

Diversity Workgroup Member Meeting  
01/29/2020

# Looking Ahead: our vision for 2020-2021

# Outline

Review thinking and logic of how we organize and fill out a new workplan

I will ask for your feedback on the following:

1. Is there anything missing from the factors/barriers themes we identified at our last meeting?
2. Do we need to tweak our management approaches?

# Building our logic

In the past, many CBP groups have started here



Actions

What actions are essential to achieve our outcome?

# Building our logic

We did this first step at  
our last meeting!



Factors and  
Barriers



What is impacting  
our ability to  
achieve our  
outcome?

Actions

What actions are  
essential to  
achieve our  
outcome?

# Building our logic



Factors and  
Barriers

What is impacting  
our ability to  
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Current  
Efforts

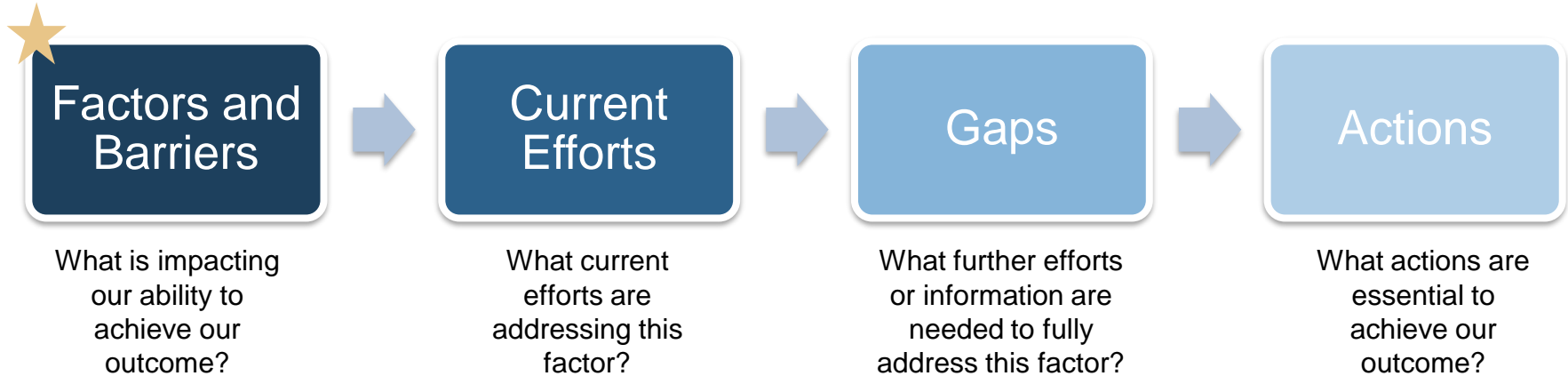
What current  
efforts are  
addressing this  
factor?



Actions

What actions are  
essential to  
achieve our  
outcome?

# Building our logic



# BIENNIAL STRATEGY REVIEW SYSTEM

## Chesapeake Bay Program



### Logic and Action Plan: Post Quarterly Progress Meeting

#### Diversity – 2018-2019

[NOTE: make sure to edit **pre-** or **post-** in the text above, to tell the reader whether this logic and action plan is in preparation for your quarterly progress meeting or has been updated based on discussion at the quarterly progress meeting.]

**Long-term Target:** Increase the number and the diversity of local citizen stewards and local governments that actively support and carry out the conservation and restoration activities that achieve healthy local streams, rivers and a vibrant Chesapeake Bay.

**Two-year Target: 2016-2017**

**Instructions:** Before your quarterly progress meeting, provide the status of individual actions in the table below using this color key.

Action has been completed or is moving forward as planned.

Action has encountered minor obstacles.

Action has not been taken or has encountered a serious barrier.

Additional instructions for completing or updating your logic and action plan can be found on [ChesapeakeDecisions](#).

Factor	Current Efforts	Gap	Actions	Metrics	Expected Response and Application	Learn/Adapt
What is impacting our ability to achieve our outcome?	What current efforts are addressing this factor?	What further efforts or information are needed to fully address this factor?	What actions are essential (to help fill this gap) to achieve our outcome?	What will we measure or observe to determine progress in filling identified gap?	How and when do we expect these actions to address the identified gap? How might that affect our work going forward?	What did we learn from taking this action? How will this lesson impact our work?



