



## Diversity Workgroup Meeting

Friday August 25th, 2023

10:00 am - 12:00 pm Virtual meeting via [Zoom](#) link

Meeting ID: 814 8387 1614

Passcode: 931107

Attendees		
Britt Slattery	Edgar Freeman	Brittany hall
Jimmy Looper	Wuillam Urvina	Rico Newman
Alex LoCurto (Taking over for Alexa)	Trystan Sill	Phoebe Galione
Carmena Thomas-Wilhite	Eddie Gonzalez	Jess Blackburn
Lauren Taneyhill	Lena Mahyoub	Melissa Fagan
Rachel Felver	Cindy Osorto	August Goldfischer
Juel Gibbons	Trena Ferrelljul	Jeremy Cox
Angela Jones	Julie Lawson	Bo Williams
Kayli Ottomanelli	Kesha Braunskill	Breck Sullivan
Sandi Jimenez	Jeremy Hanson	Ruby Stemmler
Lora Harris	Beth Ginter	J. Hoana
Maxwell Fairweather	Melissa Sines	Wellington Ashe
Marcus Girswold	Pamela Bingham	

### 10:00 - 10:15 Welcome and Introductions

*Brittany Omoleye-Hall, National Park Service, Workgroup co-chair*

- Workgroup members note briefly something they are working on that is of interest to the group. **We should send out a workgroup wide email with all of these things in it**
- Cindy O.: The conceptual Climate Pathway Report by UMD in partnership with MDE has been released and listening sessions are happening in September:  
<https://mde.maryland.gov/programs/air/ClimateChange/Pages/index.aspx>
- Breck S: Memorandum of Understanding with UMBC. It was signed in April of this year. They are meeting as a committee to see where else they want to collaborate with

UMBC. If there is anything the other members would like to include in the action plan, please let Breck know at her email address: bsullivan@chesapeakebay.net

- Trena Ferrell NASA Moon Tree Quest-<https://observer.globe.gov/do-globe-observer/challenges/nasa-moon-trees-quest>
- Jeremy Cox - My story about the MDE climate pathway report if you care to learn more about how it intersects with CPB initiatives:  
[https://www.bayjournal.com/news/climate\\_change/advocates-say-marylands-climate-plan-could-help-the-chesapeake-bay-too/article\\_d1ff49ec-35cd-11ee-b5e2-b7ae7bd43a45.html](https://www.bayjournal.com/news/climate_change/advocates-say-marylands-climate-plan-could-help-the-chesapeake-bay-too/article_d1ff49ec-35cd-11ee-b5e2-b7ae7bd43a45.html)
- Also thought folks might be interested in this recent EPA OIG Report on cumulative impacts and the need for more policies, guidance, and performance measures:  
<https://www.epa.gov/office-inspector-general/report-epa-needs-further-refine-and-implement-guidance-address-cumulative>
- National Science Foundation's 2023 Diversity in STEM: Women, Minorities, and Persons with Disabilities Report: <https://nces.nsf.gov/pubs/nsf23315/report>

#### 10:15 - 10:35 Workgroup Business

- Britt S: There have been a lot of things happening at the CBP. There has also been a lot of discussion around outcomes being on track for 2025 and what the plan is for beyond 2025. We have had some of those conversations with this group before. There will be opportunities for more engagement and hearing from people outside of CBP. We have also been representing the WG in a variety of ways in the area of workforce development. There have been quarter-ish meetings that the DWG core team has been attending when possible. The workforce action team is looking to do a landscape assessment to see where there are gaps and needs.
- Britt S: The WG also sponsored the Equity in Grantmaking project as well as getting support for a summer internship through the C-StREAM program.
- August G: There has been a group meeting over the past several months in regards to accessibility and increasing accessibility for people with disabilities. They have pulled together some resources that are somewhat tailored to the CBP. They will be sharing the guide on September 12th and it will be made available on the CBP website (<https://www.chesapeakebay.net/what/web-development-support>). This project was born out of a want to make guidelines for program-wide publications and accessibility. If you have any questions please feel free to email them here: [agoldfischer@chesapeakebay.net](mailto:agoldfischer@chesapeakebay.net)
- Britt S: We wanted to give everyone a feel for what is being done. We do have more actions that we could work on in our Logic & Action Plan. As we approach 2024, we will have the opportunity to develop a new plan with new actions. There are lots of things that we should and could be doing so we want to provide those opportunities
- Trystan S: Would appreciate a place to kind of check ourselves, feels as if they are doing it in a bubble.
- Lena M.: Would like to stay updated and would like to know what we are working on and doing.

