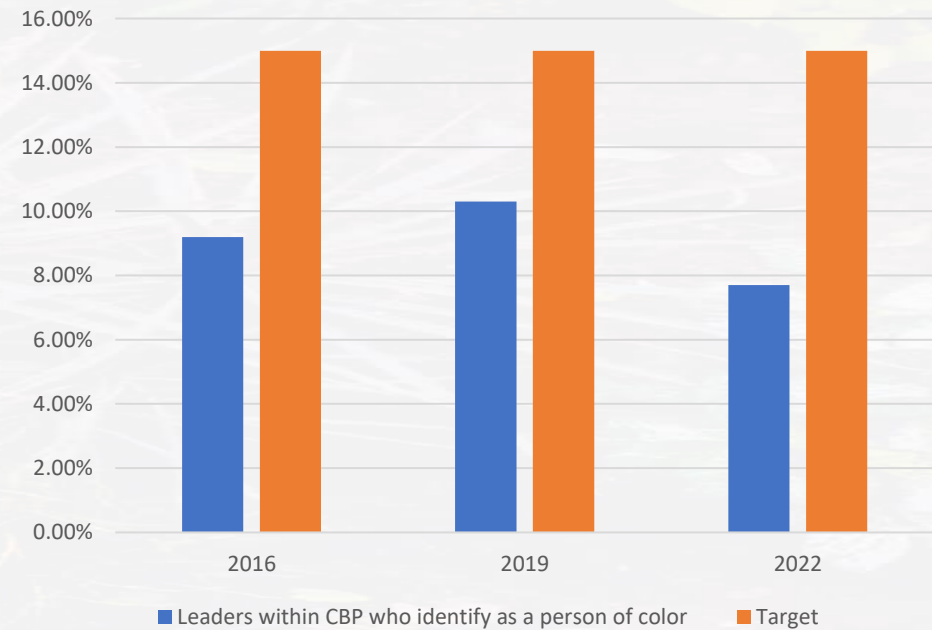
This Photo by Unknown Author is licensed under [CC BY-SA-NC](#)

Are we making progress?

