



**Chesapeake Bay Program**  
*Science. Restoration. Partnership.*

**Diversity Workgroup Meeting Agenda- November**

November 13, 2018

1:00PM-3:00PM

Location: Conference Line

**Conference Line: 202-991-0477 Code: 2832221**

- |             |  |                                 |
|-------------|--|---------------------------------|
| <b>1:00</b> | <b>Welcome and Introduction</b>  | <b>Jim Edward, Diamon Clark</b> |
| <b>1:05</b> | <b>Skeo Presentation</b><br>Vernice Miller- Travis will be facilitating the last of Skeo's workgroup interviews that will ultimately be used to develop a DEI strategy for CBP.  | <b>Vernice Miller-Travis</b>    |
| <b>2:05</b> | <b>Diversity Workgroup Updates:</b> <ul style="list-style-type: none"><li>• 2016-2017 Workplan highlights</li><li>• 2018-2019 Workplan</li><li>• Additional Demographic Profile Question:<br/>"Please list all CBP workgroups that you are a member of."</li><li>• Chair/Vice Chair Search</li></ul> | <b>Jim Edward</b>               |
| <b>2:25</b> | <b>EJ Screen Chesapeake</b><br>Updates about EJ Screen Chesapeake- "an environmental justice mapping and screening tool"   | <b>John Wolf</b>                |
| <b>2:35</b> | <b>Choose Clean Water Coalition</b><br>Updates about CCWC's annual conference and equity workgroup.  | <b>Mariah Davis</b>             |
| <b>2:45</b> | <b>Additional Updates</b>  | <b>Open</b>                     |
| <b>3:00</b> | <b>Close</b>   |                                 |



**Diversity Workgroup Meeting Minutes- November**  
November 13, 2018  
1:00PM-3:00PM

**IN ATTENDANCE**

Jim Edward	EPA
Diamon Clark	CRC
Mariah Davis	CCWC
Amy Handen	NPS
John Wolf	USGS
Edgar Freeman	MD DNR
Michelle Ramirez	MD DNR
Melissa Fagan	CRC
Alan Anderson	Bowie State University
Caitlyn Johnstone	Alliance for the Chesapeake Bay
Alayna Chuney	Chesapeake Funders Network
Tristan Sill	MD DNR
Vernice Miller-Travis	Skeo
Karen Mullen	GBWC
Bre'Anna Brooks	CBT
Sarah Malpass	Skeo
Tanner Haid	Cacapon Institute
Carmen Thomas	CBF

**AGENDA ITEMS**

**Skeo Presentation**

- Skeo is working with the Chesapeake Bay Program (CBP) to develop a DEI strategy to help the program reach its goal of 25% diverse representation with 15% of that goal being in leadership.
- The beginnings of Skeo's work has been interviewing several workgroups to get a sense of DEI perceptions. The last interview occurred Nov. 13 with the diversity workgroup.

- A full report from this conversation was drafted by Skeo and will be available for review. Please contact diversity staffer, Diamon Clark ([clark.diamonique@epa.gov](mailto:clark.diamonique@epa.gov)) for full report. Abbreviated notes provided, below.
- Next steps will be the drafting of the readiness assessment which address topics such as internal culture, practice areas, implementation strategies, and intended goals and outcomes.
- If you would like to participate in reviewing and drafting documents, please contact diversity staffer, Diamon Clark [clark.diamonique@epa.gov](mailto:clark.diamonique@epa.gov).

#### Interview Questions and Answers:

- 1. What are the primary responsibilities and functions of the diversity workgroup?**  
Bring diverse people to CBP through community outreach, work to solve environmental justice issues, and break the 2.0 green ceiling.
- 2. How is the diversity workgroup bringing people of color in?**  
Offering professional development and people of the workgroup participating in all levels of CBP organization.
- 3. How is performance evaluated?**  
By referencing the 2018-2019 diversity workgroup workplan.
- 4. What other workgroups does the diversity workgroup work with?**  
Public Access, Communications, CAC, Tree Canopy, Toxic Contaminants. \*Note- All workgroups are open to the public to join, however this is not advertised.
- 5. Who are the main partners of the diversity workgroup?**  
Chesapeake Bay Trust, Choose Clean Water Coalition, MD/DC/PA Dept. of Natural Resources, Chesapeake Research Consortium, Greater Baltimore Wilderness Coalition, Fish and Wildlife, Environmental Literacy workgroup, EcoLatino.
- 6. What are the characteristics of CBP you are most proud?**  
Their big goals, cross collaboration, strategic plans that are regionally based, and the fact DEI is a goal.
- 7. What are the characteristics of CBP you are least proud?**  
The lack of diversity and time it took make a diversity workplan.
- 8. Is DEI of value to CBP?**  
Yes, it is being acknowledged.

