

A Snapshot of Chesapeake Bay Program's Diversity Initiative

IDENTIFYING community groups not currently represented in the leadership, decision making and implementation of current conservation and restoration activities and create meaningful opportunities to engage them.

BECAUSE

EXPANDING the diversity of the workforce and participants in restoration and conservation activities engages a wide range of people of all races, income levels, faiths, genders, ages, sexual orientations and disabilities, along with other diverse groups.

Leadership in Chesapeake Bay efforts should reflect the diversity of the constituents that live in the watershed and use its resources. Here's how we're planning to make this a reality...

2016-2017 Diversity Implementation Plan

Enhancing Communications and Outreach

- ▶ Establish community forums with the support of local and state partners.
- ▶ Review existing fish consumption advisories and develop outreach tools to better communicate fish consumption advisories.
- ▶ Form a fish advisory workgroup to the fish consumption project.

Employment and Professional Engagement

- ▶ Each state and federal agency will explore opportunities to hire or designate a Diversity coordinator to strengthen Diversity coordination efforts across the watershed.
- ▶ Conduct a *pilot* Environmental Career Event to better promote career opportunities to underrepresented groups.
- ▶ Expand outreach to diverse groups in the watershed with an emphasis on full-time career opportunities.

Promoting and Integrating Environmental Justice

- ▶ The Environmental Protection Agency (EPA) revised its *2016 Annual Grant Guidance* to the Bay states to address diversity, environmental justice and the use of **EJ Screen**.
- ▶ Work with community leaders to identify how to integrate environmental justice concerns into the work of the Bay Program.
- ▶ In 2016 EPA and the Bay Program are developing an EJ/Diversity Map Overlay Tool with key programmatic and funding information from Bay Program initiatives.

Tracking and Assessment of Diversity

- ▶ Continue to build a robust Baseline of Bay Program Partner diversity levels and programs.
- ▶ Explore ways to track new Chesapeake Bay Program partnership relations by consulting with diversity reporting agencies.
- ▶ Explore ways to meaningfully track the number of diverse individuals participating in Chesapeake Bay restoration activities.
- ▶ Evaluate, improve and expand existing diversity programs throughout the watershed.

Questions or Suggestions?

Stay Connected.

Get Involved.

Be Part of the Process. Visit the Diversity page today

<http://www.chesapeakebay.net/managementstrategies/strategy/diversity>

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