**Diversity Action Team: Management Strategy Development**

December 2, 2014

10 - 2:30 pm

District Department of the Environment

1200 First Street NE, 5th Floor, **Room 512**

Washington, DC  20002

(202) 535-2600

The December workgroup session will reaffirm commitment for each of the four workgroup areas under the Diversity Outcome. Each workgroup will need to identify a person as the chair of the group. The main purpose of the workgroup planning session is to begin brainstorming and developing management strategies for the next two years.

**(20 min) Recap of Workgroup meeting on 10.24.14**

* Definition of diversity: *For the purposes of the diversity outcome it is our goal to expand the diversity of the workforce and participants in restoration and conservation activities based on race, income levels, faith, gender, sexual orientation and disability.  For this effort to be successful it will require us to honor the culture, history, and social concerns of local populations and communities.*
  + Keep in mind that our definition of minority goes beyond race.
* Integration of Environmental Justice into the Diversity Management Strategy
* Identification of other management strategies that need to have a diversity focus:
  + Public access
  + Stewardship
  + Toxics - specifically sustenance fishing
  + Environmental literacy
  + Local leadership
  + Tree Canopy - urban green space
  + Land Conservation - with regards to ownership along the water historically
  + Climate adaptation
* Overview of process and timeline for development of the Diversity Management Strategy
  + Meeting on December 2nd
    - Creation of Workgroups
    - Workgroups start development of management strategies
  + Meeting in January
    - Workgroups continue development of management strategies
  + Meeting in February
    - Workgroups continue development of management strategies
  + Completed management strategies due March 1, 2015

**(20 min) Review draft outline of diversity management strategy**

* Discuss in context of key elements

**(25 min) Define and create Sub-Workgroups – Those who haven’t selected will be able to select**

1. **Communications & Outreach:** Improve communication and outreach efforts throughout the watershed to diverse audiences by utilizing media sources commonly used by the audience we seek to engage, identifying critical communication events and opportunities, inventorying and cataloguing available resources, organizations and points of contacts, etc. A specific area of focus for this group is to collaborate with schools and other educational entities to increase participation, awareness of Bay issues, and identify areas for collaboration with groups.

Contact: Reggie Parrish - [parrish.reginald@epa.gov](mailto:parrish.reginald@epa.gov)

1. **Employment and Professional Development:** Create and expand employment opportunities to minority groups and individuals, create career tracks and to provide resources that help them take advantage of the opportunity.

Contact: Chris Becraft - [christopher.becraft@maryland.gov](mailto:christopher.becraft@maryland.gov)

1. **Environmental Justice and Social Issues:** Integrate environmental justice into the Diversity Management Strategy by recommending ways to focus the management strategy not solely on bay restoration objectives but also on benefits to communities or ways to reduce or improve other challenges facing them.

Contact: Jim Edwards - [edward.james@epa.gov](mailto:edward.james@epa.gov)

1. **Tracking and Assessment:** Develop and adopt appropriate assessment and tracking tools and metrics for evaluating the success of the Diversity Management Strategy.

Contact: Kristen Fleming - [Kristen.fleming@maryland.gov](mailto:Kristen.fleming@maryland.gov)

**(90 min) Sub-workgroup break out session**

During this session, workgroups are encouraged to identify specific actions, strategies in order to achieve the outcome. Workgroups should also explore specific obstacles for achieving desired actions as well as solutions to these obstacles. In addition workgroups should select chairs and define timelines and next steps for achieving workgroup objectives.

***Guiding questions for break out session***

Who should be the *specific* outreach targets; schools, communities, broad minority groups (small and large)? What will be communicated? Who is responsible for making that connection?

What does a database of existing groups and resources available look like? Is this for minority groups or individuals?

Should we be encouraging Bay groups to create meaningful partnerships with minority groups? How so?

What does building capacity for minority environmental groups look like? Startup funding?

*Employment and professional development:*

How do we make career, internship and higher education opportunities available to various minorities? Does is require a pipeline focus? High school 🡪College?

Are partnership with groups like NAACP and other necessary?

Does there need to be programs put in place that manages diverse staff/volunteers? What should be put in place to retain diversity once it is obtained in organizations?

What are universities doing to involve diversity in environmental agencies?

*Environmental justice and social issues:*

How do we obtain firsthand information from the community? How has this been done and what does it really take?

Does this also require partnerships? What kind of partners? How do we reach them?

*Tracking and assessment:*

What are groups, universities and companies in the private sector doing to measure and track diversity? How do we bring them in to help us?

**(45 min) Lunch**

**(60 min) Each workgroup share progress to group**

* Present progress, challenges, opportunities
* Feedback from group

**(30) Diversity and Environmental Justice Private Programs**

* Explore programs/ideas that the private sector has in the past or is currently developing
* Assign one member from each Jurisdiction to collaborate with private sector to better inform workgroup

**Wrap up and Next Steps**

* Volunteers for drafting session week of December 8th