
Management Board Update

— Diversity Workgroup Discussion —
Feb 2020

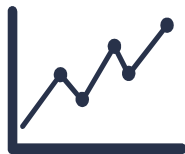


Adaptive Management

- Review progress every two years
- Are we on track to reach goal?
- Adapt if necessary

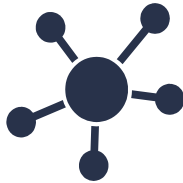
A refresher...asks for the Management Board

1. Review and discuss the **DEIJ Strategy** and establish the process for implementation
2. Management Board **commit to attending** DEIJ trainings
3. **Create space**; increase opportunities for underrepresented groups to participate in CBP
4. Be **champions for funding** related to DEIJ:
 - Grants (e.g., equitable practices)
 - Programmatic (e.g., workforce development)



DEIJ Strategy

Review, Discuss, Implement



- MB meeting April 9: share final DEIJ strategy
 - Discuss a path for implementation
 - DEIJ Statement for CBP →
 - Recommend the Executive Council implement this statement via an Adoption Statement
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DEIJ Trainings

Participation and Leadership



- Management Board members committed to attending an upcoming Building Cultural Competency training
 - First one was meant to be 3/16 and will be rescheduled
 - Participants: allocated spots for even representation
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Create Space

In the CBP



- Create opportunities for underrepresented groups to participate in the CBP
 - Members agreed to have a portion of meetings devoted to discussing what they are doing and will do to address DEI and create space.
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Funding Champions

For DEIJ initiatives



- Agreed to compile DEIJ opportunities for entry pathways into environmental field.
- Which brings us to....

Bonus!

Diversity Indicator Target



- 25% people of color in CBP by 2025, with 15% in leadership
 - Presented the corrected baseline data, and mentioned it was worth reconsidering the target
 - More on this later today from Tuana!
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Discussion

- Several champions in the room
- Commitment to having this as a standing topic, not just when it's our turn.
- Public Access: quality of sites
- Be specific in funding: engagement as an outcome of a grant funded initiative
- Improve grants so they can be used compensate for people's time.



Summary



- Champions
- Commitment demonstrated already by some
- Exciting points coming up to implement the strategy and really integrate DEIJ throughout the Bay Program
- Connection with other stewardship: citizen and public access
- Overall, positive.

Thanks!