



Welcome to the September 2020 Diversity Workgroup Meeting!

Please make sure you are muted when not speaking

We will start introductions soon. Thank you!

Workgroup Chair: Jim Edward (EPA)

Workgroup Vice-Chair: Wendy O'Sullivan (NPS)

Workgroup Coordinator: Tuana Phillips (EPA)

Workgroup Steering Committee members: Mariah Davis (Choose Clean Water Coalition), Ruby Stemmler (ecoLatinos), Trystan Sill (MD DNR), Ola Davis (Alliance for the Chesapeake Bay), Caitlyn Johnstone (CBP Communications Team), Clare Sevcik (DE DNREC)

Meeting Objectives

- Celebrate the signing of the CBP DEIJ Statement and discuss how our workgroup could support CBP leadership in meeting timebound commitments in the DEIJ Action Statement.
- Hear from leadership of the CBP Principals' Staff Committee (PSC) on the new DEIJ Statement and accompanying DEIJ Action Statement.
- Hear an update on ongoing projects and efforts to meet actions in our 2020-2021 workplan.
- Learn about the new Chesapeake Bay Environmental Justice and Equity Dashboard.
- Discuss what a DEIJ indicator could look like in the UMCES Chesapeake Bay Report Card.
- Share updates and announcements during a round robin.





Proposed Shared Agreements for Today's Meeting

- Listen to understand, not to respond
- Move up to speak, move back to allow space for others
- Speak from “first person” or use “I” language
- Assume good intent, but own your impact
- Be conscious of body language and nonverbal responses
- Suspend judgment
- Let's talk and learn!



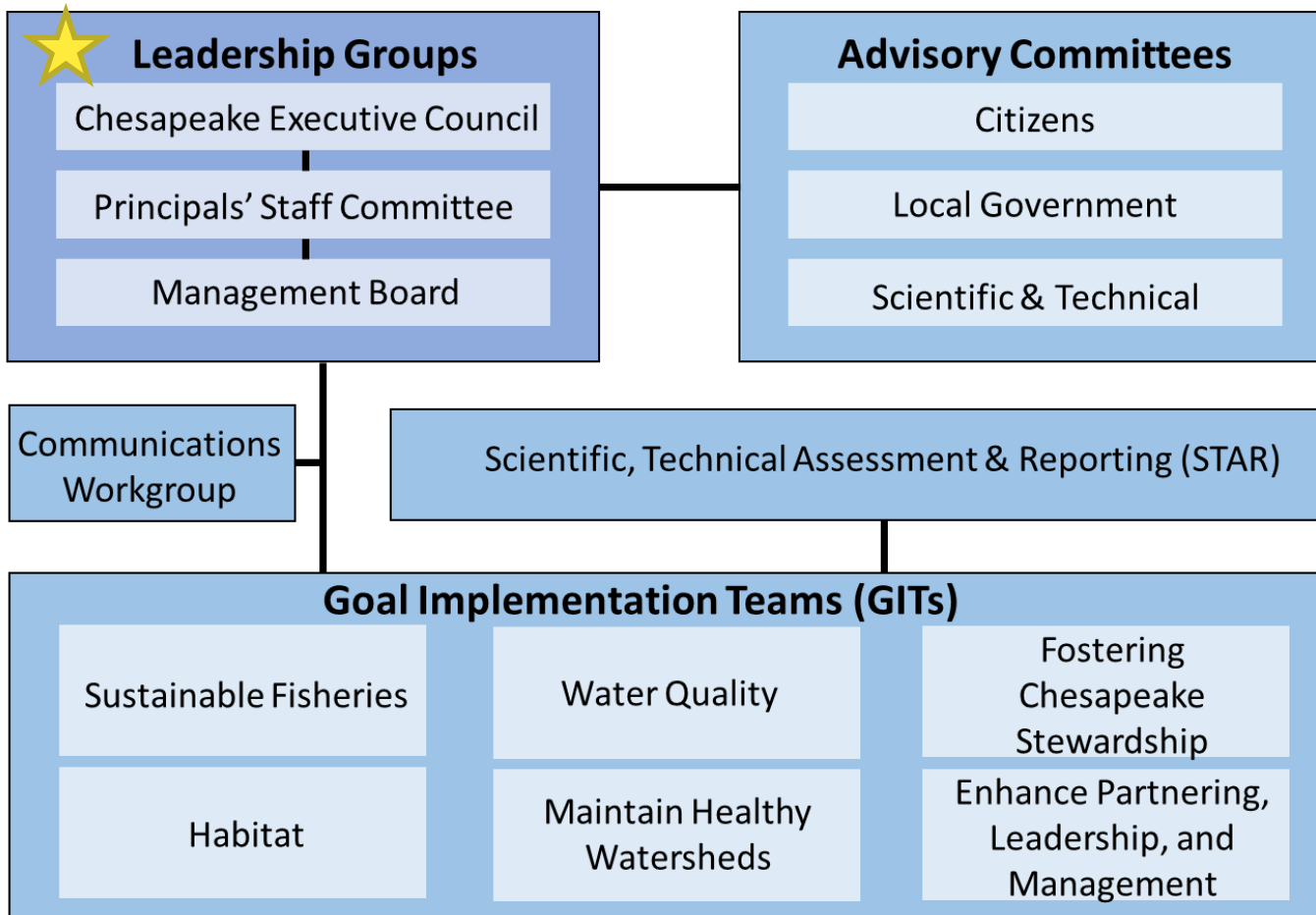
We Have a DEIJ
Statement! So,
What's Next?