# Our Identified Barriers

Top 3 barriers from Nov. meeting:

**Funding**  
**Organizational Culture**  
**Employment**





In November, we asked: what are our fiscal, scientific, policy-making factors influencing our work?

# Our identified factors

- Administration
- Budget cuts
- Low salaries vs. student debt and other expenses
- Capacity
- Cultural Shifts
- Limited job opportunities/hiring freezes
- Retiring workforce
- Workforce development opportunities
- Climate change/resiliency
- Public health initiatives



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- Budget cuts
- Low salaries vs. student debt and other expenses

Funding

- Capacity
- Cultural Shifts

Organizational Culture

- Limited job opportunities/hiring freezes
- Retiring workforce
- Workforce development opportunities
- Climate change/resiliency
- Public health initiatives

Employment



In November, we asked: what are our fiscal, scientific, policy-making factors influencing our work?

Q: Do you agree with this? Is there anything missing from this list?

# Our identified factors

- Administration
- Budget cuts
- Low salaries vs. student debt and other expenses

Funding

- Capacity
- Cultural Shifts

Organizational Culture

- Limited job opportunities/hiring freezes
- Retiring workforce
- Workforce development opportunities

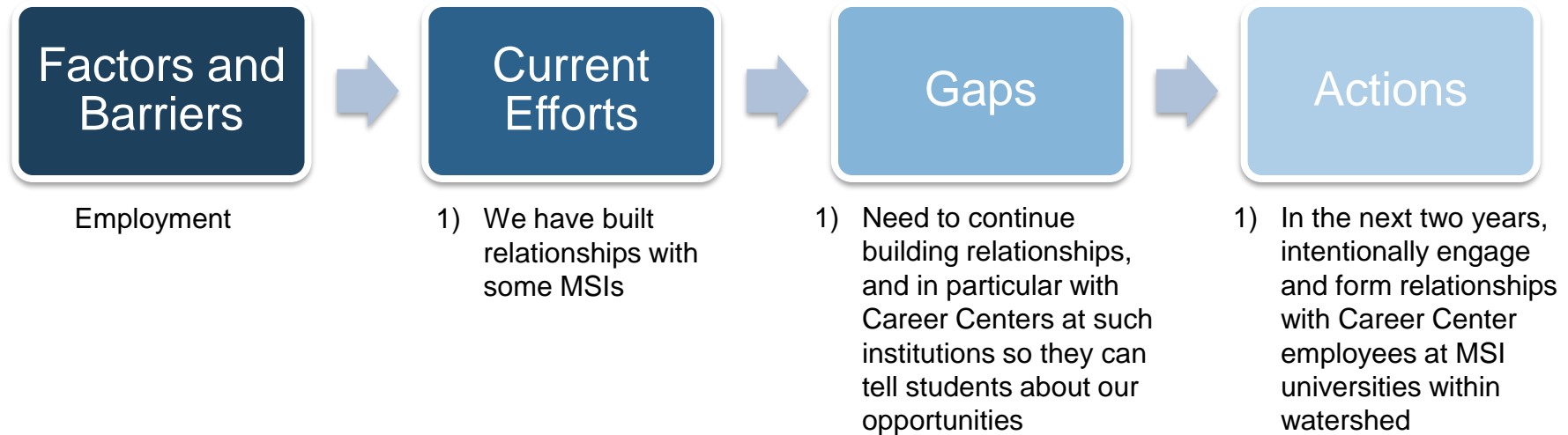
Employment

- Climate change/resiliency
- Public health initiatives

Partnerships?

