



Diversity Workgroup Meeting

Thursday March 16, 2023

1:00 - 3:00 pm Virtual meeting via [Zoom Link](#)

Or by phone 301 715 8592

Meeting ID: 837 4196 0570 Passcode: 914052

Mar 16, 2023 | 📅 Diversity Workgroup Quarterly Meeting

Attendees: Britt Slattery, Wuillam Urvina, Jimmy Looper, Amanda Knobloch, Brittany Hall, Wendy O'Sullivan, Bailey -, Breck Sullivan, Gia -, Kayle -, Lora Harris, Rona Kobell, Camera Thomas-Wilhite, Graise Lee Jenni, Jess Blackburn, Maria -, Kayli Ottomanelli, Melissa Fagan, Sophia Waterman, Thasya -, Trystan Sill, Will Parson, Ava Richardson, Sophie Stern, Alexandra Cenatus, Alisha Camacho, Eddie Gonzalez, Katlyn Fuentes, Amber Doherty, Keith Bolt, Briana Yancy

Attached files: 📎 March DWG Full Meeting Agenda

Notes

- Rona's Presentation:
 - The film tells the story of a black community on Deal Island, Maryland whose cultural history is being lost due to flooding
 - "Rural redlining" - where money goes and how lack of funding to marginalized communities compounds existing environmental issues (salt water intrusion, rising sea levels, erosion, etc.)
 - The POWERFUL imagery of caskets washed out of graves during flood events shows the experiences of this community and the lack of support from land conservation
 - Highland Beach - example of a black community that was able to incorporate, on elevated land. (case study compared to communities like Deal Island)
 - Gentrification, given rising property values, inherited land being sold at high values is shifting the demographics of a once entirely black community to 50% black and 50% White
- Discussion question: Does this example spark ideas for further action or learning of the Workgroup or others?
 - Wendy O'Sullivan: In the space of descendant communities, endless nexus of heritage and climate impact, to see how Rona has taken different steps to get to know the people who are from that land from the past as well as knowing the people there now is foundational
 - Lora Harris: Similarly, there have been a lot of these same issues for Alaskan native communities and other historically marginalized communities. Are there lessons at scale from those experiences that can inform the CBP that can be helpful or beneficial?

- Brittany Hall: Was very moved by the trailer and the work Rona has done. Could Rona talk more about the barriers to accessing grants and how grant makers help these communities access it more?
 - Rona: Policies and matching grants. For example, in Baltimore, there were very specific policies that targeted black communities. On the Eastern Shore, it is harder to see the “red lines”. We need to look at our policies. We want to conserve land for our natural resources but we also must conserve land for cultural and heritage purposes. Furthermore, it shouldn't only be lighthouses for example, it should also include black churches, historically important areas for marginalized communities.
 - Grants are also very difficult to read and apply for, need to be more approachable if we want these diverse issues to be addressed
 - These communities need help. Existing funding sources are NOT conducive to applicants who are not entrenched in the jargon, process and red tape associated with traditional structures.
 - Rona: We want to be equitable but we don't ask ourselves why we are NOT equitable
- Breck Sullivan: When speaking to the community members, did they recognize the sea level rise as a climate change impact or speak about climate change? In some rural areas, they still don't accept climate change is happening, so do you have recommendations on how to best communicate the science around climate change?
 - Rona's Response: Breck, I have found that when i talk to Black communities on the Shore, they are VERY aware of climate change, sea level rise, and erosion. One lady who has since passed away, looked at me and said, “we do watch the news, honey.” It is the leaders - white preachers, county commissioners - who are far more likely to deny climate change. Every church member of both churches who we talked to acknowledged the problem and could speak about it in detail.
- Melissa Fagan: I am wondering if there would be a way to fund grant writers (or develop a pro bono network) to help communities apply for grants. I know there is more training and technical assistance available, but it still takes time and capacity to actually write the proposal. With all of the funding released now, I am hearing that folks are overwhelmed with options and struggling to understand what programs to apply to and how, in addition to finding the bandwidth to actually apply.
 - Melissa - not only are folks overwhelmed, but sometimes they are simply locked out. I didn't apply for a gateways grant because I simply could not get in to the portal. Yesterday, Donzell and I spent a morning knocking out an application that we had already spent 10 hours on the day before. it's a huge amount of effort for something you do not know if you will get. I certainly don't mind doing it but there is a skill to it. I'm a writer so I have adapted decently to grant writing but it is a huge hurdle for a lot of people. I think a workgroup to help small nonprofits apply for large grants would

be great. And when i get better at doing it myself, I would gladly volunteer
- but now I would probably be on the getting help side of it!

