

DEIJ in the Implementation of the *Chesapeake Bay Watershed Agreement*

Past and Ongoing DEIJ Efforts in the Work to Meet Goals and Outcomes of the *Agreement*

Note: this is a draft document that has not yet been reviewed by chairs, coordinators, staffers, or members of the below teams. It will be updated once these parties have had a chance to review and provide feedback.

Fisheries GIT

- NOAA is incorporating DEIJ considerations in their outreach work in the Middle Peninsula and Choptank focus areas.

Habitat GIT

- The Habitat GIT is leading two cross-GIT Funding projects that have a focus on DEIJ:
 - The goal of the project *Targeted Outreach for Green Infrastructure in Vulnerable Areas* (TOGI) is to identify underserved communities in Virginia, Maryland, and Pennsylvania that are both facing a threat from climate change and have habitat of conservation or restoration value. The project team will work with local leaders in those communities to design green infrastructure projects that address challenges and improve habitat value and climate resiliency, tailoring assistance according to feedback from local listening sessions.
 - As part of the *Improved Technical Service Delivery* project, three workshops will be conducted across the Chesapeake Bay watershed within three regional focus areas (Eastern Shore, Susquehanna River Basin, lower Western Shore), which also align with state-identified healthy watersheds. The objectives are to convene regional technical service providers (TSPs) to discuss and identify a reproducible and effective outreach model(s) for delivering services to farm and forest landowners, including evaluation of opportunities for promoting trainings to engage a more diverse set of landowners.
- The Habitat GIT is seeking diverse candidates for three co-chair positions.

Water Quality GIT

- **Forestry Workgroup:**
 - Helped to organize a [Trees for All](#) conference in 2017. In addition, the 2018 [Maryland Urban & Community Forestry Summit](#) and [2020 Chesapeake Tree Canopy Summit](#) each had panels focused on community engagement and stewardship with a DEIJ and environmental justice lens.
 - Worked with Lillie Leaf Solutions on the *Growing Tree Canopy through Environmental Justice Project*, through which we helped engage community members in EJ areas around the Anacostia River in tree education, planting and care. This project also included hosting the Chesapeake Bay Regional *Trees for All* conference in 2017, as well as an Equity and Metrics Workshop to build capacity for grassroots tree groups in the Anacostia Watershed.

- 2019 GIT-Funding Project: *Correctional Conservation Collaborative: forestry, arboriculture and riparian forest buffer maintenance program workforce development project with PA DCNR*
- Proposed GIT Funding project for 2020: *Tree Canopy and Environmental Justice Peer Learning Forum*. This project will engage and support a cohort of community-based greening organizations and local government staff from 3-4 focal areas in a 6+ month virtual Tree Canopy-Environmental Justice (EJ) Peer Learning Forum. A cohort of approximately 15-20 participants (~5 per focal area) will be selected, with at least half representing community-based organizations engaged in tree canopy-EJ work. CBP partners will convene an advisory board to direct initial efforts.
- **Toxic Contaminants Workgroup:**
 - Developed the Fish Consumption Advisory literature review, user guide, and poster in collaboration with the Diversity Workgroup.
 - The workgroup is looking to bolster DEIJ in the *Toxics Contaminants Policy and Prevention Outcome Management Strategy and Logic and Action Plan*.
- Leaders of the Water Quality GIT's *2025 Watershed Implementation Plans* outcome are looking to include DEIJ in their Management Strategy and Logic and Action Plan.

Maintain Healthy Watersheds GIT

- The GIT is collaborating with the Habitat GIT on their *Improved Technical Service Delivery* project (see bullet under Habitat GIT).

Fostering Chesapeake Stewardship GIT

- Actions in *Public Access* outcome Logic and Action Plan:
 - Enhance accessibility to diverse populations and meet the needs of those with disabilities.
 - Continue annual counting of new access sites to determine if new access sites are in geographic areas with diverse populations.
 - Increase in the diversity and number of new public access site users through programs that engage both families and youth.
- Actions in *Sustainable Schools* Outcome Logic and Action Plan:
 - Work with the Diversity Working Group on career pathways efforts that apply within schools.
 - 2018 GIT-Funding project with Stroud Water Research Center: *Quantify and support Best Management Practice (BMP) installation and restoration at schools to contribute directly to Bay restoration goals*. Environmental justice data part of analysis.
- The [2019 Environmental Literacy Leadership Summit](#) focused on enhancing environmental literacy through an equity lens.
- *Environmental Literacy Planning and Metrics* Outcome:

