## BIENNIAL STRATEGY REVIEW SYSTEM Chesapeake Bay Program

Logic and Action Plan: Post Quarterly Progress Meeting



## Climate Monitoring & Assessment and Climate Adaptation - 2021-2022

[NOTE: make sure to edit **pre**- or **post**- in the text above, to tell the reader whether this logic and action plan is in preparation for your quarterly progress meeting or has been updated based on discussion at the quarterly progress meeting.]

**Long-term Target:** (the metric for success of Outcome) **Two-year Target:** (increment of metric for success)

**Instructions:** Before your quarterly progress meeting, provide the status of individual actions in the table below using this color key.

Action has been completed or is moving forward as planned.

Action has encountered minor obstacles.

Action has not been taken or has encountered a serious barrier.

Additional instructions for completing or updating your logic and action plan can be found on <a href="ChesapeakeDecisions">ChesapeakeDecisions</a>.

Factor	Current Efforts	Gap	Actions	Metrics	Expected Response and Application	Learn/Adapt
What is impacting our ability to achieve our outcome?	What current efforts are addressing this factor?	What further efforts or information are needed to fully address this factor?	What actions are essential (to help fill this gap) to achieve our outcome?	What will we measure or observe to determine progress in filling identified gap?	How and when do we expect these actions to address the identified gap? How might that affect our work going forward?	What did we learn from taking this action? How will this lesson impact our work?
		<b>Outcome: Monitoring</b>	& Assessment	t		
Monitoring & Assessment: Scientific Capabilities, The scientific	Development of 7 climate change indicators on	Need scientific capability to monitor climate and other			Development of climate change indicators will	
capabilities to estimate, project, model and monitor	Chesapeake Progress	stressors simultaneously; need			depend on the quality of	

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Commented [J1]: Merged non-climate related/multiple stressors factor with this factor. CRWG does not have the capacity to address the non-climate factors (other workgroups do). I recommend we collaborate with other workgroups to ensure that information is collected for both climate and non-climate stressors to be able to consider multiple stressors.

		to on sums that land	
ecosystem changes and	Deceler week f	to ensure that long-	supporting data,
impacts as a result of climate	Development of	term monitoring	the added value
change are <u>complex just</u>	the climate	networks include key	of the indicators
emerging and resource	change TMDL	parameters to assess	for helping to
intensive. Additionally,	model	climate change impacts	understand and
impacts are exacerbated by		and multiple stressors;	explain
non-climate stressors (e.g.,		need to sustain and	management
land-subsidence, land use		support long-term	successes, and
change, growth and		monitoring networks	the priorities
development) Appropriate		(e.g., CBP Monitoring	and resources of
science and modeling of		Network, Sediment	the CBP
climate and non-climate		Elevation Table Marsh	Partnership.
related stressors are		Studies); need	ODIANO :
necessary for Chesapeake		adequate downscaled	CRWG is
Bay Program partners to		climate modeling data	planning to
properly address climate		and data to develop	develop 1-2 new
impacts during policy		and test models; need	climate change
planning and adaptation		continued efforts to	indicators
efforts.		understand thresholds	during 2021-
		of climate stressors on	2022.
		water quality, fisheries,	
		and habitats,	
		interaction of multiple	
		stressors, and	
		quantification of co- benefits	
Monitoring &	Scientific data	Need methods aimed	Currently, the
Assessment: Geographic	collection at DE,	to improve data	CRWG does not
Extent/Variability of the	MD, VA NERRS	consistency and	have adequate
Watershed. The impacts of	sites to gain a	comparability among	resources to
climate change will be varied	better	regions and sectors	tackle both Bay
across the Watershed. It is	understanding of	regions and sectors	and watershed
important to not limit the	what is		climate change
focus of the management	happening at the		assessment
strategy to coastal issues	reserve level and		needs across
alone but to recognize the	how that can be		workgroups
wide range of monitoring,	applied to the Bay		simultaneously
assessment and adaptation	as a whole		Simultaneously
needs throughout the region.	as a wiloic		
However, the variability of	Healthy		
the ecosystem within the Bay	Watersheds is		
proper and the larger	incorporating		
Undeted February 17, 2001	monporating		Dago o of a