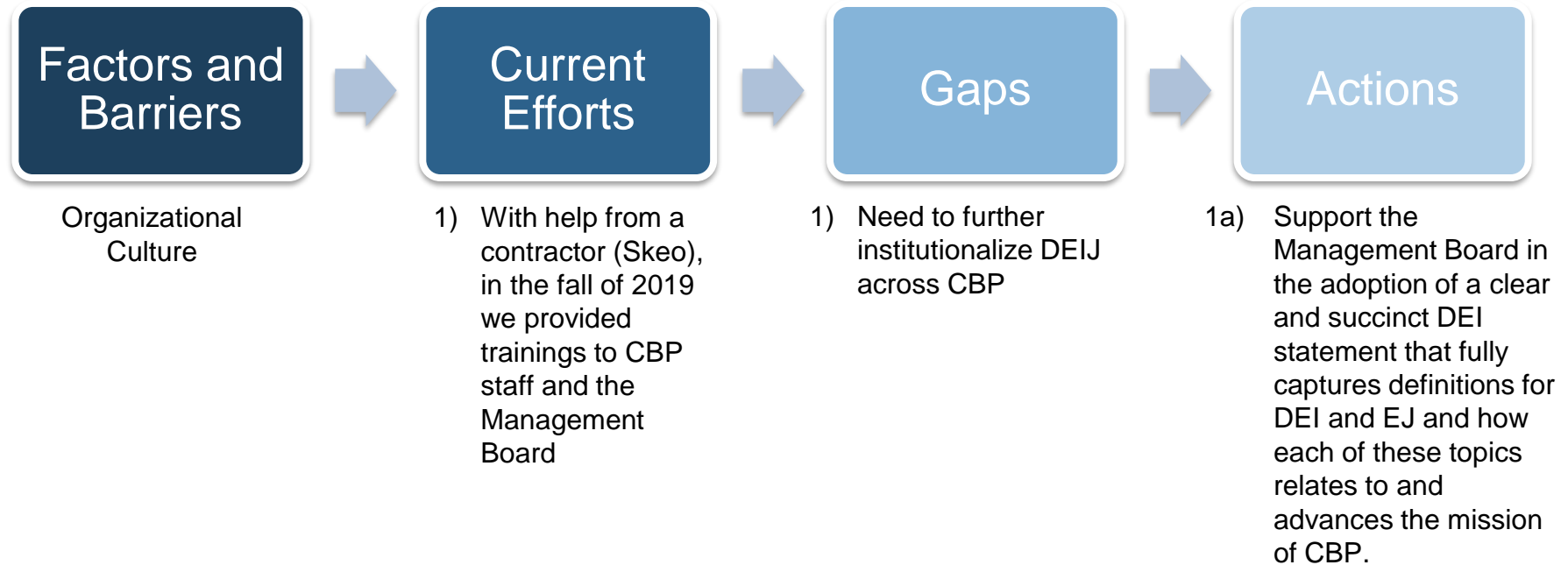
# Applying this logic

## For example: Employment



# Applying this logic

## For example: Organizational Culture



# Our Management Strategies

The example actions from the previous slides would go under one of these four strategies

## 1. Communications and Outreach

Enhancing communication and outreach to underrepresented stakeholders.

## 2. Employment and Professional Engagement

Creating and expanding employment opportunities for underrepresented individuals and communities by strengthening connections to existing resources and creating new avenues for career building.

## 3. Promote Environmental Justice

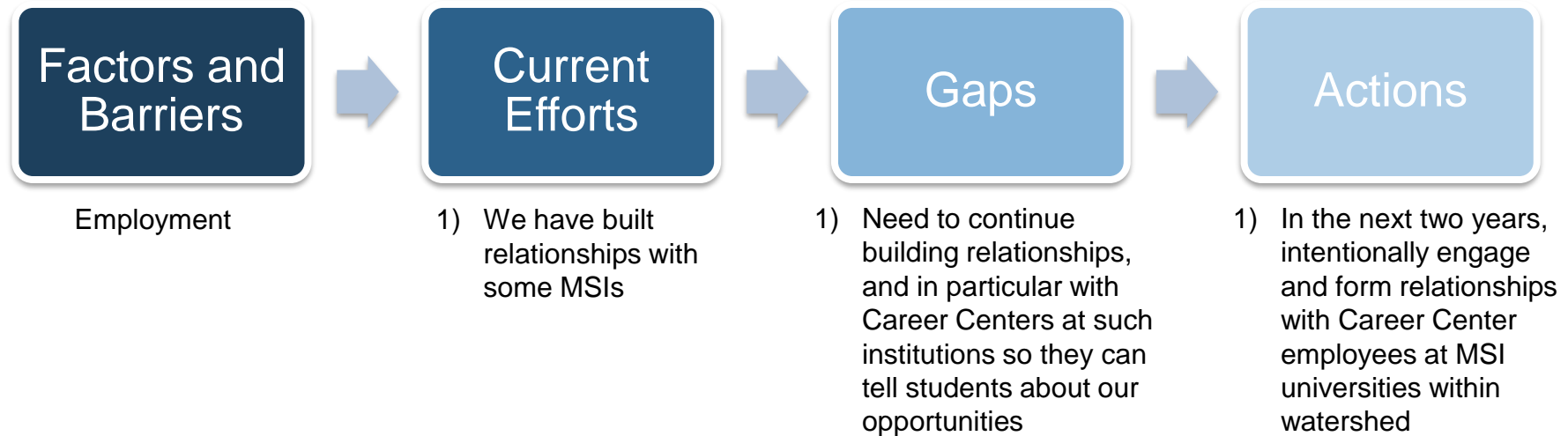
Promoting environmental justice through the meaningful involvement and fair treatment of all people, regardless of race, color, national origin or income, in the implementation of the *CB Watershed Agreement*.

