



## **Diversity Workgroup Meeting**

**November 19, 2021**

**9:00 am-12:00 pm**

**Webex**

**(see calendar invite for link)**

### **Meeting Objectives**

- Engage participants in reflection that will help prepare for the biennial progress review, through the CBP's Strategy Review System process. Review and provide feedback on what the Diversity Workgroup plans to present to the Management Board
- Learn how different entities are implementing DEI by sharing current, past, or future projects.
- Identify how we can personally contribute to the success of the Diversity Workgroup, and how the Diversity Workgroup can help us achieve success in our own endeavors.

### **Actions**

- ✓ Email Briana, Wendy, Kevin or Allison if interested in being part of the steering committee.
- ✓ Think about and share with leadership what they would like to see going into the next two year action plan.
- ✓ Respond to Briana's request (date) for a short list of diversity action items

### **1. Welcome & Introductions**

- Facilitator
  - Sherry Witt (GDIT Facilitator) gave a brief introduction to the objectives of the meeting and went over the agenda for the day.
- Chairs
  - Kevin Newman introduced himself and thanked many people who organized the meeting.
  - Wendy O'Sullivan introduced herself. She said we're at a shifting point with the workgroup and we're looking for people to be very engaged today. Speak about gratitude beyond the Chesapeake as we go towards Thanksgiving and reminded us It is national Native American month
- Staffer & Coordinators
  - Briana Yancy introduced herself as the staffer.
  - Bo Williams introduced himself as DEI Action Team Coordinator
  - Allison Ng introduced herself as the acting coordinator of the diversity workgroup.
  - Britt Slattery introduced herself as the coordinator for the Foster Chesapeake Stewardship Goal Team.

- All Participants
  - introduced themselves in the chat and then went into breakout groups for an introductory icebreaker

## **2. Strategy Review System (SRS) Overview, Sherry Witt**

- SRS Overview
  - The SRS process runs on a two-year cycle. It's a great opportunity every two years to stop and pause and say what are we learning, where do we need to course correct
  - We're getting ready to present to the management board. The presentation to the Management Board (MB) is on progress, challenges, and requests this group may have from leadership.
  - We want to get your perspectives on our draft of this. Discussions today will help us brief leadership.
  - Following the MB they'll consider actions they can take. Early next year we'll begin the cycle. What do our actions need to look like for the next two years.
- Three Key Documents
  - Logic and Action plan – includes what our actions are over the 2 years. What have we met, what we haven't met
  - Narrative analysis - describes assumption about our outcome and whether our actions are meeting our intent.
  - Presentation - summarizes our actions and narrative analysis.

## **3. The Changing landscape of Environmental Justice Samantha Beers**

- Samantha Beers
  - Samantha Phillips Beers is the Director of the Office of Communities Tribes and Environmental Assessment, at the at the U. S. Environmental Protection Agency (EPA). Full introduction can be found at the end of the notes
- Samantha presentation about strategies to get the results we are looking for in the DEIJ sphere
  - Community: People who live, work, play, or pray in a specific locale.
  - President Biden has decided to make a cornerstone of his administration a quest for equity and fairness. This administration has issued two executive orders around inclusivity and EJ in trying to ensure that community outreach is part of how we do our job.
  - We've been doing our best for a certain narrow group. Now has come the time to broaden that lens
  - I am not saying that the definition of success is looking around the table and seeing people with different melanin levels looking at you. That's not inclusivity. It's whether the decision reflects their priorities. If we think we're doing a good job with recreational use but the bulk of the community use is subsistence we're not.
  - We need to take what we're learning and use it in our work. Think about how people use their land when we think about whether we're succeeding in our quests or goals or measures.

