



Agenda

Diversity Workgroup In-Person Meeting

May 20, 2019

8:30 AM–3:30 PM

Optional field trip 1:30 PM–3:30 PM

Location: Chesapeake Room, 1st Floor

Baltimore Marriott Inner Harbor at Camden Yards

110 South Eutaw Street, Baltimore, Maryland 21201

[929 205 6099](tel:9292056099) Pin: 484 911 747

Join Zoom Meeting: <https://zoom.us/j/484911747>

Meeting Objectives

- Introduce new CBP Coordinator and Staffer.
- Share updates of the past year and where we are going moving forward in each of the four Diversity Management Strategy approaches identified in our 2018-2019 workplan.
- Learn from local employment programs that are creating paths for a more diverse and inclusive workforce. Discuss ideas, opportunities, and challenges surrounding workforce development.
- Provide an update on the Chesapeake Bay Program's work with Skeo Solutions to develop a Diversity, Equity, and Inclusion (DEI) Strategy.
- In an effort to streamline our collective goals and allow us to achieve more, complete a facilitated exercise to align workgroup members' interests and ongoing work with the four management approaches of the 2018-2019 workplan.

8:30 – 8:40 Welcome & Introductions

Opening remarks by *Jim Edward, Diversity Workgroup Chair*

- a. Introduce Tuana Phillips, Diversity and Local Engagement Coordinator and Francesca King, Diversity Workgroup Staffer

8:40 – 9:10 2018-2019 Workplan: what's been accomplished and where are we headed?

1. Jim Edward, Tuana Phillips, and Francesca King will provide an overview and status of the Diversity Workgroup's workplan, what we have achieved so far, and where the focus will be for the remainder of 2019. The presentation will focus on action items under the four management approaches in the workplan:
 - a. Enhance Communication and Outreach
 - b. Employment and Professional Engagement
 - c. Promote Environmental Justice
 - d. Tracking and Assessment

Our 2018-2019 workplan can be found here:

https://www.chesapeakebay.net/documents/22052/2018-2019_diversity_workgroup_work_plan.pdf

2. At the Chesapeake Bay's Biennial Strategy Review System meeting in March 2019, there was a session that focused on the Guiding Principles of the Chesapeake Bay Agreement. Participants shared examples where they had seen the principles in action. Tuana Phillips will share a sampling of the post-it note stories that highlight where people see DEI in the partnership.

9:10 – 9:40 Fish Consumption User Guide

Caitlyn Johnstone, Outreach Coordinator, Alliance for the Chesapeake Bay

The Diversity Workgroup has been working with the Toxic Contaminants Workgroup and the Communications team at the Chesapeake Bay Program to develop an infographic and user guide to educate people on the best practices when eating fish from contaminated waterways. Caitlyn will present the user guide, which is a tool kit designed to effectively get the messaging out to a large number of people.

9:40 – 10:45 Workforce Development and Employment Panel

Facilitated by Ruby Stemmler, Diversity Workgroup Steering Committee Member & Founder of EcoLatinos

1. **Parks and People Branches Program**

Morgan Elliott, Branches Assistant Team Leader

Parks and People is a Baltimore non-profit whose mission is to improve the quality of life for residents of Baltimore by ensuring that everyone is connected to nature through vibrant parks and green spaces. Their program Branches is an innovative year-round paid internship and summer jobs program for Baltimore City high school youth. Established in 2004, Branches works with students to transition from high school into living wage green careers.

2. **Living Classrooms Foundation**

Cheryl Riviere, Managing Director of Workforce Development Programs

Living Classrooms has several training programs and partnerships throughout Baltimore and Washington, DC. One of their programs, Fresh Start, provides vocational, academic, and social skills development training to adjudicated and out-of-school youth ages 16-19, most of whom are referred by the Maryland Department of Juvenile Services.

3. **Chesapeake-StREAM**

Francesca King, Diversity Staffer, Chesapeake Research Consortium

Chesapeake-StREAM, (Chesapeake Student Recruitment, Early Advisement, and Mentoring) is a new summer internship program, created by the Chesapeake Research Consortium. It is intended to increase the workforce for environmental restoration by finding, inspiring, and mentoring talented college students, primarily from previously under-represented groups, toward careers in environmental protection and restoration.

This year it will include an additional mentoring component with "lunch and learn" sessions on writing resumes, applying for jobs, etc. Please let Francesca know if you wish to offer any skills or trainings for these sessions.

