



Chesapeake Bay Program
Science. Restoration. Partnership.

What's DEI and EJ

Resources compiled by the Chesapeake Bay Program Diversity Workgroup 2022

Purpose and Contents

Decision-makers and partners in the Chesapeake Bay Program must leverage strategies for diversity, equity, inclusion and justice (DEIJ), including environmental justice (EJ) to ensure that implementing the Chesapeake Bay Watershed Agreement to restore the Bay includes the full diversity of people who live in and contribute to the many ecosystems that make up the Chesapeake Bay watershed. For the purpose of this resource, Diversity, Equity and inclusion (DEI) are described in one section and Justice/Environmental Justice (EJ) are in another section. Each word in DEIJ are inseparable but distinct, therefore, it is important to understand best practices, approaches and how to leverage resources to be successful.

This presentation provides information about the relationship between DEI and EJ, some differences between them, and some examples. 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.

Content

- Key Terminology
- Diversity, Equity and Inclusion
- Environmental Justice



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 – Improving equity involves the promotion of justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. 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.”

Accessibility – Accessibility is giving equitable access to everyone along the continuum of human ability and experience


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

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 or subject area. 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., specific underserved or overburdened populations, environmental justice communities) and ensure that those groups are represented and included in that decision-making. (Credit: Skeo)

Under-resourced or Overburdened – Populations who receive inadequate or inequitable investment and services, who experience environmental and/or quality-of-life disparities when compared to surrounding populations, and who may in some circumstances have little power or influence over outside decisions that impact their daily quality of life. (Credit: Skeo)

Acronym List

CBP- Chesapeake Bay Program
DEIJ- Diversity, Equity, Inclusion and Justice
DEIA- Diversity, Equity, Inclusion and Accessibility
EJ- Environmental Justice



Diversity, Equity, and Inclusion

Diversity, Equity and Inclusion



DEI in Practice

Diversity, equity and inclusion is a framework to promote the fair treatment and full participation of all people, especially in the workplace, including populations who have historically been under-represented or subject to discrimination because of their background, identity, disability, etc ([dictionary.com](https://www.dictionary.com)). Diverse, equitable and inclusive workplaces are those where employees share unique perspectives, respect one another's individual needs, and reach their full potential without barriers.

Why is it important?

- Increased employee engagement and satisfaction
- Higher retention and lower turnover
- Better decision-making
- Greater innovation

Additional Resources



[Equality Diversity & Inclusion Video](#)
[Diversity Matters by Mckinsey & Company](#)

Examples of CBP Signatory and Partner DEI Programs

Many of the signatories and partnership organizations that are a part of the Bay Program Partnership have offices and programs dedicated to Diversity, Equity and Inclusion. Sometimes these programs or offices are referred to as civil rights, special emphasis, and equal employment opportunity (EEO).

- **D.C. Department of Energy and the Environment** [Equity Framework](#)
- **Pennsylvania Department of Conservation and Natural Resources** [Diversity, Equity and Inclusion](#)
- **Maryland Department of Natural Resources** [DEIJ Internally](#)
- **New York Department of Environmental Conservation** [Diversity and Inclusion](#)
- **Virginia Department of Conservation and Recreation:** [Diversity, Equity and Inclusion at DCR](#)
- **U.S. Environmental Protection Agency** [Office of Civil Rights](#)
- **National Park Service** [Office of Relevancy, Diversity, and Inclusion \(RDI\)](#)
- **U.S. Geological Survey** [Diversity Council](#); [Programs Supporting Diversity, Equity and Inclusion](#)
- **National Oceanic and Atmospheric Administration** [Office of Inclusion and Civil Rights](#)
- **U.S. Fish and Wildlife Service** [Diversity, Equity, Inclusion and Accessibility](#)
- **Alliance for the Chesapeake Bay** [Diversity Equity Inclusion and Justice](#)
- **Choose Clean Water Coalition** [Equity Workgroup](#)

CBP Examples of DEI Activities

These are a few examples of how the Bay Program Partnership is implementing DEI practices:

Increasing outreach to diversity focused job boards to advertise employment opportunities

Ensuring 508 Compliance (*) to make electronic and information technology accessible to people with disabilities

* Section 508 of the Rehabilitation Act of 1973

Launching mentorship programs

Memorandums of Understanding (MOUs) and workplans with Historically Black Colleges and Universities (HBCU)

Providing diversity and inclusion workplace training opportunities such as Cultural Humility and Allyship Trainings

Identifying opportunities at high schools, community colleges and universities to create a compensated internship program for individuals from diverse backgrounds

