



**GIT Quarterly Meeting: December 7, 2021**

# **GIT 6 DEIJ Action Items for 2022**

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## GIT 6 DEIJ Action Items for 2022

### Focus Area 1: Strengthening CBP's Authorizing Environment for DEIJ.

***Action 1.2:** Update the Management Strategies as needed to articulate the roles of DEIJ in achieving CBP's mission and guiding implementation of the Watershed Agreement.*

**1.2 Subtask 1:** Draft general language based on DEIJ Statement for incorporation in all Management Strategies (Leads = SRS Team, **GIT 6**, Diversity WG)

**1.2 Subtask 2:** Update outcome specific language into Management Strategies as they come up for SRS Review. (Leads = GITS, WG, MB. Support = **GIT 6** & Diversity WG)

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### Focus Area 1: Strengthening CBP's Authorizing Environment for DEIJ.

**Action 1.3:** *Update language in Governance Document to reflect the value, goals, and commitments articulated in DEIJ Statement.*

**1.3 Subtask 1:** Update language in Governance Document (Lead = GIT 6) **Done?**

**1.3 Subtask 2:** Consider updating language in Advisory Committee by-laws. (Leads = Advisory Committees & GIT 6)

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### Focus Area 2: Advancing DEIJ Internally.

***Action 2.3.d:** Establish mechanism or policy by which CBP staff and appropriate/volunteer bodies and raise and address DEIJ issues within the organization.*

**2.3.d Subtask 1:** Host meeting of CBP Leadership to discuss options and solutions for developing a policy and mechanism for raising and addressing DEIJ issues. (Leads = PSC, MB, CBPO Director, DEIJ Coordinator, **GIT 6**)

**2.3.d Subtask 2:** Create CBP mechanism for implementing the above. (Leads = PSC, MB, DEIJ Coordinator, **GIT 6**)

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### Focus Area 3: Advancing DEIJ through Watershed Restoration Work.

***Action 3.1.a:** Clarify language in DEIJ authorizing and governing documents, grant-making guidance and related implementation and maintenance actions to reflect a priority on developing long-term relationships with organizations run by and primarily serving underrepresented communities.*

**3.1.a Subtask 1:** Develop list of documents and guidance where language could be updated. (Leads = **GIT 6**, DEIJ Coordinator)

**3.1.a Subtask 2:** Develop suggested template language which can be tailored for each document. (Leads = **GIT 6**, DEIJ Coordinator)

**3.1.a Subtask 3:** Evaluate language annually for any changes needed based on lessons learned. (Leads = **GIT 6**, DEIJ Coordinator)

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### Focus Area 3: Advancing DEIJ through Watershed Restoration Work.

***Action 3.3.a:** Identify specific decision points, milestones, and other opportunities within the GIT workplans and other governance and management processes supporting the development and implementation of the Watershed Agreement where underrepresented groups can influence the development and implementation of the Watershed Agreement.*

**3.3.a Subtask 1:** . Identify specific decision points and other milestones within the GIT workplans and other governance and management processes where underrepresented groups can influence the development and implementation of the Watershed Agreement. (Leads = **GIT 6**, SRS Team, MB)

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### Focus Area 3: Advancing DEIJ through Watershed Restoration Work.

***Action 3.3.b:** Review each GIT Workplan and ensure inclusion of DEIJ consideration and for the equitable distribution of benefits and improvements and considerations for reduction of disproportionate adverse environmental impacts to low income communities and other underrepresented groups.*

**3.3.b Subtask 1:** . Review and update SRS Process documentation and/or develop an evaluation template for GITs to use during next workplan update cycle to (1) explicitly consider the equitable distribution of benefits and improvements and (2) to explicitly consider the reduction of disproportionate adverse environmental impacts (Leads = SRS Team, **GIT 6**, MB)

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