



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

# Diversity, Equity, Inclusion and Justice in The Chesapeake Bay Program



# Purpose and Contents

The work of implementing the Chesapeake Bay Watershed Agreement to restore the Bay is an ambitious and visionary undertaking. Success over the long-term will require tapping into the persistence, wisdom, creativity, motivations and political will of the full diversity of people who live in and contribute to the many ecosystems that make up the Chesapeake Bay watershed. Therefore, decision-makers and partners must leverage strategies for diversity, equity, inclusion and justice (DEIJ), including environmental justice (EJ).

This presentation provides information about the Chesapeake Bay Program and its partnership commitments and activities related to diversity, equity, inclusion and environmental justice. This document is overseen by the Chesapeake Bay Program's (CBP) [Diversity Workgroup](#). If you have any edits or additional opportunities to add to this document, please email them to the Diversity Workgroup staffer and/or coordinator.

## Contents

- Chesapeake Bay Program Overview and History
- Chesapeake Bay Program DEIJ Commitments
- Chesapeake Bay Program DEIJ Activities /Efforts
- How to get involved in the Chesapeake Bay Program



# Key Terminology

**Diversity** – The demographic mix of a specific collection of people, taking into account elements of human difference. For example: racial and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment.

**Equity** – is the promotion of justice, impartiality and fairness within the procedures, processes, and distribution of CBSF resources. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

**Inclusion** – Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

**Justice** – the quality of being just, impartial, or fair.

**Social Justice** – equal access to wealth, opportunities, and privileges within a society. This may mean addressing the present-day impacts of past inequities in order to achieve equity going forward.

**Environmental Justice** – the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations and policies, and refers to “decisions [that] support sustainable communities where people can interact with confidence that their environment is safe, nurturing, and productive...”

**Underrepresented groups/communities:** Populations whose representation in a particular situation is lower than their representation in the United States population. Their absence contributes to knowledge gaps in that context. Representation is commonly assessed using population groups like sex or race/ethnicity; however, when assessing underrepresentation, it is a best practice to consider whose lives will be impacted by decision-making (e.g., those underserved or overburdened populations, environmental justice communities) and ensure that those groups are represented and included in that decision-making.