First, let's celebrate!

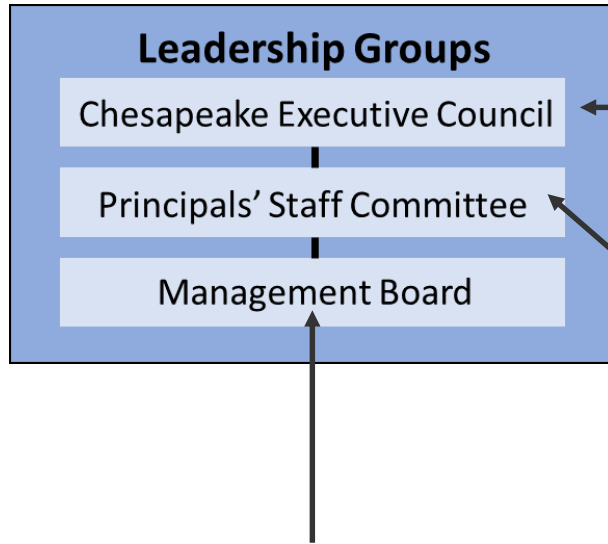
- ▶ The Chesapeake Bay Program (CBP) DEIJ Strategy was finalized in April 2020
- ▶ The Chesapeake Executive Council announced a CBP DEIJ Statement on August 18th, 2020
- ▶ To accompany the Executive Council's DEIJ Statement, the Principals' Staff Committee (PSC) announced their DEIJ Action Statement

Thank you to all of you who contributed to the DEIJ Strategy and CBP DEIJ Statement!

As a Reminder... the CBP Organizational Structure



As a Reminder... the CBP Organizational Structure



Consists of the governors of the six watershed states, the mayor of the District of Columbia, the chair of the Chesapeake Bay Commission and the administrator of the U.S.

Environmental Protection Agency on behalf of the federal government.

The PSC acts as the policy advisors to the Executive Council. Members include state leadership at the Secretary level (e.g. Secretary of the Environment or the equivalent), DC and federal government leadership including the director of DC DOEE and the EPA Regional Administrator, among others, as well as the chairs of the CBP local government and citizens advisory committees.

The Management Board works to provide strategic planning, set priorities and offer operational guidance to the Bay Program, including overseeing the Goal Implementation Teams (GITs) and implementation of the management strategies. Its members include representatives from all watershed jurisdictions, the federal government, the GIT chairs, and chairs of the local government and citizens advisory committees.

