

# Diversity Workgroup February 2021 Updates

## Diversity Workgroup Leadership

Our workgroup is seeking a new chair. We are asking for self-nominations by COB Monday, February 22<sup>nd</sup>. Please see [this](#) document for more information and guidelines for self-nomination.

Briana Yancy joined the Diversity Workgroup earlier this month as our new staffer. Welcome, Briana!!

## Our Goal Implementation Team (GIT) Funding Projects

Every year we have the opportunity to submit one or more project ideas to be funded as part of the [GIT Funding](#) process. In 2018, we used the GIT Funding opportunity to obtain Skeo Solutions to develop a DEIJ Readiness assessment and DEIJ Strategy for the CBP. Our contract with Skeo, which ended in December, included the development of resources to advance several recommendations in the CBP DEIJ Strategy. The resources that Skeo developed include a background document with DEIJ guidance for CBP workplans, proposed edits to the CBP Governance Document, and questions and facilitation considerations for focus groups to increase inclusion and equity for staff of color and underrepresented groups. In addition, Skeo provided Cultural Humility trainings in the fall of 2020 to approximately 70 members of the CBP partnership.

In the summer of 2020, our workgroup proposed a project to cultivate and strengthen relationships with underrepresented stakeholder groups. This project was approved for funding by the partnership in the fall of 2020. You can read more about this project [at this link](#) (see Scope #11). The Chesapeake Bay Trust announced a Request for Proposals (RFP) with all approved GIT Funding projects and our project received a record-breaking 13 proposals! Workgroup leadership and members Wendy O'Sullivan, Caitlyn Johnstone, Ola Davis, Erin Sullivan, Britt Slattery, and Trystan Still volunteered their time to review 6-7 proposals each. An applicant will be selected within the next couple of weeks and the project will commence in March.

## Presentations and Discussions with Other Teams and Partners

Since the August 2020 announcement of the [Chesapeake Executive Council's DEIJ Statement](#) and the [Principals' Staff Committee's DEIJ Action Statement](#), Diversity Workgroup leadership have been invited to speak to multiple teams and partners about the DEIJ statements and the work of the Diversity Workgroup. In many of our presentations we provided an overview of the [CBP DEIJ Strategy](#) and discussed with teams how they can purposefully incorporate DEIJ considerations into their work.

We gave presentations and discussed with the following CBP teams: Goal Implementation Team Chairs, Coordinators and Staffers, Management Board, Principals' Staff Committee, CBP Office All Hands, Local Leadership Workgroup, Habitat Goal Implementation Team, Climate Resiliency Workgroup, Budget and Finance Workgroup, and the Goal Implementation Team #6 (Partnership, Leadership and Management Goal Implementation Team). We also gave presentations to following partner organizations: National Estuarine Research Reserve Program, Metropolitan Washington Council of Governments, Chesapeake Research Consortium monthly roundtable, EPA Office of Research and Development, and others.

## Workgroup Member Participation in the DEIJ Action Team

A number of workgroup members have been involved in the DEIJ Action Team that was formed in October to develop an implementation plan for the CBP DEIJ Strategy as well as recommendations for standing up a Community Advisory Board or similar entity. Thank you to members Clare Sevcik, Kevin Newman, Trystan Sill, Emily Hendrickson, Shea Szwerver, Meryem Karad, Wendy O'Sullivan, Katie Brownson, Trena Ferrell, Julie Lawson, Jess Blackburn, Ola Davis, Carmera Thomas, Kristin Saunders, and Caitlyn Johnstone for participating!

## Workgroup Interns

This upcoming summer our workgroup will have two interns. Tuana and Briana will mentor two undergraduate C-StREAM interns who will work on projects to meet actions in our [2020-2021 logic and action plan](#). To learn more about the C-StREAM program and the DEIJ internship descriptions, please click [here](#).

## Resources and Other Documents

At our last meeting, John Wolf (GIS Team Lead at the CBP Office) presented the [Environmental Justice and Equity Dashboard](#). He is currently making updates to the dashboard based on user feedback that he has received to date. Updates include a potential new interface to allow users to easily overlay GIS layers and a filter tool to identify areas for restoration and conservation activities in potential environmental justice communities.

Tuana and Briana are currently working with the Diversity Workgroup's Steering Committee to develop a Diversity Workgroup Governance Protocol that articulates the various roles and expectations of workgroup chair, vice-chair, Steering Committee, and workgroup members in our collective effort to meet the diversity outcome in the 2014 *Chesapeake Bay Watershed Agreement*.

Other resources that have been identified and/or developed by the workgroup have recently been or will be added to our [Diversity Workgroup webpage](#). If you are aware of any other resources that should be posted on our webpage, please contact Briana or Tuana.