10:45 – 11:00 15-minute break

11:00 – 11:50 Update on DEI Skeo Solutions Project

Vernice Miller-Travis, Senior Advisor for Environmental Justice and Equitable Development and Sarah Malpass, Associate Planner, Skeo Solutions, Inc.

The Chesapeake Bay Program (CBP) began working with Skeo Solutions in March 2018 on a Goal Implementation Team (GIT) Funded Project. The purpose of this project is to implement a tailored DEI strategy for the Chesapeake Bay Program internal staff. This includes a DEI readiness assessment, workshops, modules, and tools that CBP can use after the completion of the project. Vernice and Sarah will provide an update on where we are in the process, share the results of the readiness interviews and focus groups, and provide insight on the strategy to achieve the CPB's diversity target by 2025.

11:50 - 12:15 Exercise to Identify and Align Interests for Diversity Workplan

Facilitated by Tuana Phillips, Diversity and Local Engagement Coordinator, and Francesca King, Diversity Staffer

The goal and purpose of this activity is to help us achieve the remaining action items of the 2018-2019 workplan efficiently, by streamlining our collective goals and making the most of workgroup members' expertise and time. The information gathered during this exercise may lead to specific projects for the workgroup to work on, such as the Fish Consumption User Guide presented earlier today. It could also lead to the creation of smaller groups (e.g., action teams) to facilitate engagement and brainstorming of ideas on a particular topic.

- a. There are 4 colors of sticky notes, one for each of the management approaches:
 1. Enhance Communication and Outreach
 2. Employment and Professional Engagement
 3. Promote Environmental Justice
 4. Tracking and Assessment
- b. Workgroup members will select sticky note colors based on the approach(es) that most closely align with their work and/or interests.
- c. Put down name and a few bullets about how your work/interests fit with this approach and potential ideas on where we can work together.

Note: Many people have previously indicated a management approach that they are most interested in, and this information is recorded. The purpose of this activity is to highlight specific areas of overlap with projects and work that members are already doing which fit under the management approaches and workplan.

12:15-1:15 Working Lunch and EJ Screen Demo

Francesca King, Diversity Staffer

During the lunch break, workgroup members are encouraged to try out EJ Screen Chesapeake on the available laptop. Please consider leaving feedback in the Word Document open in a separate window. **Note:** lunch will not be available at the meeting. Please bring your own lunch or be prepared to purchase at a nearby location.

1:15 - 1:20 **Closing Remarks**
Jim Edward, Diversity Workgroup Chair

1:20-1:35 **One Water Partnership presentation (& introduction to field trip)**
Bonnie Sorak, Outreach Coordinator at Interfaith Partners for the Chesapeake

We will hear from Bonnie about the Interfaith Partners for the Chesapeake's One Water Partnership™ program, a replicable plan for building regional hubs of faith-based action through a network of partners. A successful hub of action is a group of people of any faith working together to heal their local watershed by engaging in a variety of collaborative actions. This overview will serve as an introduction to our field trip to two congregations in Baltimore that have completed restoration projects at their respective place of worship.

1:35-3:30 **Optional Field Trip to Kadampa Meditation Center and Govans Presbyterian Church**
Bonnie Sorak, Outreach Coordinator at Interfaith Partners for the Chesapeake

Car-pool to the Kadampa Meditation Center, a Buddhist house of worship, where we will look at a recent restoration project: the World Peace Garden and rain gardens. These gardens treat over 5,000 gallons of stormwater per year.

Address: 900 E Northern Pkwy, Baltimore, MD 21212

The next stop is Govans Presbyterian Church. We will hear from Pastor Tom Harris about the restoration projects on their site, as well as their work with a Chesapeake Conservation Corps (CCC) intern and Govans Ecumenical Development Corporation ([GEDCO](#)).

Address: 5828 York Rd, Baltimore, MD 21212

5:00 **Young Professionals of Color Mentorship Program Happy Hour**

This Choose Clean Water mentorship program will kick off with a happy hour at the Baltimore Marriott Inner Harbor at Camden Yards hotel bar. Mentors will be paired with young professionals to begin a journey towards fulfilling a supportive professional relationship. All are welcome to join the happy hour, even if they are not participating in the program as a mentor or mentee.

Address: 110 South Eutaw Street, Baltimore, MD 21201