



Diversity Workgroup Conference Call Minutes

September 17, 2019

10:00 AM–12:00 PM

Meeting Objectives

- Share feedback from workgroup members and discuss ideas and next steps for Diversity Workgroup, including [2018-2019 workplan](#) review, membership, and role of workgroup.
- Provide update on GIT Funding Projects that relate to the Diversity Workgroup in the next cycle.
- Hear from Sarah Anderson about her work with urban tree canopies and environmental justice.
- Go over how to use the DEIJ Action Guide with Mariah Davis.

Attendees:

Name	Organization	Name	Organization
Jim Edwards	Chair, EPA	Clare Sevcik	DNREC
Tuana Phillips	Coordinator, EPA	Edgar Freeman	MD DNR
Francesca King	Staffer, CRC	Emily Hendrickson	PA DCNR
Mariah Davis*	Choose Clean Water	Gaby Roffe	Chesapeake Conservancy
Ola Davis*	Alliance for the Bay	Jennifer Kunze	Clean Water Action
Caitlyn Johnstone*	Alliance for the Bay	John Brakeall	PA DEP
Kristin Diggs*	CBF	Kristin Saunders	UMCES
Ruby Stemmler*	ecoLatinos	Melissa Fagan	CRC
Alayna Chuney	Namati	Michelle Ramirez	MD DNR
Dr. Allen Anderson	Bowie State University	Noelle Chao	WSA
Amy Handen	NPS	Pamela Bingham	HBCU GIS Consortium
Andy Shell	CBF (HR Dept)	Rochelle Altholz	Dept Conservation Recreation (VA)
Archie Trader	Annapolis Rec and Parks	Sarah Anderson	American Forests
Bre'Anna Brooks	CBT		

*denotes Steering Committee member

10:00 – 10:15 Welcome & Introductions/Announcements

Opening remarks by Jim Edward, *Diversity Workgroup Chair (EPA)*

Diversity Workgroup Updates [Presentation](#)

Tuana Phillips, EPA, Coordinator

Overview of Presentation:

1. Outcome Management Strategy, Workplan

- In 2015 the workgroup (WG) decided that the word “minority” be removed from the outcome as it is considered offensive by many. Update: WG staff are currently working

to remove this word. Unfortunately making changes to the Bay Agreement is a slow process, but this is planned to be brought before the Principal Staff Committee who can make that decision.

- i. [Brought up again later in meeting] Discussion about taking “minority” out. One person expressed concern that removing “minority” would keep the outcome from specifying that there is a need to have a diverse representation at the table. Others discussed negative connotation of the word.
- ii. Francesca clarified we are removing “minority” because of the connotation and inaccuracy of it as a word. Removing the word does not lessen our commitment to engaging people of color in Chesapeake Bay restoration and protection work.
- b. Management strategy articulates factors affecting ability to reach outcome and gaps in current work and builds argument for the 4 management approaches selected:
 - i. Communications and Outreach
 - ii. Employment and Professional Engagement
 - iii. Promote Environmental Justice
 - iv. Tracking and Assessment
- c. Workplan:
 - i. Review of last meeting: sticky note exercise recap and [themes](#).
 - ii. Value workgroups feedback and this will inform the next management strategy and workplan.
 - iii. Approaching end of workplan. Adaptive management process- we are entering the “Assess performance phase”. This will be the focus of the next in-person meeting, November 21st. Goal is to think strategically about what gaps prevent us from achieving the outcome.
 - iv. Also on November meeting agenda:
 1. Diversity in the Partnership – review of 2019 Diversity Profile results
 2. DEI Strategy
 - a. Jim- “Workgroup should provide input on DEI Strategy”

2. Workgroup Membership

- a. Tuana reviewed membership requirements from the [Governance Document](#) (p.13)
- b. Shared current member-list based upon recent meetings with Tuana and Francesca and confirmation from those on the list.
- c. Using this list to determine who is missing: please let us know if you should be on the list, we obviously aim to be inclusive and did not omit anyone intentionally. Defined interested party and member distinction.
 - i. Discussion
 1. Missing grassroots community groups from list. Tuana explained we are currently discussing having an official membership category. Diversity Workgroup can highlight the need for community groups in the membership. Preliminary recommendations from Skeo include adding need for community groups to governance document.
 2. WV and NY – not signatories but engaged and focused on DEI. WV included it in their Phase III WIP. Mariah Davis to connect.

3. Role of Diversity Workgroup

- a. Oversee Diversity Outcome
- b. Share best practices
- c. Intentional meeting locations and topics

- d. Open to discuss other:
 - i. Sarah Anderson: Serve as resource for contractors that work to do remediation and green infrastructure work throughout watershed. Engage with private sector who does a lot of this work and show link to market advantage that companies have when they are more inclusive and representative. Could engage private sector as members and then open future funding streams for grassroots organizations.
 - ii. Resource for other workgroups and GITS to increase diversity in their groups.
 1. STAC, LGAC; CAC already began this work
 - iii. Before and After school environmental education programs: Serve as a resource for best practices for how-to and best practices.
 1. Another person raised that programs are underfunded and need to be a priority.

