

Meeting Objectives

- Review preliminary results of the 2019 Chesapeake Bay Program (CBP) diversity indicator to reflect on our progress to date.
- Discuss challenges and lessons learned over the past few years to inform our narrative analysis and update our diversity workplan.
- Learn and discuss how GIS can be used to complement our work and goals.
- Hear an update on Skeo's work to develop a CBP Diversity, Equity, and Inclusion (DEI) Strategy; provide feedback on their draft recommendations.
- Set aside time for a round robin, during which participants can share updates and announcements.

UPDATES

Diversity Workgroup

11/21/19

MOU with Virginia State University

MOU signed
on May 16th

“Strengthen VSU staff and student connection to Chesapeake Bay, its tributaries and coastal resources through interaction with CBP partners or hands on learning experiences.”



Visit in
September;
established
next steps

Bowie State University at the Chesapeake Watershed Forum



Photo credit: Dr. Alan Anderson

Career Fairs and University Events Attended since March

Event	Month	In attendance
MobilizeGreen Conference and Diversity Career Fair	March	Chesapeake Research Consortium
BSU Earth Week Event	April	EPA CBP
Hood College Career Fair	May	Chesapeake Research Consortium, EPA CBP
People of the Global Majority in the Outdoors, Nature and Environment Conference Job Fair	May	EPA CBP
VSU Career Fair	September	Chesapeake Research Consortium, EPA CBP
UMD career panel	November	EPA CBP
Waterbird Society Diversity and Inclusion Program at UMES	November	Chesapeake Research Consortium, Chesapeake Bay Foundation, Chesapeake Conservancy, National Park Service

CBP Website Changes



Chesapeake Bay Program
Science. Restoration. Partnership.



Discover the Chesapeake

Learn the Issues

State of the Chesapeake

Take Action

In the News

Who We Are

What We Do

Agriculture

Forests

Sediment

Air Pollution

Groundwater

Shad

Blue Crabs

Invasive Species

Stormwater Runoff

Chemical Contaminants

Menhaden

Striped Bass

Climate Change

Nutrients

Underwater Grasses

Conowingo Dam

Oysters

Wastewater

Development

Population Growth

Wetlands

Forest Buffers

Rivers & Streams

Bridging the language gap

Sandy Point State Park pilots bilingual interpreter program to engage visitors

<https://www.chesapeakebay.net/issues>

Coming soon:
A page on
environmental
justice!

Diversity Workgroup Website Page

[https://www.chesapeakebay.net/who/group/diversity action team](https://www.chesapeakebay.net/who/group/diversity%20action%20team)

Membership Poll

As a reminder, please fill out the google docs form (link on the agenda) to help us update the status of workgroup members and interested parties.



Our goal: 25% people of color

2016

13.7% are people of color

86.3% are white

Diversity Profile Results



Our goal: 25% people of color

2016

13.7% are people of color
86.3% are white

2019

15.0% are people of color
85% are white

Diversity Profile Results

Looking Ahead

December or January: Diversity Workgroup conference call to provide feedback on the CBP DEI Strategy

Feb 13: Management Board Progress meeting

March TBD: Diversity Workgroup in-person meeting

- Part of the discussion will be on our new workplan.
- What else would you like to see on the agenda?

May 12: Near-final workplan materials due

May 14: Public and signatory feedback begins

May 19-21: Choose Clean Water Conference in Richmond

June 1: Public and signatory feedback ends

June 10: Final workplan materials due

June 11: Final workplan materials presented to Management Board

June TBD: Diversity Workgroup in-person meeting