



Chesapeake Bay Program

Science. Restoration. Partnership.

Diversity Workgroup Chair Description:

The Diversity Workgroup of the Chesapeake Bay Program seeks an energetic chair to serve as a leading voice in the diversification of the Chesapeake Bay Program. The chair will lead the workgroup's efforts in meeting the diversity outcome of the 2014 Chesapeake Bay Watershed Agreement. This outcome charges the CPB partnership with identifying stakeholder groups not currently represented in the leadership, decision-making or implementation of current conservation and restoration activities and to create meaningful opportunities and programs to recruit and engage these groups in the Partnership's efforts. The long term target is set to increase the percentage of people of color participating in the CBP partnership to 25%, with 15% in leadership, by 2025. The Diversity Workgroup also leads efforts to intentionally incorporate equity, inclusion and justice in addition to diversity—known collectively as diversity, equity, inclusion and justice (DEIJ)—into the implementation of the Chesapeake Bay Watershed Agreement. In order to achieve these goals, the workgroup has developed a Diversity Logic and Action Plan and Management Strategy, which can be found here: <https://www.chesapeakebay.net/managementstrategies/strategy/diversity>

Responsibilities:

- Join the leadership of the Diversity Workgroup and lend your voice to foster the initiative impact of the Workgroup within the Chesapeake Bay Program partnership
- Meet regularly (weekly/bi-weekly) with the workgroup's vice-chair (Wendy O'Sullivan, NPS Superintendent), coordinator (Tuana Philips), and staffer (Ivan Hernandez).
- Lead and facilitate workgroup meetings, which are currently scheduled four times a year.
- Attend monthly steering committee meetings.
- Present occasionally to other Goal Implementation Teams and workgroups, such as the Quarterly Progress Meeting presentation to the Management Board every two years to discuss the workgroup's progress and challenges.
- Review and comment on draft management documents (e.g. management strategy/work plan), agendas, and other project documents developed by Diversity Workgroup coordinator, staffer or others.

Self-Nomination Guidelines:

- Ability to commit approximately 10 hours a month for the duration of two years, at which point the nominee can choose to continue serving or relieve themselves from duty.
- Possesses a demonstrated history and passion for advancing DEIJ initiatives, or an interest in working on DEIJ initiatives if you have no prior experience.
- Demonstrates ability to effectively engage and facilitate tough conversations, or an interest in developing such skills.

This is a **non-paid position**. We highly encourage individuals who identify as a person of color, or as a member of any traditionally underrepresented group, to apply. We encourage anyone who is interested to submit a statement of interest (minimum of four sentences, no more than one page) that details why you are interested in this position as well as any related skills and experiences. Please submit the statement of interest to Tuana Phillips at phillips.tuana@epa.gov and also feel free to reach out if you any questions. **Nominations are due by February 22, 2021 and will be reviewed by the Diversity Workgroup Steering Committee.**