## Acronym List

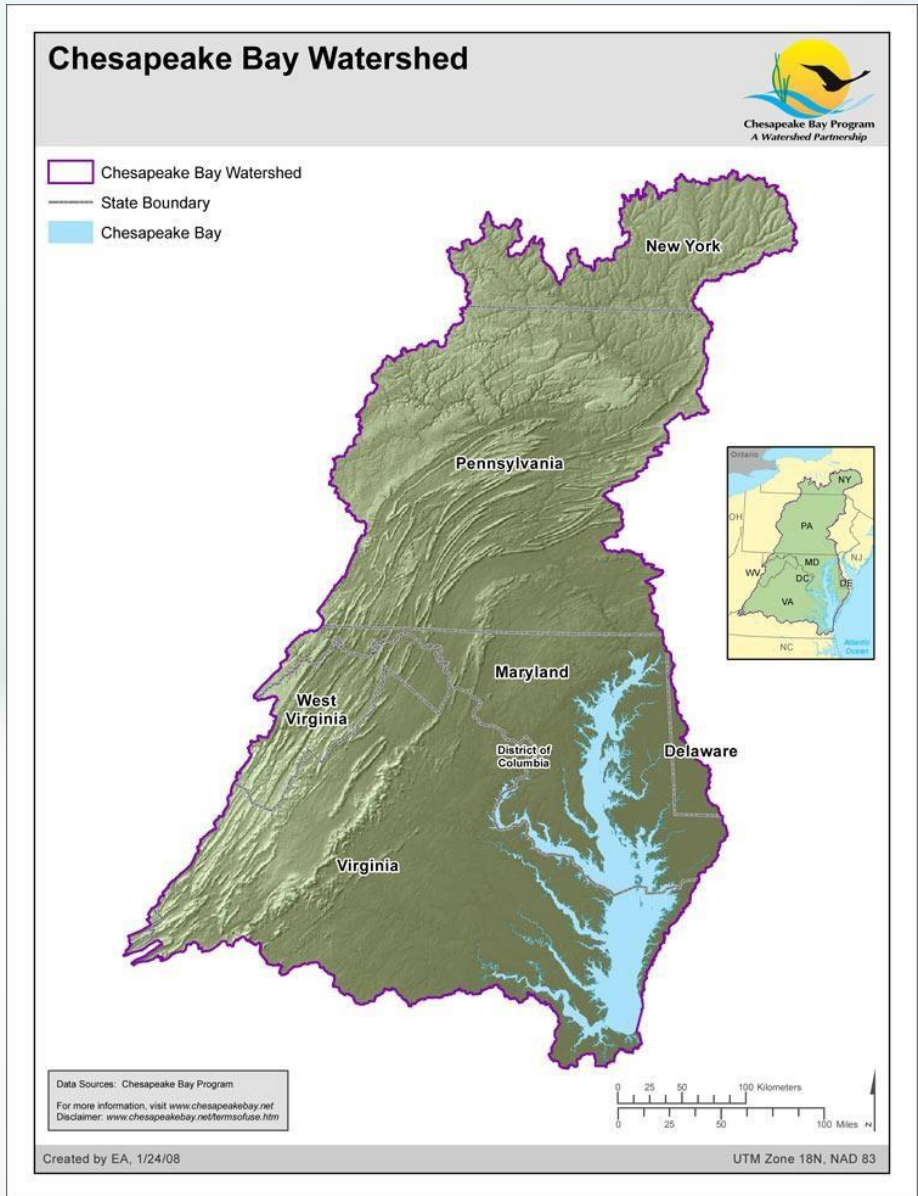
CBP - Chesapeake Bay Program  
DEIJ- Diversity, Equity, Inclusion and Justice  
DEIA - Diversity, Equity, Inclusion and Accessibility  
DWG - Diversity Workgroup  
EPA – U.S. Environmental Protection Agency  
EJ - Environmental Justice  
GIT - Goal Implementation Team  
WG - Workgroup

# Chesapeake Bay Program Overview and History



# Chesapeake Bay Watershed

- The watershed is 64,000 square miles and includes 7 jurisdictions:
  - Delaware
  - District of Columbia
  - Maryland
  - New York
  - Pennsylvania
  - Virginia
  - West Virginia
- The Chesapeake Bay Program was formed in 1983 to address rapid loss of aquatic life and wildlife due to excess nitrogen and phosphorus.



# Chesapeake Bay Program Timeline

**1972**

The [Clean Water Act](#) establishes the basic structure for regulating discharges of pollutants into the waters of the United States and regulating quality standards for surface waters.

**1987**

The [1987 Chesapeake Bay Agreement](#) set the first numeric goals to reduce pollution and restore the Bay ecosystem.

**2009**

President Obama issues [Executive Order](#) recognizing the Bay as a national treasure. EPA was also sued over inadequate Chesapeake Bay protection measures.

**2014**

[Chesapeake Bay Watershed Agreement](#) signed by representatives of the whole watershed. Included the Diversity outcome.

**1983**

The Chesapeake Bay Program was established under the [first Chesapeake Bay Agreement](#) with broad bi-partisan support.

**2000**

[Chesapeake 2000](#) established 102 goals to reduce pollution, restore habitats, protect living resources, promote sound land use practices and engage the public in Bay restoration.

**2010**

As a settlement in the 2009 lawsuit, an agreement with EPA leads to federal "pollution diet" that sets limits on the amount of nutrients and sediment that can enter the Bay and its tidal rivers to meet water quality goals.

**2020**

[Statement](#) in support of Diversity, Equity, Inclusion and Justice is adopted by CBP Leadership along with DEIJ Implementation Plan for the Partnership.

**Additional Resource**

[Bay Program History](#)

# Chesapeake Bay Program Partnership

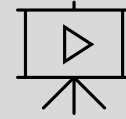
In its 40 years, this regional Partnership has become recognized as one of the nation's premier estuarine restoration efforts, implementing policies, engaging in scientific investigation and coordinating actions among the states, the District of Columbia and the federal government.