- Workgroup Budget and Action Items List
- Intent to Provide Service Form - Feedback and Suggestions
 - It seems very opaque, is there any other way to list out the tasks?
 - I agree that having more context about each task would be helpful, and perhaps naming the skillsets and/or deliverables you are looking for. Maybe redirect to a unlisted landing page, or have a pdf, that outlines everything further in depth.
 - Edit: Review question that says what skills do you have that you will provide to “what skills and/or ideas do you have that you will provide”
 - I think having headings around the Action groupings is important. 2.1.c is interpreted very differently depending on the HBCU header action list context...
 - Will the work be organized around the action groups? Maybe folks should decide which action group they want to work on first, and then hone in on specific tasks?
 - Lora Harris: Which of the actions would you like to work on instead of which task
 - which you like to do
 - E.g. maybe the sign-up should be for actions not the individual tasks
 - Question from Tristan: is the menti about the form or about the form and the budget?
 - Melissa Question: And who is the recipient of the funding, workgroup members or would we facilitate IDing another partner to bring in to do the work and be compensated?
 - Originally meant for workgroup members but if there is no interest, we can consider IDing another partner
 - Brittany Question: Would folks be interested in joining a sub-workgroup to make recommendations about how to spend the workgroup budget on a particular action?
 - Is there a way to indicate to get compensation?
 - We should add that!
 - Bekura: We can add in the form, we can donate the funds to who needs it and what is the procurement process?
 - Brittany: Completely overlooked a question about proposed amount needed to complete the service
 - Lora Harris: Should we ask if there are folks who are willing to coordinate a particular action group as another task to sign up for?
 - Britt: The payment for services provided would need to be tied to a deliverable completed. Some product produced or a presentation given.
 - Tristan: Is there a max number of times someone can participate in this service providing? as a DWG, how will we decided who to "pick" to provide services? will folks in the DWG get top priority?
 - We do need to be aware and we cannot set up a scenario
 - Pamela Bingham: ..So, another DEquityl argument could be that compensating participation towards a deliverable could help to address the undue burden of

some participating without financial support from an "employer". Smaller CBO's want to participate, but members may work outside the environmental field and volunteer for the CBO.

- Brittany Response: Unfortunately, Pamela, we are a federal entity and have to follow the law which states that continuous payment is considered employment which has to be a competitive process.
- Pamela Bingham: Sure, Brittany, my Dad is from Vicksburg, MS and I have known the NPS my entire life. We need to be creative/strategic about DEquity!. Perhaps, not continuous payment. I am thinking a stipend/honorarium perhaps a quarter or every other month for 4-6 months?
- Trystan Sill: what about participating in an action team that is working on X action and that is the service delivered?
- Chesapeake Bay Agreement 2025 & Beyond
 - Trystan: Are other states making action plans for 2025 & beyond? Is this the right scale?
 - Pamela Bingham: I think the challenge with this Bay Program Diversity Workgroup is that the attendee/participant goals are so different based on whether you are an academic, community, state, federal. Somehow this has turned into a local/state/federal government bureaucratic exercise. I also think that there have to be DEI elements into each part of the Bay Program outside the Workgroup. There are definitely silos.
 - Pamela Bingham: It sometimes feels like there are different priorities between the government part of the CBP vs the community part of the program
 - Pam: So, do we solve it by having separate worksgroups - Local, state, federal government, conservation groups, CBOs?
 - Jess Blackburn: Thinking about Rona's presentation, perhaps a discussion for Beyond 2025 is rethinking the land conservation goal to include priorities for cultural preservation not just water quality/habitat preservation.
 - (Jimmy) my observation is that for the 2025 Bay Agreement DEIJ needs to be integrated in a multidisciplinary way. Whether that's cultural resource preservation in Land Preservation/Public Access or prioritizing "simple language" in grant/funding opportunities CBP-wide to make it more accessible & equitable for EVERYONE, particularly those who need it.
- Workgroup Members Updates & Closing
 -