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watershed presents challenges in data consistency and comparability among regions and sectors.	climate metrics and vulnerability into their assessment  Development of a Bay-wide climate resilience scorecard for tidal and non- tidal areas.			
Monitoring & Assessment: Complexity of the Monitoring Program. Developing a monitoring program to detect ecosystem change and inform program and project response is a complex undertaking. Developing an acceptable monitoring approach for the watershed will be complex, and there are clear budgetary challenges associated with such long-term monitoring.	Data collected by NOAA Chesapeake Bay Sentinel Site Cooperative (CBSSC), CBP Monitoring Network, and others on key climate change parameters, such as water temperature.	Need institution capacity to develop and perform long-term monitoring to detect ecosystem change, and a steady funding source for such efforts; need to evaluate alternative monitoring strategies, such as use of satellite data	Outside CRWG capacity. Need to identify partners that can support monitoring needs; Monitoring Workgroup is looking into developing a STAC proposal to evaluate new technologies and new partners to enhance monitoring capacity—key climate parameters in connection with climate change indicators should be considered	
Monitoring & Assessment: Non- Climate Related and Multiple Stressors. Overall, climate change				

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		I		I	
impacts are particularly					
difficult to monitor and					
assess because they can be					
exacerbated by existing non-					
climate or human induced					
stressors such as regional or					
localized land subsidence,					
land use change, growth and					
development. It is often					
difficult to differentiate					
elimate impacts from the					
impacts of other stressors. An					
increased understanding of					
these interactions is					
necessary to successfully					
assess climate impacts, and					
the effectiveness of					
restoration and protection					
policies, programs and					
<del>projects.</del>					
		Outcome: Ada	ptation		
Outcome Adaptation:	Worked with	Need collective			Outside
Stakeholder	Local	agreement; need			current CRWG
Engagement. Although	Government	coordination and			capacity
there is acknowledgement	Advisory	collaboration among			1 ,
that climate change and	Committee on	stakeholders; need			
adaptation need to be	forum that	willingness to discuss			
addressed, there is a lack of	developed	managed retreat as an			
understanding or agreement	recommendations	option; need support in			
from stakeholders on what it	for local	following up on			
means to be resilient or what	governments on	recommendations			
constitutes resiliency,	what they can do				
including what kind of	to act more				
actions support an adaptive	deliberately in				
management approach. Lack	addressing				
of appropriate stakeholder	flooding issues				
engagement jeopardizes	from changing				
acceptance of choices made	climate				
about action plans and	conditions.				
implementation strategies,					
introducing additional levels	Collaborating				
of social discord in an already	with CBP Local				
or social discord in an ancady	CDI Locui				Page 4 of

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complex environmental- economic-social landscape. If social stability is reduced, then policy effectiveness would likely be reduced.	Engagement Team on identifying climate change- related local			
would intely be reduced.	engagement needs and resources.			
Outcome Adaptation:		Knowledge of types of		
<b>Capacity.</b> Institutions and the private sector have a		technical assistance/expertise		
general lack of capacity to understand the science and incorporate meaningful change into plans, programs, processes or projects.		needed by jurisdictions (can CRWG member organizations assist?)		
Although building that capacity is paramount, it can be time consuming and costly, considering the resource constants faced by				
governments and organizations and the variability in adaption approaches.				
Adaptation: Authority Governments' and institutions' ability to respond to climate change is also limited by legislative, policy, regulatory and other authorities.	Individual jurisdictional incorporation of climate narrative (or voluntary numerical target) into WIPs III.	Need knowledge of institutional/regulatory barriers; need incorporation of climate change considerations across programs.		Outside current CRWG staff capacity
	States and communities around the Chesapeake Bay are taking steps to prepare or maintain their climate change adaptation or			

