My charge

1. Review Action Plans and Progress Reports, provide support to GIT teams as requested to embed DEIJ in updated action plans
2. Develop a network-wide metric-identification and a reporting dashboard for DEIJ goals/efforts
3. Support efforts to simplify communications related to DEIJ across the network
4. Support for the Beyond 2025 work as requested, particularly related to the People goal.

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Key Challenge: Authorizing Environment & Accountability, Implementation Oversight

There is uncertainty around the DEIJ plan leading to lack of progress.

The DEIJ Implementation Plan was a gargantuan effort and accomplishment, but the effort appeared to stop at drafting the plan. Slow progress is being made on updating the "authorizing environment" to enable smooth implementation of the DEIJ plan. In other words, the lack of progress and a clear framework at the top has hindered the ability of GITs and others to adopt a systematized framework for DEIJ implementation.

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Key Challenge: Skills, Competencies & Willingness

Many are committed to advancing DEIJ efforts within the network, but they're unsure where to start or what expected outcomes are to be achieved and don't believe they have the skills or knowledge to do this work.

Across the network, there is a spectrum of where folks are in terms of knowledge, awareness, willingness, comfort, and skills to contribute to a practical application of DEIJ. Until these skills and competencies are included in job descriptions and required by the virtue of sitting in their position, this spectrum will continue to stretch out as folks get further apart due to their own personal commitment or skill level related to DEIJ.

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*Focus on moving beyond 2025 by seeking ways in which restoration can be relevant to all communities within the watershed.

Key Challenge: Information Overload

So much work has been done across the various signatories, goal teams, working groups, and partner agencies to advance DEIJ in the network, but there is no central, organized repository of this work that is easy to find, searchable, and accessible for folks who are urgently addressing science and people outcomes for the Bay.

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Next Steps

1. Work on updating templates for Management Strategies and Logic and Action Plans to include relevant action items from the DEIJ Implementation Plan. Build accompanying DEIJ Metrics and Dashboard.
2. Require and/or incentivize job skills and competencies related to implementing DEIJ efforts.
3. Centralize and make more visible resources and actions related to DEIJ on the ChesapeakeBay.net website

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Reporting on DEIJ Implementation Plan Progress

- Share up to 5 internal or external facing activities that your agency or organization has accomplished or have successfully implemented in the last two years
- For each, answer these questions in bullets (15 words or less):
    - What was the outcome? (headline)
    - What did you do? (project description)
    - Key challenges?
    - Next steps?

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Success Story: Fish GIT

Two-Day Meeting at an HBCU:

- Supported agenda creation

- Brainstormed advice and guidance on facilitation and engagement

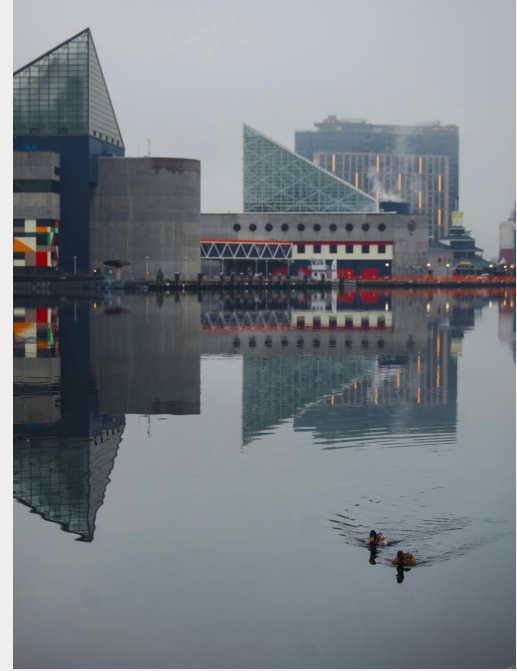*Folks who attended have reported back how impressed they were with the leadership team on their planning!*

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Success Story: Stream Health Workgroup

Facilitated a DEIJ discussion to think about ways water and people intersect.

The workgroup generated ideas and resources related to incorporating DEIJ in their work!

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Success Story: STAC Proposal Review

Supported a steering committee and found some gaps in application needs and reviewing requirements; suggested DEIJ elements for the review process.

A new rubric for proposals incorporating DEIJ considerations has been approved!

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Internal Activities Reporting

- Promote diversity and inclusion in hiring, appointment, promotion, and retention
- Nurture a sense of belonging for staff/members
- Host or attend DEIJA-related training
- Include dedicated time for DEIJA-related topics at meetings and gatherings
- Set aside budgeted resources and time for DEIJA-related efforts

External Activities Reporting

- Prioritize DEIJA and equitable practices in grantmaking and contracting
- Participate in community-led gatherings, tribal meetings and conferences, and other engagement opportunities to build CBP's professional network
- Intentionally outreach to community-led partners and organizations in under-resourced regions
- Share stories or data that highlight DEIJA-related issues or initiatives
- Publish and share communications that are inclusive and accessible

What was the outcome? (headline)

- What did you do? (project description)
- Key challenges?
- Next steps?

<mark>DC EXAMPLE:</mark> What was the outcome? (headline)

- What did you do? (project description)
- Key challenges?
- Next steps?

More diverse candidates are making it to the final round of interviews

- We reviewed our job qualifications and interviewing questions and protocol to root out sources of unconscious bias.

- The key challenge was setting aside time to institutionalize these across the agency.

- We're continuing to assess our progress toward a more diverse candidate pool and will continue to tweak our process as we learn more about candidate experiences.

Agency focuses on language justice

- We started including language translation options and or ASL/CC for our external communications and gatherings

- The key challenge was identifying resources for translation and ASL and finding dollars to cover the costs of these services. Another challenge was our staff's ability to understand the technology.

- We're continuing to assess what opportunities we have to ensure that our communications are accessible to more people, like doing a reading grade analysis of our announcements.

Entire staff attends community-wide celebration

- We scheduled our staff to attend the local heritage celebration for a community we are not as familiar with.

- The key challenge was setting aside budget and staff time to cover the cost of attending.

- We've started an organization wide calendar to identify community-led events that our staff should have a presence at and we are planning to adjust our performance reviews to ask our staff about attendance and learning at these events.

Reporting on DEIJ Implementation Plan Progress

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