As a Reminder...

Note: all three of these documents are posted on our meeting webpage

Restoration from the Inside Out:

A Diversity, Equity, Inclusion and Justice Strategy
for the Chesapeake Bay Program

April 2020



Chesapeake Bay Program
Science. Restoration. Partnership.

Developed by Skéo Solutions
for the Chesapeake Bay Program Diversity Workgroup
of the Stewardship Goal Implementation Team



The DEIJ Strategy was developed by Skéo Solutions with our workgroup's input. It is 59 pages long and has 20 broad recommendations with a total of 48 total actions for the CBP.

Chesapeake Executive Council Statement in support of diversity, equity, inclusion and justice



CBP Vision from the 2014 Chesapeake Bay Watershed Agreement

Chesapeake Bay Program partners envision an environmentally and economically sustainable Chesapeake Bay watershed with clean water, abundant life, conserved lands and access to the water, a vibrant cultural heritage, and a diversity of engaged citizens and stakeholders.

Our Commitment to Diversity, Equity, Inclusion and Justice

Just as natural ecosystems depend on biodiversity to thrive, the long-term success of the Chesapeake Bay restoration effort depends on the equitable, just and inclusive engagement of all communities living throughout the watershed. This means to include a wide range of people of all races, ethnicities, income levels, faiths, genders, ages, sexual orientations and disabilities, along with other diverse groups, as well as promoting equal employment opportunities and expanding the diversity of the workforce and participants in restoration and conservation activities. For this effort to be successful it will require us to honor the culture, history and social concerns of local populations and communities.

The Chesapeake Bay Program partners acknowledge that individually, each partner has established policies and programs with the goal of advancing environmental and public health protection for all. Through these programs, the seven Bay jurisdictions, EPA, other federal agencies, Chesapeake Bay Commission and partners are working to address and advance diversity and environmental justice issues. We also recognize that there is more we must do as a united partnership, and for this reason we explicitly and tangibly commit to diversity, equity, inclusion and environmental justice. Partners will continue to build on this work, sharing best practices, and with the acknowledgement that this work may indeed look different across the jurisdictions and space represented as a partnership, we will move forward together. Further, we recognize the importance of addressing racism and other forms of discrimination in our efforts, structures and acts of daily practices.

The impacts of discrimination and continuing environmental, economic and health disparities disproportionately burden underserved communities, including those of color, low-income status and indigenous populations. This limits access to clean water and air, fish, wildlife and outdoor recreation, and results in inequitable impacts on the human health and the surrounding environment for these communities. Disparities are only exacerbated by such environmental factors as climate change and pollution, and public health emergencies like the COVID-19 pandemic.

The Chesapeake Bay Program partners believe the full diversity of people who live, work and recreate in the Chesapeake Bay watershed have a right to benefit from, and help guide, the future of an environmentally and economically sustainable Chesapeake Bay watershed with clean water and air, abundant fish and wildlife, conserved lands, access to the water and a vibrant cultural heritage.

We reaffirm our commitment to embrace diversity, equity, inclusion and justice in all areas of the Chesapeake Bay Program to achieve our mission. As a partnership, we commit to:

- Strengthen and improve diversity, equity, inclusion and justice in our organizational structure, leadership, policies, strategic goals, restoration and conservation activities, workplans and program delivery, including guidance on including DEIJ and environmental justice criteria in grant targeting and evaluations.
- Engage, recruit and retain leadership, staff, appointees, interns and volunteers that reflect the diversity of people living within the Chesapeake Bay region.
- Foster a culture of inclusion, respect and mutual learning within the Chesapeake Bay Program by leading organizational change and empowering new voices and perspectives in our outreach, engagement and internal decision-making.
- Following consultation and coordination, determine how to best include federally recognized tribes in the Bay watershed in partnership activities.
- Develop long-term relationships, partnerships and increased collaborative planning with organizations led by and primarily serving communities of color and other underserved populations that result in informed and mutually beneficial decisions and outcomes.
- Ensure the benefits of our science, restoration and partnership programs are distributed in a fair and equitable manner without adverse, disproportionate impacts on vulnerable populations, especially those of lower economic status, indigenous, historically underrepresented communities and people of color.
- Continue to learn and share best practices as an organization in our evolving understanding of how best to promote diversity, equity, inclusion and justice.