**9. How does DEI factor into CBP?**

While it is still emerging, the placement of diversity in the 2016-17 Bay clean-up plan was the opportunity to relate green issues with social issues that people of color can relate to.

**10. What are the key challenges to promote DEI?**

Lack of diversity in workforce, the differing definitions of what DEI is, moving from data to engaging diverse audiences, funding for advancing DEI.

**11. What are the motivations to advance DEI as a workgroup?**

It's mandated in the workplan, but there are personal connections as people of color to get others engaged in environmental issues because they affect everyone.

**Diversity Workgroup Updates**

Full slideshow available for download at:

[https://www.chesapeakebay.net/what/event/november\\_2018\\_diversity\\_workgroup\\_conference\\_call](https://www.chesapeakebay.net/what/event/november_2018_diversity_workgroup_conference_call)

- Highlight of the 2016-17 workplan included:
  - Collaboration with toxics workgroup to produce a fish consumption advisory for latinx subsistence fishermen/women
  - Tree canopy communication and outreach
  - Growing network of professionals of color
  - DEI and EJ incorporated in EPA grant guidance
- Highlight of the 2018-2019 workplan includes:
  - First cohort of students completed the Chesapeake Stream Diversity Intern program
  - MOU was signed with Bowie State University
  - EJ Screen Chesapeake is available for use.
  - CBP cultural competency training and development with Skeo
  - New CBP diversity target set at 25% with 15% of that goal representing leadership.
- The new demographic profile will be released at the beginning of 2019 with the addition of one question. Open for comment:  
“Please list all workgroups you are a member of or currently engaged with.”

- The diversity workgroup is looking for a chair and vice chair. If interested, please contact diversity staffer, Diamon Clark (clark.diamonique@epa.gov):
  - 1-2 year commitment
  - Lead monthly steering committee calls
  - Lead quarterly workgroup meetings + 2 in-person meetings
  - Assisted by full-time CBP diversity staffer
  - Work on special projects with workgroup (e.g. demographic profile, EJ Screen, DEI Assessments)

## EJ Screen Chesapeake

Full slideshow available for download at:

[https://www.chesapeakebay.net/what/event/november\\_2018\\_diversity\\_workgroup\\_conference\\_call](https://www.chesapeakebay.net/what/event/november_2018_diversity_workgroup_conference_call)

- EJ Screen Chesapeake is a visual environmental justice screening tool
- Designed as a pilot for expansion, with initial focus on the public access, toxic contaminants, and climate resiliency outcomes.
- Complementary story map developed to address some of the usability issues raised during testing – July 2018
- Available at <https://gis.chesapeakebay.net/cbpejscreen/>
- Story map tutorial available at <https://gis.chesapeakebay.net/cbpejscreen/tutorial>

## Choose Clean Water Coalition

- Choose Clean Water Coalition's annual conference will be May 20-22 in Baltimore. RFP's are now open and will prioritize proposals that include are interactive and/or offer a skill set to teach. Session are 45-90 minutes and can range in the form of workshops, games, group discussions, to field trips.
- The conference will also highlight opportunities for professional development and mentorship for young professionals of color.
- See information and RFP here, submissions due January 11, 2019:  
<https://www.choosecleanwater.org/choose-clean-water-conference/2019/5/20/10th-annual-choose-clean-water-conference>

## Additional Updates

- ESA's EcologyPlus will be hosting a cultural competency workshop and career for young professionals on February 1<sup>st</sup>. For more information, please contact Karen Mullen ([karen.willowoak@gmail.com](mailto:karen.willowoak@gmail.com))

"EcologyPlus is excited to announce the **Green Opportunities, Diversity Workshop & Career Fair** on ~~Friday November 30, 2018~~ February 1, 2019. This is a two-part event designed to engage professionals in the environmental, conservation and sustainability fields as well as diverse high school and college students interested in the green careers pathway."