- Jimmy L: Zoom Poll

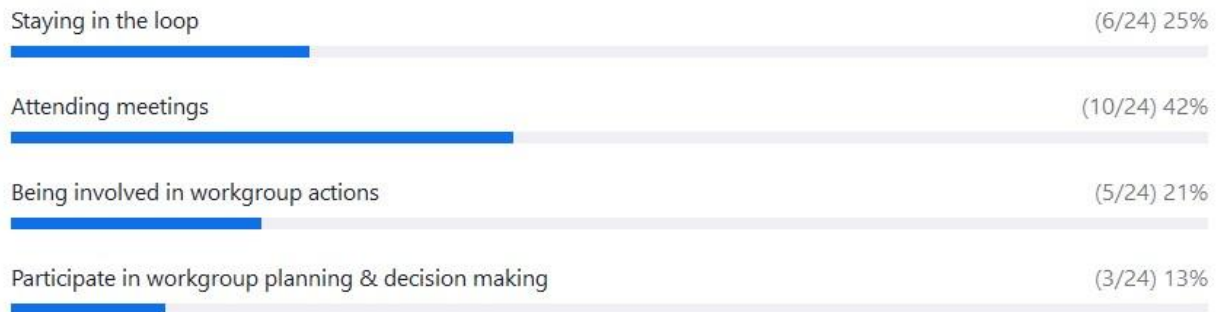
1. What are your primary reasons for coming to Diversity workgroup meetings? (Multiple Choice)

24/24 (100%) answered



2. What level of involvement would you like with the Workgroup (Single Choice) \*

24/24 (100%) answered



## 10:35 - 11:00 Navigating Difficult History and Shifting Attitudes at the Robert E. Lee Memorial

*Lena Mayhoub, Virginia Tech student and C-StREAM Fellow – Chesapeake Research Consortium's Chesapeake Student Recruitment, Early Advisement, and Mentoring (C-StREAM) program - Diversity Workgroup sponsored internship with National Park Service*

- Lena M. - Internship: The CBP Community Level Partner Organization Development Interns.
- Worked on two specific projects: Arlington House Interpretation and Potomac Conservancy Tree Seed Program
  - Potomac Conservancy Duties

- Handled email communication with previous seed hosts, connected with potential seed collection partners
  - Identified potential collection event sites in Montgomery County, MD focusing on underserved areas that were metro accessible (if possible)
  - In the process of planning a collection event on Virginia Tech's campus this Fall!
- Primary Activity: Assisting the South District of the George Washington Memorial Parkway in their commitment to truthful and inclusive interpretation at Arlington House: the Robert E. Lee Memorial
- Methods: A Note on Language
  - "Having hard conversations is a critical way to digest suppressed truths and is necessary for true reconciliation of American society. To facilitate having these conversations, some shared language is necessary."
  - Ex. Enslaved Person vs "slaved"
- The Freedman's Village: Interpretive Program by Lena Mahyoub
  - After 1862, about 400 freedom seekers traveled into D.C. into refugee camps (aka "Contraband Camps"). The conditions in these camps were very poor due to disease and harsh conditions.
  - One person of focus is James Parks, former enslaved laborer at the Arlington Estate, later buried in the Cemetery
  - Another individual that Lena highlights is Maria Carter-Syphax, former enslaved woman and biological 2nd daughter of George Washington Park-Custis
  - The residents of Freedman's Village were forced to leave their homes
- Competencies
  - Multicultural awareness
    - Having conversations with certain visitors means acknowledging their different upbringing and experiences.
  - Civic Responsibility
    - Having the knowledge and skill to stay committed to site non-negotiables even with difficult visitors
- What's next?
- Kristin S: What is the plan to make this program durable?
  - Lena: I uploaded an overview of my program and is now shared to a drive accessible by all of the rangers. The program is available to be presented and can be taken by any of the rangers at the park.