**Signatories** of the Chesapeake Bay Watershed Agreement include the Chesapeake Bay Commission; Delaware, Maryland, New York, Pennsylvania, Virginia, West Virginia and the District of Columbia; and the Environmental Protection Agency on behalf of the federal government.

## Our [Partnership](#) includes

- Nearly 40 agencies and programs from the seven jurisdictions
- Approximately 1800 local governments
- 19 Federal agencies
- More than 20 academic institutions
- More than 60 nongovernmental organizations including business, on profits and advocacy groups

## Video Resources



[Our Chesapeake Partnership](#)

[Restoring the Chesapeake Watershed](#)

# Chesapeake Bay Program DEJ Commitments & Activities





# Why DEIJ Matters in the Environmental Field

At the outset, the American environmental movement was dominated by wealthy white males, occasionally affluent white females. The environmental movement and professional field has since broadened but has traditionally excluded and discriminated against many demographics including low-income people of all races and people of color. Even today, the lack of diversity in environmental studies and sciences ultimately stems from systemic and historical racism in all parts of society.

## Common Factors Include:

- Lack of opportunity
- Promulgation of unfair environmental policies
- Resource destruction
- Cultural insensitivity
- Reluctance to hire minorities
- Failure to promote minorities to leadership positions
- Ineffective recruitment strategies
- Poor mentoring

## Additional Resources



[Dorceta Taylor \(2015\)](#)

[Pearson et al \(2018\)](#)

[Research from Green 2.0](#)

Traditionally excluded and underrepresented demographics care more about environmental issues and are the most impacted by these issues despite their lack of representation. It is important that we are intentional about including populations whose representation in a particular setting is lower than their representation in the United States population due to exclusion and injustices. Recall that it is a best practice to consider whose lives will be impacted by decision-making (e.g., those underserved or overburdened populations, environmental justice communities) and ensure that those groups are represented and included in that decision-making. By focusing on efforts that enhance equity, inclusion and justice we can increase diversity.

# Chesapeake Bay Program DEIJ Statement and Commitments

The value and the need for efforts related to diversity, equity, inclusion and justice are articulated in several key documents from the Chesapeake Bay Program: [Clean Water Act](#), [2014 Watershed Agreement](#), [Governance Document](#). Here are a few examples:

Achieve Goals and Outcomes in a timely way and at the least possible cost to the public.

Represent the interests of people throughout the watershed fairly and effectively, including a broad diversity of cultures, demographics and ages.

Identify stakeholder groups not currently represented in leadership, decision-making or implementation of current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage these groups in the partnership's efforts.

Use place-based approaches, where appropriate, that produce recognizable benefits to local communities while contributing to larger ecosystem goals

The Chesapeake Bay Program partners envision an environmentally and economically sustainable Chesapeake Bay watershed with clean water, abundant life, conserved lands and access to the water, a vibrant cultural heritage and a diversity of engaged stakeholders.

Implementing outreach programs for public information, education, and participation to foster stewardship of the resources of the Chesapeake Bay.

Broad and inclusive representation (e.g., signatories, advisory committees, key organizations); A diversity of ethnicities and cultures, including people of color and other underrepresented groups; and ☐ Skills and perspectives (e.g., geographic diversity, diverse professional expertise, including both the science and social science fields).

Engage citizens to increase the number and diversity of people who support and carry out the conservation and restoration activities necessary to achieve the Goals and Outcomes of the Agreement.

Review membership annually to ensure diverse and adequate representation.

Promote environmental justice through the meaningful involvement and fair treatment of all people, regardless of race, color, national origin or income, in the implementation of this Agreement.

Operate with transparency in program decisions, policies, actions and reporting on progress to strengthen public confidence in our efforts.