- Their second management approach is to use available data and information to strategically and equitably focus resources to support school district level environmental literacy planning and implementation.
- Actions in the *Protected Lands Outcome* Logic and Action Plan:
 - Expand the Partnership to include organizations working at the intersection of land conservation, working lands, local governments, and environmental restoration with urban populations, underserved communities, and public health.
 - Continue “proactive outreach and recruitment to increase representation of people of color and other underrepresented groups” on the Steering Committee to ensure it “reflects the diversity of people living within the Chesapeake Bay region.”
 - Using a methodology developed through a learning and engagement process, conduct an assessment of existing land protection programs to determine if they are equitable and benefit all people, develop policy options for land conservation funders that better ensure land protection financing is equitable and inclusive, addressing the needs of underserved communities.
- The Chesapeake Conservation Partnership recently established goals to increase diversity within their membership and leadership.
- Actions in the *Citizen Stewardship* Logic and Action Plan:
 - Track number and diversity of individual stewards engaged in volunteer activities.
 - Coordinate with Diversity Workgroup to identify opportunities to improve engagement and communication with underrepresented audiences.
 - Coordinate with Diversity Workgroup to use the Stewardship Indicator to engage diverse audiences.
 - Management Approach 3: Increase capacity to expand the number and diversity of community volunteers
 - Management Approach 4: Increase capacity to expand the diversity of volunteers and community leaders

Enhance Partnering, Management, and Leadership GIT

- The Local Leadership Workgroup recently submitted Maryland Municipal League conference proposal focused on environmental justice and racial equity.
- The Local Leadership Workgroup is incorporating DEIJ considerations in their project to create watershed education materials for local government officials.
- The Local Leadership Workgroup is collaborating with the Forestry and Diversity Workgroups on the proposed GIT-Funding project *Tree Canopy and Environmental Justice Peer Learning Forum* (see bullet under Water Quality GIT urban tree canopy work). The LGAC coordinator is also on the Steering Committee for the *Targeted Outreach for Green Infrastructure (TOGI)* project (see bullet under Habitat GIT).

Scientific, Technical Assessment and Reporting (STAR) Team

- The Climate Resiliency Workgroup is looking to include a DEIJ component in their current GIT-funding project to develop a Bay-Wide Climate Resilience Scorecard for watershed communities.
- The Climate Resiliency Workgroup is a part of the *Targeted Outreach for Green Infrastructure (TOGI)* project Steering Committee (see bullet under Habitat GIT).
- Groups that lead and oversee CBP's citizen science efforts are discussing how to better incorporate DEIJ.

Cross-GIT Mapping Efforts

- In 2017, the Diversity Workgroup developed a web-based Environmental Justice Screening and mapping tool (modeled after EPA's EJ Screen) to support the integration of diversity interests into other Watershed Agreement Goals and Outcomes. *EJ Screen Chesapeake* served as a pilot that integrated Environmental Justice GIS Data with data important to the Climate Resiliency, Toxic Contaminants, and Public Access Outcomes.
- The new *Chesapeake Bay Environmental Justice and Equity Dashboard* (which was built on the framework used in the *Chesapeake Watershed Data Dashboard*) updates and extends *EJ Screen Chesapeake* to incorporate a broad array of content from both CBP and other complementary national and regional sources.

Additional Information

Results from the 2019 Diversity Profile survey:

Group or topic area	Total respondents	Respondents who are a person of color	% of respondents who are a person of color
Management/Leadership Groups	27	3	11.1%
Advisory Committees	33	4	12.1%
Sustainable Fisheries GIT	18	1	5.6%
Habitat GIT	51	0	0.0%
Water Quality GIT	79	8	10.1%
Maintain Healthy Watersheds GIT	17	2	11.8%
Fostering Chesapeake Stewardship	55	15	27.3%
Enhance Partnering, Leadership, and Management	25	2	8.0%
Scientific, Technical Assessment & Reporting (STAR)	64	7	10.9%
Communications Workgroup	27	3	11.1%