### **Funding Assistance**

#### **11:00 - 11:30 New Grant Resources Hub for Non-profit Organizations**

*Marcus Griswold, Calm Waters Group and Melissa Sines, Colmena Consulting*

- This resource hub has been developed as a deliverable in followup to the series of Equitable Grant Funding workshops presented this spring by Marcus and Melissa, and will be made available soon. It has been prepared in an effort to close the gap between the willingness of government and private funders to direct grants to under-resourced

organizations and the readiness of organizations who have not had equitable and adequate access to grant funding opportunities for various reasons.

- Project Overview
- Project Deliverables
  - Interviews and focus groups
  - findings summary
  - delivery of two workshops for funders and two workshops for nonprofits, intermediaries, and funders
  - recommendations to funders
  - nonprofit resource hub
- Funder Recommendations
  - Make equity a leadership priority and commitment
  - Leaders can support this shift by signaling support for initiatives like these:
    - Value people-centered outcomes
    - Support a funder/agency Community of Practice
    - Develop shared language, definitions, and data
    - Partner to build capacity (Fed/State/Local/Private)
- About the Hub
  - This nonprofit resource hub is an effort to close the gap between the willingness of government and private funders to direct grants to under-resourced organizations and the readiness

### **11:30 - 11:50 (20 min.) Federal Funding Opportunities**

*Bo Williams, EPA Chesapeake Bay Program*

- Bo Williams: Will run through a general overview of federal funding opportunities that have come up
- There is a lot of funding coming out right now through the BID and IRA. A lot of these programs are coming up now so much of the information is preliminary and TBD
- Environmental and Climate Justice Communities Grant Program
  - \$3 billion under Inflation Reduction Act to support EJ activities
    - IRA:
      - \$2.8 billion for grants for activities benefiting disadvantaged communities
      - \$200 million for technical assistance
- Thriving Community Technical Assistance Centers (TCTACS)
  - How can we facilitate access to funding?
  - They are sort of the basis to move into other programs at EPA
- Thriving Community Grantmaker Network (2024)
  - An attempt to streamline the application process
- Implementation: Environmental and Climate Justice “Community Change Grants” (\$2 billion, soon!)
- EJ TCTAC
  - Supports EO 13985 AND EO 14008
  - \$117 Million (EPA, DOE) for regional technical assistance centers

- Objectives: Support underserved and overburdened communities access grant opportunities and participate in environmental decision making
- Eligible Activities: Technical assistance, training, etc. for:
  - Navigating and writing strong grant proposals
  - managing grant funds
  - etc.
- EPA Region 3 TCTAC: Mid-atlantic thriving communities hub
- Lead: National Wildlife Federation
- Partners: University of Maryland's (UMD) Center for Community Engagement, Environmental Justice and Health (CEEJH) and Environmental Finance Center (EFC), Morgan State University, West Virginia State University
- Additional Funding Opportunities NOAA
  - Under the Bipartisan Infrastructure Law (\$3 billion over 5 years)
    - Transformational habitat restoration & resilience (\$491 million [5 years], \$1-25 million, no match requirement, NOV. 17 deadline)
    - fisheries/underserved communities
    - National coastal resilience fund
  - Under the Inflation Reduction Act
    - Climate Resilience regional challenge
    - Climate-ready workforce
    - Climate resilience accelerators

**11:50 - 12:00 (10 min) Next Meeting / Closing Thoughts (Ran out of time)**

**12:00 Adjourn**