



Diversity Workgroup May 2018 in-person Meeting Minutes

Date: May 21st, 2018

Time: 1:00 – 4:30 PM

Location: Lancaster Marriot 25 S Queen Street Lancaster, PA 17603

Link: https://www.chesapeakebay.net/what/event/may_2018_diversity_workgroup_meeting

Participants:

Name	Organization	Name	Organization
Jim Edward	EPA	John Brakeall	PA DEP
Sarah Anderson	Lillie Leaf Solutions	Julie Mawhorter	USFS
Caitlyn Johnstone	Alliance for the Bay	Donna Morelli	Bay Journal
Melissa Fagan	CRC	Darius Stanton	CRC
Marcia Fox	DE DNREC	Edgar Freeman	MD DNR
Taylor Nezat	PennFuture	Derrick Hinton	Bowie State University
Carla Johns	CBF		

Introductions from Jim Edwards, Diversity Workgroup Chair:

- We'd like to thank everyone who made it today, whether it is a part of the Choose Clean Water Conference, as a member of the Diversity Workgroup, or a new attendee interested or curious about community-based environmental management and environmental justice.
- Today, we will be reviewing the status of some of the **workgroup's asks of the Chesapeake Bay Management Board to help further the Diversity outcome** and assist in the drive of our Diversity indicator. We plan to present an option from the most recent meeting on a target goal for partnership diversity and diversity in leadership.
- We will show you all a **finalized FCA infographic**, which was a GIT Funding project in conjunction with the Toxic Contaminants workgroup and communications workgroup. Everyone should have a copy.
- We will also discuss potential GIT funding ideas for the next fiscal year. Next month we will begin the **GIT Funding project that was awarded to Skeo solutions: Implementation Support for Chesapeake Bay Program Cultural Competency, Diversity Equity and Inclusion (DEI) Capacity Building, Training and Tools Development**.
- Working to increase the green career pathway for students from diverse communities, this summer we are launching the Chesapeake Student Recruitment, Early Advisement and Mentoring Program, **Chesapeake StREAM** for short. Under this program, this summer, **we will have three interns at the Chesapeake Bay Program under the Water Quality, Environmental Justice and GIS departments**. We will also have one intern conducting Chesapeake Bay related

research at the Smithsonian Environmental Research Center under the Chesapeake Research Consortium.

Presentation by Darius Stanton, CRC Staffer, Diversity workgroup Staffer

Main points from presentation (Powerpoint can be found in link above) -

- 1) Delaware has a Chief Diversity Officer State-wide
- 1) PA DCNR has a DEI committee as well.
- 1) PA DCNR has an external EJ Advisory board as well
- 2) Plan to present at June Management Board Meeting – Diversity Indicator target goals
- 5) By 2025, 25% of the total CBP partnership be people of color.
- 5) By 2025, 20% of leadership consist of people of color. 20%/25% by 2025!

Edgar Freeman: Asked a question about best practices in hiring and diversifying a workforce.

Barrier removal is critical, says someone on the phone- allowing for less education needed and other barrier removals can help us diversify our workforce. Based on the duties performed, we can analyze and remove institutional barriers to diversifying our workforce.

Darius Stanton: Opened the floor for reactions from the workgroup. He has committed to reminding folks of the date of the next Management board meeting.

Panel Discussion – Community leaders of PA environmental community

1. Same question for non-sect communities, but also give insight to what the differences are that may drive these challenges.
2. What issues not related to the environment has an impact on your community that may make it difficult to accomplish environmentally related goals?
3. What groups and organizations do you think could assist in to improving the quality of living with your community or communities surrounding your community, to increase their quality of living?

1. **Please describe the community you either represent or engage with consistently through your work.**

Taylor Nezat - Campaign organizer at Penn Future, works closely with CCW, Susquehanna Clean up and policy analysis. He is consistently meeting with constituents to talk about community or education issues to bring forth to political officials. Works with a lot of different groups across the south central region of Pennsylvania. However PennFuture works a little bit with everybody.

Carla Johns – PA office CBF Grassroots specialist. First I worked in advocacy and now outreach and engagement. I specifically work with four EJ communities in South Central PA (Harrisburg,

York, Columbia Borough and Lancaster). Specifically on polluted Stormwater education, green infrastructure projects and rain barrel workshops.

2. What challenges has your community faced because of cultural or religious differences?

Taylor Nezat - With my position, being relatively new to it, engagement with EJ is somewhat limited. Political realm, very ideological from what goes on at the hill. PA Fragmented into 6 different states. Southern – mainly democratic, the other four are mainly republic. You need them all on board to get anything done. There is a lot of weight behind some of the work that is attempting to get done. This is based out of appealing to the constituents. Out of the different sects that we're in. Individual before me did reach out to a lot of the faith based organizations across the watershed.

