



Diversity Workgroup
Friday, March 22 Meeting
1:00 – 3:00pm

Meeting Location: Virtual
Google link: Click [here](#)
Or dial: (US) +1 347-318-8723
PIN: 115 827 617#

***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 Bay Program's efforts.*

Attendees		
Breck Sullivan	Britt Slattery	Brittany Hall
Carmera Thomas	Jeremy Hanson	Julie Patton Lawson
Meredith Lemke	Noelle Chao	Samantha Lott
Wendy O’Sullivan	Trystan Sill	Melissa Fagan
Jessica Blackburn	Khesha Reed	Lauren Taneyhill
Marisa Baldine	Melissa Sines	Amber Doherty
Ava Richardson	Malayna Nesbitt	Bekura Shabazz
Bruce Vogt	Maxwell Fairweather	Edgar Freeman
Trena Ferrell		

Meeting Goals:

- To provide a brief overview of our progress over the past two years and what the new direction of the workgroup will look like;
- To identify major themes and focus areas that we would like to include in the new two-year action plan.

1:00 PM Welcome & Introductions

- Welcome & Opening Comments
- Goals for Today’s Meeting and Agenda Overview

- Introductions (all) – Note one thing related to DEIJ that you are working on, exploring, or interested in doing.
 - Introduction of our new staffer Meredith Lemke
 - Hi everyone! Marisa Baldine, Outreach Specialist at the Chesapeake Bay Program
 - Amber with the National Aquarium! We're in the process of a community scan to check outside perceptions so we can more intentionally reach out to targeted audiences
 - Hi! Noelle Chao from Anne Arundel Watershed Stewards Academy. Very excited to share that next Wednesday/Thursday, we'll be hosting focus groups in Brooklyn Park to learn more about the Stewardship priorities of residents in Northern/Western AA County. Big thanks to NFWF for funding this project.
 - Julie Lawson, Stakeholders Advisory Committee. I also work for DC Department of Energy & Environment on education and workforce programming. Lots of great work going on in that space!
 - Melissa Sines, CBPO DEIJ Coordinator. I'm supporting goal teams on embedding DEIJ into strategies and workplans specifically, and broadly, working through next steps on implementing the DEIJ Plan.
 - Lauren Taneyhill, NOAA Chesapeake Bay Office. Some of my teammates and I held a session with students at Hampton Univ. to share about NOAA opportunities, guidance on jobs in marine science, and tips on mentors & networking. This was during the Fish GIT meeting the last 2 days.
 - Melissa Fagan, Chesapeake Research Consortium, Coordinator for the Environmental Management Career Development Program which is the program that provides the CRC Staffers. Really excited that in the summer we will have some funding to bring in a DEIJ expert to help review our program and provide some next steps that will continue to evolve our program.
 - Trystan Sill, she/her, MD Dept Natural Resources, excited to have our new EJ coord for the Department!
 - Hi everyone! Britt Slattery, National Park Service, Chesapeake Bay Program Stewardship Goal Team
 - Carmera Thomas-Wilhite, VP for DEIJ at Chesapeake Bay Foundation. Working on an internal/external DEIJ plan for CBF.
 - Jess Blackburn, Alliance for the Chesapeake Bay, Coordinator for the Stakeholders' Advisory Committee
 - Hi, Sam Lott, MD DNR CCS, Community Restoration Specialist. I'm in my fourth month in this new position, so still learning what is happening already and how I can add to DEIJ efforts.
 - Khesha Reed, EPA Chesapeake Bay Program Office
 - Breck Sullivan, STAR Coordinator at CBPO, I am supporting the MOU with USGS, EPA, and UMBC. We just got approved to move forward with developing a lecture series and a 3-credit course on different STEM career opportunities. We will start shaping the course soon. It would be great to get input on speakers to invite to it!
 - Jeremy Hanson, Chesapeake Research Consortium, CBP's Water Quality Goal Implementation Team coordinator.
 - Julie Lawson: Green zone program, partnership with the university of the district of columbia. DC DOEE will be releasing its strategic plan which includes equity components
 - Brittany Hall: I will be representing NPS at a Federal Jobs development event at Delaware State. Hey all, I have the wonderful opportunity to represent the National Park Service at a FEDERAL career development event at Del State University. Email me for more info if

you'd like to represent your agency or want to provide resources to share.
brittany_omoleye-hall@nps.gov

- Wendy O'Sullivan: I wanted to share a big step that the NPS Chesapeake Gateways program is taking in Brittany's shop and the partnership shop. Reopening the Chesapeake Networks process.
- Ava Richardson: The State of Maryland is recruiting for Climate Corps Fellows - intended to target young people 18-26 who are not enrolled in college full time

1:30 PM Strategy Review System: Progress Review and New Direction

- **Progress Review:** This brief report will include some of the major points that were brought up during our Strategy Review System presentation, what we envision as the new direction for the workgroup, and any feedback/suggestions from the Management Board at the Chesapeake Bay Program.
- **New Direction:** After presenting our progress and challenges over the past two years, we have come to the realization that the Diversity Workgroup is in need of a new direction and a reassessment of priorities.
- **Notes**
 - Melissa Sines: We have been talking, my role as the DEIJ coordinator is to work with the goal teams and workgroups to imbed DEIJ into their plans.
 - Bekura Shabazz: What's the DEIJ definition that we are using?
 - Edgar Freeman: We should add a way to learn more about people's communities. It becomes difficult for us as a group to understand the nuances of all of the different communities we work with.