# Partnership DEIJ Statements

## Restoration from the Inside Out:

A Diversity, Equity, Inclusion and Justice Strategy  
for the Chesapeake Bay Program

April 2020



Chesapeake Bay Program  
Science, Restoration, Partnership

Developed by Skoe Solutions  
for the Chesapeake Bay Program Diversity Workgroup  
of the Stewardship Goal Implementation Team



## Chesapeake Executive Council Statement in support of diversity, equity, inclusion and justice



**Chesapeake Bay Program**  
Science, Restoration, Partnership

**Our Vision from the 2014 Chesapeake Bay Watershed Agreement**  
The vision of the Chesapeake Bay watershed is to be a vibrant, resilient, and sustainable ecosystem that supports a diverse and equitable community. This vision includes a wide range of people of all races, ethnicities, sex, sexual orientation, gender identity, age, social class, and abilities. It also includes a commitment to environmental justice and the equitable distribution of resources and benefits.

**Our Commitment to Diversity, Equity, Inclusion and Justice**  
The Chesapeake Bay Program recognizes the importance of diversity, equity, inclusion and justice in achieving our mission. We are committed to creating a culture of respect and inclusion where all voices are heard and valued. We will work to ensure that our programs and services are accessible and equitable for all.

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## Strategic Plan

The Chesapeake Bay Program's DEIJ Strategy was created by Skoe Solutions in 2020. This plan is titled "Restoration from the Inside Out," and it emphasizes the internal, cultural and policy changes needed to create a healthy, supportive organizational ecosystem where DEIJ and EJ goals can produce lasting results that advance the restoration of the Chesapeake Bay watershed.

## Executive Council Statement in Support of Diversity, Equity, Inclusion and Justice

This statement re-affirms the commitment of the partnership to embracing diversity, equity, inclusion and justice in all forms. The statement commits the Chesapeake Bay Program to strengthen and improve diversity, equity, inclusion and justice in all areas of the partnership; to recruit and retain staff and volunteers that reflect the diversity of the Chesapeake Bay watershed; to foster a culture of inclusion and respect across all partner organizations and ensure the benefits of our science, restoration and partnership programs are distributed equitably without disproportionate impacts on vulnerable populations.

## Principals' Staff Committee: Diversity, Equity, Inclusion and Justice Action Statement

The Chesapeake Bay Program Principals' Staff Committee (PSC) accepts the report and recommendations in the Diversity, Equity, Inclusion and Justice Strategy (DEIJ Strategy) - developed by an independent consultant for the Chesapeake Bay Program Diversity Workgroup of the Stewardship Goal Implementation Team (GIT) and finalized in 2020. To the extent consistent with state and federal law and policy, members of the PSC will strive to implement the recommendations of the DEIJ Strategy.



Diversity, Equity, Inclusion and Justice  
**Action Statement**  
Chesapeake Bay Program Principals' Staff Committee

The Chesapeake Bay watershed is home to diverse communities with rich variation in culture, demographics and perspectives. It is important to embrace this diversity and promote the meaningful involvement, engagement and inclusion of all people in the implementation of the Chesapeake Bay Watershed Agreement. In doing so, we will be better able to achieve healthy local economies and lands, as well as a vibrant Chesapeake Bay that is shared by all people throughout the watershed.

The Chesapeake Bay Program recognizes that individually, each partner has established policies and programs with the goal of advancing environmental and public health protection for all. Through these programs, the seven Bay jurisdictions, Environmental Protection Agency, other federal agencies, the Chesapeake Bay Program Commission and partners are working to address environmental, social and economic challenges. We also recognize that there is more we must do as a united partnership, and for this reason we explicitly and tangibly commit to diversity, equity, inclusion and environmental justice. We will build on the work we have done, sharing best practices, and with the acknowledgment that the work may indeed look different across the jurisdictions and spaces represented as a partnership, we will move forward together. Further, we recognize the importance of addressing racism and other forms of discrimination in our efforts, structures and acts of daily practice.

Recognizing this, the Chesapeake Bay Program accepts the report and recommendations in the Diversity, Equity, Inclusion and Justice Strategy (DEIJ Strategy) developed by an independent consultant for the Chesapeake Bay Program Diversity Workgroup of the Stewardship Goal Implementation Team (GIT) and finalized in 2020. To the extent consistent with state and federal law and policy, members of the Principals' Staff Committee (PSC) will strive to implement the recommendations of the DEIJ Strategy. We will build on the work we have done, sharing best practices, and with the acknowledgment that the work may indeed look different across the jurisdictions and spaces represented as a partnership, we will move forward together. Further, we recognize the importance of addressing racism and other forms of discrimination in our efforts, structures and acts of daily practice.

