



Agenda

Chesapeake Bay Program (CBP) Diversity Workgroup Meeting

February 19, 2021
9:00 AM-12 PM

Webinar info

Link: <https://umces.webex.com/umces/j.php?MTID=mdb7fdb110fd1c911f4d88dc75d027593>
Meeting number: 120 435 1434; Password: DWG2021

Or join by phone*

+1-408-418-9388 ; Access code: 120 435 1434*

Please join by either computer audio **or** your phone, **not both**. Viewing the webinar in the desktop app is recommended over the web browser. If you experience bandwidth issues, we recommend turning off your video when not speaking.

Note: This meeting will be recorded for internal use to ensure the accuracy of meeting notes.

Meeting Objectives

- Hear an update on recent and ongoing work to advance our workgroup's and broader CBP partnership's DEIJ goals.
- Share updates and announcements that are happening within your own jurisdiction or organization.
- Participate in break-out room discussions to brainstorm how the work of other [Chesapeake Bay Watershed Agreement](#) outcomes can incorporate DEIJ considerations.
- Participate in group discussion to advance two specific actions in our 2020-2021 [logic and action plan](#).

9:00-9:10 **Welcome and Introductions**
Wendy O'Sullivan (NPS), Workgroup Vice-Chair

9:10-9:40 **Diversity Workgroup and DEIJ Action Team Updates**
Tuana Phillips (EPA), Bo Williams (EPA), and Meryem Karad (Commonwealth of Virginia)

9:40-10:00 **Round Robin: Updates from Workgroup Members and Meeting Attendees**
All participants

10:00-10:50 Breakout Discussions: Integrating DEIJ into the Work of Other Goals and Outcomes

Meeting participants will be sent to break-out rooms each focused on one of the following *Chesapeake Bay Watershed Agreement* outcomes:

- [Climate Resiliency Monitoring, Assessment, and Adaptation](#)
- [Local Leadership](#)
- [Urban Tree Canopy](#)

Participants will share ideas and discuss as a group how the work of these outcomes can intentionally include DEIJ considerations. To select in advance which break-out discussion you'd like to be a part of, please fill out [this Survey Monkey questionnaire](#) by **COB Monday, February 15th**.

Note: This activity will help us meet the following action in our [logic and action plan](#): *Partner with GITs, workgroups, and other teams of the CBP to advance DEIJ goals in the work of the other Chesapeake Bay Watershed Agreement outcomes.*

10:50-11:00 10-Minute Break

11:00-11:15 Report Outs from Breakout Groups (5 minutes each)

11:15-11:55 Group Discussion on Two Actions in our Logic and Action Plan

Briana Yancy, Diversity Workgroup Staffer (CRC) and Gabrielle Roffe (Chesapeake Conservancy and NPS)

Note: A [google sheet document](#) and [Jamboard](#) will be used for this discussion.

- *Aggregate, package, and disseminate inclusive practices and resources for recruitment, hiring, and retention.*
 - o We will be adding edits and comments to a live version of the [Recruitment and Hiring Resource](#). Questions to consider: What is missing? Where should this live? Should it be presented in a different format?
- *Establish relationships with staff and leadership at HBCU's and MSIs, including professors, heads of departments, career services, as well as sororities, fraternities, clubs, and professional associations that attract and support students of color and students from other underrepresented groups.*
 - o Some of us have individually developed such relationships.
 - o Questions to consider using [Jamboard](#)
 - *Who is one partner that workgroup members know that they can connect to the CBP?*
 - *How can we brand ourselves to Career Services at different colleges/universities so they know about us and can point students to opportunities within our organizations?*

- *How can we build authentic relationships beyond recruitment and establish mutually beneficial partnerships with professors and students?*
- *How can we go beyond only reaching out to environmental science majors?*
- *How can we make these relationships outlast a specific person's connections and knowledge?*
- *What resources are needed from the Bay program to build partnerships with HBCUs and MSIs?*

11:55-12:00 The Way Forward & Closing Remarks

Wendy O'Sullivan

Next Meeting: Special meeting on **March 17th 1-2 PM** to continue discussing the DEIJ Action Team's work

Acronym Guide

CBP = Chesapeake Bay Program

CBPO = Chesapeake Bay Program Office

DEIJ = Diversity, Equity, Inclusion, Justice

EPA = Environmental Protection Agency

HBCU = Historically Black Colleges and Universities

MSI = Minority Serving Institutions

NPS = National Park Service