The Executive Council's DEIJ Statement articulates our commitment to embrace DEIJ in all areas of the Chesapeake Bay Program. It is 2 pages long and is the first time the Council has signed a document since the 2014 Watershed Agreement.



Diversity, Equity, Inclusion and Justice

Action Statement

Chesapeake Bay Program Principals' Staff Committee

The Chesapeake Bay watershed is home to diverse communities with rich variation in culture, demographics and perspectives. It is important to embrace this diversity and promote the meaningful involvement, treatment and inclusiveness of all people in the implementation of the *Chesapeake Bay Watershed Agreement*. In doing so, we will be better able to achieve healthy local streams and lands, as well as a vibrant Chesapeake Bay that is shared by all people throughout the watershed.

The Chesapeake Bay Program partners acknowledge that individually, each partner has established policies and programs with the goal of advancing environmental and public health protection for all. Through these programs, the seven Bay jurisdictions, Environmental Protection Agency, other federal agencies, the Chesapeake Bay Commission and partners are working to address and advance diversity and environmental justice issues. We also recognize that there is more we must do as a united partnership, and for this reason we explicitly and tangibly commit to diversity, equity, inclusion and environmental justice. Partners will continue to build on this work, sharing best practices, and with the acknowledgement that this work may indeed look different across the jurisdictions and space represented as a partnership, we will move forward together. Further, we recognize the importance of addressing racism and other forms of discrimination in our efforts, structures and acts of daily practices.

Recognizing this, the Chesapeake Bay Program accepts the report and recommendations in the Diversity, Equity, Inclusion and Justice Strategy (DEIJ Strategy) - developed by an independent consultant for the Chesapeake Bay Program Diversity Workgroup of the Stewardship Goal Implementation Team (GIT) and finalized in 2020. To the extent consistent with state and federal law and policy, members of the Principals' Staff Committee (PSC) will strive to implement the recommendations of the DEIJ Strategy. The Chesapeake Bay Program Diversity Workgroup, which was formed in 2014, started working with an independent DEIJ consultant in 2018 to conduct a DEIJ readiness assessment of the partnership and developed a tailored DEIJ Strategy that recommends the partnership:

- Increase racial and ethnic diversity among partnership staff and leadership.
- Help partners develop as DEIJ leaders who understand, respect and embrace cultural diversity.
- Coordinate partners with the tools to continually assess progress towards diversity, equity, inclusion, and justice goals.

The DEIJ Strategy contains recommendations that are grouped into four DEIJ framework focus areas. The consultant developed these recommendations based on interviews with Chesapeake Bay Program teams and leadership, a DEIJ readiness survey, two focus groups, a review of key partnership policy documents and input from the Diversity Workgroup. They provide a visionary framework to be used by the partnership as a guide to help integrate DEIJ into the implementation of management strategies and inform internal logic and action plan activities that achieve the outcomes of the *Chesapeake Bay Watershed Agreement*.

The PSC's action statement articulates their commitment to implement the recommendations in the CBP DEIJ Strategy to the extent consistent with applicable state and federal law and policy. It is 3 pages long and has 5 actionable and timebound commitments.

Pause for Reflection

Why is this significant?

Back in our November 2019 meeting, we identified leadership awareness, commitment, motivation, and change as a key barriers to meeting our diversity outcome.



Let's discuss!