Action items



Chat Copy/Paste [for reference]

13:01:54 From Rona Kobell to Everyone:
Hi, I'm Rona

13:02:01 From Melissa Fagan (she/her) to Everyone:
Melissa Fagan, Career Development Program Coordinator for the Chesapeake Research Consortium

13:02:20 From Jess Blackburn (she/her) to Everyone:
Jess Blackburn, Alliance for the Chesapeake Bay, CBP Citizens Advisory Committee

13:02:24 From Carmera Thomas-Wilhite (she/her) to Everyone:
Carmera Thomas-Wilhite, Chesapeake Bay Foundation

13:02:34 From Will Parson to Everyone:
Will Parson, Multimedia Manager for the Chesapeake Bay Program

13:02:35 From Maria - she/her to Everyone:
Maria Baron Palamar

13:02:40 From Maria - she/her to Everyone:
Resolve conservation

13:02:51 From Kayli Ottomanelli to Everyone:
Kayli Ottomanelli, Alliance for the Chesapeake Bay, Local Government Advisory Committee

13:02:53 From Lora Harris (she/her) to Everyone:
Hello everyone! I'm Lora Harris, Professor at UMCES at the Chesapeake Biological Laboratory. I have also had crazy internet problems with a new IT infrastructure in my building so if I suddenly cut out, my sincere apologies.

13:03:02 From Jimmy Looper to Everyone:
Jimmy Looper, GIT 5 Staffer Chesapeake Research Consortium

13:03:11 From Trystan Sill (she/her), MD DNR to Everyone:
good afternoon! trystan sill, she/her, MD DNR, resiliency education coord

13:03:17 From Trystan Sill (she/her), MD DNR to Everyone:
oh, and diversity SC!

13:03:18 From Kayle to Everyone:
Hi everyone! I am Kayle Krieg, a MD Sea Grant State Science Policy working with UMCES and USM

13:03:41 From Alexandra Cenatus to Everyone:
Good afternoon! I am Alexandra Cenatus, Director of Programs, Maryland Humanities

13:04:06 From Wendy O'Sullivan - NPS Chesapeake to Everyone:
Hi. Wendy O'Sullivan, NPS Chesapeake

13:06:20 From Britt Slattery (she/her), NPS Chesapeake to Everyone:
Hi all. Britt Slattery, National Park Service Chesapeake. I'm the coordinator for the overall Stewardship Goal Team, and trying my best to fill in for Briana as Diversity Coordinator temporarily. Big shoes to fill! We are still hoping to learn about plans for filling the coordinator position. We'll fill the workgroup in when we know.

13:09:05 From Brittany Hall (she), NPS Chesapeake to Everyone:
Environmental Justice Journalism Initiative <https://www.ejji.org/>

13:14:32 From Will Parson to Everyone:
Blame Zoom! It removes "noise" so videos sometimes drop sound besides voices.

13:15:34 From Britt Slattery (she/her), NPS Chesapeake to Everyone:

The hotlink to the trailer is in the agenda. Long version of the link here:
https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Ftinyurl.com%2F4utjnccj&data=05%7C01%7Cbrittany_omoleye-hall%40nps.gov%7C3ce5b9ebaebd45e462fb08dafd8e5811%7C0693b5ba4b184d7b9341f32f400a5494%7C0%7C0%7C638101085053466287%7CUnknown%7CTWFPbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQljojV2luMzliLCJBTiI6IkhWwWwLjCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=IfucOCJOMmNT3fQABIVhHTS9u7Tly%2F%2F54ADFxYwiXYg%3D&reserved=0

13:16:07 From Jimmy Looper to Everyone:

Reacted to "The hotlink to the t..." with 👍

13:24:50 From Wendy O'Sullivan - NPS Chesapeake to Everyone:

What was the name of the Black beach on the eastern shore? Henry Beach?

13:30:06 From Wuillam Urvina to Britt Slattery (she/her), NPS Chesapeake(Direct Message):

Hi Britt, Just wanted to mention we're nearing the 15 mins dedicated to the discussion

13:30:22 From Britt Slattery (she/her), NPS Chesapeake to Wuillam Urvina(Direct Message):

Thanks I'm aware. We'll shift as needed.

13:33:38 From Brittany Hall (she), NPS Chesapeake to Everyone:

Please drop your questions in the chat!

