



Chesapeake Bay Program
A Watershed Partnership

Diversity, Equity, Inclusion and Justice (DEIJ) at the Chesapeake Bay Program

Briana Yancy, Environmental
Management Staffer - Diversity
Workgroup, Chesapeake Bay
Program

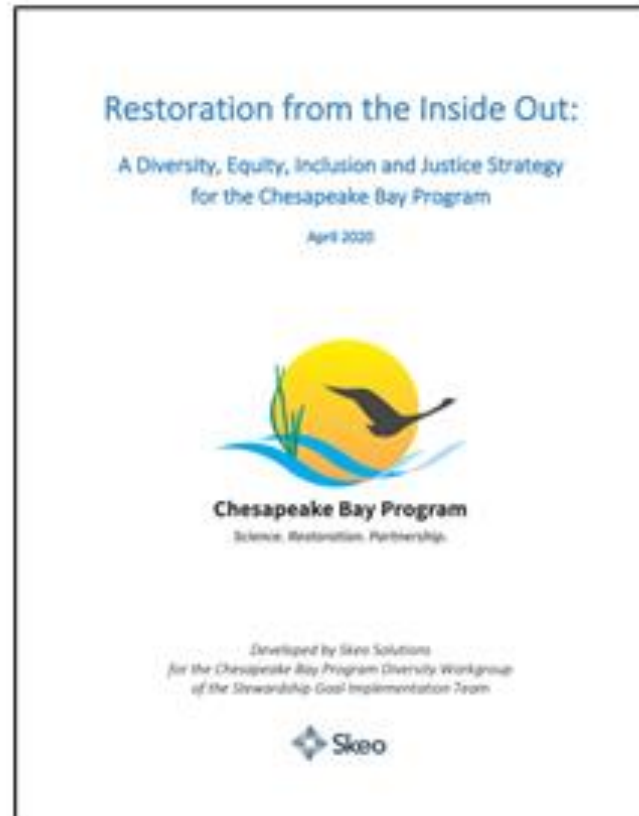
Bo Williams- EPA Environmental
Protection Specialist & DEIJ Action Team
Coordinator

Agenda

- Updated Status of Implementation Plan
- Actions Relevant to Habitat GIT and Workgroups
- How-to and Resources Available
- Real Examples
- Discussion

DEIJ Implementation Plan Update

Overview of Three Important Documents



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



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.



The PSC's action statement articulates our commitment to implement the recommendations in the CBP DEIJ Strategy. It is 3 pages long and has 5 actionable commitments.

DEIJ Strategy Recommendations

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 Skeo Solutions
for the Chesapeake Bay Program Diversity Workgroup
of the Stewardship Goal Implementation Team*



Recommendations are organized by four focus areas:

Focus Area 1: Strengthen CBP's Authorizing Environment

Focus Area 2: Advance DEIJ Internally

Focus Area 3: Advance DEIJ through Mission-Related Work

Focus Area 4: Advance DEIJ Performance of All Partners

Implementation Principles

- ✓ Restoration happens from the inside out.
- ✓ Accountability is key to success.
- ✓ Measure both implementation actions and their impacts.

DEIJ Action Team Vision

DEIJ Strategy Implementation Plan

- Develop roadmap for implementing DEIJ Strategy Action Plan, identifying additional actions, subtasks, steps, and resources needed to ensure implementation. Propose a management and tracking framework that defines roles and responsibilities and ensures accountability for implementation.

Outreach and Communications

- Engage underrepresented communities in the development of the implementation plan. Advance understanding of the needs, priorities, and barriers of participating in CBP restoration activities. Use the engagement process as a foundation for organizational change and to cultivate meaningful and long-term engagement with underrepresented communities.

Next Steps

- ▶ **Early November:** Finalize DEIJ Implementation Plan, incorporating feedback from public comments, and Implementation/Accountability Framework.
- ▶ **Mid-November:** Present plan and implementation/reporting framework for PSC deliberation.
- ▶ **December:** Present final plan to Executive Council.