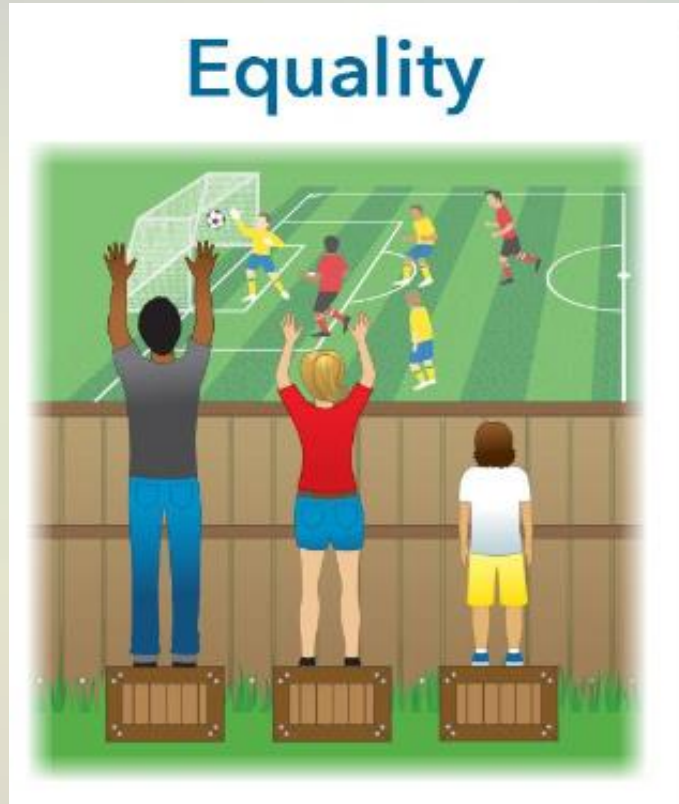
Utilizing Language Translation or Interpretation Services

Working with existing career service programs that provide support to applicants to expand employment opportunities



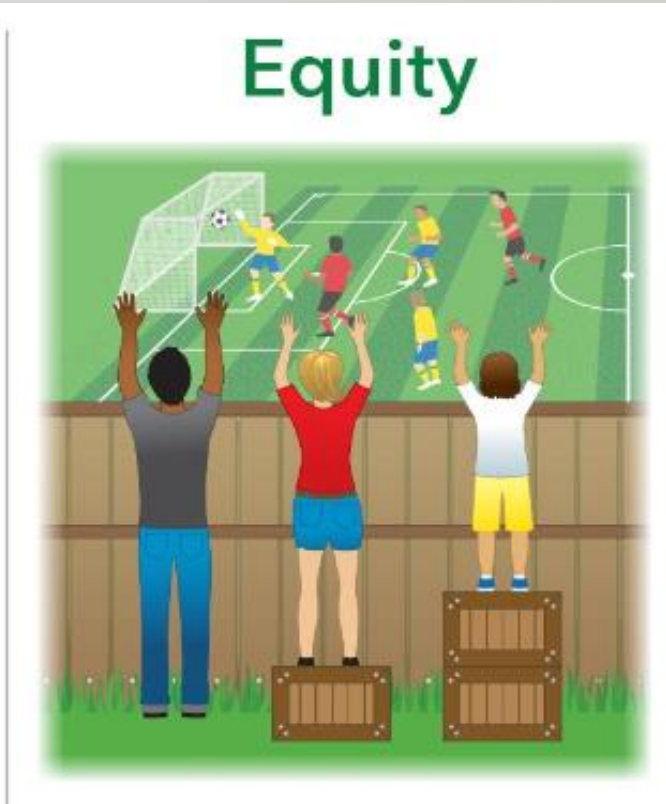
Justice/ Environmental Justice

Equality, Equity, Justice



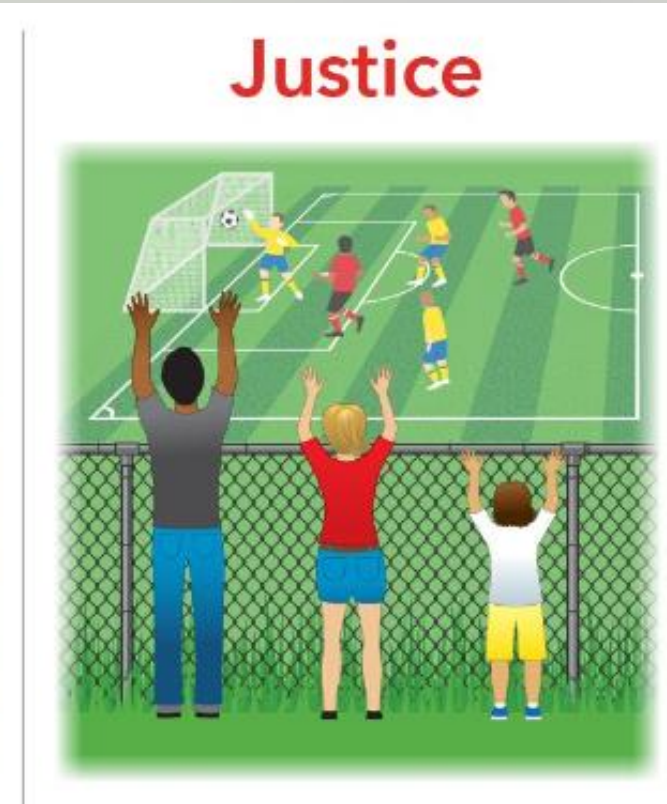
The assumption is that everyone benefits from the same supports.