The five commitments in the PSC Action Statement

and how we can support CBP leadership in achieving them



Diversity, Equity, Inclusion and Justice

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5 PSC ACTION STATEMENT COMMITMENTS

To implement the recommendations in the DEIJ Strategy, the PSC commits to:

1. Within **six months** of the signing of the Chesapeake Executive Council statement, **a draft implementation plan for the DEIJ Strategy will be presented to the PSC.** The development of this plan will include direct outreach to underrepresented communities for input and feedback.
2. Within **three months** of the signing of the Chesapeake Executive Council statement, **explore a process for a community advisory board composed of environmental justice leaders and representatives from organizations led by people of color or other underrepresented groups.** This board could be part of one of the partnership's existing advisory boards (Citizens Advisory Committee or Local Government Advisory Committee).

5 PSC ACTION STATEMENT COMMITMENTS

3. Advancement of the DEIJ Strategy through work plan development and implementation for all GITs and Workgroups on their respective strategy review system schedules.
4. Meaningful inclusion of DEIJ milestones on the agendas for the Management Board and PSC meetings at a minimum every six months with a commitment to update the Chesapeake Executive Council annually.
5. Meaningful consideration of DEIJ in development of any future Chesapeake Bay Watershed Agreement(s).

PSC Commitment #1

Within *six months* of the signing of the Chesapeake Executive Council statement, *a draft implementation plan for the DEIJ Strategy will be presented to the PSC*. The development of this plan will include direct outreach to underrepresented communities for input and feedback.

Preliminary ideas:

- ▶ At their meeting next week, the CBP Management Board will be discussing creating a temporary action team to oversee this.
- ▶ The plan should build on the work that our workgroup is currently doing.

Question for the workgroup: any other ideas/thoughts or questions? Is there anybody interested in being a part of the action team?

PSC Commitment #2

Within *three months* of the signing of the Chesapeake Executive Council statement, *explore a process for a community advisory board composed of environmental justice leaders and representatives from organizations led by people of color or other underrepresented groups*. This board could be part of one of the partnership's existing advisory boards: the Citizens Advisory Committee (CAC) or Local Government Advisory Committee (LGAC).

Preliminary ideas:

- ▶ Conversations with CAC and LGAC leadership indicate that this board should stand separate from the existing advisory committees.
- ▶ At a minimum, the Board members should be reimbursed for their travel and meal expenses for in-person meetings.

Question for the workgroup: any other ideas/thoughts or questions?

PSC Commitment #3

Advancement of the DEIJ Strategy through *work plan development and implementation for all GITs and Workgroups* on their respective strategy review system schedules.

Preliminary ideas:

- ▶ As you will see on the next slide, GITs and workgroups have started to incorporate DEIJ into their work.
- ▶ Feedback from GIT chairs, coordinators, and staffers indicate they are willing to take initiative but will likely require our input/assistance as they continue to implement DEIJ.

Question for the workgroup: any other ideas/thoughts or questions?

Examples of How CBP GITs are Incorporating DEIJ in their Work

For more information, see the draft document titled, ***DEIJ in the Implementation of the Chesapeake Bay Watershed Agreement***, which will be posted on our meeting webpage after this meeting.

https://www.chesapeakebay.net/what/event/diversity_workgroup_september_2020_meeting

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

PSC Commitment #4

Meaningful inclusion of DEIJ milestones on the agendas for the Management Board and PSC meetings at a minimum every six months with a commitment to update the Chesapeake Executive Council annually.

Preliminary ideas:

- ▶ Jim, Wendy, and Tuana are planning a round table conversation with the Management Board (MB) in October. To prepare for this conversation, next week we are providing MB members a template to fill out by their October meeting. We will briefly go over the draft template outline after this slide.
- ▶ The PSC is having a call TBD in October that will likely be largely focused on their DEIJ commitments.

Question for the workgroup: any other ideas/thoughts or questions?

Draft Template Outline for the Management Board

We'd like your input on this draft template, which Tuana will now share on the screen. It will also be posted on our meeting webpage after this meeting.

Assessing Current Efforts by CBP Signatories to Advance DEIJ (DRAFT Template)

Questions developed and organized by the Executive Council DEIJ Statement commitments

Commitment #1: Strengthen and improve diversity, equity, inclusion and justice in our organizational structure, leadership, policies, strategic goals, restoration and conservation activities, workplans and program delivery, including guidance on including DEIJ and environmental justice criteria in grant targeting and evaluations.