Relevant Actions

What are we being asked to do?

Update Work Plans and Management Strategies to articulate the roles of DEIJ and to ensure inclusion of considerations for equitable distribution of benefits and improvements and considerations for reduction of disproportionate adverse environmental impacts in underrepresented.

Recruit and Retain: Seek opportunities to recruit, support and retain people from underrepresented groups, incorporating into decision making.

Participate and Discuss: Include discussion time regarding DEIJ into the agendas. Attend trainings and participate in EJ-led gatherings, tribal meetings and conferences, and other engagement opportunities.

Include: Underrepresented groups in the development and implementation of the Chesapeake Bay Watershed Agreement.

Reporting: Via SRS QPMs. Anytime you do something that involves DEIJ please feel free to share that with GITs/Workgroups and the diversity workgroup and other so we can document those actions. [DEIJ in the Implementation of the CBWA](#)

The background of the slide is a deep teal and dark blue abstract design. It features a fine, grainy texture throughout. A prominent white curved line starts from the bottom left, arches upwards and to the right, and then curves back down towards the bottom right corner. The central text is positioned within a white horizontal band.

How-To/ Resources Available

🌐 When poll is active, respond at **PolleEv.com/flashyboat490**

📱 Text **FLASHYBOAT490** to **22333** once to join



Have you visited the Diversity Workgroup Website?

Yes

No

Not Sure

Powered by  **Poll Everywhere**



Diversity Workgroup



Upcoming Meetings

No upcoming meetings.

[<< View Past Meetings](#)

[View Meeting Calendar >>](#)

Scope and Purpose

Our Goals

The Diversity Workgroup was formed following the signing of the 2014 Chesapeake Bay Watershed

**Watershed
Agreement**



Stewardship Goal

Diversity

DEIJ Lens Focus

Who



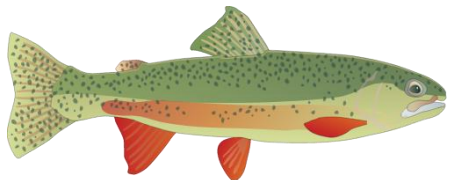
Where



What

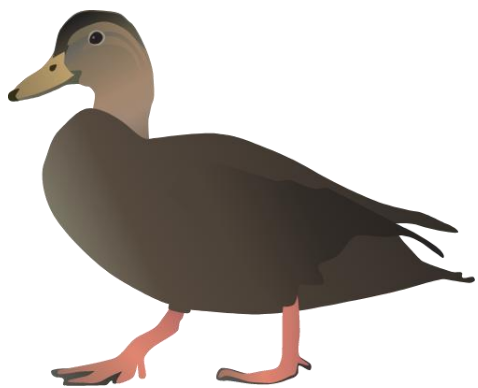


How To Ideas



Brook trout

Develop cache of outreach/communication products for quick response to requests.



Black Duck

Improve methods of monitoring outcome progress



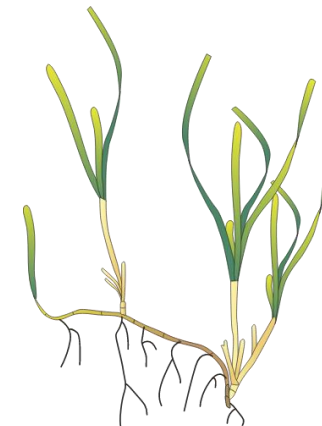
Wetlands

Improve WetlandsWork.org by adding new success stories, implementing the marketing strategies that were developed to increase traffic of the site, and improving security and certifications to ensure site access to all. & Assess risks to coastal habitats by forecasting vulnerability and resiliency of coastal systems to future change.



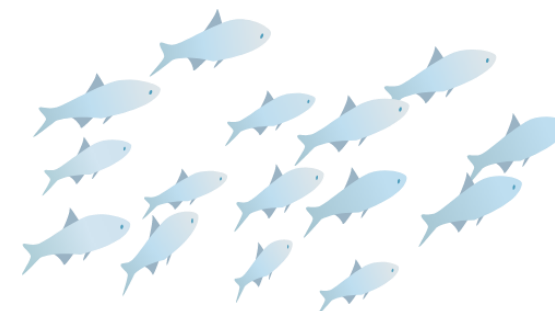
Stream Health

Provide training and education to diversity of stakeholders on stream restoration and stream health.



