



Diversity Workgroup
January 16, 2024 Meeting
11:00am - 1:00pm

Meeting Location: Virtual
Zoom link: Click [here](#)
Meeting ID 995 9227 8304
Passcode: 224076 Or dial 301-715-8592

***Diversity Outcome:** To identify stakeholder groups that are not currently represented in the leadership, decision-making, and implementation of conservation and restoration activities and create meaningful opportunities and programs to recruit and engage them in the Bay Program's efforts.*

Meeting Goals:

- To reflect on our progress over the past two years as we begin to think about the work we need to accomplish over the next two years; and
- To identify considerations for prioritizing how we center “people” in Chesapeake Bay Program work in the future, looking beyond 2025.

11:00 AM Welcome & Introductions

- Welcome & Opening Comments
- Goals for Today’s Meeting, Housekeeping, and Agenda Overview
- Introductions (all) – Note one thing related to DEIJ that you are working on, exploring, or interested in doing.

11:15 AM Looking Back: Reflecting on Our Work over the Past Two Years

After a brief review of some key successes achieved, participants will help to consider our impact.

Considering the examples provided of recent Diversity-related achievements and successes in the Bay arena, we should discuss what is needed in order to make the most change or progress that we can toward our Outcome by 2025.

11:35 AM Looking Forward: Prioritizing How We Center “People” in the Bay Program Work

- **Near term:** *As we move into our next two years (2024-2025), it is time to start planning how to best affect change and progress toward our Diversity Outcome. We will be developing the Diversity Workgroup action plan between March and May. Today, we will begin to identify priorities to make the most impact from now through 2025.*
- **Future - Beyond 2025:** *The Bay Program is currently going through a planning process to reconsider what we do and how we work for the next iteration of the partnership. One area of focus is the residents in our watershed. How can we center people more prominently in future Chesapeake Bay efforts?*

12:45 PM Meeting Schedule for 2024

- Next meeting: March TBD, 2024
 - Brief report-out from our biennial progress review
 - Begin planning the new two-year action plan

- Plan for remaining meetings

12:55 PM Summary, Wrap-up, & Announcements

1:00 PM Adjourn