- Example question to ask: in your grant targeting, are you prioritizing or incentivizing restoration/conservation projects in environmental justice communities?

Commitment #2: Engage, recruit and retain leadership, staff, appointees, interns and volunteers that reflect the diversity of people living within the Chesapeake Bay region.

- Example question to ask: are you advertising positions in non-traditional locations and/or attending career fairs at HBCUs and other minority serving institutions?

Commitment #3: Foster a culture of inclusion, respect and mutual learning within the Chesapeake Bay Program by leading organizational change and empowering new voices and perspectives in our outreach, engagement and internal decision-making.

- Example question to ask: is your agency/organization investing or encouraging employees to take trainings on implicit bias and racial equity? Do you have affinity groups?

Commitment #4: Following consultation and coordination, determine how to best include federally recognized tribes in the Bay watershed in partnership activities.

PSC Commitment #5

Meaningful consideration of DEIJ in development of any future Chesapeake Bay Watershed Agreement(s).

Preliminary ideas:

- ▶ None at this time.

Question for the workgroup: any ideas/thoughts or questions?

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Workgroup Updates: Celebrating Progress and Looking Ahead

Let's celebrate some more!

- ▶ The Chesapeake Bay Program (CBP) DEIJ Strategy was finalized in April 2020
- ▶ The Chesapeake Executive Council announced a CBP DEIJ Statement on August 18th, 2020
- ▶ To accompany the Executive Council's DEIJ Statement, the Principals' Staff Committee (PSC) announced their DEIJ Action Statement
- ▶ In the midst of all of the above, we finalized our 2020-2021 logic and action plan which was approved by the Management Board in early June. Thank you to all of you who contributed to this effort as well!



Logic and Action Plan: Post-Quarterly Progress Meeting

Diversity Outcome 2020-2021

Identify stakeholder groups that are not currently represented in the leadership, decision making and implementation of current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage them in the Partnership's efforts.

Long-term Target: Increase the percentage of people of color participating in the CBP partnership to 25%, with 15% in leadership, by 2025.

Acronyms:

CB- Chesapeake Bay **CBP-** Chesapeake Bay Program **CBPO-** Chesapeake Bay Program Office **DEIJ-**Diversity, Equity, Inclusion, and Justice **EJ-** Environmental Justice **GIT-** Goal Implementation Team **HBCU-** Historically Black Colleges and Universities **MB-** Management Board **MSI-** Minority Serving Institution **PSC-** Principals' Staff Committee **WG-** Workgroup

Factor	Current Efforts	Gap	Actions	Metrics	Expected Response and Application	Learn/Adapt
<i>What is impacting our ability to achieve our outcome?</i>	<i>What current efforts are addressing this factor?</i>	<i>What further efforts or information are needed to fully address this factor?</i>	<i>What actions are essential (to help fill this gap) to achieve our outcome?</i>	<i>What will we measure or observe to determine progress in filling identified gap?</i>	<i>How and when do we expect these actions to address the identified gap? How might that affect our work going forward?</i>	<i>What did we learn from taking this action? How will this lesson impact our work?</i>
Funding: (a) Adequate funding is needed for programs and positions that provide or can provide entry pathways for	Great progress has been made in recent years to promote and create programs that provide entry pathways into the	We need to look holistically at existing programs to fully assess funding needs and gaps.	We will work with the Management Board and others to compile a list of existing programs and opportunities for a holistic	Track number of programs/positions that recruit underrepresented individuals. If possible, track changes to grants that expand funding	By applying these changes, we expect the number of opportunities and the number of underrepresented people in the partnership to	

We have already accomplished one action in our 2020-2021 plan



Adopt a DEIJ Statement

Work with the Management Board to adopt a clear and succinct statement for the CBP.



Other actions are in progress



Identify New Communities/Groups

Develop a better understanding of EJ communities and underrepresented stakeholder organizations in the CB watershed.

