Incorporating **Diversity, Equity, Inclusion and Justice (DEIJ)** in the work of the CRWG

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Outline for Today

1. What are we talking about when we say DEIJ?
2. Examples of climate-related projects that have incorporated a DEIJ lens or element

What do we mean when we say DEIJ?

Diverse/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.

Credit: Skeo, adapted from the D5 Coalition

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."

Credit: D5 Coalition

Diversity vs. Inclusion

It is possible to be diverse, without being inclusive!

To be successful in advancing DEIJ, we must have both diversity AND inclusion.

Equality

Equity

Equity: Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources and rewards by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

(Credit: D5 Coalition)

Everyone gets what they need to thrive!

Justice

The quality of being just, impartial, or fair.

Credit: Merriam Webster

Directly dismantling barriers to resources and opportunities in society so that all individuals in communities can live a full and dignified life.

Credit: Avarna Group

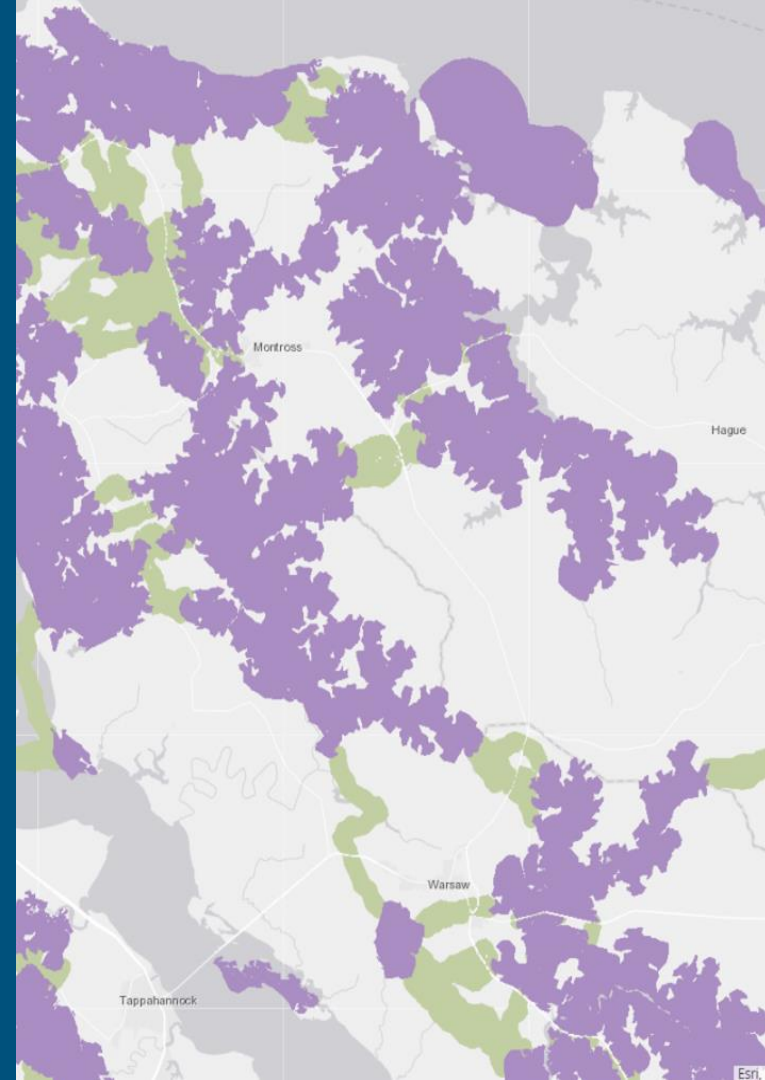# Examples of climate-related projects that have incorporated a DEIJ lens or element

Example 1: Targeted Outreach for Green Infrastructure (TOGI) in Vulnerable Areas

- Funded by EPA through the Chesapeake Bay Program (GIT Funding)
- Targeting underserved communities with valuable habitat and high risk of impact from climate change
- Hold listening sessions in 3 communities to better understand the communities' self-identified needs
- Guided by a steering committee:
  - Climate Experts
  - Diversity and Equity Experts
  - Habitat Experts
  - GIS Analysts
  - People with direct connections to communities of interest

Example 1:
TOGI Community Selection

To select our communities, we:
- Decided on criteria of importance
- Visualized data, one criteria at a time
- Identified areas of overlap for criteria
- Narrowed down to potential areas of interest to just the communities that met most/all of our criteria

Environmental Justice and Equity Dashboard

https://gis.chesapeakebay.net/diversity/dashboard/

Example 2: Building a Bay-Wide Scorecard to Track Climate Resilience

- Funded by EPA through the Chesapeake Bay Program (GIT Funding)
- Will develop a framework for a bay-wide scorecard for tracking climate resilience activities that are relevant to decision-makers, planners, and the public across the Chesapeake Bay watershed. The goal is to provide a unified and consistent data-rich method of tracking the implementation and outcomes of policies and actions aimed to improve the region's capacity to withstand impacts from changing climate conditions and sea level rise.
- The scorecard will include an equity metric or component

Example 3: 2020 Local Government Forum on Climate Resiliency

The Forum brought together subject matter experts and local elected officials to examine current disaster relief and green infrastructure policies, address the needs of local government and develop recommendations for how communities in the Chesapeake Bay watershed and beyond can prepare for hazardous flooding in the future. Participants explored and expanded on six pressing topics:

- Funding and financing of resilient projects to address flood needs.
- Building stronger collaboration among jurisdictions and resource technicians.
- Current local ordinances that include language around resilient standards.
- Local government capacity to plan for and handle flood impacts.
- Innovative approaches towards climate resiliency and planning.
- **Climate and environmental justice.**