Chesapeake Bay Program
A Watershed Partnership

Chesapeake Bay Program Diversity Workgroup April Conference Call Minutes

April 24, 2018
1:00 PM – 3:00 PM
Location: Conference Line
Conference Line: 202-991-0477 Code: 9037008
Adobe Connect: http://epawebconferencing.acms.com/cbpdiversitymeeting1122016/

Attendees:

Name	Organization	Name	Organization
Marian Honeczy	MD DNR	Nicole Maywah	Yale University
Michelle Ramirez	MD DNR	Jim Edward	EPA
Edgar Freeman	MD DNR	Sarah Anderson	Lillie Leaf Solutions
Alayna Chuney	CBF	Mariah Davis	CCW
Carmera Thomas	CBF	Karen Mullin	Greater Baltimore Wilderness
Bill Ball	CRC	Melissa Fagan	CRC
Jessica Blackburn	Alliance for the Bay	Adam Bray	Alliance for the Bay
Andrea Calderon	Baltimore Office of Sustainability	Emily Hendrickson	PA- DCNR
Kesha Braunskill	Delaware Forest Service	Darius Stanton	CRC
Ruby Stemmle	EcoLatinos	Carolyn Black	NPS
Richard Allen	MD DNR	Steve Williams	NPS
Michael Blair	INNOVATE		

Conference Call Objectives:
• Provide Diversity Workgroup Updates following Workplan revisions and discussions Management Board
• Propose ideas for 2018 Chesapeake Bay Program Goal Team Funding
• Provide presentation of EJ SCREEN - Chesapeake Tool

Welcome and Introduction
Darius Stanton, Diversity Workgroup Staffer presented outline for conference call discussion.

Diversity Workgroup Updates

Discussion lead by Darius Stanton

Updates to the 2018-2019 Diversity workplan are as follows:

1. Added language in the outcome to read in parenthesis: (The following Key Actions and Performance Targets only include federal and state CBP member agencies who have agreed to the Diversity Outcome, are existing members of the Diversity Workgroup and/or manage diversity related programs.) Suggestion made by DOD
2. Under Management Approach 1 Key Action Item 2, Performance Target b of the workplan, we re-wrote the performance target to read, "Develop a set of follow up actions and recommendations for CBP adoption. These recommendations will go through Management Board, then to the Principal Staff Committee for adoption." Suggestion made by PA-DEP.
3. Under Management Approach 3 Key Action Item 1, Performance Target c of the workplan, we re-wrote the performance target to read, "Send Diversity Workgroup the EPA draft FY 2019 Grant Guidance in Fall 2018 to provide comments on the Diversity and Environmental Justice sections." Suggestion made by PA-DEP
4. Under Management Approach 3 Key Action Item 2, Performance Target c of the workplan "The Bay Program will add EJSCREEN as a new data layer for the Bay Program Watershed Model." was removed after taking in considerations that the opportunity for identifying potential co-benefits had passed.

Status Updates from State Jurisdictions on Grant Guidance

Presentation provided by Darius Stanton

- As part of the November SRS presentation to Management Board, one of the Diversity Workgroup's asks were for jurisdictions to provide written status updates on how they are addressing diversity, equity and inclusion (DEI) and/or Environmental Justice (EJ) using their CBIG/CBRAP, or other state funding. Language is included in pages 27-30 of EPA Grant Guidance.
- New York and West Virginia are including specific language in their sub-grants. Not all states have noted how the outcomes align with the work they are trying to accomplish.
- NY included priority grant scoring as part of their commitment (5 points)
- Not all states use EJ SCREEN or consistent language to describe the communities they are trying to serve.
- The Diversity workgroup received status updates on how they are/plan to address DEI/EJ within their agencies from all jurisdictions except Virginia and PA-DEP. Have received correspondence from both parties that we will receive status updates in the near future.
- (See presentation for more information on each jurisdiction's response)

Richard Allen: Is there a reason why New York and West Virginia did not sign on to the agreement?

Jim Edward: During the time that the agreement was originally assembled, different states committed to certain things based off the amount of staff they currently had to work on bay-related outcomes. For some jurisdictions it came down to how much staff

Potential Target for 2025 Diversity Indicator goal – 20% is projected percent

Looking at the current percentage of communities of color in the Chesapeake Bay Program partnership– 13% (50 respondents to the demographic profile)

Dividing this number by the total of white non-leadership respondents plus all respondents of color from the demographic profile came to – 18.9%

We decided to round up to 19% then 20% being 1/5 of the total partnership. That would mean if respondents to the survey round out to around 375, we would need to have included 75 people of color by 2025 to meet 25% target or goal.