SAV

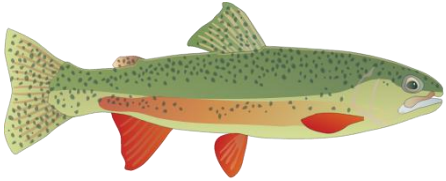
Continue SAV restoration efforts through direct plantings of seeds or propagules in hopes of establishing viable SAV beds where they are not recovering naturally with improvements in water quality or where diversity is low. Develop a communication strategy that enhances the public's knowledge of and appreciation for SAV in the Chesapeake Bay



Fish Passage

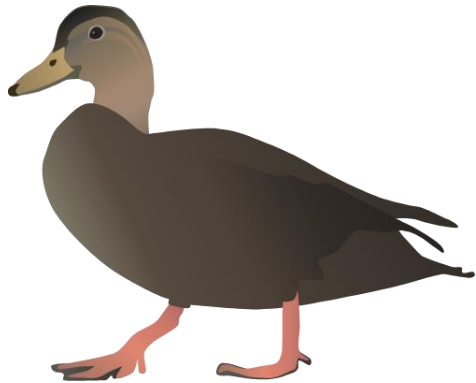
Conduct target species monitoring of select dam removals in VA (+/- and relative abundance)

How To Ideas



Brook trout

Develop cache of outreach/communication products **in English and Spanish** for quick response to requests



Black Duck

Improve methods of monitoring outcome progress – **could partner with HBCU and other MSI to create monitoring programs**



Wetlands

Improve WetlandsWork.org by adding new success stories, implementing the marketing strategies that were developed to increase traffic of the site, and improving security and certifications to ensure site access to all **by adding an accessibility widget & Assess risks to coastal habitats by forecasting vulnerability and resiliency of coastal systems to future change.**



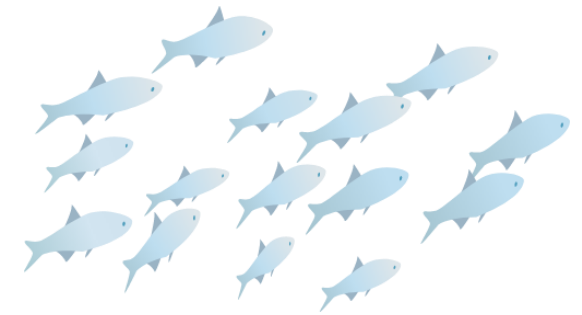
Stream Health

Provide training and education to diversity of stakeholders on stream restoration and stream health **by partnering with BIPOC organizations to reach new/diverse stakeholders .**



SAV

Continue SAV restoration efforts through direct plantings of seeds or propagules in hopes of establishing viable SAV beds where they are not recovering naturally with improvements in water quality or where diversity is low **that where applicable correspond to locations on EJ Dash**



Fish Passage

Conduct target species monitoring **via community science** of select dam removals in VA (+/- and relative abundance)



Examples

Example 1 -TOGI



Targeted Local Outreach for Green Infrastructure in Vulnerable Areas (TOGI)

Vacant Lot Conversion



Green Space and Access Creation



Urban Wildlife Habitat Creation



Example 2 –Stream and Human Health



Discussion

- What questions do you have for us?
- How can the Diversity Workgroup and Habitat GIT work together to achieve these goals?
- What steps have you taken to incorporate DEIJ into your work?
- What do you need moving forward?

Thank You!

Briana Yancy- *Environmental Management Staffer - Diversity Workgroup,
Chesapeake Bay Program (yancy.briana@epa.gov)*

Bo Williams- EPA Environmental Protection Specialist & DEIJ Action Team
Coordinator (Williams.James@epa.gov)