## 4. Tracking and Assessment

Monitoring and assessing the Chesapeake Bay Program's progress toward the actions that will support this outcome.

# Applying this logic

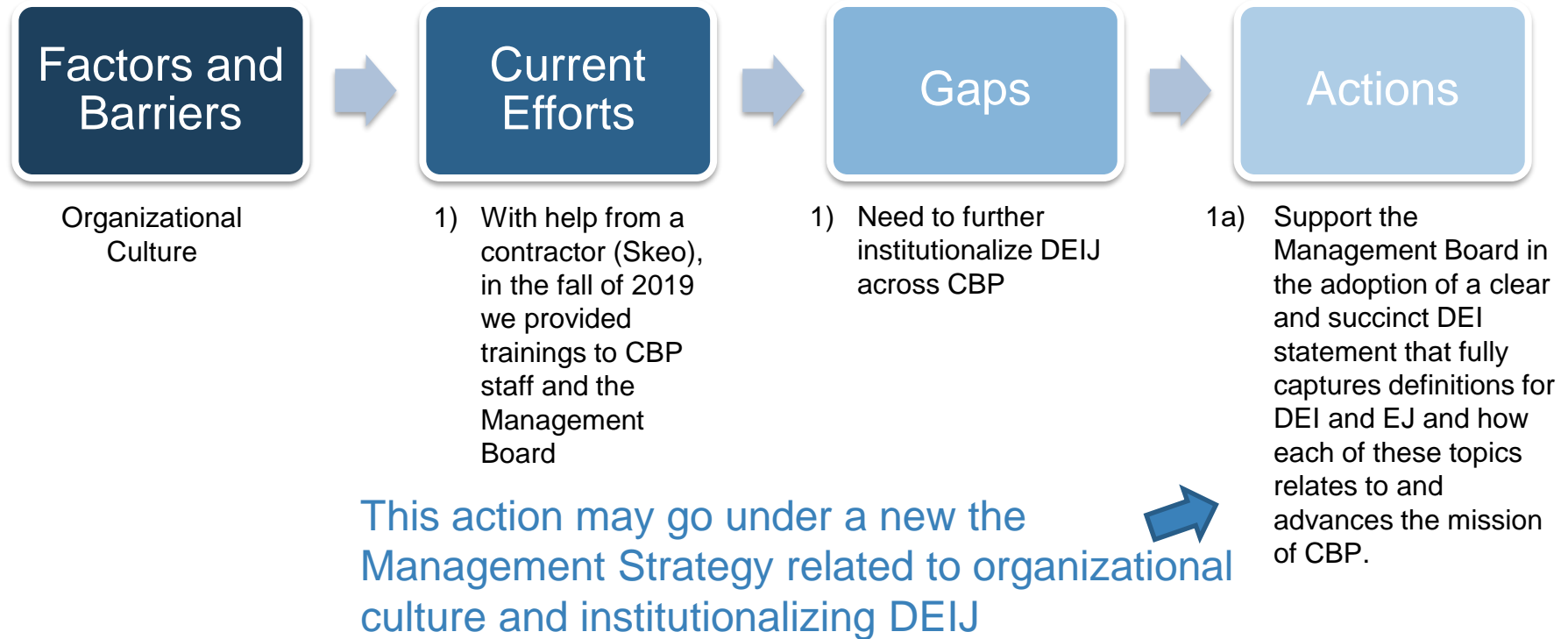
## For example: Employment



This action would go under the Professional Engagement and Employment Management Strategy

# Applying this logic

## For example: Organizational Culture





# Revisiting our Management Strategies

1. Communications and Outreach
2. Employment and Professional Engagement
3. Promote Environmental Justice
4. Tracking and Assessment

# Revisiting our Management Strategies

1. Communications and Outreach
2. Employment and Professional Engagement
3. Promote Environmental Justice
4. ~~Tracking and Assessment~~

Q: Should we remove this management approach?