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Commented [J2]: Build into logic item – new workgroup focus – synthesis work to support targeting of adaptation projects, provide technical assistance/expertise to develop

	sustainability plans.			
Adaptation: Guidance. There is currently a lack of clear science (models, tools and metrics) and guidance for the Chesapeake Bay Program, as well as stakeholders, to use to develop plans or to measure efficacy of response. The nature of on-the-ground implementation often requires certainties (e.g., hydrology, water quality, temperature, precipitation, sea level rise, coastal erosion rates) that are not yet available for a changing climate. Additionally, there is variability in institutional responses.	Ongoing research and models, tools and metric development by CBP partners	Need development of clear tools and guidance to develop plans and efficacy of response; lack of extensive information (or information dissemination) on the costs of climate change impacts in specific areas, or the cost savings and ecosystem benefits represented by specific mitigation or adaptation measures.		
Adaptation: Collaboration. The many and diverse stakeholders and organizations that make up the Bay Program are a strength, but it also causes collaboration challenges that must be addressed in order to maximize limitedleverage resources and provide strategic eonsistent adaptation approaches	The Climate Resiliency Workgroup meets monthly to discuss a variety of climate topics and provide a forum for information- sharing to encourage collaboration	Need to achieve strategic collaboration that maximizes limited resources; need consensus on strategic adaptation approaches that fit the impact and area of concern consensus and provide consistent approaches.		
the watershed.  Outcome Adaptation: Variable adaptation approaches. There is variability in institutional responses and the capacity to				
<del>respond.</del> Indated February 17, 2021				Page <b>6</b> of <b>15</b>

**Commented [J3]:** I recommend that we incorporate variability in approaches under this factor.

Commented [J4]: Is "consistent" the right word? Approaches will vary across the watershed? I feel this should focus on best approaches for impacts that need to be addressed for that area.

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Key: Rows shaded in blue have been identified as primary actions for the Climate Resiliency Workgroup (CRWG) for the next 2 years. Rows shaded in white are secondary actions capturing climate-related activities across the Chesapeake Bay Program. Support from CRWG for secondary actions will be considered on a case-by-case basis and dependent on the availability of staff and workgroup members. Actions with bolded text indicate activities that the core CRWG members identified that they are most interested in helping with. FTE indicates the estimated full time equivalent needed by workgroup staff (e.g., CRC staffers, coordinator) to support actions within a 2-year timeframe.

		Monitoring & Assessment Act	ions – 2021 - 2022						
Action #	Description	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline				
Managem	Management Approach 1: Assess past and future trends of climate change in the Bay and watershed								
1.1 FTE: 0.1	Assess utility of climate change indicators in tracking climate resilience for water quality, living resources, habitats, and public infrastructure and determine strategy for updating prioritized indicators	a. Evaluate the usefulness of existing (on Chesapeake Progress) and proposed climate change indicators with corresponding workgroups, STAR, and the Management Board to prioritize maintenance and development. Archive indicators that are not included in prioritization decisions.  b. Develop a climate change indicator framework document that outlines implementation strategies for the prioritized indicators. Identify prospective cross-workgroup pathways connecting physical change (e.g., sea level rise, increased precipitation, warming temperatures) with ecological and community impacts to inform adaptation/resilience strategies related to the Chesapeake Bay Watershed Agreement outcomes. Include considerations for DEIJ application. Determine time periods for updating.	a. Julie Reichert-Nguyen (NCBO/CRWG), Breck Sullivan (CRC/STAR), Kathryn Barnhart (Status and Trends Workgroup), and relevant workgroups b. Climate Change Indicator Framework: Julie Reichert-Nguyen (NCBO/CRWG), Breck Sullivan (CRC/STAR), and summer intern (NCBO)	Bay/ watershed-wide or place-based	CRWG does not have the capacity to maintain all existing and proposed climate change indicators. Maintenance of indicators will rely on the management application and support from other workgroups.				
1.2 FTE: 0.4	Coordinate the development of climate change indicators in connection with clear management objectives to inform	<ul> <li>a. Coordinate the development of a Bay Water Temperature Change Indicator (previously identified as a cross-workgroup priority) in connection with fisheries management.</li> <li>b. Continue exploring collaboration with USGS to connect their stream temperature compilation</li> </ul>	a. Bay Water Temperature Change Indicator: Julie Reichert- Nguyen (NCBO/CRWG) and Bruce Vogt (NCBO/Fisheries GIT)	Bay/ watershed-wide or place-based	cRWG plans to develop 1-2 new indicators (2021-2022). Development of new				