A summer intern started to compile a list of organizations



Evaluate Existing Opportunities

Evaluate existing programs and positions that provide entry pathways and opportunities; assess ways to bolster and ensure sustained funding by identifying matching funds or through other opportunities.



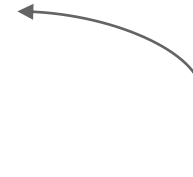
Community Advisory Board

Explore the options and determine a process for starting a Community Advisory Board or similar entity/process made up of compensated EJ leaders and others from underrepresented communities.



Develop Hiring Resources Package

Aggregate, package and disseminate inclusive practices for recruitment, hiring and retention.



Documents pertaining to these efforts are posted on our workgroup webpage https://www.chesapeakebay.net/who/group/diversity_workgroup



We are working with an independent consultant (Skeo Solutions) on several other actions in progress



DEIJ Trainings

Prominently advertise, incentivize and recruit for upcoming Building Humility Competence and other trainings.



The trainings are happening this September and October



Clarify Language

Clarify language in governance documents to reflect priority on developing long-term relationships with underrepresented organizations.



We are working with Skeo to review and provide suggested edits for the CBP Governance and Management Framework document.



Ask POC in the CBP

Ask people of color (POC) in a supportive setting what is working well and what additional resources/support are needed to increase equity and inclusion.



We are working with Skeo on developing a list of questions that can be used by an outside facilitator to facilitate a discussion in a safe space.

Some actions are being affected by COVID



Attend Conferences/Events

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



Job Fairs

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



Guest Speakers

Continue inviting guest speakers to in-person meetings to elevate local work.



Establish Relationships

With staff and career centers at HBCUs/MSIs, community colleges, as well as other groups and professional associations that support/attract underrepresented individuals.

A proposed GIT Funding project will help us achieve the following actions



Address Barriers to Increase Participation

Identify and address barriers that prevent underrepresented groups from participating in the CBP and conservation/restoration activities.



Develop Stronger Relationships

Reach out to and build relationships with leaders of underrepresented organizations who are not yet connected to the CBP partnership in some way. Enhance existing and new relationships by establishing shared language that resonates with the EJ community.

First, some background: GIT Funding

Since 2014, the EPA Chesapeake Bay Program Office (CBPO) has made yearly funding available (GIT Funding) for key projects intended to accelerate accomplishment of the goals and outcomes of the *2014 Chesapeake Bay Watershed Agreement*.

The EPA has a cooperative agreement with the Chesapeake Bay Trust who provides assistance and oversees the RFP and award process.

Previous projects submitted by our workgroup:

- ▶ EJ Screen Chesapeake tool
- ▶ CBP DEIJ Strategy and resources
- ▶ Humility trainings for members of the Chesapeake Bay Program Partnership

Our proposed GIT Funding project :

Cultivating and Strengthening Partnerships with Underrepresented Stakeholders

Step 1: Identify and invite environmental organizations led by people of color as well as organizations who are doing EJ and related social justice work in the watershed.

Step 4: The contractor will provide recommendations for the CBP to establish long-term partnerships with underrepresented groups. This includes helping the CBP better understand and address capacity-related needs of underrepresented groups and the barriers that have prevented such groups from participating in the past.


Step 2: Pre-conference assessment (e.g., through focus groups) to better understand what the parties involved want to get out of this initiative during and after conference.

Step 5: The contractor will develop tools and/or workshops for the participating, and possibly additional, leaders from traditionally underrepresented groups. The tools and workshops should aim to address identified capacity needs and barriers.

Step 3: Organize conference/summit to amplify work of invited organizations and foster new connections & collaborations with CBP members.

What are your thoughts/ideas on this project idea?

Please reach out to Tuana with your input and/or questions.

A photograph of a wooden boardwalk with railings leading towards a dark cave entrance. The scene is surrounded by dense green foliage and trees. A large, semi-transparent white circle is overlaid on the right side of the image, containing the text.

Thank you for
your time,
attention, and
input today!