Respondents who work for or with CBP who identified as people of color



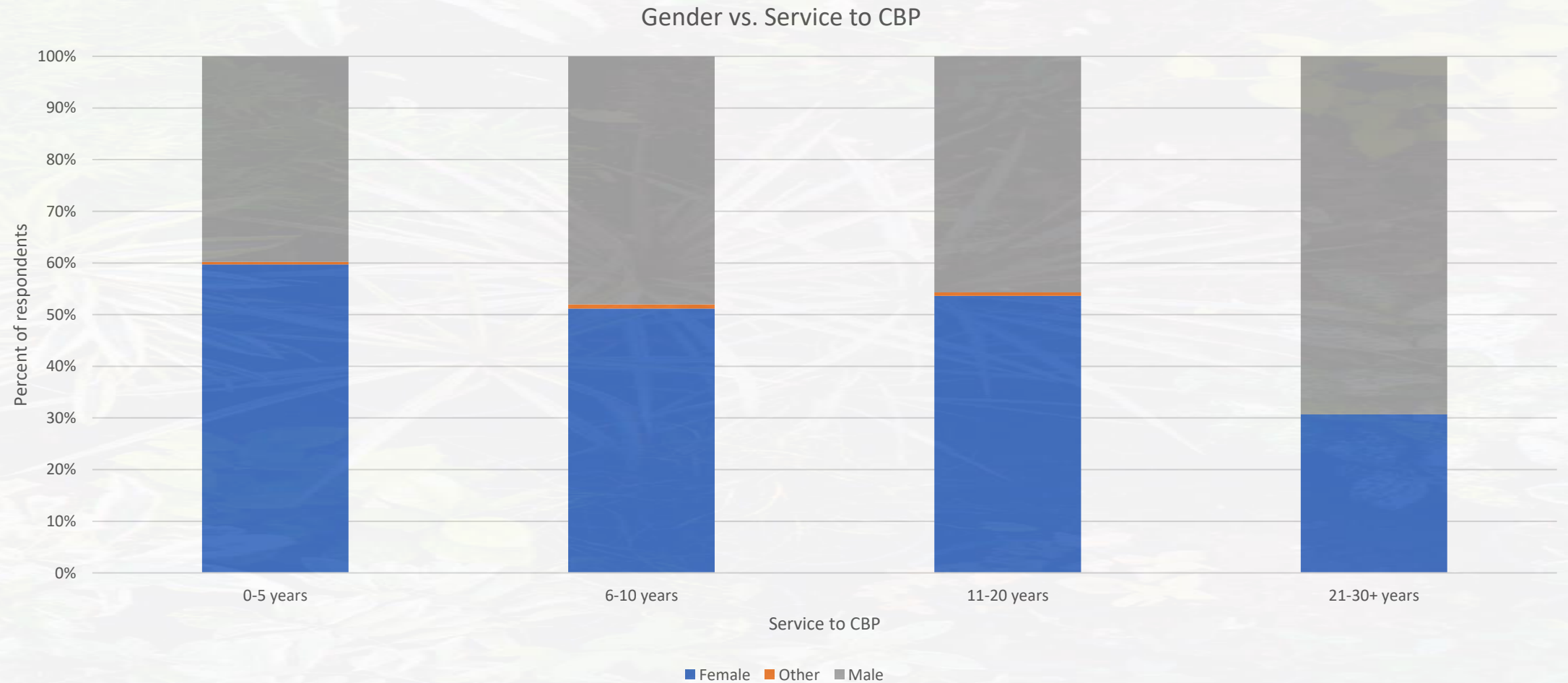
Respondents who work for or with CBP in a leadership position who identified as people of color



