**Meeting Minuets – Diversity Action Team Workgroup/Stakeholder Meeting**

Location: Earth Conservation Corps Washington, D.C.

Date: October 8, 2014

Time: 10:00am – 2:00pm

**Attendees**

Naisa Thaker, Department of Energy and the Environment

Jenna Valente, Chesapeake Bay Program

Jordan Fox, Washington College

Tara Baker, Chesapeake Bay Trust

Cynthia Mitchell, US Army Corps of Engineers

Genora Givens, Earth Force

Dominique Skinner, Groundwork Anacostia DC

Christine Keels, Court Services and Offender Supervision Agency D.C.

Devin Ray, US Fish and Wildlife Service

Randy Rowel Jr., Anne Arundel County Community Action Agency

Virginia Busby, Maryland Commission on Indian Affairs

Russ Baxter, Virginia Jurisdictional Representative

Kristen Wolf, PA Department of Environmental Protection

Melissa Fagan, Chesapeake Research Consortium

Regina Poeske, Environmental Protection Agency Region 3

Jonathan Essoka, Environmental Protection Agency Region 3

Mary Gattis, Alliance for the Chesapeake Bay

Jessica Blackburn, Alliance for the Chesapeake Bay

Chante Coleman, Choose Clean Water Coalition

Kahlil Kettering, The Nature Conservancy Maryland/DC Chapter

Chris Becraft, MD Department of Natural Resources

Edward James, Environmental Protection Agency/ Chesapeake Bay Program

Reggie Parrish, Environmental Protection Agency/ Chesapeake Bay Program

Shanita Brown, Alliance for the Chesapeake Bay

**Agenda Items**

1. **Diversity Strategy Work Plan Breakout Groups (4 groups)**

**Communications and Outreach Management Approach Facilitator**: Reggie Parrish

*Themes*:

* Face to face interactive communication and need follow up with print communications
* Increase mobile communication
* Community led pilots with trusted leaders designing forum to engage new stakeholders
* Feds and states could share lessons learned in engaging with various communities

*Action Steps*: Update work plan section to reflect detailed input from stakeholders

**Promote Environmental Justice Management Approach** **Facilitator**: Edward James

*Themes*:

* High support for use of EJ Screen tool
* Changes to grant guidance and criteria are important
* Need to make diversity and EJ a priority for Bay Program, not just one of many criteria

*Action Steps*: Update work plan to reflect detailed input from stakeholders

**Employment and Professional Engagement Management Approach Facilitator:** Chris Becraft

*Themes*:

* Having a full time Diversity coordinator is very important to the work group members. This can be a full time position for one or a group effort
* Many of the workgroup members have existing programs that fall under the action items. It is the DATs job to better coordinate, promote, and help improve these existing programs
* Making a link between different cultures (arts and entertainment) might be a great avenue to increase the diversity in the environmental workforce.
* We need tangible action items (in person events, hard copy hand outs, etc.)

*Action Steps*: Update work plan to reflect detailed input from stakeholders

**Tracking and Assessment Management Approach** **Facilitator**: Shanita Brown

*Themes*:

* Need to establish a detailed diversity baseline of staff, boards and related programs for Chesapeake region
* Need to establish a way to identify the demographic target audiences within the watershed we need to engage
* It is important to build relationships with organizations that serve our target audiences

*Action steps*: Update work plan to reflect detailed input from stakeholders

1. **Creating New Partnerships**

Attendees brainstormed possible sectors to seek partnership with and seek opportunities to successfully implement the strategy:

* Community education programs in hospitals or clinics
* Food justice and gardening sectors
* Juvenile Justice Departments/ Adult Community Supervision
* Community Council Centers
* Children & Nature Network
* Agriculture community
* Job training agencies (to find where the job demand is)
* Contractor community (landscape, etc.)
* HBCU’s, Galluadet University
* Utilize community litigation resources from local universities for local communities
* Partner with local media outlets
* Faith based community organizations
* Family support groups (ex. Military family support)
* Veteran organizations
* Homeless organizations