13:34:57 From Trystan Sill (she/her), MD DNR to Everyone:

i love to hear the story of highland beach of the property values rising...I'm wondering how the community is addressing issues like gentrification. esp being in the annapolis area

13:37:48 From Wuillam Urvina to Everyone:

Repeated here: Does this example spark ideas for further action or learning of the Workgroup or others?

13:39:04 From Rona Kobell to Everyone:

the film will be premiering at the Senator Theatre on April 18. I will send a link to Brittany about tickets when I get it.

13:39:24 From Lora Harris (she/her) to Everyone:

Thank you for sharing these stories and places, Rona

13:40:12 From Brittany Hall (she), NPS Chesapeake to Everyone:

Reacted to "the film will be pre..." with 👍

13:41:06 From Brittany Hall (she), NPS Chesapeake to Everyone:

Can you talk a little bit more about some of the policy barriers to accessing grants?

13:44:57 From Britt Slattery (she/her), NPS Chesapeake to Everyone:

I think Lora's comments fit with what may be needed among CBP partners. I know the states are tuned in to coastal communities and the risks to the people and cultural resources. Yet Rona's ideas on identifying the systemic, policy related gaps that could and should be addressed, sounds like a message that should be shared across the CBP partnership.

13:45:22 From Melissa Fagan (she/her) to Everyone:

Reacted to "I think Lora's comme..." with 👍

13:45:25 From Wuillam Urvina to Everyone:

Reacted to "I think Lora's comme..." with 👍

13:45:36 From Jimmy Looper to Everyone:

Reacted to "I think Lora's comme..." with 👍

13:47:53 From Breck Sullivan to Everyone:

When speaking to the community members, did they recognize the sea level rise as a climate change impact or speak about climate change? In some rural areas, they still don't accept climate change is happening, so do you have recommendations on how to best communicate the science around climate change?

13:48:08 From Brittany Hall (she), NPS Chesapeake to Everyone:

Thank you, an important reminder for us to recognize that DEIJ has to be reflective of the communities we want to serve. We can't measure environmental injustice in Baltimore in the same way that we measure environmental injustice in Somerset County.

13:51:02 From Melissa Fagan (she/her) to Everyone:

I am wondering if there would be a way to fund grant writers (or develop a pro bono network) to help communities apply for grants. I know there is more training and technical assistance available, but it still takes time and capacity to actually write the proposal. With all of the funding released now, I am hearing that folks are overwhelmed with options and struggling to understand what programs to apply to and how, in addition to finding the bandwidth to actually apply.

13:51:18 From Eddie Gonzalez (NPS Chesapeake) to Everyone:

Reacted to "I am wondering if th..." with 👍

13:51:50 From Lora Harris (she/her) to Everyone:

The SACNAS National Diversity in STEM conference last year had a panel of experts last year speaking on these issues of climate impact that included Chief Anne Richardson from the Rappahannock. It was very powerful. Isn't there a STAC workshop deadline coming up - could we propose an effort to bring CBP leadership together with some of these community leaders?

13:52:42 From Rona Kobell to Everyone:

Britt, I think it is a great idea to share with the workgroup and i can see if maybe Pastor Tony or Chanelle can come and explain the challenges...

13:53:28 From Jimmy Looper to Everyone:

https://docs.google.com/document/d/1lIYiouFhctncBc1y-09lqF_FkvV4JnOxg_MU7H9fuGc/edit?usp=sharing

13:53:36 From Breck Sullivan to Everyone:

STAC Workshop deadline has passed, but they are considering opportunities to use the unused funding from their workshops because there was only one proposal submission. You could share your idea with Kathy Boomer and Meg Cole for it to be considered.

13:54:48 From Rona Kobell to Everyone:

Breck, I have found that when i talk to Black communities on the Shore, they are VERY aware of climate change, sea level rise, and erosion. One lady who has since passed away, looked at me and said, "we do watch the news, honey." It is the leaders - white preachers, county commissioners - who are far more likely to deny climate change. Every church member of both churches who we talked to acknowledged the problem and could speak about it in detail.

