



DIVERSITY WORKGROUP Quarterly Meeting

January 16, 2024

Facilitated by Sherry Witt

Welcome! Happy 2024!

DIVERSITY WORKGROUP

Quarterly Meeting 1/16/2024 - Welcome!

Watch for announcements in the chat during today's meeting:

- *Naturally Latinos Conference 1/24-28*
<https://natureforward.org/naturally-latinos-2024/> – *and opportunity for FREE registration (2 available)*
- *Webinar tomorrow 1/17 at noon: Planning the Chesapeake Bay Watershed of the Future - free but register in advance* <https://chesapeake.org/crc-roundtable/>
- *New Harriet Tubman exhibit opening!* www.harriettubmanmuseumcenter.org
- *Important info about EPA EJ \$\$\$\$*
- *and MORE!*

AGENDA

- Welcome / Introductions
- **Looking Back: Reflecting on Our Work - Past Two Years**
 - ☐ Recent Successes
- **Looking Forward: Prioritizing How We Center “People” in Bay Program Work**
 - ☐ Near Term then Future (Beyond 2025)
 - ☐ **BREAKOUTS**
 - ☐ Share out key points
- **Meeting Schedule for 2024**
 - ☐ March - select date! - begin developing workplan
 - ☐ Options for remaining meetings - VOTE!
- Summary/ Wrap Up

What Guides Us?

DIVERSITY OUTCOME:

(OUR NORTH STAR)

Identify stakeholder groups not currently represented in the leadership, decision-making or implementation of current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage these groups in the Partnership's efforts.



**2-year action plan
sets our work**



Looking Back: Reflecting on Our Work 2022-2023

Progress Review



Discussion



RECENT SUCCESSES

- Removed term “citizen” from Watershed Agreement and its group names
- CBP Governance Document updated to incorporate more DEIJ (2022)
- 2022 Diversity Survey of CBP Partnership makeup
- Developed CBP DEIJ Implementation Plan
- Stakeholders Advisory Committee (appointed) is now more diverse
- Stakeholders Advisory Committee started a pilot offering stipends / honoraria
- Management Board DEIJ exchange (began annual reporting of agencies’ DEIJ efforts)
- Contribution to CBP “Reaching 2025” Report re overarching DEIJ needs
- New EPA CBP Community Capacity Building Grants

**programmatic /
organizational**

- *Cultivating and Strengthening Partnerships with Underrepresented Stakeholders* study (“Scope 11”)
- Allyship Training for CBP
- Equity in Grantmaking workshops and resource hub
- Webinar – *Green Re-Entry: How Environmental Jobs Help System Involved People*
- Workforce Action Team and assessment of workforce programs and needs
- C-STREAM internships (3) providing capacity to organizations
- 2023 HBCU/MSI Chesapeake Bay Summit support
- *Eroding History* Screening, awareness building
- Targeted Outreach for Green Infrastructure (TOGI) community projects in MD, VA, and PA

**projects and
learning
opportunities**



DIVERSITY OUTCOME:

Identify stakeholder groups not currently represented in the leadership, decision-making or implementation of current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage these groups in the Partnership's efforts.

**What gaps or barriers do we
need to overcome to make more
progress toward meeting our
Outcome by 2025?**

Looking Forward:

BACKGROUND INFO

1. Diversity Outcome Action Plan for 2024-2025 –

- For Diversity Workgroup to develop March - May 2024.

2. Beyond 2025 and “People” –

- CBP Steering Committee considering future direction for the Bay partnership
- Multi-pronged process to develop recommendations to present to leadership end of 2024
- Digging deeper into 5 topic areas – one is “People”
- Each group will draft recommendations on their topics to help shape the work to accomplish a shared vision Beyond 2025
- **Timeline / Opportunities for Involvement:**
 - Janu-Feb: Drafting recommendations (5 topics)
 - June(ish): Public outreach/ comment process – opportunity to weigh in on recommendations on all of the topics...
 - July-Oct: All above consolidated into a final set of recommendations
 - End 2024: Present recs to CBP leadership

- **More info on Beyond 2025:** [Beyond 2025 Steering Committee](https://www.chesapeakebay.net/who/group/beyond-2025-steering-committee)

<https://www.chesapeakebay.net/who/group/beyond-2025-steering-committee>

Small Topic Groups

Climate

- Recommendations to transform CBP partnership policies, programs, and projects to address the significant ongoing and future impacts climate change will impose on the Bay and its watershed and people across generations. Strategies to better incorporate climate mitigation, adaptation and resiliency across the watershed and tidal Bay.

Healthy Watersheds

- Land conservation
- Habitat
- A focus on helping communities understand where their local watershed is along the spectrum of watershed health to help target conservation practices.