In order to meet our shared goals, we will work to ensure that our programs and services are accessible and equitable for all.

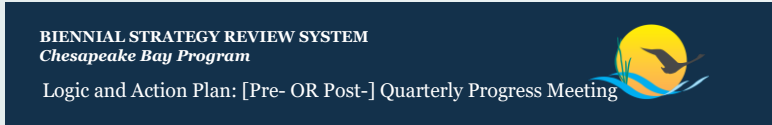
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# DEIJ Implementation in the Chesapeake Bay Program Partnership

Actions related to DEIJ activities can be found in the DEIJ Implementation Plan and in the various workgroups' Logic and Action Plans.



[Insert Outcome Name] – [Insert Appropriate Years here] [NOTE: make sure to edit *pre-* or *post-* in the text above, to tell the reader whether this logic and action plan is in preparation for your quarterly progress meeting or has been updated based on discussion at the quarterly progress meeting.]

**Long-term Target:** (the metric for success of Outcome)  
**Two-year Target:** (increment of metric for success)

<b>Instructions:</b> Before your quarterly progress meeting, provide the status of individual actions in the table below using this color key.
Action has been completed or is moving forward as planned.
Action has encountered minor obstacles.
Action has not been taken or has encountered a serious barrier.

Additional instructions for completing or updating your logic and action plan can be found on [ChesapeakeDecisions](#).

Factor	Current Efforts	Gap	Actions	Metrics	Expected Response and Application	Learn/Adapt
<i>What is impacting our ability to achieve our outcome?</i>	<i>What current efforts are addressing this factor?</i>	<i>What further efforts or information are needed to fully address this factor?</i>	<i>What actions are essential (to help fill this gap) to achieve our outcome?</i>	<i>What will we measure or observe to determine progress in filling identified gap?</i>	<i>How and when do we expect these actions to address the identified gap? How might that affect our work going forward?</i>	<i>What did we learn from taking this action? How will this lesson impact our work?</i>
<b>Example:</b> <b>Partner Coordination:</b> Development of shared stream restoration monitoring protocols and technical guidelines	Development of individual state protocols	Lack of common watershed, stressor, and stream assessment and restoration guidelines	<a href="#">Form an action team to identify commonalities among protocols (1.1)</a>			

## Logic and Action Plans

The Logic & Action Plan illustrates the link between the factors that could impact the partnership's ability to achieve an outcome and the actions it is taking to manage them. It also articulates what the partnership expects to achieve by taking those actions. Workgroups are encouraged to include actions that address DEIJ in their work.



## Implementation Plan

The Chesapeake Bay Program Diversity, Equity, Inclusion and Justice Strategy Implementation Plan (Implementation Plan) presents a roadmap for advancing the recommendations found in "Restoration from the Inside Out." This visionary framework will help guide the Chesapeake Bay Program in integrating diversity, equity, inclusion and justice (DEIJ) into our activities and programs.

# Chesapeake Bay Program Diversity Workgroup

The Chesapeake Bay Program Diversity Workgroup was formed following the signing of the 2014 *Chesapeake Bay Watershed Agreement*. The Diversity Workgroup falls under the [Fostering Chesapeake Stewardship Goal Implementation Team \(GIT 5\)](#), works to reach the Diversity Outcome, and leads efforts to incorporate diversity, equity, inclusion and justice (DEIJ) into the implementation of other goals and outcomes in the *Chesapeake Bay Watershed Agreement*.

## Diversity Outcome

To identify 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.

### Workgroup Resources & Contact Information



[Diversity Workgroup](#)

# Examples of CBP DEIJ Programs and Initiatives



Home About What We Do Research & Education Publications & Expertise

Chesapeake Research Consortium - Collaboratively Connecting Science to Management

## C-StREAM

### Welcome to C-StREAM!

CRC's Chesapeake Student Recruitment, Early Advisee, and Mentoring (C-StREAM) program is focused on recruiting, advising, and mentoring college students from populations who have been historically excluded from the environmental field and are underrepresented in environmental research and management professions. For the purpose of this program, C-StREAM focuses on assisting students who identify as people of color and/or who are first generation college students.