- We may not understand someone else's experience but we need to listen to it. We need to protect the environment for all
- It is incumbent on folks like you to weave in inclusion and these concepts in everything.
- Q&A
  - Wendy O'Sullivan: How do you recommend this group position ourselves to maybe bring some of those dollars to the Chesapeake?
    - Samantha: there is a lot of money being pledged. There isn't a stranglehold with the same people getting the same money. There's been a lot of conversation about putting money in actually diverse groups and not just the groups with power. Figuring out how people use their land and if the goals you currently have meet that need and where they don't, even if it makes people uncomfortable and unhappy.
  - Kristin Saunders asked do you worry that the big infusion of money will have an additional adverse impact on communities we are trying to help and lift up with our work?
    - Samantha responded I wouldn't use the word worry but if the money goes where it's always gone it's a failure. I'm hoping there will be a difference. I've been involved in good convos with smaller more diverse groups in their leadership get the money and build capacity in their org to do grants, etc.
  - Lora Harris: worried that people like me whose job is to write proposals would just continue to get the money. The academic community has shifted the way internships are rewarded like REU programs. Instead of looking to students who have long CV's and a lot of research experience, we have as a priority finding students who have never had a research experience. I see NSF having similar philosophies at the review level. I was wondering if you're seeing structural changes around policies for merit review.
    - Samantha: folks are talking about how proposals for Requests for Applications (RFA's) can be different. I don't want to discourage you as a professional grant writer to partner with someone and mentor them in building infrastructure on grants management. In addition to RFA's, thinking about partnering with someone and bringing them along. I encourage that. There are plenty of people who meet my standards but don't know how to do grants management.
  - Rico asked how do State recognized tribes get a seat if not a voice at the table in addressing the conditions of our waterways?
    - Samantha: We have maps now of where they feel is their land. Treaties defining their land. We also have tribes in Delaware and Maryland. There are unreserved tribes in PA as well. Pulling folks together, understanding their issues, what they believe are their ancestral grounds, informal convos and get their voices on the table.

#### **4. SRS discussion** *Kevin, Wendy, and Sherry*

- The Diversity Workgroup Goals and Outcome from the Watershed Agreement
  - Outcome Statement: 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.

- Metric is to increase CBP staff diversity rates to 25% and leadership to 15%. We're behind that goal.
- Outcome Status
  - We're not on target for either objective.
  - We haven't done a survey in some time so we're arcing into a year where we're looking to do an updated survey where we're missing some data.
- Key Points & Considerations
  - Wendy: there are two areas looking inward, internal to our goal. Looking at staff breakdown of racial representation with CBP, and leadership.
  - Kevin: The DEIJ action team will present to the PSC next week. Some facets of the DEIJ Action Team's implementation plan might come to the diversity workgroup.
  - Lora Harris: how leadership is defined and what those positions are? Is there a turnover rate of those positions that aligns with the expected trajectory of change? How many positions does that 25% represent?
  - Emily Hendrickson: @Lora Also, is the goal to make the table larger, or is it expected to wait for existing seats to change over?
  - Frank Rodgers: I just realized the jurisdictions do not include tribes. Are there tribal "states" in the watershed?
  - Kristin Saunders: Food for thought - the survey instrument itself has to undergo so much bureaucratic federal review and it might be a good time as we rethink this to consider an outside audit like Green 2.0 or another mechanism to collect the data

## **Narrative Analysis Discussion**

- Purpose
  - Discuss Narrative Analysis questions (Kevin/Wendy to read the question and the other person provides initial response then opens it up to the group for their input)
  - Group input was collected through the chat or in Mentimeter (mentimeter response found at the end of these notes)
- Questions
  - Question 1: Looking back over the last two or more years, describe any [scientific (including the impacts of climate change), fiscal, and policy-related] developments that impacted your progress or may influence your work over the next two years. Have these resulted in revised needs (*e.g.*, less, more) to achieve the outcome?
  - Question 2: [Based on the red/yellow/green analysis of the actions described in your logic and action plan, summarize what you have learned over the past two years of implementation.] Summarize what you have learned over the past 2 years of implementing your logic and action plan.
  - Question 3: Based on what you have learned through this process and any new developments or considerations described in response to question #2, how will your work change over the next two years?
  - Question 4: If we need to accelerate progress towards achieving our outcome, what steps are needed and, in particular, what specific actions or needs are beyond the ability

of your group to meet and, therefore, you need the assistance of the Management Board to achieve?

