



Chesapeake Bay Program
Science. Restoration. Partnership.

Agenda

Diversity Workgroup Member Call

January 29, 2020

10:00 AM-12:00 PM

Webinar*: <https://zoom.us/j/7690130535>

Conference Line: 929-205-6099

Meeting ID: 769 013 0535

*To join the Zoom webinar, please open the webinar link first. After opening the webinar, either elect to join via computer audio or via phone call. If you select phone, you will be prompted to dial the conference line, meeting ID and participant ID.

Meeting Objectives

- Hear an update on Skeo Solution's near-final CBP Diversity, Equity, and Inclusion (DEI) Strategy; provide feedback on their recommendations for implementation and discuss the role of the workgroup.
- Provide feedback on the review of our 2018-2019 [diversity workplan](#), informed by our last meeting and now in presentation format to be shared with the Management Board in February.
- Discuss our vision for the 2020-2021 diversity workplan by revisiting our identified factors/barriers and management approaches that will shape the direction of our work and actions we prioritize.
- Set aside time for a round robin, during which participants can share updates and announcements.

10:00-10:10 Welcome & Introductions

Opening Remarks, *Jim Edward, Diversity Workgroup Chair (EPA)*

Introduce new Vice-Chair: Wendy O'Sullivan (NPS)

10:10-11:05 Chesapeake Bay Program DEI Strategy

Sarah Malpass, Project Manager (Skeo Solutions)

- Background (Sarah – 5 min)
 - Project timeline, status and next steps in Feb/Mar
 - Overview of DEI Strategy Document (review changes to recommendations and overview of the action charts)
- Facilitated Discussion (DWG members, facilitated by Sarah – 45 min)
 - What actions items resonate with you?
 - Anything missing? Any refinements?

- Any suggested changes to the implementation priorities for 2020/2021? Any input on the lead and support roles for these priorities?
- Do you agree with lead roles identified for the DWG in the implementation priorities?
- Recap and transition to the rest of the agenda (Tuana – 5 min)
 - Please continue providing feedback on this google docs form by COB Feb. 5th <https://docs.google.com/document/d/1yVihdUEV22tKXru7vHvqi5U5eIY7JntnocxyG4OSdAM/edit?usp=sharing>

11:05-11:25 Looking Back: 2018-2019 Workplan Review

Francesca King, Diversity Workgroup Staffer (CRC)

At our last workgroup meeting we discussed our work over the past two years. Your feedback has now been incorporated into a [narrative analysis](#) and [presentation](#) that will be delivered to the CBP Management Board in February. These identify our progress and indicate whether assumptions about our outcome have changed based on the information learned over the past two years. It also describes whether the partnership's actions are having the intended effect and whether the partnership should make adaptations or change its course. Francesca will share the presentation and invite the workgroup to suggest changes or adjustments.

11:25-11:40 Looking Ahead: 2020-2021 Workplan Vision

Tuana Phillips, Diversity Workgroup Coordinator (EPA)

When we last met in November, we identified a list of factors and barriers that influence our progress towards achieving the diversity outcome. We will return to this conversation as well as revisit our management approaches to discuss whether these items need further tweaking. This is an important conversation because these items shape the direction of our work and what actions we prioritize in our workplan.

11:40-11:45 Updates

Francesca King, Diversity Workgroup Staffer (CRC)

- On January 24th, the [Principals' Staff Committee](#) approved the removal of the word minority from our outcome!
- Opportunity to provide feedback on Fish Consumption project: due February 12th, email about this will be sent out after our meeting
- C-StREAM applications are currently open. Due February 14th
- Next meeting: In-person workgroup meeting on March 18th, location TBD

11:45-12:55 Updates from Members & Attendees

All participants

Round Robin - Opportunity for participants to make announcements or share about their work.

11:55-12:00 The Way Forward & Closing Remarks

Jim Edward, Diversity Workgroup Chair (EPA)

Calendar

Feb 27 – [Taking Nature Black](#) Chevy Chase, MD

May 9 – UMD Symposium on Environmental Justice & Health Disparities

May 19-21 – [Choose Clean Water Coalition Conference](#) Richmond, VA

Upcoming Career Fairs/Events

Feb 4 – Hampton University Career Fair

Feb 20 – University of Maryland Eastern Shore Career Fair

Feb 27 – Taking Nature Black Conference Career Fair

March 27 – Mobilize Green Career Fair

March 31 – St. Mary's College of Maryland Career Fair

April 9 – St. Mary's College of Maryland Interview Day