The primary goal of C-StREAM is to encourage and support underrepresented students interested in leadership positions in environmental protection and restoration careers. C-StREAM endeavors to support this goal by developing inclusive career pathways that result in more diversity in the environmental workforce. The program works closely with academic institutions as well as government agencies within the Chesapeake Bay Program partnership to place selected students into meaningful summer internships, to support those students in their academic work, and to facilitate pathways for successful careers in environmental research, restoration, and/or management.

### Summer Internship Opportunities

CRC works with successful applicants (now identified as "C-StREAM Fellows") to match them with meaningful summer internships and

## Equity Training:

### Day 1: Understanding Bias, Institutional Racism and DEIJ

Day 2: Advancing Diversity, Equity, Inclusion and Justice through Cultural Humility and the CBP DEIJ Strategy

Sarah Malpass and Dominique Ong  
September and October 2020



Chesapeake Bay Program (CBP)  
Goal Implementation Team (GIT)

Scope of Work 3: Equitable Grant Funding in the Chesapeake Bay Watershed

Interview Findings  
October 14, 2022



## The Chesapeake Bay Program Diversity Workgroup Presents:

Green Re-Entry: How Environmental Jobs Help System Involved People

### Chesapeake Urban Tree Canopy Summit

October 14 - 15, 2014

Marshall Institute of Technology & Graduate Studies  
Lehignton Heights, MD



# TOGI

## Targeted Outreach For Green Infrastructure In Vulnerable Areas

# How to get involved in the Chesapeake Bay Program



# Chesapeake Bay Program Goals

The Watershed Agreement includes outcomes organized under these ten goal areas:



Sustainable Fisheries



Toxic Contaminants



Land Conservation



Vital Habitats



Healthy Watersheds



Public Access



Environmental Literacy



Water Quality



Stewardship



Climate Resiliency

Each goal includes between one and five outcomes. While the goals focus on the big picture, the outcomes are specific, measurable targets that contribute to achieving each goal.