- 
- Summary
  - Group History
    - Think about the roots of this group back to 1984
    - Continuity. the history of the organization but that continuity tends to get lost as new people come on. There is that piece that needs to be addressed so we know what to place in the past. The other piece is when you talk about outreach. Have we reached to local organizations to espouse what we're doing and find what they're doing and how we can connect.
    -
  - More Support
    - Due to what's been happening in the nation we have more support from Management Board and the current administration.
    - We would like the Management Board to take more of a lead when it comes to DEIJ. Trying to look at MB structure and see if there's ways to have stakeholder groups actually secure roles on the MB. That boots on the ground perspective is extremely valuable.
      - Wendy – I serve on the MB and will bring this forward. Stressed in implementation plan this needs to be a responsibility throughout the 30+ workgroups. We're starting to see some of that thanks to Briana and team who have been serving as consultants to other teams as they start to grapple with purposely embedding this into their own work.
    -
  - Changing our Survey and Metrics
    - Might need to rethink the percentages because demographics are changing: Maryland is not majority Caucasian, it's now majority of people of color.
    - We need to look at how we accumulate this data in terms of our improvements in diversity and inclusion in both the CBP staff and CBP leadership. The last survey was sent out to 2200 people and only 200 people responded. In my opinion this is inadequate because of the low response rate, this data is skewed.
    - There is also the idea should there be a broader net in terms of the survey to reflect what the actual diversity rates are within the jurisdictions. We can reach out to jurisdictions but are they obligated to hand over that info.
    - If we were to change the way the survey is done would we have to go back to the beginning is modified because of CBP guidelines
    -
  - Rethinking Resources
    - Think about distribution of resources. So often our flow of funds don't touch where they need to touch at. That has come from years of monopolies on money streams. It's a maldistribution of some of these resources as well as not having a plan as well as inappropriate behavior patterns of people in leadership leading to frustrations.

- Need to look at these consulting groups and see whether or not they have their posts in the community, what they did 30 or 40 years ago. Things they say do not speak to the actual experiences of people in the community.
- Outreach and Connection
  - there's a whole range of people who wouldn't consider themselves participants engaged in the Bay program. How do we understand what the scope of those who are employees working for the Bay program and those that are volunteers. We want to get a true representation of participants in the Bay program.
  - We need to then shift from the inside look to engage with communities. Join their tables not just inviting them to our tables. Build that level of trust and relationship.
  - The CBP has historically not focused on community outreach. That is something we are bringing to the table and having conversations about. It goes back to the concept of doing things the old way and expecting new results, that is not productive. There is a bit of a capacity issue.
- Action Now
  - Frustration with having the same convos over and over. Unless they establish very diverse partnerships with undercounted communities the census is always flawed.
  - Find ways to move money in the hands of diverse grassroots community groups and fund them to help get data.
    - Our workgroup applied for funding through the EPA's GIT funding for project to look at how grants and EPA funding are positioned out to make sure that they are written so they can be inclusive and so the same organizations aren't always getting the funding
- We have to come up with a short list of some real intense stuff and do now. We're being too calm and nice when we're in a crisis. A short list of 5 things we can do in the next 3 months. Guerrilla diversity.

## 5. Sharing Successes

- Implementation of DEIJ in the Chesapeake Bay Program
  - Briana Yancy presented on the Habitat Goal Implementation Team's TOGI – targeted outreach for green infrastructure.
    - This Project is Funded by the EPA. Idea came from the Habitat Team to create valuable wildlife habitat while working with communities that are facing EJ issues and weather extremes.
    - Hold listening sessions with these communities and host green infrastructure workshop combining their needs with green infrastructure and helping them find sources to implement those projects
    - . Communities chosen: Middle Peninsula in VA. Working Upper Mattaponi and Mattaponi.
    - Overcame common barriers to community engagement. Project shows hope for Bay Program reaching communities and helps guide the role of the diversity workgroup

- Discussion
  - Pamela: suggested we think about more ways to engage with communities where they are. Not everyone has a home depot. Almost everyone has a Walmart. This is great information but not everyone would know to come to the CBP website to find it. If we can do something with on the ground entities where people really shop and work so people can find it.
  - Wendy: looked at park service enabling legislation. Two words in my authority that hasn't been thought of. Can partner with and provide assistance with federal, local, state, nonprofit and the private sector. Going to where people already are. Functioning at a community scale. There are huge opportunities. I'll test the bounds of what those two words mean for the park service.
  - Clare Sevcik: Pamela, that's a great point and an important one - we need to engage these communities and offer these project ideas widely. There is a program I'm aware of called the RiverSmart Homes project. A few Bay jurisdictions endorse it. It's a more user friendly way to get these stormwater projects into people's back pocket and give information on what they are and how to even begin to get started

