

Big picture:

- Diversity, Equity, Inclusion and Justice (DEIJ) is a lens through which we approach all of the LLWG's efforts
- In 2021 - 2023, we plan to test efforts to operationalize this lens
- Goal is to inform next LLWG logic and action plan for 2023 - 2025

Topic	Questions/Concerns	Proposed Actions	Timeline
Workgroup diversity & inclusion	<p>Does the workgroup reflect the diversity of the people/jurisdictions in the watershed?</p> <p>If not, how can we make the workgroup more welcoming, inclusive, accessible etc.?</p>	<p>Action #1: Using existing data sources, determine the diversity of watershed residents (race, ethnicity, age, gender, income level etc.)</p> <p>Action #2: Using the new local leadership baseline survey, estimate the diversity of local elected officials</p> <p>Action #3: Using the next round of the diversity survey, estimate the diversity of LLWG members, based solely on CBP-wide statistics</p> <p>Action #4: Based on the above actions, define 'under-represented' in the context of the LLWG</p>	Fall 2021 - Winter 2022
Increase the knowledge of local officials on issues related to water resources	<p>Are we reaching everyone?</p> <p>Who are we missing and why?</p> <p>Are our current efforts accessible to everyone?</p>	<p>Action #1: Pilot strategic, educational efforts with 1 regional or county-level chapter or association in MD, VA and PA</p> <p>Action #2: Identify and build strategic partnerships with 3+ trusted sources for under-represented communities (e.g. Maryland Black Mayors) and invite them to join the LLWG</p> <p>Action #3: Peer to peer tours and other non-conference event speakers and attendees should reflect the diversity of the host state's Chesapeake Bay watershed population</p>	Spring 2022 - Winter 2023

Equity in capacity building	Are the resources (funding & technical assistance) reaching the local governments that need them the most?	Action #1: Ask this question of key partners: CBP, NFWF, LGAC, states, funders, CBT etc. Follow-up questions should include: What are you doing to ensure equity? How are you measuring your efforts at equity in funding/technical assistance?	Ongoing
Increase the knowledge of local officials on environmental justice issues		Action #1: Integrate environmental justice into at least 3 conference panel proposals Action #2: Integrate environmental justice into all peer to peer bus tours	Ongoing
Increase the knowledge of LLWG members on DEIJ issues		Action #1: At least two LLWG meeting speakers per year cover a DEIJ topic and/or integrate a DEIJ theme/message into other topic areas	Ongoing

LLWG DEIJ Small Group: John Maleri, Kate Fritz, Andy Fellows, Ola Davis, Laura Cattell Noll