This is equal treatment.



Everyone gets the support they need.

This is the concept of “affirmative action” – thus, producing equity.



All 3 can see the game without supports or accommodations because the cause of the inequity was addressed.

The systemic barrier has been removed.

There are Many Different Types of Justice

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...”

Climate Justice – Climate justice connects the climate crisis to the social, racial and environmental issues in which it is deeply entangled. It recognizes the disproportionate impacts of climate change on low-income and BIPOC communities around the world, the people and places least responsible for the problem.

Distributive Justice – Distributive justice, also known as *economic justice*, is the equitable allocation of benefits and burdens.

Procedural Justice – is about fair access to process.

Restorative Justice – addresses issues of past harm. Restorative justice is also known as *corrective justice*.

Recognition Justice – is acknowledgement of and respect for all people.

Additional Resources



[From Environmental to Climate Justice](#)
[Revolutionary Power](#)

Environmental Justice in Practice

Environmental Justice (EJ) is 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...” – U.S. EPA

EJ in Practice:

- Seeks to meaningfully involve those who are politically disenfranchised and/or economically incapable of making significant changes in their neighborhood.
- Strives to end the environmental racism arising from the abuse and neglect of the local environment.
- Seeks to systemically address and redress the disproportionate burden placed on low-income and minority communities.

Additional Resources



[Principals of Environmental Justice](#)
[Not In My Backyard! Environmental Justice 101](#)

Examples of CBP Signatory and Partner EJ Related Programs

Many of the signatories and partnership organizations that are a part of the Bay Program Partnership have offices and programs dedicated to environmental justice:

- **Delaware Department of Natural Resources and Environmental Control** [Environmental Justice](#)
- **D.C. Department of Energy and the Environment** [Office of Enforcement and Environmental Justice](#)
- **Pennsylvania Department of Environmental Protection** [Office of Environmental Justice](#)
- **Maryland Department of the Environment** [Environmental Justice Implementation](#); [Commission on Environmental Justice and Sustainable Communities \(CEJSC\)](#)
- **New York Department of Conservation** [Office of Environmental Justice](#) & [Climate Justice Working Group](#)
- **Virginia Department of Environmental Quality** [Office of Environmental Justice](#)
- **West Virginia Department of Environmental Protection** [Office of Environmental Advocate](#)
- **U.S. Environmental Protection Agency:** [Environmental Justice](#)
- **National Park Service** [Connected Conservation Environmental Justice](#)
- **National Oceanic and Atmospheric Administration** [Environmental Justice](#)
- [Center for Community Engagement, Environmental Justice, and Health \(CEEJH\) at the University of Maryland School of Public Health](#)
- [Virginia Environmental Justice Collaborative](#)
- [We Act for Environmental Justice](#)

CBP Examples of EJ Activities

These are a few examples of how the Bay Program Partnership is implementing EJ practices:

Increasing collaboration with environmental justice entities throughout the watershed and incorporating their perspectives and those of leaders from community and faith-based organizations into the Chesapeake Bay Program's governance structure.

Evaluating and improving transparency and efficiency in providing community-based grant opportunities to areas with diverse and underrepresented populations.

Working with local governments to help local decision makers maximize benefits and minimize adverse impacts of restoration project planning, siting and funding processes.

Identifying opportunities to work with communities in which [fish consumption advisories](#) exist and initiating a pilot project to improve communications and outreach.

Using informational tools and databases (including the U.S. EPA's [Environmental Justice Screening and Mapping Tool](#), or EJSCREEN) to identify stressed or underserved communities in the watershed and target work and funding to those areas with the potential to raise environmental justice concerns.

CBP is attempting to link social equity and water quality through its [Environmental Justice and Equity Dashboard](#). The site contains information that can be used by local planners, state agencies, watershed groups, and others to help bridge the data gap between environmental and social indicators.

Reviewing and revising grant guidance criteria to make application requirements and procedures more equitable and accessible.

Utilizing goal implementation team funding in ways that will increase CBP benefits to under-resourced or overburdened communities.