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	climate resilience	project with updating the stream temperature	b. Stream Temperature		indicators will
	activities related to	indicator for use in the Healthy Watersheds	Change Indicator: Julie		depend on the
	ecological and	Assessment involving brook trout habitat and the	Reichert-Nguyen		quality of
	community impacts	identification of potential resilience factors.	(NCBO/CRWG), Renee		supporting
			Thompson		data and the
		c. Support the proposed 2021 STAC Workshop,	(USGS/Healthy		priorities and
		"Rising Watershed and Bay Water	Watersheds)		resources of
		Temperatures—Ecological Implications for			the CBP
		Ecosystem Processes Influencing Stream, River,	c. Julie Reichert-Nguyen		Partnership.
		and Estuarine Health." Compile water	(NCBO/CRWG), Breck		
		temperature data sources and host cross-	Sullivan (CRC/STAR)		
		workgroup discussion on the utility of water			
		temperature change indicators in connection to	d. See action 1.4		
		fisheries and habitats.			
		d. Explore data needs for developing a wetland			
		loss and/or marsh migration indicator(s) related			
		to sea level rise (see action 1.4).			
	a			- /	
	Support application of	a. Review climate model narrative language and	Mark Bennett	Bay/	a. Needed
1.3	climate change TMDL	provide suggestions on the language for easier	(USGS/CRWG)	watershed-wide	before
	projections	interpretation.	Tom Butler (CRC/STAR)		September
FTE: 0.1		h Marta lib and Illiana adamana ta lib allica	Lew Linker		2021
		b. Meet with modeling workgroup to identify	(EPA/Modeling		1
		where assistance from CRWG will be needed in	Workgroup)		b. 2021-2022
		preparation for applying the climate TMDL			
		model in 2025.			
		c. Assist with relevant activities for application of			
		the climate change TMDL projections to inform			
		adaptation strategies in water quality plans (e.g.,			
		Watershed Implementation Plans).			
		"rateronea implementation i ano).			

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		k with CBP Goal teams to fill critical data and plications for selected outcomes in the Chesa			ing of
1.4 FTE: 0.15	Increase capacity to better understand sea level rise impacts to habitats and their ecosystem services	a. Partnered on GIT-funding project synthesizing shoreline, sea level rise, and marsh migration data to inform wetland restoration targeting. Explore use of methodology to support development of possible wetland loss/marsh migration indicators related to sea level rise.	a. GIT-Funded Technical Lead: Kevin DuBois (Navy/Wetlands/ CRWG) Co-lead: Julie Reichert-Nguyen (NOAA/CRWG)	Placed-based (target area – Middle Peninsula, VA)	2021-2022
		b. CRWG will identify and invite subject matter experts to present information on sea level rise impacts to habitats and relevant ecosystem services research.	Steering Committee (CRWG): Breck Sullivan (CRC/STAR), Taryn Sudol (MD Sea Grant), Jackie Specht (TNC), Nicole Carlozo (MDNR), Peter Claggett (USGS, LUWG), Labeeb Ahmed (LUWG) Contractor: In process of being selected		
1.5 FTE: 0.20	Support Water Quality Goal Implementation Team (WQGIT) on BMP climate resilience assessments needed to update Watershed Implementation Plans	a. Coordinate with WQGIT in identifying BMPs where climate change research is most needed b. Review Virginia Tech BMP Climate Resilience Assessment Report (STAC and NOAA-funded) to inform a research agenda.  c. Host cross-workgroup meeting to present findings and identify next steps.  d. Work with the Management Board to identify alternative options (e.g., jurisdictional help) in supporting a research agenda	Julie Reichert-Nguyen (NOAA/CRWG) Kurt Stephenson (STAC) David Wood (CSN/Urban Stormwater Workgroup) James Martin (VADEQ/WQGIT) Lew Linker (EPA/Modeling Workgroup) Tom Butler (CRC/STAR) Contractor: Zach Easton and Jeremy Hanson (Virginia Tech)	All jurisdictions	2021-2022
1.6 FTE: 0.01	Increase capacity to better understand increased	a. Support climate SAV model synthesis GIT-funding project to better understand climate	Technical Lead: SAV Workgroup Support: CRWG		2021-2022

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**Commented [J5]:** From Nicole Carlozo: Agree that it should be a priority