13:55:09 From Jimmy Looper to Everyone:

Full table of action items and potential tasks to address them.

https://docs.google.com/document/d/1lIYiouFhctncBc1y-09lqF_FkvV4JnOxg_MU7H9fuGc/edit?usp=sharing

13:55:17 From Melissa Fagan (she/her) to Everyone:

@Lora - The STAC deadline passed BUT, they still have money left on the table for workshops so I think there is still a possibility to engage. They were talking about using these funds to advance some internal priorities related to some of the current STAC efforts at their meeting this week, but it sounds like they are still working through how to spend the funds.

13:56:54 From Britt Slattery (she/her), NPS Chesapeake to Everyone:

Reacted to "Breck, I have found ..." with 👍

13:57:00 From Lora Harris (she/her) to Everyone:

Reacted to "@Lora - The STAC dea..." with 👍

13:57:09 From Brittany Hall (she), NPS Chesapeake to Everyone:

@Melissa Great minds! I brought this us in a Steering Committee meeting and am happy you brought it up here. Would love to hear your thoughts on how to navigate that

13:57:15 From Rona Kobell to Everyone:

Yes, Brittany - I am so glad that people are aware of EJ issues, but they need to understand it is not just about preventing bad things from coming into our neighborhood but also about protecting what we have. I teach at TU and last night we talked about Brown Grove in Richmond and the community being displaced by a Wegmans - and this after they have already been divided by a highway. It also requires looking at history with a broader lens, which NPS does so well. It's not just about Harriet Tubman, but about all of the people who helped her and lifted her up and endured.

13:57:50 From Britt Slattery (she/her), NPS Chesapeake to Everyone:

Reacted to "Yes, Brittany - I am..." with ❤️

13:58:49 From Lora Harris (she/her) to Everyone:

Reacted to "@Melissa Great minds..." with 👍

13:58:58 From Lora Harris (she/her) to Everyone:

Reacted to "I am wondering if th..." with 👍

13:59:01 From Melissa Fagan (she/her) to Everyone:

@Brittany - if there is DWG interest in a STAC workshop a first step would be to reach out to STAC Coordinator Meg Cole (colem@chesapeake.org) and let her know there are some ideas floating around. She could then advise on if STAC will still accept proposals and could forward the instructions.

14:00:13 From Jimmy Looper to Everyone:

Intent to provide service form for review (also available in agenda)https://docs.google.com/forms/d/1GepzjFJwkl0oidlXH7z5cmbU5wBQ--8_GdFi7ROJALs/edit

14:00:35 From Rona Kobell to Everyone:

Melissa - not only are folks overwhelmed, but sometimes they are simply locked out. I didn't apply for a gateways grant because I simply could not get in to the portal. Yesterday, Donzell and I spent a morning knocking out an application that we had already spent 10 hours on the day before. it's a huge amount of effort for something you do not know if you will get. I certainly don't mind doing it but there is a skill to it. I'm a writer so I have adapted decently to grant writing but it is a huge hurdle for a lot of people. I think a workgroup to help small nonprofits apply for large grants would be great. And when i get better at doing it myself, I would gladly volunteer - but now I would probably be on the getting help side of it!

14:00:38 From Lora Harris (she/her) to Everyone:

I thin the proposal and funding workshops that are happening now are a great first step around the proposal work. I think it would be great to vision a scaffolded system that connects that to other ways to promote access to funding.

14:01:14 From Britt Slattery (she/her), NPS Chesapeake to Everyone:

Reacted to "I thin the proposal ..." with 👍

14:01:32 From Brittany Hall (she), NPS Chesapeake to Everyone:

Intent to provide service form for review (also available in agenda)https://docs.google.com/forms/d/1GepzjFJwkl0oidlXH7z5cmbU5wBQ--8_GdFi7ROJALs/edit

14:01:35 From Wuillam Urvina to Everyone:

Mentimeter link for review questions <https://www.menti.com/al4a5sqdmx6s>

14:04:12 From Rona Kobell to Everyone:

Another area where I think people are not being included is the CB National Park. Donzell and I have talked to congressional reps about this but I am not sure they were receptive. The problem is that we need to tell a complete story of the Bay - and that includes not only Native Americans, but the contributions of Black Americans. That is much more than Fort Monroe. How can a national park not include Baltimore and the rich maritime traditions here? i have offered to help engage groups but so far there hasn't been much interest. My partner is really good at that and very plugged in to the communities in Bmore.