1:50 PM Developing New Two-year Action Plan

- As we move into our next two years (2024-2025), it is time to start planning how to best affect change and progress toward our Diversity Outcome. We will be developing the Diversity Workgroup action plan between March and May. Today, we will begin to identify priorities to make the most impact from now through 2025.
 - We want to help the CBP be better able to implement DEIJ in their work toward the Outcomes
 - We want to restructure and rethink the Diversity Outcome and the metric
 - We want to set ourselves up for more tangible, effective achievement
 - And we want to coordinate with and support the CBP's part-time DEIJ contractor in an advisory role
- **Notes**
 - Brittany Hall: Our priorities as a core team is how do we help the CBP be better able to implement DEIJ in their work toward the 31 outcomes. How do we restructure/rethink the Diversity Outcome and metric to guide work beyond 2025? How do we set ourselves up for tangible actions and success?

- Britt: The first bullet, we have been thinking about some of things we could do from the WG's ability that would help make some of the tools/guidance/resources more available and well-known to the other outcomes. We have been talking internally about revamping the website to better showcase those tools.
- Brittany Hall: In your opinion, how can we help the CBP better implement DEIJ in their work?
 - Melissa Fagan: From my perspective, the resources that have been compiled by the DWG has been very helpful.
 - Julie Lawson: I've been asked before to share career development opportunities but we get low responses. Some have told its due to low pay and the location of a lot of these opportunities (don't want to go to Annapolis).
 - Jeremy Hanson: when the MB has done DEIJ updates in the past, has that included an opportunity to highlight a small number of NGO efforts? Perhaps there could be? Updates from jurisdictional and federal signatories are important but allotting time for updates from non-signatory partners could be very energizing. and as a follow-up to my last comment, perhaps the DWG could help identify or line up such non-signatory updates if the MB provides a portion of that agenda time.
- Brittany Hall: What challenges do you face when working with partners? What would help with that?
 - Trena: Can we compile a list of best practices from other organizations to share around? This can be helpful. Please add from Trena, develop a list of Employee Resource groups from signatories (do they have event/resource pages that we can link to)
 - Trystan: Thinking back on how I have used the workgroup, when I was developing our inclusion statement. I am one person and I have a team of 5-6 people but I appreciated being able to send a general email to the workgroup/sc and get some needed feedback. It can be very helpful for organizations that are struggling with representation of multiple perspectives/demographics.
 - Breck Sullivan: Aligned more specifically with the GITs, maybe it would be helpful to host occasional joint meetings with a GIT to help identify speakers and topics that GIT wouldn't tend to think about or networks they know.
 - Melissa Sines: The ability to provide feedback is important. But where is the cross-over happening with establishing DEIJ champions in other workgroups? coordinating developmental support for DEIJ champions in the other workgroups
 - Bruce Vogt: Not sure where this fits but What about inviting students who are conducting relevant research to present at GIT meetings or STAR? We were just at Hampton this week and students were interested in more opportunities to practice presentations. The Fish GIT is also thinking about adding a student rep to our membership. Maybe more than one to broaden perspectives and our team

- Julie Lawson: Circling back to HBCU student barriers-- I would add Richmond in addition to DC and Baltimore. Also, career mapping resources could show opportunities that C-Stream, CRC, etc can lead to
- Lauren Taneyhill: Some things we heard from Hampton students: they appreciated hearing about the failures and rejections faced by people currently in careers they aspire toward, and other relatable & personable info. They feel most supported by having opportunities to make real connections with professionals in their desired careers, especially with folks who look like them and come from similar backgrounds.
- Brittany Hall: How can we restructure or rethink the diversity outcome and the metric?
 - Melissa Sines: The current survey only captures a point in time. it doesn't look at pre-recruitment or pre-hiring to look at retention and the pipeline. related to retention, it is more qualitative data around staff morale and a sense of belonging.
 - Brittany Hall: We can look at the internal work and the external.
 - Breck Sullivan: I would just stress that the metric be measurable. This is something the Status and Trends Workgroup will raise when developing the metric/indicator.
 - Jeremy Hanson: Regarding the outcome itself, the outcome was modified in January 2020. I'm curious if anyone on the call remembers what was left out or changes not implemented in 2019/2020 when the last outcome was changed.
 - Wendy O'Sullivan: There was talk about changing the metric but the focus shifted to changing language within the governance document to make it more inclusive and welcoming.
 - Breck Sullivan: Also, maybe it is not one metric, but multiple metrics to help capture the different themes that came out of the last discussion on what the WG should work on. Breaking it down may also help it be more measurable.
 - Meredith Lemke: I think that accessibility is an important aspect of DEI that is not included.
 - Wendy O'Sullivan: NPS and Fish & Wildlife might have some guidance available as they include Accessibility.
 - Julie Lawson: People are flagging terminology that might be harmful. I think that a group process of DEI definitions feels like a fraught conversation. I feel that some general current understanding would be helpful.
 - Marisa Baldine: What you're talking about is much more specific to CBP's work, but the Alliance's DEI Terminology Guide might be a helpful place to start.
- Brittany Hall: How can we set ourselves up for tangible, effective achievement?
 - Melissa Sines: What does a team/committee lead look like?

- Jeremy Hanson: Something to consider is that we don't have to form something with longer standing commitments, maybe we can create things that are easier to facilitate.

2:50 PM Summary, Wrap-up, and Next Meeting

- Next meeting: September 19th, 2024
 - Joint GIT 5 Meeting (Protected Lands, Public Access, Stewardship, Education, and Diversity)
- Plan for remaining meetings

3:00 PM Adjourn