# Revisiting our Management Strategies

1. Communications and Outreach
2. Employment and Professional Engagement
3. Promote Environmental Justice
- ? Institutionalize DEIJ across CBP

Q: Should we add this new strategy for the many actions that fall under the organizational culture barrier/factor?

# Revisiting our Management Strategies

## 1. Communications and Outreach

Q: Should we remove this approach (#1) and make it a component of each of the below?

## 2. Employment and Professional Engagement

## 3. Promote Environmental Justice

## ? Institutionalize DEIJ across CBP

# Revisiting our Management Strategies

1. Communications and Outreach
2. Employment and Professional Engagement
3. Promote Environmental Justice
- ? Institutionalize DEIJ across CBP

Q: Does this third approach need to be adjusted to reflect what we really mean to do? I.e., do we really mean promote environmental equity?

# Thanks! And next steps

Thank you for going through that with me! 😊

Next steps:

- Francesca and I will apply what we all decided today and draft the 2020-2021 workplan for you all to see in March

Important dates:

Feb 13: Management Board Progress meeting

March 18: Diversity Workgroup in-person meeting

May 12: Near-final workplan materials due

May 14 - June 1: Public and signatory feedback period

June 10: Final workplan materials due

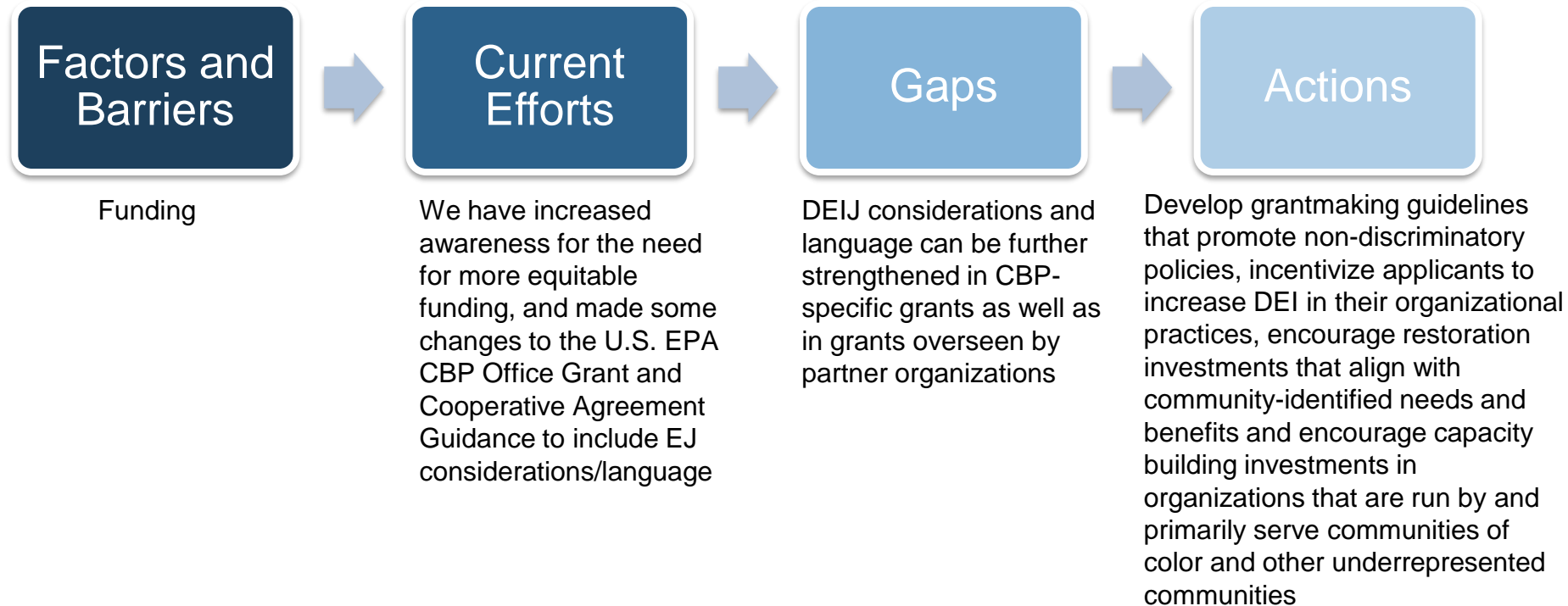
June 11: Final workplan materials presented to Management Board