14:04:30 From Alisha Camacho to Everyone:

I agree that having more context about each task would be helpful, and perhaps naming the skillsets and/or deliverables you are looking for. Maybe redirect to a unlisted landing page, or have a pdf, that outlines everything further in depth.

14:04:55 From Jimmy Looper to Everyone:

<https://www.menti.com/al4a5sqdmx6s>

14:05:19 From Rona Kobell to Everyone:

I am happy to talk to anyone who wants to continue to chat about all of this...and thank you for listening! I am at rona@ejji.org; or call me at 443-858-6800. I really appreciate the opportunity!!!

14:05:47 From Lora Harris (she/her) to Everyone:

I think having headings around the Action groupings is important. 2.1.c is interpreted very differently depending on the HBCU header action list context...

14:06:39 From Lora Harris (she/her) to Everyone:

Will the work be organized around the action groups? Maybe folks should decide which action group they want to work on first, and then hone in on specific tasks?

14:09:53 From Melissa Fagan (she/her) to Everyone:

And who is the recipient of the funding, workgroup members or would we facilitate IDing another partner to bring in to do the work and be compensated?

14:10:15 From Brittany Hall (she), NPS Chesapeake to Everyone:

Would folks be interested in joining a sub-workgroup to make recommendations about how to spend the workgroup budget on a particular action?

14:13:02 From Breck Sullivan to Everyone:

Okay, that is how I filled out the form too - Based on Trystan's example.

14:13:42 From Breck Sullivan to Everyone:

For example I'm already helping with MOUs with MSIs with USGS so I thought I could use my capacity to help with those LAP items.

14:14:05 From Melissa Fagan (she/her) to Everyone:

Reacted to "Would folks be inter..." with 👍

14:14:20 From Brittany Hall (she), NPS Chesapeake to Everyone:

Completely overlooked a question about proposed amount needed to complete the service

14:15:16 From Lora Harris (she/her) to Everyone:

Should we ask if there are folks who are willing to coordinate a particular action group as another task to sign up for?

14:15:18 From Jimmy Looper to Everyone:

I'm back, sorry my internet crashed...

14:15:19 From Britt Slattery (she/her), NPS Chesapeake to Everyone:

The payment for services provided would need to be tied to a deliverable completed. Some product produced or a presentation given.

14:17:06 From Trystan Sill (she/her), MD DNR to Everyone:

Is there a max number of times someone can participate in this service providing? as a DWG, how will we decided who to "pick" to provide services? will folks in the DWG get top priority?

14:17:56 From Lora Harris (she/her) to Everyone:

The action group coordinator could develop a report from that group that would be a deliverable.

14:18:07 From BeKura to Everyone:

Where is the form

14:18:27 From Jimmy Looper to Everyone:

Replying to "Where is the form "

https://docs.google.com/forms/d/1GepzjFJwkl0oidlXH7z5cmbU5wBQ--8_GdFi7ROJALs/edit

14:18:34 From Brittany Hall (she), NPS Chesapeake to Everyone:

Can you imagine an expense being associated with providing the service, for example, paying for conference attendance or panel presenters or a trainer

14:18:41 From Jimmy Looper to Everyone:

Replying to "Where is the form "

Also in the agenda "intent to provide service form"

14:20:01 From Brittany Hall (she), NPS Chesapeake to Everyone:

Also reminder is we can't pay people to "participate" in the workgroup, but we can pay for services provided and work done that meets our needs.

14:21:12 From Lora Harris (she/her) to Everyone:

I'm so sorry that I need to leave in five minutes for a 2:30 meeting. If there is interest in the STAC workshop idea I'm happy to move forward with exploring that if there are others

interested in joining me. It would be nice if it could fit in with this action list - I think it falls under Action 3.1

14:21:36 From Jess Blackburn (she/her) to Everyone:

@Brittany, can you please elaborate on why NPS can't pay for participation?

14:23:46 From Lora Harris (she/her) to Everyone:

it is amazing you have found a way to support this work financially. It is often so underappreciated and undervalued.

14:25:17 From Pamela Bingham to Everyone:

...So, another DEquityl argument could be that compensating participation towards a deliverable could help to address the undue burden of some participating without financial support from an "employer". Smaller CBO's want to participate, but members may work outside the environmental field and volunteer for the CBO.