## 6. Networking Opportunity

- Questions
  - How are you engaging underrepresented communities?
  - Is there an opportunity for collaboration in your project, or do you foresee other collaborative opportunities emerging in your sphere of work?
  - What ideas do you have about future workgroup efforts that might build from, expand, or scale up the example we just discussed or something similar?
  - What are you planning to do next in the diversity atmosphere?
- Summary
  - Connections
    - People in our workgroup have connected with various organizations and stakeholders including girl scouts, farmers of colors HBCU's, community colleges, churches for environmental career pathways, environmental literacy, environmental health and other areas.
  - Ongoing Challenges
    - Having problems getting diversity language in because of the 1995 supreme court case that says you can't use racial language as a scoring criteria in funding from the federal government.
    - Grappling with getting resources to smaller community-based organizations that we haven't traditionally worked with in forestry. How to get them at the table in non-extractive way. What opportunities do we have with federal dollars to get folks to help us, trying to find organizations?
  - Current or Needed Actions
    - Identify champions in communities that have repertoire and trust in the population
    - Allowing for workforce opportunities
    - using the right language for the community and at grassroots level
    - Ask "how we can support people?"

- What models work and how can we spread and replicate.
- Create relationships across the jurisdictional levels.
- Development of resources valuable to other areas of the partnership

## 7. Way Forward & Closing Comments

- Closing Summary
  - It's going to be important for groups like the diversity WG to handle the trajectory of difficult conversations
  - We must keep in mind that everyone is not on the same page as far as DEIJ is concerned and we must try and keep the conversations going.
- Call for Additional Steering Committee Members
- Steering Committee Overview
  - There is a steering committee as part of the diversity WG
    - Meets once a month
    - Review documents, provide input on MB and PSC presentations, and we are working on our governance document etc
    - 10 members participate
  - Additional Members
    - We have slots for 5 individuals who would be interested in being a part of the steering committee
    - It would be good to have a mixture of individuals who are new, intermediate and experts on DEIJ.
    - **Action: If you are interested send Kevin, Wendy, Briana or Allison an email about your interest**

### Acronym Guide

CBP = Chesapeake Bay Program

CBPO = Chesapeake Bay Program Office

CRC = Chesapeake Research Consortium

DEIJ = Diversity, Equity, Inclusion, Justice

DOEE = Department of Energy & Environment

DWG = Diversity Workgroup

EPA = Environmental Protection Agency

GIT - Goal Implementation Team

MB = Management Board



NPS = National Park Service

PSC = Principals' Staff Committee

#### Links and Other Meeting Items

<a href="https://lnkd.in/eZm5Pfwg">https://lnkd.in/eZm5Pfwg</a>	Please watch and share this short powerful video from #NPS #GrandCanyon in honor of Native American Heritage Month.
<a href="#">EJ Dashboard</a>	The Environmental Justice and Equity Dashboard provides access to a variety of spatial data layers pertinent to addressing environmental issues in areas with underrepresented populations.
<a href="https://www.chesapeakeprogress.com/engaged-communities/diversity">https://www.chesapeakeprogress.com/engaged-communities/diversity</a>	Chesapeake Progress Helps federal, public and internal oversight groups track the Chesapeake Bay Program's progress toward the goals and outcomes of the Chesapeake Bay Watershed Agreement. This link is for progress on the diversity outcome