- •Could this be broadened to "impacts to habitats and their ecosystem services"
- •Interested in understanding how marsh condition and services (water quality and co benefits) may change as climate change impacts the region
- •This type of research could inform large scale restoration prioritization that would be more competitive within federal resilience funding programs (and help us meet our wetland Workgroup goals)
- •Academic and research partners? UMCES, CBSSC, SERC

precipitation and warming temperature on submerged aquatic vegetation (SAV)	change impacts on SAV populations by advising on project when needed	Contractor: In process of being selected	
1.7 Support efforts of STAR to promote use of climate science data and collaborative data partnerships (EnviroAtlas/ Ecosystem Services)	a. Explore collaborative opportunities with existing tools, such as EnviroAtlas and EJ screening, to use data from the Chesapeake Bay Data and Mapping Portal in support of Chesapeake Bay Program needs related to ecosystem services and diversity, equity, inclusion, and justice (DEIJ). Data available at: at https://data-chesbay.opendata.arcgis.com/search?tags=Clima te% 20Resiliency	Bill Jenkins and Bo Williams (EPA/Ecosystem Services Team) Bo Williams Tom Butler (CRC/STAR)	Limited CRWG staff resources to support this action in 2- year timeframe

		Adaptation Actions – :	2021 - 2022		
Action #	Description	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline
Managem	ent Approach 1: Imp	rove knowledge and capacity to implement an	d track priority adaptati	on actions	
2.1 FTE: 0.2	Develop a methodology to track climate resilience progress	a. Support FY19 GIT-Funded project, "Baywide Climate Resilience Scorecard for Watershed Communities." Purpose of project is to identify climate resilience metrics and methodology to track effectiveness of restoration and protection policies, programs, and projects for inland and coastal areas. Include the consideration of social equitable planning.	GIT-Funded Technical Lead: Julie Reichert-Nguyen (NOAA/CRWG) Steering Committee (CRWG): Breck Sullivan (CRC/STAR) Elizabeth Andrews (William and Mary), Jim George (MDNR), Melissa Deas (DOEE), Tuana Phillips (DEIJ Workgroup)		

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			Contractor: RAND Corp./MARISA		
2.2 FTE: 0.1	Assist stakeholders with "shovel-ready" design plans for adaptation projects	<ul> <li>a. Provide advisory support for the Habitat GIT's FY19 GIT-Funded project, "Targeted Local Outreach for Green Infrastructure in Vulnerable Areas."</li> <li>b. [Need input from CRWG members]</li> </ul>	a. GIT-funded Lead (Habitat GIT): Chris Guy (FWS) and Julianna Greenburg Steering Committee: Julie Reichert- Nguyen (NOAA/CRWG) and Breck Sullivan (CRC/STAR)	a. Cambridge, MD, West Point, VA, and Williamsport, PA	a. 2021
2.3	Assist with	a. Identify federal, state and	Nicole Carlozo	TBD	2021-2022
FTE: 0.2	capacity-building activities that support the implementation of priority climate adaptation projects	nongovernmental partners who are providing technical and financial assistance for adaptation projects and connect these groups to local governments and communities pursuing climate adaptation planning and implementation.  b. Identify and convene discussions on priority adaptation outcome actions, obstacles to success, lessons learned, and innovative solutions.  c. Define goals of potential adaptation workshops/trainings and explore potential funding avenues, partner sponsorship, or leveraging existing regional/local conferences, forums, or workshops.	(MDNR) and Jason Dubow (MDP)		
2.4 FTE: 0.05	Identify blue carbon science needs to apply existing blue carbon crediting protocols	a. Explore opportunities (e.g., internships, STAC workshop, GIT-funding, etc.) to assess available blue carbon information and identify science gaps in applying existing blue carbon crediting protocols for wetland and SAV restoration projects in Chesapeake Bay.	a. Mentor Molly Mitchell (VIMS/CRWG) Co-Mentor: Julie Reichert-Nguyen (NCBO/CRWG) Support: CRC C-stREAM Summer Intern		2021

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**Commented [J6]:** Pulled from language provided by Nicole and Jason. We need to figure out clear performance targets for this action.