14:25:30 From Lora Harris (she/her) to Everyone:

Reacted to "...So, another DEquityl..." with 👍

14:25:32 From Brittany Hall (she), NPS Chesapeake to Everyone:

Yes, and thanks for helping us think through it. It's a new model and a little sticky, but I think as we start to see suggestions come in, we'll realize "our workgroup member could take on that task" as opposed to pay a contractor.

14:26:46 From Lora Harris (she/her) to Everyone:

Reacted to "Yes, and thanks for ..." with 🙌

14:28:10 From Brittany Hall (she), NPS Chesapeake to Everyone:

Unfortunately, Pamela, we are a federal entity and have to follow the law which states that continuous payment is considered employment which has to be a competitive process.

14:29:28 From Brittany Hall (she), NPS Chesapeake to Everyone:

hopefully this does provide some incentive for contributing, but we acknowledge it's not enough.

14:30:40 From Lora Harris (she/her) to Everyone:

This is so important re: 2025 and beyond, makes me think we need to be very strategic about what information to be sure we have on hand for those conversations. I wish we had more studies in hand about inequities in distribution of restoration \$ and effort. Running now....

14:31:37 From Trystan Sill (she/her), MD DNR to Everyone:

i have some of these details for MD...i know there was also the GIT funded study on grant \$

14:31:48 From Pamela Bingham to Everyone:

Sure, Brittany, my Dad is from Vicksburg, MS and I have known the NPS my entire life. We need to be creative/strategic about DEquityl. Perhaps, not continuous payment. I am thinking a stipend/honorarium perhaps a quarter or every other month for 4-6 months?

14:32:44 From Trystan Sill (she/her), MD DNR to Everyone:

what about participating in an action team that is working on X action and that is the service delivered?

14:34:50 From Pamela Bingham to Everyone:

I think the challenge with this Bay Program Diversity Workgroup is that the attendee/participant goals are so different based on whether you are an academic, community,

state, federal. Somehow this has turned into a local/state/federal government bureaucratic exercise.

14:36:02 From Pamela Bingham to Everyone:

I also think that there have to be DEI elements into each part of the Bay Program outside the Workgroup. There are definitely silos.

14:36:53 From Brittany Hall (she), NPS Chesapeake to Everyone:

Reacted to "I think the challeng..." with 👍

14:37:00 From Wuillam Urvina to Everyone:

Reacted to "I also think that th..." with 👍

14:37:51 From Jess Blackburn (she/her) to Everyone:

Thinking about Rona's presentation, perhaps a discussion for Beyond 2025 is rethinking the land conservation goal to include priorities for cultural preservation not just water quality/habitat preservation.

14:37:52 From Trystan Sill (she/her), MD DNR to Everyone:

99.9% ::face palm::

14:38:17 From Jimmy Looper to Everyone:

Reacted to "Thinking about Rona'..." with ❤️

14:38:39 From Melissa Fagan (she/her) to Everyone:

Reacted to "Thinking about Rona'..." with 👍

14:39:05 From Bailey to Everyone:

Reacted to "Thinking about Ron..." with 👍

14:39:14 From Brittany Hall (she), NPS Chesapeake to Everyone:

Reacted to "Thinking about Rona'..." with 🙌

14:40:02 From Julie Lawson to Everyone:

Reacted to "Thinking about Rona'..." with 👍

14:42:37 From Pamela Bingham to Everyone:

So, do we solve it by having separate worksgroups - Local, state, federal government, conservation groups, CBOs?

14:43:18 From Pamela Bingham to Everyone:

Oops. Separate workgroups that address the priority of each stakeholders' issues?

14:45:46 From Wuillam Urvina to Everyone:

Equity in Grantmaking: March 21, 9am-12pm EST: Register here

<https://us06web.zoom.us/meeting/register/tZ0uf-yhpzkipHNJ8AFYFwdKTVoOOszXVcPm2>

14:45:52 From Brittany Hall (she), NPS Chesapeake to Everyone:

We have been talking about the structure of this workgroup. Do we find ways to deploy our DWG members to infiltrate the other workgroups and serve as DEIJ instigators/changemakers? (After ensuring you have the training and support you need to be technical assistants.) I welcome thoughts on it!

