

# Diversity Workgroup 2022 Recap

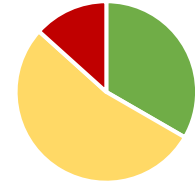
The Chesapeake Bay Program's Diversity Workgroup works to meet the [Diversity Outcome](#). Let's see what we accomplished in 2022!

## Meetings & Events

- [November 2022: Funding and Support](#)
- [September 2022: Diversity Indicator Survey and Metrics](#)
- [July 2022: Stress Management](#)
- [May 2022: Cultivating and Strengthening Relationships](#)
- [March 2022: Green-Reentry](#)

Diversity Workgroup members attended several events including Rock Creek Conservancy's Extreme Clean Up, the Choose Clean Water Coalition Conference, the World Seagrass Conference & International Seagrass Biology Workshop, University of Maryland Community Engagement Environmental Justice & Health (CEEJH) Environmental Justice Symposium, and the Elktonia and Carr's Beach Opening.

## Logic & Action Plan Update



■ Complete/Continuous ■ In Progress ■ Not Started

## Staff & Member Updates

- Wendy O'Sullivan and Kevin Newman served their chair terms and have stayed on as workgroup members;
- We onboarded two new chairs, Amanada Knobloch and Brittany Hall;
- We hosted two summer interns, Mackenzie Smith and Bianca Martinez Penn, who supported our efforts to help partners;
- Allison Ng served as the acting coordinator helping the workgroup get through the SRS process;
- Briana Yancy was hired on as the Workgroup Coordinator after working in the Staffer role for a year;
- We welcomed new members from organizations such as Divison Street Landscaping, Maryland Department of the Environment, VA Department of Environmental Quality, the National Aquarium, Maryland League of Conservation Voters, and more.

## Workgroup Activities ([link to workplan](#))

### Cultivating and Strengthening Partnerships with Underrepresented Stakeholders (Scope 11):

This project culminated in summer 2022 and aimed to help the Chesapeake Bay Program (CBP) develop a better understanding of the needs, barriers, and priorities of organizations led by and serving historically underrepresented and underserved communities. The objectives were to engage communities in meaningful ways to build trust and sustainable long-term relationships. This project was led by Chesapeake Conservancy.

### Equitable Grants and Funding in the Chesapeake Bay Watershed (Scope 3):

Calm Waters Group and Colmena Consulting are leading this project. We will bring together funding organizations and historically under-resourced organizations through a series of workshops to build greater understanding of barriers to equitable funding and to strengthen connections between organizations.

### CBP Diversity, Equity, Inclusion, and Justice Coordination Grant:

DOEE funded a grant allowing The Partnership to select a person(s) who will facilitate and coordinate the implementation of key elements of the CBP Diversity, Equity, Inclusion and Justice Implementation Plan. Resolve Conservation is the grantee that will support the workgroup with this effort.

### Lunch and Learns:

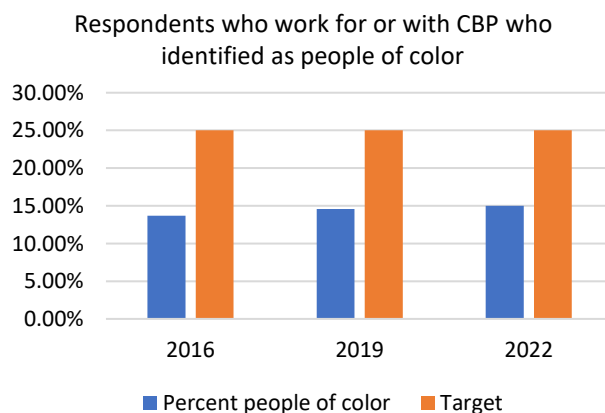
The Diversity workgroup partnered with the communications team to deliver various webinars focused on diversity, equity inclusion, and justice.

## Workgroup & Partner Highlights:

- UDC & DOEE are partners in creating learning and career exposure opportunities in environmental engineering and social justice at Anacostia High School.
- NPS Chesapeake Gateways Grants will support inclusive interpretation and community resilience.
- Maryland DNR Guide for Our Youth and Young Professionals Seeking Knowledge of Conservation Careers is available on Project Green Classroom.
- Morgan State PEARL is getting \$1M to improve student opportunities at the lab to get HBCU students into geosciences.
- Hosted a DEIJ in Chesapeake Bay Restoration and Stewardship Work webinar with HerChesapeake
- CBP hosted 4 workshops with Virginia State University (VSU) to teach students and faculty about GIS tools.
- The CBP Environmental and Equity Dashboard has been updated and presented for several audiences.
- NY DEC dedicated EJ focused funds to their Environmental Justice Grant Program, Climate Smart communities, and allocations in their budgets
- West VA has been using the MEB to identify disadvantaged communities that would benefit from green infrastructure
- Delaware held EJ related trainings with almost 400 people in attendance
- USACE NAB working in Baltimore to assist low-income communities with flooding

## Diversity Indicator Survey

In 2022, we worked to improve the reliability and analysis of our diversity survey to track progress toward increasing the percentage of people of color in the Chesapeake Bay Program to 25% (with an increase of POC in leadership to 15%). See more on [Chesapeake Progress](#).



Thank you to our staff, members, partners, and interested parties for a great year!