# 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.*

# Applying this logic

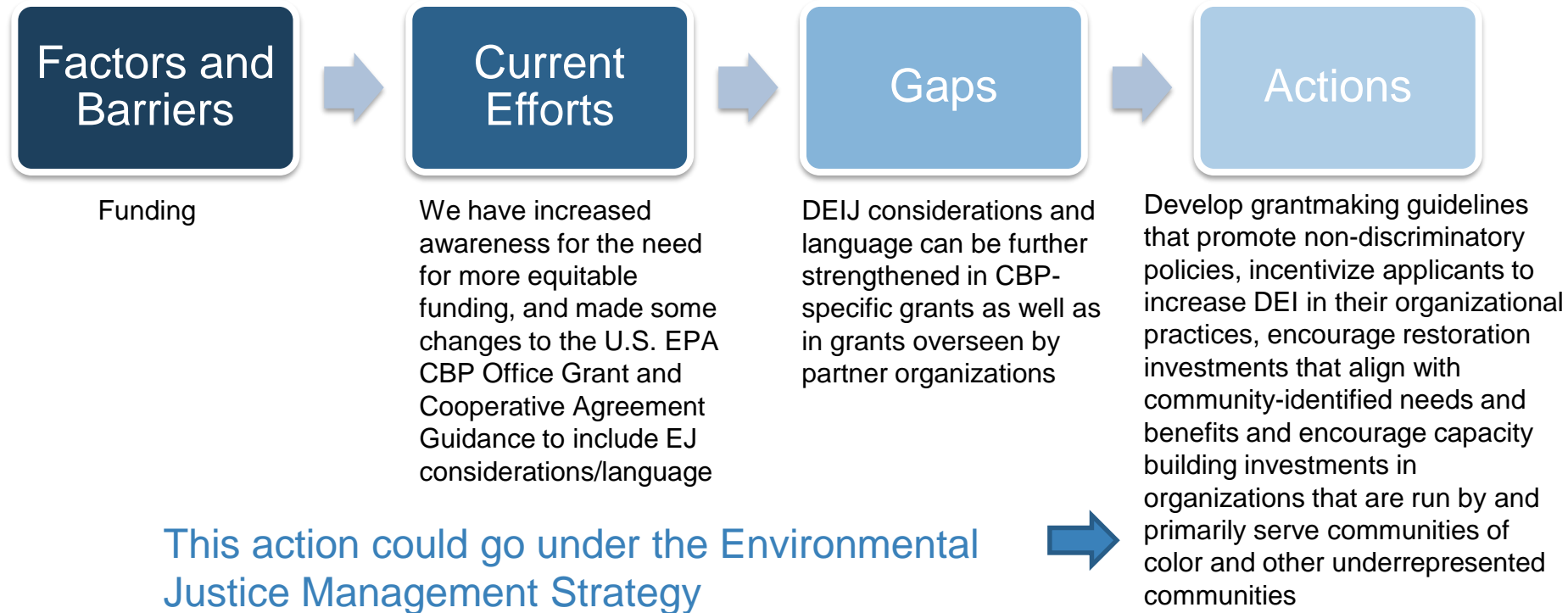
## For example: Funding





# Applying this logic

## For example: Funding



# Big concept

Bring the attention of your audience over a key concept using icons or illustrations





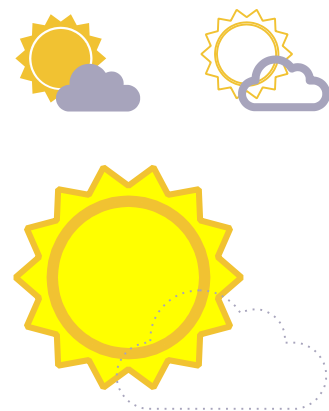
SlidesCarnival icons are editable shapes.

This means that you can:

- Resize them without losing quality.
- Change fill color and opacity.
- Change line color, width and style.

Isn't that nice? :)

Examples:





**Now you can use any emoji as an icon!**

And of course it resizes without losing quality and you can change the color.

How? Follow Google instructions

<https://twitter.com/googledocs/status/730087240156643328>