14:45:57 From Jimmy Looper to Everyone:

Register for these workshops here

https://docs.google.com/forms/d/e/1FAIpQLSf3_iEG3IPbylRXQvb8MaAr_88htOLCJpJTNe2IrVMaIGpc5g/viewform

14:46:55 From Wuillam Urvina to Everyone:

Reacted to "We have been talking..." with 👍

14:48:19 From Breck Sullivan to Everyone:

I need to hop off to prepare for another meeting, but thank you for a great meeting!

14:48:49 From Brittany Hall (she), NPS Chesapeake to Everyone:

Thanks Breck for your input!

14:48:52 From Britt Slattery (she/her), NPS Chesapeake to Everyone:

The Google doc registration that Jimmy shared has the individual registration links for each of the workshops

14:49:47 From Graise Lee Jenni to Everyone:

Also hopping off a bit early. (Sorry to hop off while you're sharing Jess...) Thanks all!

14:50:11 From Wuillam Urvina to Everyone:

Thank you for joining Graise!

14:50:53 From Wuillam Urvina to Everyone:

Chesapeake Bay Grant opportunities (several):

Grants & RFPs (chesapeakebay.net) <https://www.chesapeakebay.net/what/grants>

14:51:10 From Pamela Bingham to Everyone:

University of Maryland CEEJH (Community Engagement Environmental Justice and Health) EJ Summer Scholars Program - POC: Shawnice King, sking223@umd.edu. www.ceejh.center. This summer, our Environmental Justice Summer Scholars Program will host 20-25 students from June to August. We would love for you to send out our program flyer to your students and colleagues. We would like all application materials to be received before March 31st. Please direct responders to Ms. King/Shawnice, if they have additional questions. (from bingham1@umd.edu).

14:52:27 From Pamela Bingham to Everyone:

UMD CEEJH (www.ceejh.center) are also having a Robert Wood Johnson Foundation MATCH (Mid-Atlantic Region) Mini-Grant program and are having these discussions. I will send flyers to William.

14:56:37 From Pamela Bingham to Everyone:

Pamela Bingham, Operations Manager, U of Maryland CEEJH, bingham1@umd.edu, cell 804-988-1436.

14:57:24 From Wuillam Urvina to Everyone:

Pamela this article might be interesting:

<https://www.gallup.com/workplace/404693/generation-disconnected-data-gen-workplace.aspx>

14:57:38 From Wendy O'Sullivan - NPS Chesapeake to Everyone:

Pamela -- the DOI University offers training. We can check about partners attending. <https://doiu.doi.gov/ISBIT.html>

14:57:53 From Trystan Sill (she/her), MD DNR to Everyone:

i want to help, julie!! trystan.sill@maryland.gov

14:58:29 From Pamela Bingham to Everyone:

@Julie - Is this different from the EPA one happening March 27-29?

14:58:41 From Alisha Camacho to Everyone:

Pamela, in my former job we had a casual team meeting/discussion to talk about different communications styles and preferences between generations, and it helped clear up A LOT of disconnects. The way it was facilitated was silly and fun, but I think everyone got a lot out of just level setting expectations and internal comms preferences.

14:58:43 From Jess Blackburn (she/her) to Everyone:

@ Pamela, Lindsey Pollack has a blog on Multi-generational work force
<https://lindseypollak.com/>

14:58:56 From Britt Slattery (she/her), NPS Chesapeake to Everyone:

Reacted to "Pamela, in my former..." with 👍

14:58:57 From Brittany Hall (she), NPS Chesapeake to Everyone:

The Chesapeake Bay Trust hosts intergenerational training for CCC too. That's good
workgroup spending!

14:59:10 From BeKura to Everyone:

Julie I'm Black, I can assist.

14:59:12 From Pamela Bingham to Everyone:

@Wendy. WOO-HOO!

15:00:02 From Pamela Bingham to Everyone:

@William - THANKS!

15:00:02 From Jimmy Looper to William Urvina(Direct Message):

Can you copy/paste a record of the chat at the bottom of our doc just so we have it? I
lost most of the chat when my internet disconnected

15:00:24 From Pamela Bingham to Everyone:

@BeKura - 😂

15:00:46 From William Urvina to Jimmy Looper(Direct Message):

I've been posting most of the relevant responses under the agenda headings but yes I
can

15:01:04 From Jimmy Looper to William Urvina(Direct Message):

Thanks!

15:01:14 From Jess Blackburn (she/her) to Everyone:

CAC meeting is May 24-25, FYI