## Attendees

<b>Name</b>	<b>Organization</b>	<b>Name</b>	<b>Organization</b>
Briana Yancy	Chesapeake Research Consortium (CRC)	Brittany Hall	NPS Chesapeake
Allison Ng	US Environmental Protection Agency (EPA)	Pamela Bingham	Virginia State University
Britt Slattery	National Park Service (NPS)	Alayna Smith	Rock Creek Conservancy
Sherry Witt	General Dynamics Information Technology	Cindy Osorto	MD MDE
Amy Goldfischer	CRC	Carmera Thomas-Wilhite	The Conservation Fund
Bo Williams	EPA	Juel Gibbons	SERCAP, Inc.
Wendy O'Sullivan	National Park Service (NPS)	Renee Bryant	EPA
Kevin Newman	Department of Energy and Environment (DOEE)	Phoebe Galione	Alliance for Aquatic Resource Monitoring (ALLARM) Dickinson College
Amanda Knobloch	Morgan State University PEARL Lab	Rico Newman	Maryland Commission on Indian Affairs
Emily Hendrickson	PA DCNR	Francesca King	Anne Arundel Watershed Stewards Academy
Jess Blackburn	Alliance for the Chesapeake Bay, Citizens' Advisory Committee	Montserrat Pizarro	NPS Chesapeake
Lora Harris	UMCES	Samantha Beers	EPA
Rachel Felter	CBP/ACB	Elder Jacqueline V Norris	Prince George's Environmental Equity Community Collaborative
Frank Rodgers	Cacapon Inst. WV	Ola-Imani Davis	Alliance for the Chesapeake Bay
Katie Brownson	USFS	Lauren Taneyhill	NOAA

<b>Name</b>	<b>Organization</b>	<b>Name</b>	<b>Organization</b>
Trena Ferrell	NASA	Martha Shimkin	US Environmental Protection Agency (EPA)
Colleen Norton	NPS	Julie Lawson	NOAA
Randy Rowel	CRC	Dr. Mintesinot Jiru	Coppin State University
Max Fairweather	Chesapeake College	Cirse Gonzalez	Virginia Institute of Marine Science
Melissa Fagan	CRC	Abel Olivo	Defensores de la Cuenca
E Fatimah Hasan	The Maryland-National Capital Park And Planning Commission	Olivia Wisner	CRC
Trystan Sill DNR	MD Department of Natural Resources	Leon Tillman	USDA-NRCS, Maryland Chesapeake Bay Coordinator
Clare Sevcik	DNREC	Ruby Stemmler	Eco Latinos
Shannon Sprague	NOAA	Kathy Stecker	MDE
Kristin Saunders	UMCES	Michelle Ramirez	MD Department of Natural Resources
James Brunswick	Department of Natural Resources and Environmental Control Community Involvement Advisory Committee		

## Samantha Phillips Beers

Samantha Phillips Beers is the Director of the Office of Communities Tribes and Environmental Assessment Enforcement, at the U. S. Environmental Protection Agency (EPA) Region III office in Philadelphia. Region III includes Delaware, the District of Columbia, Maryland, Pennsylvania, Virginia, and West Virginia. She directs the staff responsible for working with all communities and federally recognized tribes in the region, children's health and Environmental Education and environmental assessments.

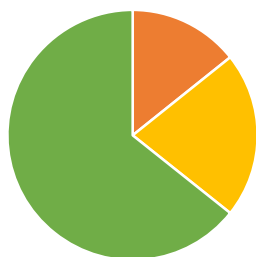
Ms. Phillips Beers has been with the EPA since January 1991. Prior to her current position she was responsible for the Office of Compliance and Environmental Justice responsible for conducting field inspections and sampling within the region, overall planning, tracking, and monitoring of the Region's enforcement and compliance assurance program; targeting, conducting inspections and developing cases against violators of multiple environmental laws; enforcement and compliance assurance at the region's federal facilities, assuring that the national historic property act requirements are met, and promoting environmental protection for all. She served as a central point of contact for states, EPA Head Quarters and citizens on enforcement, compliance assurance and Environmental Justice issues. Previously, she served as a Senior Attorney in the Office of Regional Counsel. While in Regional Counsel, her practice primarily focused on hazardous waste issues under the Resource Conservation and Recovery Act and Superfund. She also served as the Office of Regional Counsel's Environmental Justice legal advisor providing Environmental Justice advice on a myriad of issues facing the agency.

Before coming to EPA, Ms. Phillips Beers was employed by the California Department of Fair Employment and Housing Department where she litigated employment and housing discrimination complaints. She earned a B.S. in Political Science from Haverford College and a J.D. from the University of California, Berkeley, Boalt Hall School of Law where she was an assistant editor of Ecology Law Quarterly. She is admitted to practice in both New Jersey and Pennsylvania.

