



Agenda

Chesapeake Bay Program (CBP) Diversity Workgroup Meeting

September 10, 2020

1:00-4:00 PM

Webinar info

Link: <https://umces.webex.com/umces/j.php?MTID=m86a27ed4b803ca2c660900dd391db0d5>

Meeting number: 120 715 7864; Password: DNxucjDu578

Or join by phone*

+1-408-418-9388; Access code: 120 715 7864

*Please join by either computer audio **or** your phone, **not both**. Viewing the webinar in the desktop app is recommended over the web browser. If you experience bandwidth issues, we recommend turning off your video when not speaking.

Note: This meeting will be recorded for internal use to ensure the accuracy of meeting notes.

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.

1:00-1:10 PM Welcome, Introductions, and Review of Meeting Objectives

Jim Edward (EPA) and Wendy O'Sullivan (NPS), Workgroup Chair and Vice-Chair

Proposed Shared Agreements for Meeting

In our discussions today, we agree to:

- **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**

1:10-1:45 PM We Have a DEI Statement! So, What's Next?

Discussion with all participants, led by Jim Edward and Wendy O'Sullivan

We will go over each of the five commitments made by the Principals' Staff Committee in their Action Statement, provide our thoughts, and discuss the role we will play to support the partnership in reaching the commitments. The commitments include:

- (1) Within six months of signing the DEI Statement, draft an implementation plan for the [CBP DEI Strategy](#);
- (2) Within three months of the signing of the DEI Statement, explore a process for a community advisory board composed of environmental justice leaders and representatives from organizations led by people of color and other underrepresented groups.

1:45-2:00 PM Remarks from Principal Staff Committee Leadership

- The Honorable Matt Strickler, 2020-2021 Chairman of the CBP Principals' Staff Committee and Secretary of Natural Resources, Commonwealth of Virginia
- Dr. Janice Underwood, Chief Diversity, Equity and Inclusion Officer, Commonwealth of Virginia

2:00-2:15 PM Workgroup Updates: Celebrating Progress and Looking Ahead

Discussion with all participants, led by Tuana Phillips (EPA, Workgroup Coordinator)

Tuana will provide brief updates on ongoing efforts to meet actions in our 2020-2021 workplan. She will also request feedback on several projects, including a proposed Goal Implementation Team (GIT) funding project that will help the CBP cultivate and strengthen partnerships with underrepresented organizations.

2:15-2:30 PM 15-Minute Break

2:30-3:00 PM Chesapeake Bay Environmental Justice and Equity Dashboard

John Wolf (USGS, CBP GIS Team Lead)

In 2017 our workgroup leveraged GIT funding to develop 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 **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. John will provide a high-level overview of the *Chesapeake Bay Environmental Justice and Equity Dashboard* including its potential application to address cross-GIT management questions.

3:00-3:30 PM Diversity in the Chesapeake Bay Report Card

Alexandra Fries and Sky Swanson (Integration & Application Network, University of Maryland Center for Environmental Science)

The Chesapeake Bay Report Card provides an annual assessment of the health of the Chesapeake Bay and, as of the year 2019, an assessment of the health of the Bay watershed. For future report cards, the Integration & Application Network (IAN) plans to expand the data and list of indicators that go into the Bay watershed health assessment

to include an indicator that relates to DEIJ. Alex and Sky are presenting to our workgroup today to seek ideas and feedback on what a DEIJ indicator could entail.

3:30-3:35 PM 5-Minute Break

3:35-3:50 PM Round Robin: Updates from Members & Attendees

All participants

At this time, participants are welcome to share any announcements and updates.

Participants may also share how their work has been affected by COVID-19, as well as known resources and/or ongoing efforts that relate to addressing the effects of COVID-19 or addressing systemic racism in our conservation and restoration work. For example, the Urban Waters Learning Network recently released a [resource for physically distant community engagement](#).

3:50-4:00 PM The Way Forward & Closing Remarks

Jim Edward and Wendy O'Sullivan

Upcoming Conferences/Webinars

Sept 17: [Conservation Café: Transforming our Cities: Imagining a future of equity and sustainability](#)

Sept 21-25: Virtual National HBCU Week and Conference. Tentative schedule [here](#). Register [here](#).

Saturdays Sept 19-Oct 10: [Sixth UMD Symposium on Environmental Justice & Health Disparities](#)

Oct 29-30: [2020 Chesapeake Watershed Forum](#)

Dec 2-4: [2020 Naturally Latinos Conference](#)

Upcoming Career Fairs/Events

Sept 30: St. Mary's College of Maryland Virtual Career Fair. For more information, click [here](#)

Oct 7: VCU Diversity Career & Internship Fair. For more information, click [here](#)

Acronym Guide

DEIJ = Diversity, Equity, Inclusion, Justice

EJ = Environmental Justice

CBP = Chesapeake Bay Program

CBPO = Chesapeake Bay Program Office

GIT = Goal Implementation Team