

QUARTERLY PROGRESS MEETING – [MONTH] [YEAR]
Chesapeake Bay Program



Diversity Outcome

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Through the Chesapeake Bay Watershed Agreement, the Chesapeake Bay Program has committed to...



Goal: *Stewardship*

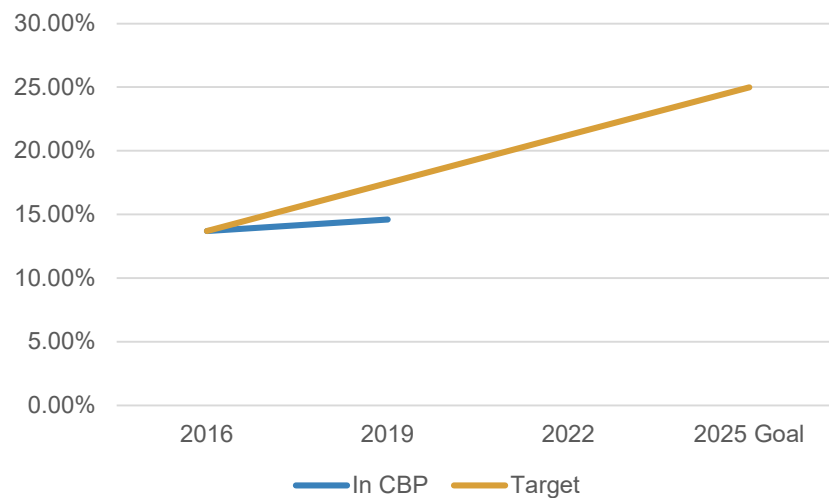
Outcome: Identify stakeholder groups that are not currently represented in the leadership, decision making and implementation of conservation and restoration activities, and create meaningful opportunities and programs to recruit and engage them in the partnership's efforts.

Photo Credit: Chesapeake Bay Program

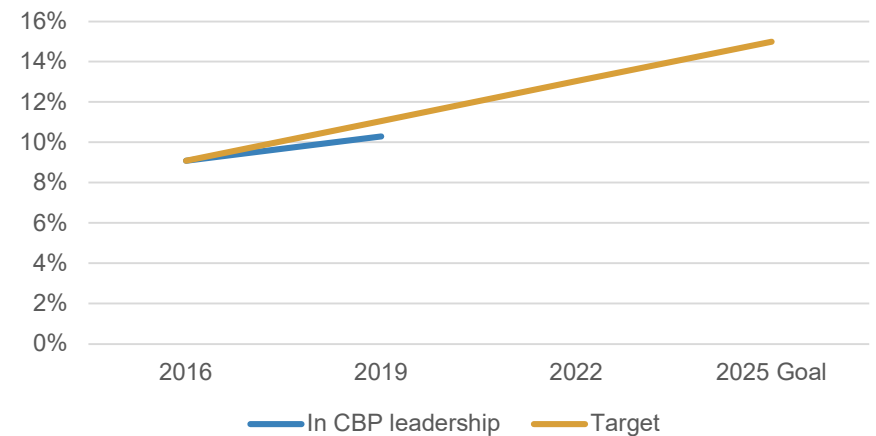


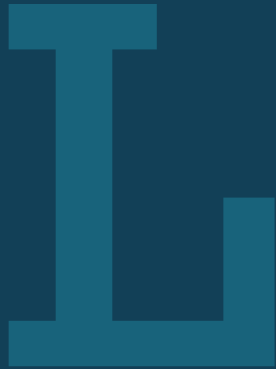
What is our Expected and Actual Progress?

Performance against target: Percent of Respondents who work for or with CBP who identified as people of color



Performance against target: Percent of Respondents who work for or with CBP in a leadership position who identified as people of color





Learn

What have we learned in the last two years?



Successes and Challenges

- Actions within our locus of control, including communicating with stakeholders and internal organizational culture, progressed in line with our plan.
 - Major successes:
 - Established steering committee that includes all jurisdictions in addition to stakeholder organizations
 - SRS narrative question 5
 - DEIJ Statement, Strategy & Implementation Plan
- External facing actions, including activities focused on environmental justice, faced barriers



On the Horizon

- Increasing interest and funding to address Environmental Justice needs and equitable distribution of non-EJ funding opportunities.
- The new administration treats organizational diversity separately from environmental justice.
 - DEIA EOs: EO 13988, EO 14020, 14035 “Diversity, Equity, Inclusion and Accessibility in the federal government”
 - EJ EOs: EO 13985 “Advancing Racial Equity and Support for Underserved communities through the federal government”



On the Horizon

- **Social Science needs:** Improve data collection for our current indicator and develop new indicator(s).
- **Fiscal needs:** Work in tandem with DEIJ consultant to complete internal-facing actions so the DWG can focus on implementing outward-facing priority actions.
- **Policy needs:** Develop unified stakeholder engagement approach, appropriate for CBP, to building meaningful, long-term relationships that result in sustainable benefits to stakeholder communities.



Adapt

How does this impact our work?



Based on what we learned, we plan to ...

- Improve awareness of who is able to benefit environmentally and financially from Bay funding opportunities.
- Establish annual workplans with HBCUs with whom we have an MOU.
- Work with communications team to identify opportunities to improve stakeholder engagement through formal CBP communications.



Equitable and inclusive restoration ...

- Increase outreach to organizations through *Diversity Workgroup Presents*: webinars.
- Conduct a pilot project working with stakeholder groups such as individuals with prior justice system involvement.



Help

*How can the Management Board
lead the Program to adapt?*



Help Needed

- Report demographic information of participants in the Bay Program from signatories to improve accuracy and reliability of current Diversity Indicator data.
- Improve DEIJ considerations when making appointments to participate in the Bay program
- Support development of new tracking initiative to measure signatories Diversity Outcome-related activities. This will contribute to tracking progress toward Diversity Indicator(s).

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Discussion

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