Carla Johns - My work has been neighborhood centric. Really looking at what groups have been doing what. The challenge has been more about gaining community involvement. There have been a few community leaders that have been helping and getting involved, but its more so getting the rest of the community involved. We've have some solid big events, but when looking to do small community projects it's been a challenge. And getting this word out, further than social media, has been somewhat of a challenge. It hasn't been too much of a cultural or religious issues however.

3. Same question about issues, but specifically for the rural or plain sect community.

Taylor Nezat - Anytime you have a state like PA you'll have a lot of differences. You have a few big cities then there are mainly rural, small town farming communities. Lancaster County has more cows than the state of Virginia.

4. Are leadership in your community/the community you engage with aware of environmental/public health policies and best management practices to increase water quality/reduce runoff and sediment loads in water?

Taylor Nezat - With the phase 3 WIPS push that their doing now with Secretary Donald, Secretary Redding, and Secretary Dunn they will be developing the accountability frameworks. After that the phase III WIPs have to be sent to the EPA. I was out meeting last week was to get more communities involved in the process. It's really important that we do our fair share of the outreach to the community.

I think another thing is that sometimes we run into communities that don't ever really have to deal with water problems. When they turn on their faucet, its clean water. When they turn on the shower, its clean water. We must let people know though, that there are parts of PA that are very close to a Flint, Michigan. We've seen it in counties outside of Harrisburg too. Because we've had meetings with different areas across the watershed.

Carla Johns - The community people I engage with they are very well aware. This is why the community green work is growing and becoming more important to stakeholders and community leaders.

It really depends on the community though. Lancaster for example have been doing a lot of green infrastructure, and are the leaders of green infrastructure for south central PA. This includes city govt.

Columbia Burroughs, just did a rain barrel workshop, about 45 people came out. And this may not seem like a lot for a workshop, but it's actually a big deal. And while they may not be an expert on storm water management and conservation, they know about wanting to save on their water bill.

The environmental movement is really picking up speed. Community leaders have done a really good job of educating people that the built city environment, is still a part of the environment.

5. What issues not related to the environment has an impact on your community that may make it difficult to accomplish environmentally related goals?

Carla Johns – Money, I think that people are starting to understand because specifically in a place like Harrisburg, we are seeing people that are becoming more aware and understanding about what's going on. Paying more on your water bill has been more informative and helping people understanding. Would you rather larger amounts of water repair, or would you want more in your monthly bill. How we get the message across plays a huge impact on engagement and involvement from communities.

6. What issues not related to the environment has an impact on your community that may make it difficult to accomplish environmentally related goals?

Taylor Nezat - 3 different sections- Legal, Outreach, Policy. My role is outreach and policy. Some of the budgetary restrictions across PA DEP – slashed around 40% budget. Cuts in staff grant reviews take longer and regulatory enforcement. DEP gets somewhat the short of the stick with that. When accomplishing any goals have become harder. Very interesting makeup across state legislature, it can be tough to get certain legislation passed. Big environmental groups have not been fully funded for the past 20 years to really do their jobs well.

To meet the Bay Program goals PA would need around \$300 M but only have about 1/3 of that within the DEP.

New projects –

Coach people in PennFuture's ACE program - Advocates for Conservation and the Environment

I never start with work first. I always ask them how they are. I want them to see that I'm not just there to get something from them. Too often times we're going into these offices and teaming up with NGOs and seeing it somewhat as a one-way street, I look to help and show it goes both ways. I want to be able to provide assistance to them as well. If they want or need policy information, I want to be able to provide for them. And I am not only looking to take from them. PennFuture likes to work across the aisle as much as possible. Knowing the approach and approach of some of the constituents of those across the isles definitely helps. This type of work definitely takes time as well. Obviously, building trust through different alliances.

Carla Johns – Quality of living – Really pocketed neighborhoods in bigger cities. It really comes down to certain regions and neighborhoods/communities across major cities. A lot of these cities that I work in are broken into neighborhoods. Blight, crime, general feelings of people coming in and not giving the community members a chance to voice their concerns and then not have something done about it. When you have small community groups coming to city council meetings and community groups come to events and showing their will power, it really comes down to the city and if their willing to prioritize. I have been seeing the attention – new play centers and having these areas be the first priority areas for green infrastructure, putting in more parks, and more cross walks and making sure that safety is a priority. These things go a long way. But it all usually comes down to what's available.

7. What groups and organizations do you think could assist in to improving the quality of living with your community or communities surrounding your community, to increase their quality of living?

Carla Johns - It's been a slow process, but Penn State's office has been great with volunteer events. Partnering with others is important. There have been solid partners within every city. It hasn't just been community groups – Art collectives, city Partnerships and schools have also played big roles in our success.

Partnerships with the city are also key because nothing stinks worse than doing a tree planting to only find out that a year later that this whole street is being ripped up. Working with planning communities is great because you can decide what work is going on where which help be more strategic to understand where to plan and do projects across cities.

8. What do you need to be successful at gaining new volunteers and community members to participate in restoration activities?

