



Diversity Management Strategy and Workplan

“Increase the **number and the diversity** of local citizen stewards and local governments that actively support and carry out the conservation and restoration activities that achieve healthy local streams, rivers and a vibrant Chesapeake Bay.” – Citizen Stewardship Goal

“Identify underrepresented stakeholder groups that are **not currently represented in the leadership, decision making and implementation** of conservation and restoration activities, and create meaningful opportunities and programs to recruit and engage them in the partnership’s efforts.” – Diversity Outcome



Environmental Justice Screen Pilot: 2016 GIT Funding

- GIT project funded at \$50k
- Pilot Outcomes: Climate resiliency, toxic contaminants, public access
- Project goals:
 - assist all GITs & workgroups implement outcomes
 - provide a community stakeholder tool to engage diverse audiences
- EJ screen will assist GITs & workgroups determine restoration, conversation, planning, targeting priorities.
- Tool will provide implementation information to diverse community groups.



Next Steps for Environmental Justice Screen Pilot

- Bay Trust request for proposals – 10/16
- EJ Project screen begins – 1/17
- Process:
 - Awardee hires web mapping expert – 2/17
 - Diversity workgroup and mapping expert meet with pilot outcome workgroups to explore and prioritize content and mapping - 2/17
 - Develop draft screening tool and present back to pilot outcome workgroup – 6/17
 - Final EJ Screen Tool 10/17
- Priority for diversity workgroup is to assure this tool meets needs of underrepresented communities.
- Diversity workgroup would like to further engage climate resiliency workgroup to identify specific needs, initiatives and trusted leaders related to resiliency for underrepresented communities.