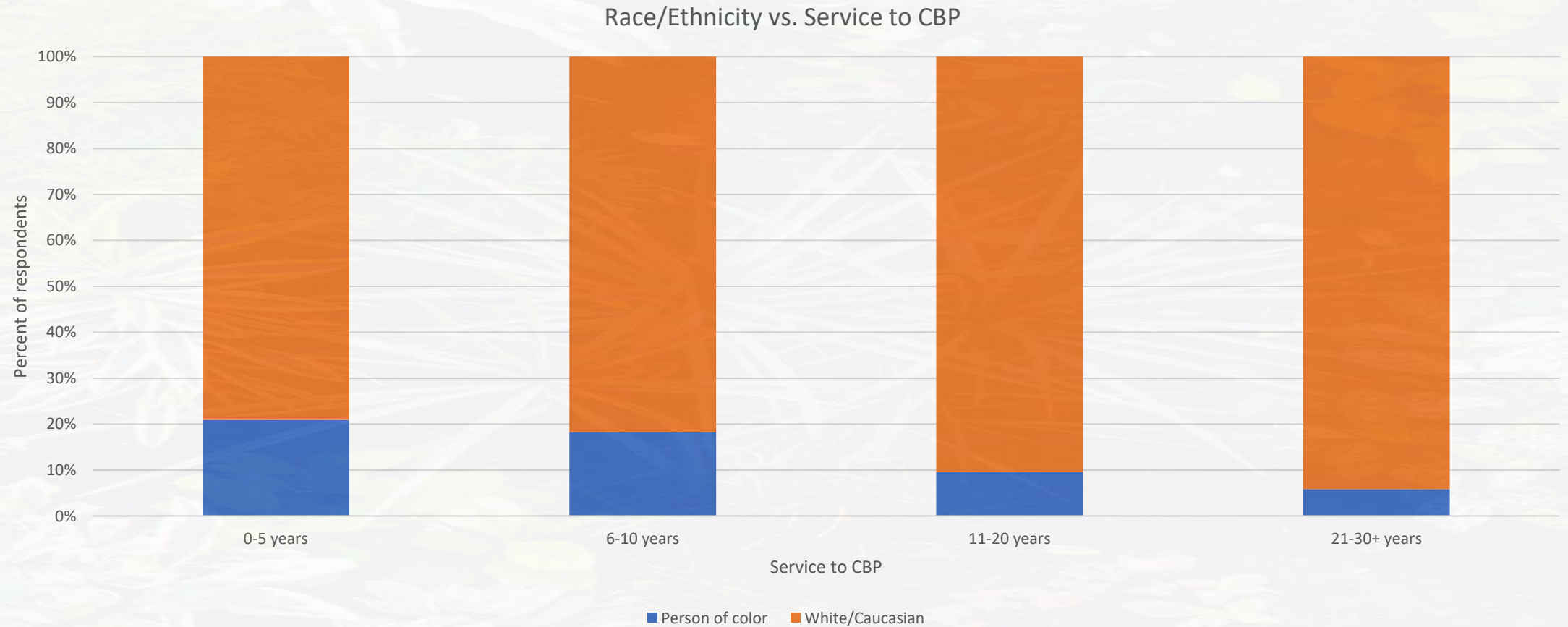
Behind the Graphs

- **Did the actual of numbers of leadership change impacting 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 who declined to state, and 1 who declined to state in 2016.
- **What defines a leadership position?** All members of EC, PSC, MB; plus Workgroup/ GIT/ committee Chairs, Cochairs, 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.

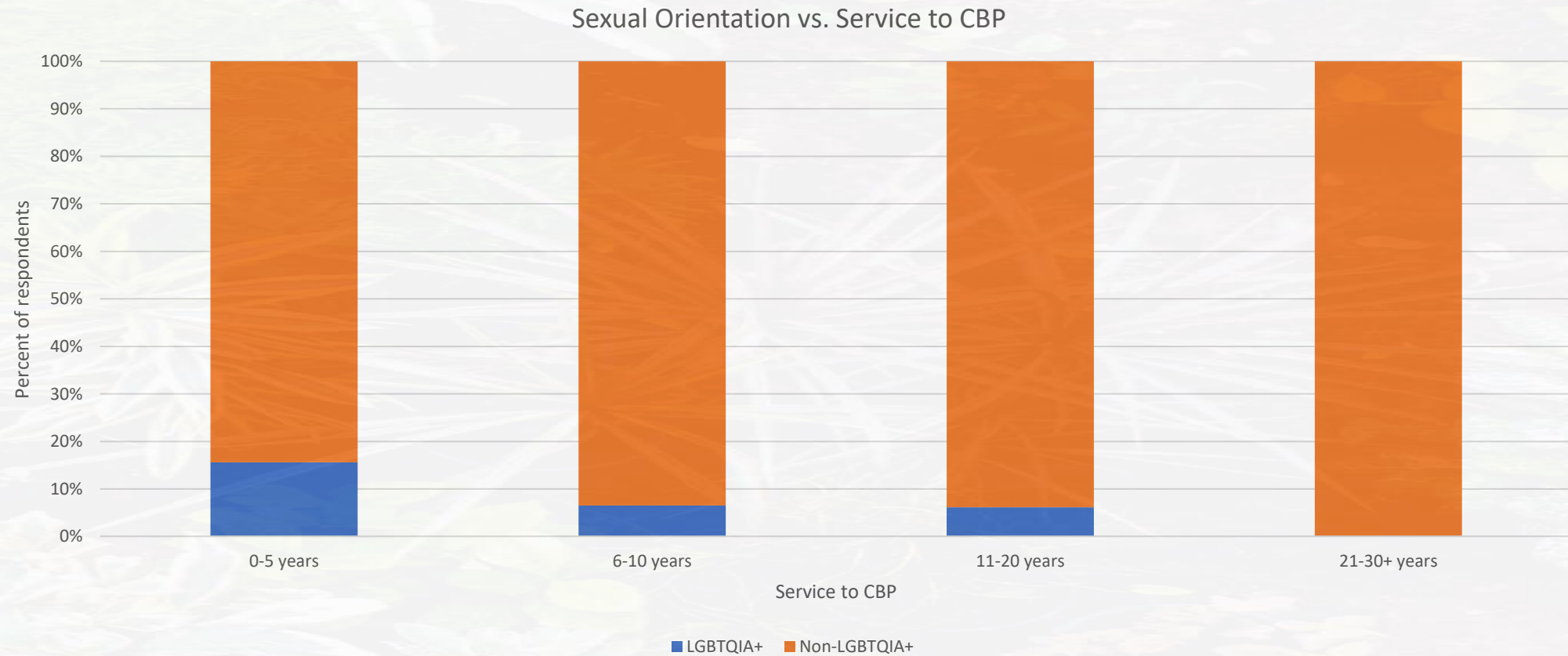
Are we making progress?