Taylor Nezat - You never want to go big picture. Go local streams local rivers. Appeal to the local person. Fishermen, hunters, making sure they are aware and what are some of the steps they can take to be aware to the situations. Make sure you're appealing to the local level. Kayaking, canoeing, and if their getting the outreach and education to go about however it is that you want them to help.

Carla Johns – Trust, and an open heart open mind approach. Under a 2-year grant – I am not trying to recreate the wheel. I've found groups that are already doing work that need some help. I've started to attend these groups meetings. People started coming to me, asking me

questions. So, I'm going in and asking what are they looking for. They want community gardens they want fresh food, they want time to let a child take their aggression out on the dirt. One of my favorite communities has been York City, because they have so many organic gardens. When they see you doing the work around, people start to see you and want to work with you. In PA – we really focus on local rivers and streams. Each major city is so close to a river. PA residents' – they love to play outside, they love to fish, they love to be outside they love to Even if its just walking alongside the river front. They love to play in it. They care about it and this is their way about learning about it. They care about the cleanliness of their streets and they care about their homes not flooding. This makes them more apt to do something because its dealing with something that's dear to their hearts.

Presentation by PA -DCNR Presented by Emily Hendrickson and Jake Newton

Mission is to protect 2.2 million acres of state forests, 121 state parks and provide education and recreation programs. The agency provides \$40 million in grants annually. They formed a DEI committee and did an assessment: 3% POC and 75% male.

Mission now is to increase recruitment and retention of millennials, people of color (POC), and women. They are switching hiring processes to be able to recruit outside of the state. Youth outreach and engagement is also a priority. Cultural transitioning for new hires is very important as well. Programs include PA Outdoor Corps, grant distribution analysis, promoting diversity and inclusion on councils and commissions, and making communications appear more inclusive.

They are looking to create a welcoming environment to public lands, and do better with internal operations like DEI training for employees. Referenced the following programs:

- Outdoor Corps program
- Inner-City Outings
- Next Generation Workforce (35 and under) – Mission is to increase the amount of youth engagement across commonwealth and state job
- Are developing a mentor program with new employees.

PA- DCNR demographic information – % of People of Color

1995: 1.5%

2017: 3%

Currently looking primarily at the following types of diversity – ethnicity and Gender

Have been looking at reevaluating our hiring process. Example - Reviewed the degrees PA-DCNR accept for certain positions.

Outreach to schools through PA – STEM coalitions to identify what barriers exist for students, teachers and schools.

Implemented employee spotlights on PA DCNR's website to show that even with different degrees, you can work within DCNR.

Analyzing those using GIS to see if those are being addressed equitably. Being weighted by income levels and not solely by EJ data.

GIT Funding Project ideas – Facilitated by Sarah Anderson, Diversity Workgroup Vice Chair

1. Jim Edward – Mentioned looking at working with Stewardship and Public Access Team about how they will be increasing diversity at Public Access sites.
2. Melissa Fagan – EJ SCREEN Data Layers from Coordinator / Staffer
3. MF – Training on the recruitment and hiring, focusing on barrier removal.
4. MF – Tool box for hiring practices.
5. Darius Stanton - Online application portal - formal application tool or module for Chesapeake STREAM (Something Similar to NOAA – GreenFin)
6. MF – Common mission that unites both. Somehow, somewhere a common experience. Do some research as it pertains to the mentor experience. Tweak needed to be made in terms of mentor perspective – how it is framed/shaped.
7. Sarah Anderson – Agency and empowerment – Driving Leadership – bringing new faces to other workgroups.

Donna Morelli – Access as in getting people out and doing things to see if they like doing it or not.

Apply for a grant and work with inner city outings

Gets your access and Diversity.

How else do people even know about what's going on.

Or support someone else's existing projects.

Discussion of members of Diversity Workgroup potential to write for Chesapeake Bay Journal - Presented by Donna Morelli, Bay Journal PA Writer

Donna Morelli - PA writer and Grant overseer

Write editorials to then contact Laura and Karl

Would like topics of op-eds and articles to include, but not limited to: events and topics that speak to issues and stories not presented in the Bay Journal in the past. Are usually written and edited two months ahead. Example, if plan is to publish in December, let us know by October.

There are staff across different watershed jurisdictions.

Action Item: Professional Listing – Share Diversity Workgroup Contact List with Donna Morelli.

Members of the workgroup can also be used as a community leader to provide a quote rather than usual suspects.

Op-eds and short stories are usually 800-1500 words. Local Government Newspaper now.

General Updates:

Chesapeake StREAM will have four total interns this summer

1. Environmental Research – Smithsonian Environmental Research Center (SERC)
2. Natural Resource Management – Environmental Justice and Outreach (Chesapeake Bay Program Office, CBPO)
3. Natural Resource Management – Water Quality (CBPO)
4. Natural Resource Management – GIS (CBPO)

June Management Board Meeting will be held on June 14th. We will discuss the Diversity Indicator 2025 Target/Goal.