**Additional Resource**

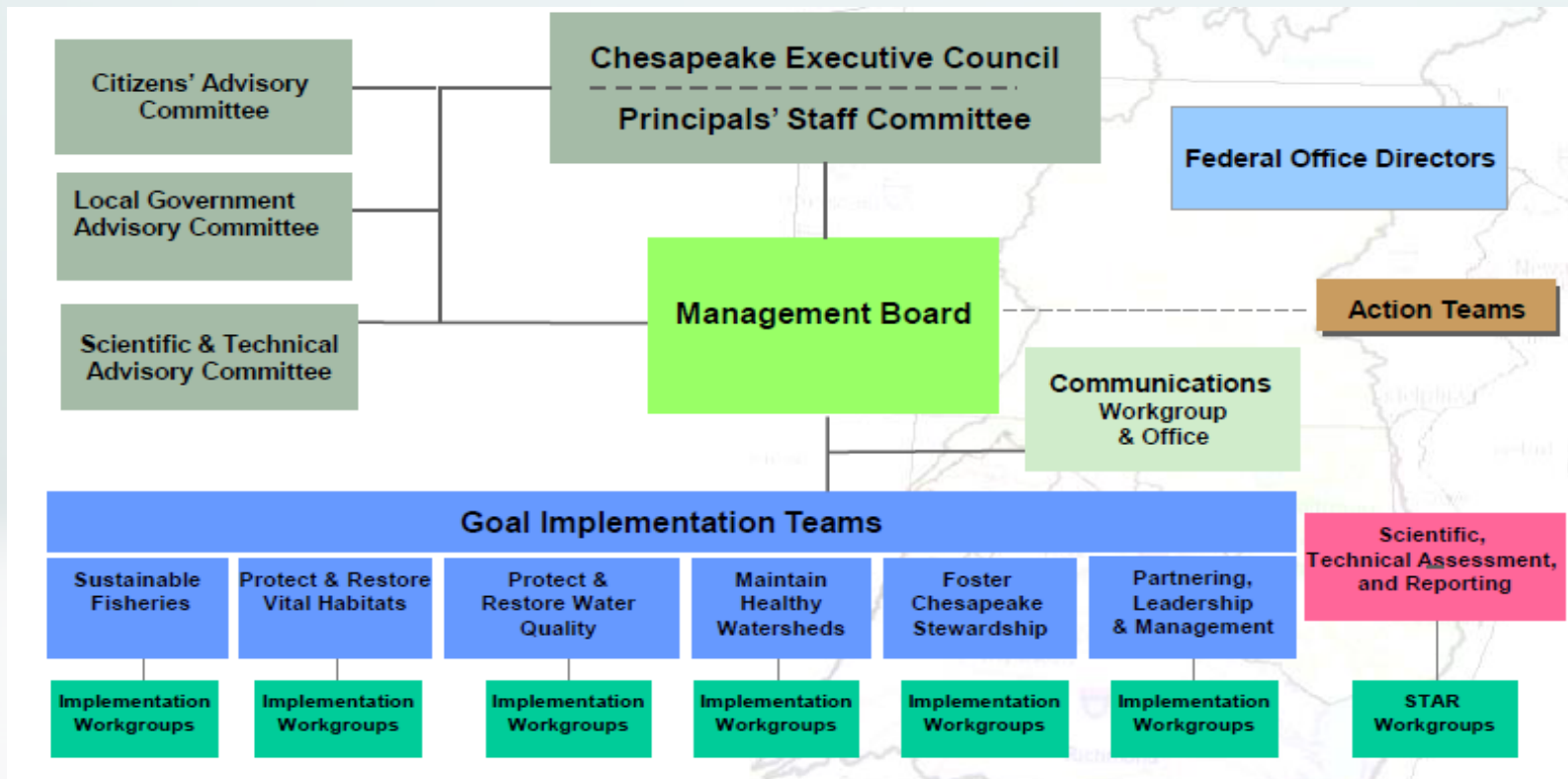


[Chesapeake Bay Watershed Agreement](#)



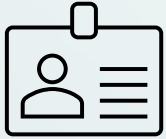
# Chesapeake Bay Program Organization

Since 1983, the Chesapeake Bay Program has led and directed the restoration of the Chesapeake Bay. Bay Program partners include federal and state agencies, local governments, non-profit organizations and academic institutions. The image below is our organizational chart.



There are a variety of ways to participate in the Chesapeake Bay Program

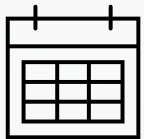
# How to Participate in the Bay Program



Many positions in the Bay Program are special appointments.



The Bay Program's Goal Implementation Teams and Workgroups vary on chair selection and membership criteria. The best way to find out how to join a group is to [contact](#) that group's **coordinator**.



You're always invited to listen in! All Bay Program Meetings are open to the public and posted on our [calendar](#).

# Chesapeake Bay Program Participation Tips

## **Engage:**

Attend meetings regularly & be an active participant in meetings and activities.

## **Voice Your Perspective:**

Communicate and provide input on documents and materials.

## **Be Respectful:**

Everyone conducts themselves in a professional, ethical, and respectful manner. **If you disagree, suggest an alternative or compromise.\***

***\*this is a key part of our consensus process***

# CBP Ethical Behavior Guidelines

1. No participant in a Chesapeake Bay Program discussion shall seek to influence consensus or action by the group in such a way as to derive any direct or indirect personal profit or gain. (This applies also to the member's business, affiliations, or close associates).
2. Any participant in a discussion with a conflict of interest is expected to announce that they may have a potential conflict of interest and shall refrain from further participation in any discussion or decision on such matter. *Chairs and Co-Chairs of meetings shall remind all participants of this policy before decisional discussions begin.*
3. Suspected violations of this policy will be reported to the Chair of the Management Board (MB) for further review or elevated to the Chair of the Principals' Staff Committee (PSC) where appropriate.

*All participants in the Chesapeake Bay Program partnership should be familiar with these ethical behavior guidelines, conduct themselves in a manner that places the highest priority on allowing consensus to occur and be respectful of all opinions,*

## Additional Resource



[CBP Governance Document](#)