

To: Management Board

From: Diversity Workgroup

Date: 5/12/22

Subject: Annual Submission of DEIJ Narratives

In February 2022, the Diversity Workgroup raised to the awareness of the Management Board a gap in the Chesapeake Bay Partnership's understanding of activities that are occurring in the realm of diversity, equity, inclusion and justice (DEIJ) within the Partnership's entities. Understanding the types, frequency, and location of DEIJ activities the Partners are engaging in will inform our collective effort to improve DEIJ throughout the watershed. The Management Board agreed to begin submitting annual narrative responses using a template provided by the Diversity Workgroup. This action is in support of the CBP DEIJ Implementation Plan [Performance Tracking and Accountability Framework](#) which recommends that jurisdictions and signatories of the Chesapeake Bay Agreement share their DEIJ activities, outcomes and needs to the Management Board semi-annually.

Attached please find a template for entities to complete as they respond to this request. If the information is available, you may include the exact geographic location of the activities you report. If not, please provide the number of times this activity occurred, and if possible, the number of participants. This first data collection request will serve both as a baseline for understanding our activities and a method for evaluating how we measure our success in this arena.

What is an activity?

Activities directed to underserved (or disadvantaged) communities/populations may include programs and projects with the express intent to **directly protect, conserve, or restore living resources, habitat, water resources, or water quality in the Chesapeake Bay watershed**. These include programs or projects to provide financial and technical assistance for responsible land use, stewardship, and community engagement in the Chesapeake Bay. Categories for consideration include physical restoration, planning, feasibility studies, scientific research, monitoring, education, and infrastructure development. Please record these activities in column D.

Activities/initiatives to improve internal diversity, equity, inclusion, and accessibility may include programs and progress with the express intent to directly build DEIA into the workforces and workplaces within the partnership entity. Categories for consideration include training, hiring, retention, recruitment, and professional development. Please record these activities in column I.

About the template

The term "underserved community" refers to a community with environmental justice concerns and/or vulnerable populations, including minority, low income, rural, tribal, indigenous, and homeless populations*. The federal government is working on developing guidance related to the implementation of Justice 40, but it has not been published yet. The **interim** demographic indices that are being considered for disadvantaged communities are % low income, % linguistically isolated, % less than high

* https://www.epa.gov/sites/default/files/2019-11/documents/final_project_summaries_ejsg2019_11.6.2019.pdf

school education, % unemployed, and low life expectancy. As a result, we ask each jurisdiction to include the definition they are currently using for identifying these communities. For help identifying a community with environmental justice concerns, please refer to <https://ejscreen.epa.gov/mapper/>

The spreadsheet also contains optional columns (E, F, G, H and J, K, L). These may be used in future years; this year we included them for your consideration. Please fill them out if you already collect the information and it is easy to obtain. Filling out these columns where possible will help the diversity workgroup understand what kind of information is already available within your organizations.

This information will be shared with your peers at the September Management Board meeting and provide the basis for semi-annual discussions on DEIJ activities in your organization. The Diversity Workgroup will also work with the DEIJ coordinator to analyze this information and use it as a baseline against which we can measure progress over the next several years.

Additional Resources

[DEIJ Implementation Plan](#)

* https://www.epa.gov/sites/default/files/2019-11/documents/final_project_summaries_ejsg2019_11.6.2019.pdf