When not at work, Samantha serves as the Board Chairperson for Puentes de Salud, a 501(c)3 nonprofit organization based in Philadelphia that promotes the health and wellness of Philadelphia's rapidly growing Latinx immigrant population through high-quality health care, innovative educational programs, and community building.

# Summary of Actions

Diversity WG Logic and Action Plan



Red Yellow Green

1.1 Continue attending conferences like UMD EJ Symposium, Taking Nature Black, Naturally Latinos, and events like Festival del Rio. Identify other conferences/events to attend and make new connections.

1.2 Continue inviting guest speakers to in-person meetings to elevate local work and make connections with underrepresented individuals.

1.3 Continue to send monthly workgroup newsletter with employment, professional development, and other opportunities and updates.

1.4 Develop a better understanding of EJ communities and underrepresented organizations in the CB Watershed.

1.5 Develop stronger relationships with EJ communities and underrepresented organizations.

2.1 Work with the Management Board and others to compile a list of existing programs and positions that provide or can provide entry pathways and opportunities for underrepresented individuals to enter the environmental field. With a complete understanding of existing programs and gaps, assess next steps to bolster such opportunities and ensure sustained funding of programs

2.2 Inventory the job market to establish opportunities for careers in the environmental field and their potential growth and salaries. Conduct a jurisdiction by jurisdiction inventory of the job market to identify what fields are growing and what career options exist.

2.3 Aggregate, package, and disseminate inclusive practices and resources for recruitment, hiring, and retention

2.4 Explore ways to increase inclusion in the federal hiring process. E.g., examine the federal government's hiring authorities to expand who may qualify for non-competitive service positions

2.5 Establish relationships with staff at HBCU's and MSIs, including professors, heads of departments, and those in career services.

2.6 While accomplishing action #2.5, leverage formal agreements and partnerships to strengthen staff and student connection to the Chesapeake Bay.

2.7 Continue attending job fairs and other career events to promote internship and employment opportunities within CBP organizations.

2.8 Coordinate efforts to implement DEIJ considerations in the hiring of CB entry level positions (e.g. C-StREAM, Chesapeake Conservation Corps, Staffer positions), establishing a pool of diverse candidates for permanent positions within the partnership.

4.1 Develop grantmaking guidelines that promote non-discriminatory policies among applicant organizations, encourage grant-making organizations to prioritize DEIJ in their organizational practices and funding decisions, encourage restoration investments that align with community-identified needs and benefits, and encourage capacity building investments and partnerships with organizations that are run by and primarily serve communities of color and other underrepresented communities. In such guidelines, ensure that efforts to track funding allocation maintain the distinction between organizations run by and primarily serving communities of color and other underrepresented communities versus community-based organizations that are not led by the community they serve or engage.

4.2 Work with the Management Board to adopt a clear and succinct DEIJ statement that fully captures definitions for DEIJ and EJ and how each of these topics relates to and advances the mission of CBP

4.3 Following the adoption of the DEIJ statement, work with the Management Board, Enhance Partnering, Leadership and Management GIT and other relevant parties to update the Governance and Management Framework for the CBP to include a) explicit diversity goals for each group in their "Leadership and Membership" sections, b) language describing the role and impact of DEIJ and EJ considerations in the "Process for Decision-Making" section, and c) mechanisms for raising and addressing DEIJ issues. Reflect a priority on developing long-term relationships with organizations run by and primarily serving communities of color and other underrepresented communities (in addition to and distinct from organizations that engage communities of color and other underrepresented communities but are not led by representatives of those communities).

