**A Snapshot of Chesapeake Bay Program’s Diversity Initiative**

***EXPANDING*** the diversity of the workforce and participants in restoration and conservation activities engages a wide range of people of all races, income levels, faiths, genders, ages, sexual orientations and disabilities, along with other diverse groups.

***IDENTIFYING*** community groups not currently represented in the leadership, decision making and implementation of current conservation and restoration activities and create meaningful opportunities to engage them.

BECAUSE

*Leadership in Chesapeake Bay efforts should reflect the diversity of the constituents that live in the watershed and use its resources. Here’s how we’re planning to make this a reality…*

**2016-2017 Diversity Action Plan**

**Employment and Professional Engagement**

* Each state and federal agency will explore opportunities to hire or designate a Diversity coordinator to strengthen Diversity coordination efforts across the watershed.
* Monthly update for stakeholders – Grants, Internships/job postings, events across watershed.
* Furthering connections with Community Colleges and Historically Black Colleges/Universities (HBCUs) such as Morgan State, Bowie State and Norfolk State University.
* Promoting green careers pipeline among schools, universities, service providers.

**Enhancing Communications and Outreach**

* Consistent communication and collaboration with community leaders from diverse communities across Chesapeake Watershed.
* Providing content to CBP Communications staff for website.
* Working with community stakeholders on innovative outreach tools for Fish Consumption Advisories (FCA).
* Reviewing NFWF grant RFP guidance and promoting program among diverse communities.

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**Tracking and Assessment of Diversity**

* Conducted baseline data research for racial and ethnic demographics for Chesapeake Bay Watershed.
* Developed and launched new Diversity Indicator for Bay Program Partnership.
* Explore options to track additional diversity indicators for Chesapeake Bay Program partnership.
* Consulting with Green 2.0 for tracking metrics.

**Promoting and Integrating Environmental Justice**

* EPA revised its *2016 Annual Grant Guidance* to the Bay states to address diversity, environmental justice and the use of **EJ Screen.**
* Identify how to integrate environmental justice concerns into the work of the Bay Program.
* Aligning EJ organizations to place-based EJ issues within Watershed – Southeast Care Coalition Annual EJ Empowerment Luncheon in Newport News, VA.
* Piloting Chesapeake Bay watershed-specific EJ SCREEN tool for climate resiliency, toxics and public access outcomes.



**Questions or Suggestions?**

Stay Connected. Get Involved.

Be Part of the Process. Visit the Diversity page today.

<http://www.chesapeakebay.net/managementstrategies/strategy/diversity>

**Contact Us**

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