We also showed data from the Department of Labor that illustrated the Civilian Labor Force Participation Rate - https://www.bls.gov/charts/employment-situation/civilian-labor-force-participation-rate.htm

 This information was provided by a workgroup member during the November 2016 meeting.

This data however showed the following information.

For March 2018:

Total: 62.9%
White: 62.9%
Black: 62.7%
Asian 63.1%
Hispanic or Latino: 65.8%

- **It was mentioned by Bill Ball and others that this data did not correlate with the Bay Program, and it was agreed upon that this data would not be used to move forward to set a target or goal because it was a national look at the percentage of civilians age 15-64 that were currently participating in the workforce. It was not actually relatable.**
- **Have decided to take an additional look at 20% versus 24.5-25%**
- **The watershed percentage of communities of colors is 36% and the CBP currently sits at 13%. The median is 24.5%, which could be rounded to 25%.**
- **We will talk with the Steering committee again and follow up with the decision on 20% or 25%.**

Chesapeake StREAM Internship Program - Pilot Summer 2018

Through the CRC Chesapeake StREAM Pilot Summer 2018 program, the following will occur:

The Chesapeake Bay Program Office will have potentially two-three interns that will work out of Annapolis.

The Chesapeake Research Consortium will have one intern that will be housed at the Smithsonian Environmental Research Center in Edgewater, MD.

Ruby Stemmle: Is it possible that you can remove the requirement that a student must be a U.S. citizen? I think that takes a lot of potential applicants like the DREAMERS out of eligibility.

Melissa Fagan: Yes, that is an easy adjustment that can be made.

Darius Stanton: Thank you for the suggestion Ruby, we will be sure to make the change.

2018 Chesapeake Bay Program Goal Team Funding

Lead by Sarah Anderson, Vice-Chair of Diversity Workgroup

Objective: GIT Funding Ideas: Goal Team Funding for 2018 will once again become available, with funding for projects within the $25-$75k range. Proposals will be due around the end of May. Past projects for the Diversity Workgroup include the EJ SCREEN – Chesapeake Tool and Implementation support for Chesapeake Bay Program Cultural Competency, Diversity Equity and Inclusion (DEI) capacity building, training and tools development. Ideas were discussed at March's meeting, listed below. Please be prepared to discuss these ideas further, and/or other project ideas for this year's funding.

Richard Allen: One of the questions we've asked is getting the best qualified candidates to MDNR for an actual interview? We should look into research on personnel approaches or political ways to get more qualified minority candidates. Funding to increase capacity to changing recruitment strategies.

Andrea Calderon: Professional mentorship to folks who are entering the workforce.

Marian Honeczy: Envirothon for other jurisdictions to replicate what MD does, or to do it in free lunch neighborhoods.

Edgar Freeman: Asked for more time to think on potential projects

Sarah Anderson: Yes, please have all GIT funding project idea forms completed and submitted before the next Diversity Workgroup in-person meeting (**May 21st**)

Sarah Anderson: Trainings for Tree Care Workers (Delaware is also interested)

Ruby Stemmle: Targeted outreach to Spanish speaking populations to engage in environmental work.

Andrea Calderon: Baltimore provides paid high school internships- 50 schools in the city. Passed citywide Styrofoam ban. Andrea can share the budget and model.

Darius Stanton: Outreach Strategy and on-the-ground training for the EJ SCREEN – Chesapeake tool after it is officially rolled out.

Darius Stanton: Ensure that each project proposal includes a Technical Lead.

EJ SCREEN – Chesapeake presentation

Presentation given by Michael Blair, Innovate

-Update on the EJ SCREEN Chesapeake tool and how workgroup members, and public can make use of the tool.

Questions:

Andrea C.: When does this tool plan to be released?

Darius S: Hopefully by the end of June, the project contract ends May 31st.

Jessica Blackburn and Karen Mullin both agreed that in-person trainings would be a great choice for citizens and non-profits outside of the Chesapeake Bay Program Office/Partnership.

Additional Updates:

May 9th – VSU & EPA Signing Ceremony

May 12th – UMD 4th Annunal EJ/Public Health Symposium

May 21st – Diversity Workgroup in Lancaster, PA (Agenda will be announced soon)

May 22-23rd – Choose Clean Water Annual Conference in Lancaster, PA.