



Agenda

Diversity Workgroup Meeting

March 18, 2020

10:00 AM-12:45 PM

**This meeting has been changed to a conference call.
Please use zoom to participate and view presentations.**

Webinar*: <https://zoom.us/j/7690130535>

Conference Line: 929-205-6099

Meeting ID: 769 013 0535

*To join the Zoom webinar, please open the webinar link first. After opening the webinar, either elect to join via computer audio or via phone call. If you select phone, you will be prompted to dial the conference line, meeting ID and participant ID.

Meeting Objectives

- Learn about local efforts that are engaging underrepresented stakeholder groups in watershed restoration activities.
- Reflect on the Taking Nature Black Conference.
- Hear updates and discuss opportunities with the Chesapeake Bay Gateways program.
- Review actions that came out of our presentation to the Management Board last month.
- Review and discuss full results of the 2019 Diversity Profile and revisit our target of 15% people of color in leadership.
- Discuss priority actions and goals for the next two years of our work.
- Celebrate successes!
- Share individual updates and announcements during a round robin.

10:00-10:10 **Welcome & Introductions**

Opening Remarks and Introductions, *Jim Edward, Diversity Workgroup Chair (EPA)*

10:20-10:40 **Local Project Spotlight: Outreach in a Hispanic Community**

Nancy Merrill Sullivan (Arundel Rivers Federation)

Using a best management practice for reaching underserved populations, the environmental non-profit Arundel Rivers Federation has partnered with the social service provider, Centro de Ayuda (Center of Help) to help address residential trash at a stream restoration site. They looked for an issue that was a priority for the adjacent hispanic neighborhood that had crossover with trash. That issue turned out to be rodent control.

- 10:40-10:50 Reflecting on the Taking Nature Black Conference**
Ola Davis, Alliance for the Chesapeake Bay
Ola will reflect on the Taking Nature Black Conference that was organized by the Audubon Naturalist Society and took place on February 27th. She will share her main takeaways and open it up to others to share their reflections.
- 10:50-11:10 Chesapeake Bay Gateways Updates**
Wendy O'Sullivan, NPS CBPO Superintendent and Diversity Workgroup Vice-Chair
Wendy will share several updates, including a snapshot of their grant programs that are advancing DEIJ and the future vision for the Chesapeake Bay Gateways.
- 11:10-11:30 Actions from Our February 13th Presentation to the Management Board**
Francesca King
Jim, Francesca, and Tuana [presented](#) to the Chesapeake Bay Program's Management Board on our workgroup's progress, challenges, and future priorities. Francesca will provide an update on the very productive conversation that we had with them and go over the actions that came out of that meeting.
- 11:30-11:50 2019 Diversity Profile Results and Discussion to Revisit Our Leadership Target**
Tuana Phillips
Last November we reviewed preliminary results from the 2019 Diversity Profile. Tuana will now go over the full and final results of the Profile. As per the Management Board's request, we will also reevaluate our target of 15% people of color in leadership by 2025.
- 11:50-12:30 Our 2020-2021 Workplan**
Tuana Phillips and Francesca King
Tuana and Francesca will present and seek your input on our priority actions and goals for the next two years.
- 12:30-12:40 Updates from Members & Attendees**
All participants
Round Robin - Opportunity for participants to make announcements or share about their work.
- 12:40-12:45 The Way Forward & Closing Remarks**
Jim Edward and Wendy O'Sullivan, Diversity Workgroup Chair and Vice-Chair

Calendar

Note: some of these may be cancelled, postponed, or made virtual

April 22-25 – [National Environmental Justice Conference in DC](#)

April TBD – Project Clean Stream in Petersburg, VA with VSU

May 9 – [UMD Symposium on Environmental Justice & Health Disparities](#)

May 19 – Diversity Workgroup Meeting in Richmond 10 AM-12 PM

May 19-21 – [Choose Clean Water Coalition Conference](#) Richmond, VA

Upcoming Career Fairs/Events

Note: some of these may be cancelled, postponed, or made virtual

March 27 – Mobilize Green Career Fair

March 31 – St. Mary's College of Maryland Career Fair

April 9 – St. Mary's College of Maryland Interview Day

Acronym Guide

DEIJ = Diversity, Equity, Inclusion, Justice

EJ = Environmental Justice

CBP = Chesapeake Bay Program

CBPO = Chesapeake Bay Program Office