4.4 Following the adoption of a DEIJ statement (action #4.2), work with the Strategy Review System (SRS) Team to explore using the SRS process to incorporate this language into the Management Strategies of other outcomes. Prominently advertise, incentivize and recruit for the 2020 Building Cultural Humility trainings. Ensure participation from CBPO staff, Management Board and membership across all GITs and Advisory Committees

4.5 Prominently advertise, incentivize and recruit for the 2020 Building Cultural Humility trainings. Ensure participation from CBPO staff, Management Board and membership across all GITs and Advisory Committee

4.6 In a supportive setting, ask people of color and other underrepresented groups, who are currently involved in the CBP, what is working well for them in the current work environment and what additional resources or supports are needed to increase equity and inclusion in the workplace, provide relevant professional development, and increase promotion and retention rates

3.1 Work with the CBP leadership, GITs, workgroups, and other relevant parties to identify specific decision points and other milestones within the GIT workplans and processes supporting the development and implementation of the CB Watershed Agreement, where communities of color, low income communities and other underrepresented groups can influence the implementation of the CB Watershed Agreement.

3.2 Following the adoption of the DEIJ statement (action #4.2), work CBP leadership and other relevant parties to clarify language in authorizing CBP documents to reflect a priority on developing long-term relationships with organizations run by and primarily serving communities of color and other underrepresented communities (in addition to, and distinct from organizations that engage communities of color and other underrepresented communities but are not led by representatives of these communities).

3.3 Explore the options and determine a process for a Community Advisory Board (or similar entity/group) composed of compensated EJ leaders and representatives from organizations led by people of color and other underrepresented groups – that could serve as (1) a sounding board and resource for development and implementation of the CB Watershed Agreement, including outcome workplans and grant-making and (2) a resource pool for identifying and developing leaders from communities of color, low income communities and other underrepresented groups to serve as representatives on groups throughout the Governance and Management Framework

3.5 Along with actions #1.5 and 3.4, identify and address barriers that prevent underrepresented groups from participating in the implementation of the Chesapeake Bay Watershed Agreement. E.g., evaluate funding, scholarship, or travel assistance opportunities for underrepresented stakeholders to enable increased participation.

3.6 Develop a better understanding of effects from external factors such as climate change, public health, and economic inequity. By understanding the implications, we can then take steps to mitigate them.

3.4 Connect leaders of groups identified in actions #1.1, 1.2, 1.4, 3.3 with other workgroups and teams of the CBP so they can participate as members or interested parties of such workgroups/teams.

3.7 Develop a better understanding of the economical and societal benefits of incorporating DEIJ considerations in restoration and conservation activities, and provide this information to funders and others involved in decision-making.

4.8 Partner with GITs, workgroups, and other teams of the CBP to advance DEIJ goals in the work of the other Chesapeake Bay Watershed Agreement outcomes.

4.7 Develop and broadly disseminate the tools CBP identifies and/or develops on DEIJ, racial equity and EJ issues.



# ARE WE, AS A PARTNERSHIP, MAKING PROGRESS AT A RATE THAT IS NECESSARY TO ACHIEVE THIS OUTCOME

Hard to gauge given the lack of quantifiable baseline and target reflective of the outcome.

Judging by the blue lines on the graph -- no. But I wonder if that was a realistic goal to begin with. Especially in organizations with capacity challenges, this work take time and is much more of a long term commitment to action.

No, based on current surveying



# LOOKING BACK OVER THE LAST TWO OR MORE YEARS, DESCRIBE ANY DEVELOPMENTS THAT IMPACTED YOUR PROGRESS OR MAY INFLUENCE YOUR WORK OVER THE NEXT TWO YEARS.

Priority of the new administration on integrating DEIJ into many federal programs

I think national politics volatility will continue to impact this work- it feels more divisive and will there continue to be progress or falling backwards based on changing administrations

Capacity - a lot of the actions required for us to see the change we hope or to take all of the actions needed are being managed by existing staff with full plates. I have not shortage of ideas and to do's but a real shortage of time.

1995 Supreme Court case (Adarand Constructors v. Peña) impeded our ability to craft the federal funding language that we wanted.

Our board is really committed to our diversity goals and their support has been very refreshing!



# **BASED ON THE RED/YELLOW/GREEN ANALYSIS OF THE ACTIONS DESCRIBED IN YOUR LOGIC AND ACTION PLAN, SUMMARIZE WHAT YOU HAVE LEARNED OVER THE PAST TWO YEARS**

That this is going to take a long time! We may have put things in place (which meets some of the objectives) but we need to do a better job of connecting people and communities to these opportunities.

Some actions either outside our locus of control or external -facing actions (such as those to address environmental justice) may be more difficult or take more time to address.