Clean Water

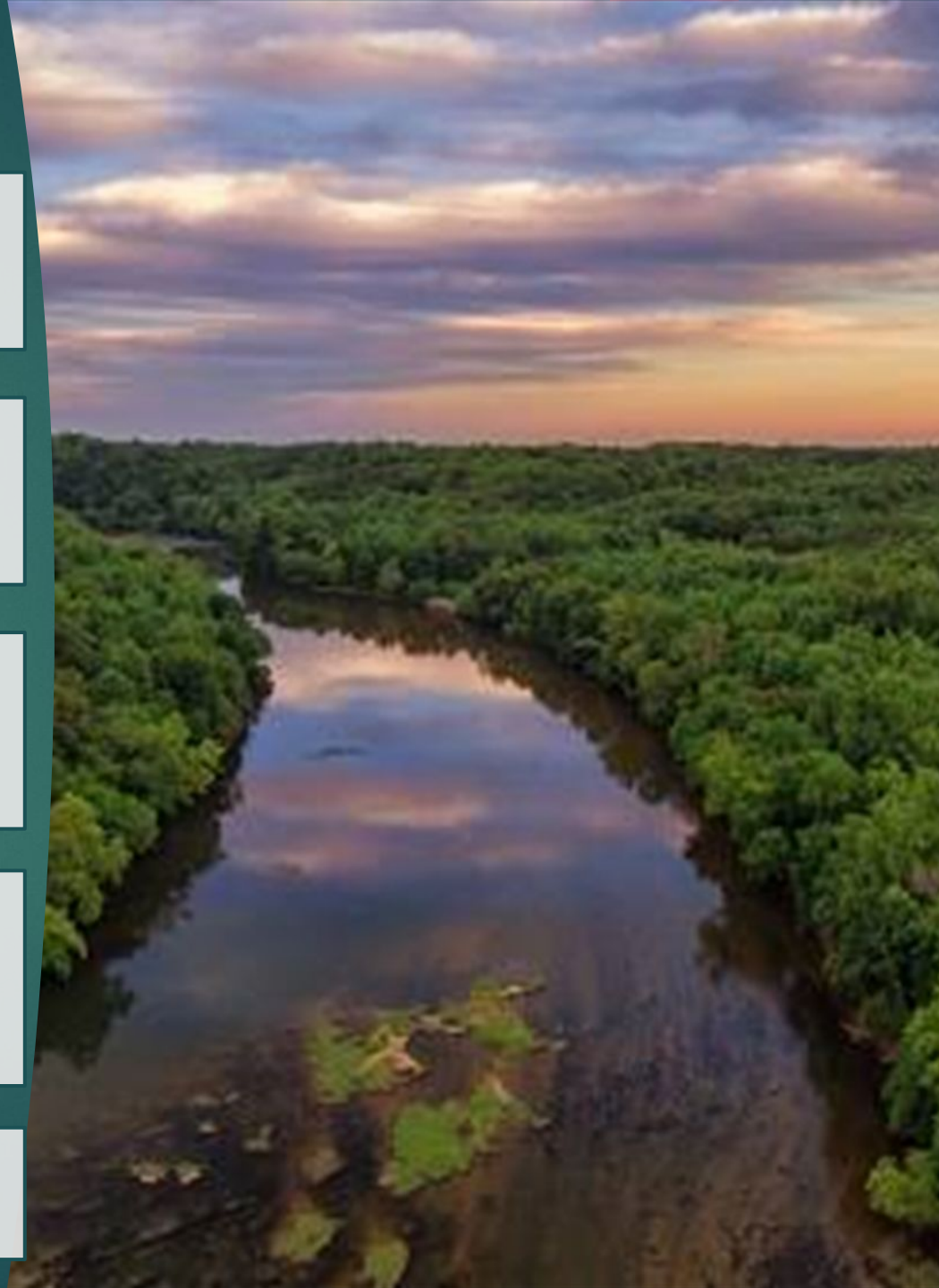
- Nonpoint Source Management
- Chesapeake Bay Total Maximum Daily Load
- Water Quality Assessment
- Water Quality Standards
- Water Quality Monitoring

People

- Public Engagement
- Diversity, Equity, Inclusion and Justice (DEIJ)
- Social Science
- Stewardship
- Public Health

Shallow Water Habitats

- Healthy and sustainable shallow water habitats that support resources, communities, and economies that are resilient to long-term changes in watershed conditions.
- Edges and nearshore waters: non-tidal fresh, tidal fresh, tidal estuarine.



TODAY:
Your ideas will help to
plan the future
you want to see

Looking Forward:

Near Term: 2024-2025

Over the next 1-2 years, where should we put the most energy in order to make progress toward our current Outcome?

**THIS YEAR and
NEXT:**
Participation in
making it happen!

Looking Forward:

Future: Beyond 2025

2014 Chesapeake Bay Watershed Agreement - VISION:

Chesapeake Bay Program partners envision an environmentally and economically sustainable Chesapeake Bay watershed with clean water, abundant life, conserved lands and access to the water, a vibrant cultural heritage, and a diversity of engaged stakeholders.

What's missing? Does it express your goals/ priorities?

How can we be more effective at centering people in Bay efforts for the future? And how can that be reflected in the vision statement?

Breakouts and Questions

12

Breakouts:

- Zoom will assign you randomly
- Join the breakout room when prompted
- Cameras on if possible
- Each will be facilitated
- Choose volunteers - notetaker, who will report out
- Notes captured in a shared Google doc for your breakout
- Everyone answer same questions→
- End at **12:30** (automatic)
- **Report out ONE key takeaway**

Questions:

NEAR TERM (2024-2025):

- Over the next 1-2 years, **where should we put the most energy in order to make progress toward our current Outcome?**

FUTURE – BEYOND 2025:

- **How can we be more effective at centering people in Bay efforts for the future?** And how can that be reflected in the vision statement?

MEETINGS!

Planning Ahead for 2024

1. Next Workgroup Meeting: March 2024

- Learn what happened in our biennial progress review
- Begin planning the new two-year action plan
- **POLL!** March meeting date

2. How often we should meet in the coming year?

Suggested:

- Full Workgroup meetings – 2-3 per year (January, March; then late summer/early fall)
...**AND**...
- Develop action plan March-May – Staff Team, Steering Committee, interested Workgroup members
...**AND** (once there is an action plan)...
- **Committees** identified and begin meeting separately to work on projects/ implement actions.

POLL! What do you think about that plan?



**Summary /
Action Items**

THANK YOU!