Are we making progress?



Are we making progress?



Summary of Key Takeaways

- It is uncertain whether we are making progress on our indicator
- It is 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

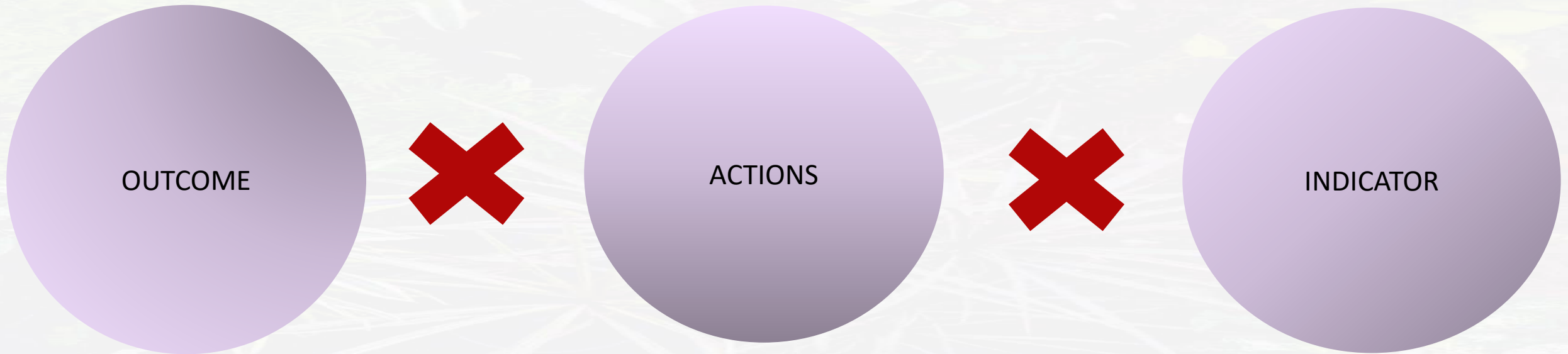
Group Reflections

- How do you feel about these results?
- Questions or comments?



Diversity Indicator Discussion

There is A Misalignment Here



Recall: June 2021 Metrics & Indicators Meeting

Measure effectiveness of efforts after they have been put in place - hearing lots of efforts to put equity measures in place for funding programs, recruitment, etc. Are these efforts having the effect intended? Are they working?

Trainings and DEIJ workshops

*collates responses from community groups that were engaged.

Qualitative data cannot be ignored here; numbers will only tell a part of the story

Quality engagement with partners, not just counting engagement, meetings, etc.

% of total grant funding awarded for the year

Number of grants awarded to EJ and/or community-based organizations

Grant funding

How many Goal Implementation Teams/workgroups are incorporating DEIJ into their work

Items to Address Moving Forward:

- Indicator not sufficient (revaluate so not focused solely on participation or race)
- Better align target and outcome
- Have metrics that keep track of and give people credit for the work their 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)

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 Partnership's efforts.