# HOW WILL YOUR WORK CHANGE OVER THE NEXT TWO YEARS?

DEIJ Action Plan adds to the workgroup goals

Honestly, I don't think it will. We are capacity limited so will keep plugging away and working through our action list. Hopefully we will continue to see progress but have accepted that the progress will be slow and steady over time.

More funding is going to DEIJ goals, hopefully this continues.



# WHAT SPECIFIC ACTIONS OR NEEDS ARE BEYOND THE ABILITY OF YOUR GROUP TO MEET AND, THEREFORE, YOU NEED THE ASSISTANCE OF THE MANAGEMENT BOARD TO ACHIEVE

Directives to other GITs to make this a priority in their work as well

The signatories should

funding

Not putting all the DEI work in one workgroup- it should be a fundamental part of every workgroup

The Management Board needs to hold themselves and other part of the program accountable for these actions.

The workgroup should be a resource for other program entities while THEY do the work. The Diversity workgroup should not be relied up to do all the work themselves.

CBP should mandate demographic data from the signatories, workgroup participants, and grant recipients

Partner with other groups.

Re-evaluation of non-federal match requirements. It is unjust to pit communities held in generational poverty against wealthy.



# WHAT SPECIFIC ACTIONS OR NEEDS ARE BEYOND THE ABILITY OF YOUR GROUP TO MEET AND, THEREFORE, YOU NEED THE ASSISTANCE OF THE MANAGEMENT BOARD TO ACHIEVE

Could there be a "DEI Expert" in leadership of other workgroups? Like including someone from this workgroup or a community member having power to speak up on DEIJ as it relates to other work of the CBP



# WHAT STEPS ARE YOU TAKING, OR DO YOU RECOMMEND, TO ENSURE YOUR ACTIONS AND WORK WILL BE EQUITABLY DISTRIBUTED AND FOCUSED IN UNDERSERVED AREAS

We are expanding our reach in a more intentional way. We are also changing the way we administer programs and make new hires with more inclusive practices. A TON more learning to do so we can continue to evolve in a positive direction.



# What do we want to accomplish in the next two years?

Focus on actions over planning- let's get this done!

less complaints, more solutions

Enhance tree equity for underserved communities.

Build more capacity for this work both within the CBP and for the underrepresented communities who we serve

act now

Build on and improve community connections

Partner with others

more engagement of different in-need communities, growth of resources for different approaches, targeted grants, learning about different community needs (including Hispanic communities), strengthening partnerships

Coordinate with Education Workgroup and other stakeholders in increasing environmental literacy among under-resourced communities to foster interest in environmental jobs early.

# What do we want to accomplish in the next two years?

create teams of WG members in subregions across the watershed to go into their communities to listen and engage

Increase outreach resources to meaningfully integrate with organizations and communities doing this important work.

communicate success stories/ highlights from partners and share/create re-creatable processes

Look at how to change the structure - how can merit review or selection of projects, or prioritization of efforts at CBP be aligned with the vision of this group?

How can we be more effective? Sub-committees? Activate us...

Asset mapping!

Address the challenge of lack of CBP outreach capacity in under-resourced communities

Get more state representation on this workgroup

More manageable actions over the two years.



# What do we want to accomplish in the next two years?

Build internal CBP capacity to advance this work (including hiring a DEIJ coordinator!)

Less blanket criticism and more constructive criticism so we can move things forward.

Identify communities that are economically stressed and facing environmental justice for Diversity WG teams to begin to build relations, listen, learn and engage

Diversify the leadership of CBP Management Group. Integrate 50 new diverse organizations into Chesapeake Bay Program. Remove barriers to integrating more diverse grassroots organizations and increase funding to them.

Relinquish power in leadership to communities and other groups

support/increase volunteer opportunities for community engagement

Develop a History and Intro to Chesapeake Bay Program DEIJ for all new Diversity Workgroup staff and new members to Workgroup.

# What do you see as the main function of the Diversity Workgroup?

connecting to communities

Supporting/resourcing the other GITs and Teams at the Bay Program as they incorporate DEIJ considerations/actions into their work.

Strong messages to the managers to help push forward DEIJ across the program.