		b. Connect blue carbon science review with groups engaging in implementing finance approaches.	b. Kristin Saunders (Budget and Finance Workgroup)							
Management Approach 2: Undertake public and stakeholder engagement to increase understanding of climate change impacts to inform and support adaptation										
2.5 FTE: 0.1	Provide climate resilience content for educational modules and local government workshops	a. Work with existing Chesapeake Bay educational network to provide data, information, and topical experts in support of targeted engagement related to climate change impacts  b. Provide information for the educational modules being developed by the Local Leadership Workgroup  c. Provide support to the GIT Funded Project "Planning for Clean Water: Local Government Workshops." Incorporate climate resilience considerations.	Lead: Laura Cattell Noll (Alliance for the Chesapeake Bay/Local Leadership Workgroup) Support: Julie Reichert- Nguyen (NCBO/CRWG), Breck Sullivan (CRC/STAR)		2021-2022					
2.6 FTE: 0.1	Coordinate with the CBP Communications and Local Engagement Team to help with the climate resiliency outcome actions related to communications/outreach and/or local engagement	a. Identify CRWG communication and local engagement needs and incorporate them into the Local Engagement Needs and Resources spreadsheet.  b. The Communications and Local Engagement Team will support the identified actions, particularly in assisting climate resilience actions related to behavior change projects and facilitating communication and outreach.  [Need input from CRWG members]	CBP Communications and Local Engagement Team CRWG: ?		Limited CRWG staff resources to support local engagement needs					

**Commented [J7]:** We need to identify performance targets that CRWG members can support.

We still need to run this by the Local Engagement team.

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climate c	hange			
2.7 FTE: 0.1	Consult on cross-GIT climate change projects	<ul> <li>a. Fish GIT – forage fish indicator related to warming temperatures on abundance</li> <li>b. Social science outcome review (GIT-funded project)</li> <li>c. Provide support to the Urban Stormwater Workgroup where needed from an advisory capacity involving the application of information from the Intensity, Duration, Frequency (IDF) curve GIT-funded project to address climate impacts due to precipitation changes</li> </ul>	a. Mandy Bromilow (NOAA/Fisheries GIT) b. Amy Hayden (UMCES) c. Norm Goulet (VA Northern Regional Commission/USWG) Lew Linker (EPA, Modeling Workgroup) a-c. CRWG subject matter experts	Will support on a case-by case basis when staff resources of CRWG members at available
2.8 FTE 0.25	Utilize the Chesapeake Bay Program's SRS process to conduct a biennial review of the Climate Resiliency Workgroup and assess priorities	a. Develop a workgroup charter that describes workgroup's role, membership contributions, participation benefits, and operating principles – how best the workgroup can support climate resilience outcomes and other workgroup outcomes and within the watershed and member organizations.  b. SRS Support – Develop Climate Resiliency Workgroup work plan, logic table and update management strategies to determine the workgroup approach and actions for the next two years  c. Prepare document of high priority science needs to disseminate among groups  d. Work with the Management Board to identify opportunities with their organizations and other government agencies to support CBP climaterelated activities outside the current CRWG capacity.	Julie Reichert-Nguyen (NOAA/CRWG) Mark Bennett (USGS/CRWG) Support: Breck Sullivan and Tom Butler (CRC/STAR)	2021-2022

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2.9 FTE: 0.25	CRWG membership and meetings	a. Distribute survey to workgroup members to understand their climate related interests and expertise to identify opportunities and gaps in membership to support Monitoring and Assessment and Adaptation Outcomes and crossworkgroup climate-related projects.  b. Seek to expand workgroup membership to include more federal partners where there are likely to be more funding opportunities.	Julie Reichert-Nguyen (NOAA/CRWG) Mark Bennett (USGS/CRWG) Support: Breck Sullivan and Tom Butler (CRC/STAR)	2021
		c. Organize and facilitate CRWG meetings. Work with members to identify the best structure for meetings to effectively make progress on CRWG actions.		
2.10 FTE: 0.15	Prepare for new federal and state climate initiatives and emerging issues related to the Chesapeake Bay climate resilience needs	<ul> <li>a. Support PSC Climate Action Team to draft climate activities for EC Directive.</li> <li>b. Federal Office Directors (FOD) communicate with CRWG on new administration climate policy and direction.</li> <li>c. Develop process to document emerging issues provided by workgroup members.</li> </ul>	a. Mark Bennett (USGS/CRWG) and subject matter experts b. Lee McDonald and Emily Trentacoste (CBP Office Science Branch), FOD: Scott Phillips (USGS), Sean Corson (NOAA) c. Julie Reichert-Nguyen (NOAA/CRWG), Tom Butler (CRC/STAR)	2021-2022

Commented [J8]: This was recommended during Management Board meeting

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