Dilemma

The Bay Program lacks diversity within our partnership (staff, volunteers and organizations) **due to issues surrounding inclusion, equity and justice**

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

What is our Indicator

Current

Increasing the percentage of people of color in the Chesapeake Bay Program 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%.

What's Missing

Full Scope of Diversity of participants in the CBP


Metrics for Impact, metrics that can assess inclusion, equity and justice

Metric To Do's & Alignment



1. Report 2022 results
for our current
indicator

Metric To Do's & Alignment



1. Report 2022 results
for our current
indicator

2. Begin reporting out
on the full scope of our
diversity indicator
profile

Metric To Do's & Alignment

1. Report 2022 Results
for our Current
Indicator

2. Begin reporting out
on the full scope of our
diversity indicator
profile

3. Develop additional
indicator to
qualitatively assess CBP
work's impact on
diverse groups and
communities

A top-down view of a lush garden bed. The bed is filled with a variety of plants, including clusters of small yellow and orange flowers, plants with variegated green and white leaves, and several spiky, star-shaped plants with purple and white foliage. The garden is bordered by a grey, textured material on the left and a concrete path on the right. The overall scene is vibrant and colorful, representing a diverse ecosystem.

Diversity Workgroup Staff Updates

Stewardship Staffer Job Opening



Link to Job Posting:

DEIJ Implementation Plan Update

December 2021

The Chesapeake Bay Program

DEIJ

IMPLEMENTATION PLAN



Chesapeake Bay Program

Science. Restoration. Partnership.

DWG Chair Position Updates



Kevin Newman
1.5 years as Chair



Wendy O'Sullivan
2+ years as Co-chair

Nomination Guidelines



Responsibilities:

- Join the leadership of the Diversity Workgroup and lend your voice to foster the initiative impact of the Workgroup within the Chesapeake Bay Program partnership
- Meet regularly (weekly/bi-weekly) with the workgroup's vice-chair, coordinator, and staffer
- Lead and facilitate workgroup meetings, which are currently scheduled four times a year.
- Attend monthly steering committee meetings.
- Present occasionally to other Goal Implementation Teams and workgroups, such as the Quarterly Progress Meeting presentation to the Management Board every two years to discuss the workgroup's progress and challenges.
- Review and comment on draft management documents (e.g. management strategy/work plan), agendas, and other project documents developed by Diversity Workgroup coordinator, staffer or others.

Nomination Guidelines

- Self Nominate or Nominate another individual
- Ability to commit approximately 10 hours a month for the duration of two years, at which point the nominee can choose to continue serving or relieve themselves from duty.
- Possesses a demonstrated history and passion for advancing DEIJ initiatives, or an interest in working on DEIJ initiatives if you have no prior experience.
- Demonstrates ability to effectively engage and facilitate tough conversations, or an interest in developing such skills.
- It is important to note that Workgroup chairs are a **voluntary position** that serves without additional compensation.

Instructions

We encourage anyone who thinks they would be a good fit to submit a statement of interest (minimum of four sentences, no more than one page) that details why you or the person you're nominating would be a good fit for this position. Be sure to highlight any related skills and experiences. Individuals will be notified of a nomination and all nominations will be kept confidential.

Please submit the statement of interest to Briana Yancy at yancy.briana@epa.gov and feel free to reach out if you any questions.

Chair Selection Process

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)

10/19: The Steering Committee will review nominations and recommend a new chair/vice-chair/co-chair to the Stewardship Goal Implementation Team (GIT) for their approval

11/??: Announce new chairs at November DWG Meeting



Group Updates and Feedback

Group Updates, Shoutouts, Celebrations



Next Steps/ Action Items for Workgroup

- Upcoming Discussions: Call to Engage
 - Dedicated Funding for DWG
 - Workforce Development
- November Meeting Doodle Poll
- Help Recruit Applicants for Staffer Position
- Submit Chair Nominations