Update on Goal Implementation Team (GIT) Funding Projects [Presentation](#)

Francesca King, Diversity Workgroup Staffer (CRC)

1. An update on the GIT Funding project and process.
2. Overview and discussion of other projects related to DEIJ

Discussion:

- Are the cultural competency trainings for 30 people each going to be train the trainer? If you train the 60 will there be funding for them to train others?
- Francesca King (FK): The content of the trainings will be informed by the DEI Strategy and the idea behind the trainings is to shift the whole paradigm of Bay Program to appreciate diverse, equitable, inclusive environment. May not be exactly train-the-trainer but there will be a transferability package to share the learnings and allow it to spread.
- Pamela [on the phone] states it is important to do train-the-trainer because 30 people is only 5 in 6 states. It can die if it ends with the people who received the training.
- FK: still have ability to edit; we will include more train-the-trainer elements in project proposal. The reason for adding more trainings is because the work with Skeo ends with one for 30 people and we felt that wasn't enough to achieve the shift needed throughout the Bay Program.

Growing Urban Tree Canopy Through Environmental Justice

Sarah Lillie Anderson, American Forests

Three-year project: 2016-2019

1. Local community engagement in 5 pilot communities in the Anacostia watershed- reflections from the committee
 - a. Prince George's County
 - i. Bladensburg/East Riverdale – Global Health Education Partnerships
 - ii. Langley Park – ecoLatinos
 - iii. Kentland/Palmer Park – Prince George's Green
 - b. District of Columbia
 - i. Ward 7 – Earth Conservation Corps
 - ii. Ward 8 - Friends of Oxon Run Park
2. Tree planting and stewardship projects in pilot communities funded by partner programs
 - a. Prince George's County Department of Environment -1212 trees planted in Anacostia communities that held the TNI designation, including priority areas
 - b. District of Columbia – 2000+ trees planted in Ward 7 & 8
 - c. Committee reactions- reflections from planting work and upcoming priorities?
3. Project outcomes with regional and national reach
 - a. Trees for All: [Chesapeake Bay Regional Environmental Justice Workshop](#)
 - b. Trees for All: Equity Metrics and Fundraising Workshop
 - c. Tech transfer of project outcomes at locally and nationally (presentations on webinars and at forums)
 - d. Case studies of effective community engagement strategies- Portland, Baltimore, New Jersey, Oakland, Detroit (links to be provided by Sarah later)

Sarah stated this experience and serving on Diversity Workgroup was very valuable. Making the link to sustainable funding sources is a big need. She offered to be a resource for trees and how to mobilize more inclusive and equitable practices: within organizations, partnerships, etc. She also noted that CBP and the Diversity Workgroup served as the backbone to justify this work.

Discussion:

- On funding: can tree funding be the responsibility of developers?
 - Sarah: Right now: Forest Conservation Act – MD League of Conservation Voters. AACO currently considering different proposals to increase responsibility of developers to include trees in development.
- When trees are selected did you consider allergies and asthma?
 - Sarah: Most tree selection work right now is around climate change and plant hardiness. Refining planting lists to choose ones that will survive climate changes. Less work on health-informed tree planting, unsure of resource.
 - Sarah: happy to pass on recommendation to consider health implications in report and to stakeholder groups.
- Climate Change: Trees and storms, need for maintenance.
 - Sarah: Specifically working on this. Tree equity career pathways is Sarah's current work to get low income, marginalized, people of color, reentering workforce, etc., to fill gaps in forestry workforce. Sarah is building it nationwide. Trump administration: apprenticeships and training budget.

DEIJ Action Guide [Presentation](#)

Mariah Davis, Field Manager (Choose Clean Water Coalition)

1. Mariah presented on the [Diversity, Equity, Inclusion and Justice \(DEIJ\) Action Guide](#). The Action Guide is a step by step tool that can be used to increase capacity and support for your DEIJ efforts. Mariah went over the purpose of the guide and how to use it most effectively.
2. Page 52 of the guide is chart to check of and organize work.
3. Next steps: webinar to show case studies on why DEIJ is important to mission, etc.

Discussion:

What kind of feedback have you received since May release?

- Ben Alexandro of MD League of Conservation Voters will be doing workshop on guide.
- Working with steering committee to figure out how to internalize work and work with State lead orgs to share it.

Updates from Members and Attendees

All Members

- Ruby Stemmler – October 12th 4th Festival del Rio Anacostia
- Jennifer from Clean Water Action – a lot of work on sewage backing up in people's homes in Baltimore City. MDE holding listening session on Monday, Sept 30th from 6-8 PM.
- Pamela – algae blooms problem in VA – anybody have any information on how this is being dealt with, please follow up with us.
- Ruby – making programs available, and being inclusive; in collaboration with ACB and DOEE in DC did training of installation of rain barrels in Español and had great participation.
- Sarah – this past week LGAC Forum on Workforce Develop for GI and Stormwater management at NCTC. Good first step to get local jurisdictions together to think about and prioritize workforce needs as it pertains to keeping up with non-point source and pollution reduction strategies. Report can be distributed.
 - Ola Davis – report out this year, not sure exactly when it will be out. Contracted to Center for Watershed Protection.
- Ola – the Diversity WG can encourage engagement of local communities throughout the watershed; LGAC goes around watershed to explore local practices and engage with local leaders and officials to talk about priorities and challenges. It would be great if Diversity WG could provide meeting locations for LGAC beyond the recommendations the LGAC members give.

Closing Remarks - Jim Edward, Diversity Workgroup Chair (EPA)

Thank you – next meeting is November 21st.