

## **DEI and EJ Training**

**October 17, 2019**

### **Purpose**

1. Understand the context for DEI and EJ in environmental work and watershed restoration.
2. Build a shared language for concepts of DEI and EJ.
3. Build a shared understanding of the relevance of DEI strategies to improving water quality in the Chesapeake Bay Watershed.
4. Identify opportunities and constraints for including diversity, equity and inclusion and environmental justice within CBP's mission-related work.

### **Agenda**

Welcome and DEI Assessment Update (4 min, Jim Edward and Sarah Malpass)

Module 1: Where does the larger Environmental Field stand relative to DEI and EJ today?

- Context for DEI and EJ in environmental work and watershed restoration (6 min, Vernice Miller-Travis)
- Discussion in pairs (4 min): Did any of the information presented surprise you? What do you think is the role of DEI and EJ in watershed restoration work?

Module 2: Developing a Shared Language for DEI and EJ (ask volunteers to read aloud definitions)

- DEI definitions and clarifications (4 min)
- EJ definitions and clarifications (4 min)

Module 3: DEI and EJ Transformations in Watershed Work

- Case studies (8 min, Sarah Malpass)
- Q & A (5 min, all)

Module 4: Connecting DEI and EJ to CBP's Vision

- Summary of discussion at previous training (5 min, Sarah Malpass)
- Facilitated Discussion (20 min, facilitated by Sarah Malpass and Vernice Miller-Travis)

Closing Reflections (3 min, Vernice Miller-Travis, Sarah Malpass & Jim Edward)

### Personal Reflections: Connecting DEI and EJ to CBP's Vision

**Instructions:** Please use the space below to share your thoughts on each question.

1. How can DEI and EJ help advance the vision of CBP?
2. What barriers and opportunities exist to including DEI and EJ criteria in decision-making?
3. What barriers and opportunities exist to conducting work that has a DEI or EJ focus?
4. What strategies or types of projects could CBP work groups implement right away?
5. Which might require additional support to implement? And what kinds of resources or support are needed?