

### **Edit Type #1: DEIJ Language**

Text recommended by DEIJ Action Team to better address the partnership's commitment to diversity, equity, inclusion, and justice.

- Use science-based decision-making and seek out innovative technologies and approaches to support sound management decisions in a changing system.
   Maintain a coordinated watershed-wide monitoring and research program to support

- decision-making and track progress and the effectiveness of management actions
  7. Acknowledge, support and embrace local governments and other local entities in watershed restoration and protection activities.
- watershed restoration and protection activities.

  Anticipate changing conditions, including long-term trends in sea level, temperature, precipitation, land use and other variables.

  Adaptively manage at all levels of the partnership to foster continuous improvement.

  Seek consensus when making decisions.

- Seek <u>consensists</u> when making decisions.
   II. Use place-based approaches, where appropriate, that produce recognizable benefits to local communities while contributing to larger ecosystem goals.
   Engage citizens to increase the number and diversity of people who support and carry out the conservation and restoration activities necessary to achieve the Goals and
- out the conservation and restoration activities necessary to achieve the Goats and Outcomes of the Agreement.

  13. Explore using social science to better understand and measure how human behavior can drive natural resource use, management and decision-making.

  14. Promote environmental justice through the meaningful involvement and fair treatment of all people, regardless of race, color, national origin or income, in the implementation of the Agreement.

#### III. COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND JUSTICE (DEIJ)

- The EC's "Statement in support of diversity, equity, inclusion, and justice" signed in August 2020 stated, "As a partnership, we commit to:
- Strengthen and improve diversity, equity, inclusion and justice in our organizational structure Strengthen and improve diversity, equity, inclusion and instice in our organizational structure, leadership, policies, strategie coals, restoration and conservation activities, overlapina and program delivery, including guidance on including DEU and environmental instince criteria in grant Itarichia and evaluations.

  Engage, recruit and retain leadership, staff, appointees, interns and volunteers that reflect the diversity of people living within the Chesapeake Bay region;
  Foster a culture of inclusion, respect and mutual learning within the Chesapeake Bay Program by Ieading companisational change and temponering new vitics and perspectives in our outwards by Ieading companisational change and temponering new vitics and perspectives in our outwards to the control of the contr

- Ensure the benefits of our science, restoration and partnership programs are distributed in a fair and equitable manner without adverse, disproportionate impacts on vulnerable populations, especially those of lower economic status, indigenous, historically underrepresented communities and people of color.
- Continue to learn and share best practices as an organization how best to promote diversity, equity, inclusion and justice."

#### IV. ETHICAL BEHAVIOUR GUIDELINES

No participant in a Chesapeake Bay Program discussion shall seek to influence consensus or action by the group in such a way as to derive any direct or indirect personal profit or gain. These guidelines

### **Edit Type #2: Advisory Committee**

A few relatively minor edits to clarify the process for accepting, distributing, and responding to annual **Advisory Committee** recommendations.

- EC Operations

   Ground Rules: The structure of the EC meeting is coordinated by the Chair with assistance from the EPA CBPO under guidance of the full Principals! Staff

   assistance from the EPA CBPO under guidance of the full Painnepals: Staff
  Committee/SEC The format, location, and content (e.g. presentations, breakout
  sessions, participants, speaking roles, and other participation details) of the EC
  meetings are to be determined well in advance of the meeting to ensure if issue efficient
  and effective meeting.

  Decision-Madrig: Decision-making at the EC will be done by members or their
  representatives through a unanimous or consensus based approach. If after substantial
  discussions consensus cannot be reached, a supermipority vole by full members or their
  designees will be utilized, requiring at least seven out of time 'year' votes,

  \*\*Intendings at simual Mentings: EC members are exceeded in attend the armout shells.
- conspaces with or united, requiring a treat several out on time. yea? Work c. Attendance at Annual Meetings: EC members are expected to attend the annual public meeting. In the event of an unforeseen conflict, the highest possible appointee should attend in their place. If an individual attends with the purpose of representing their signatory organization, that individual is invited to speak at the press conference
- following the meeting.

  Frequency and Duration of Annual Meetings: The EC meets at least annually. The meetings are typically half-day meetings held at highly visible venues as chosen by the lead EC organization. At a munimum, annual meeting agendas will include the electronic days are typically half-day meetings held at highly visible venues as chosen by the lead EC organization. At a munimum, annual meeting agendas will include the electronic days are typically associated as the control of the electronic days are typically as the control of the electronic days are typically as the electronic days are typically days are typically as the electronic days are typically days.
- Countilities

  Budgeted Resources: Financial support for the EC annual meeting is provided by EPA
  CBPO and the lead EC organization.

  Staffing and Support: A senior EPA CBPO employee is assigned to help coordinate
  activities of said the annual EC meeting. Additional support is provided by EPA CBPO
- staff.

  § Business between Annual Meetings. In the event that business must be conducted between annual EC meetings, each principally staff will act on their behalf at the Principals. Sinff Committee(St) level. If a meeting of the EC is required, a special meeting or conference call may be called by the Chair or by a majority of the members of the EC. The purpose of the meeting will be stated in the call for the meeting and will be scheduled in consultation with all EC members. Public notice of all meetings will be made, at a minimum, through the Chesapeake Bay Program website as soon as possible after logistics are confirmed.

#### B. PRINCIPALS' STAFF COMMITTEE (PSC)

In parallel with the mission of the EC, the PSC acts as the policy advisors to the EC, accepting In parallel with the mission of the EC, the PSC each as the policy advisors to the EC, accepting items for EC consideration and approval, and setting agendate for EC meetings. The PSC translates the restoration vision by setting policy and implementing actions on behalf of the EC. The individual members of the PSC arrange and provide briefings to their principals, the Agreement signatories. The PSC also provides policy and program direction to the Management BountMB.

#### 1. Roles and Responsibilities:

- Set agendas for EC meetings.

  Review and recommend actions to the EC related to changes to Goals and Outcomes in the Agreement. Approve revised or additional Outcomes of the Agreement, unless they

### **Edit Type #3: Biennial Meeting**

Responses to recommendations made at the 2021 Biennial Meeting, primarily related to clarifying roles in the SRS process.

- Maintain Healthy Watersheds;
- Enhance Partnering, Leadership, & Management

#### 1. Roles and Responsibilities:

- Develop Management Strategies and 2-Year Work Logic and Action Plans to Page 19 Age 2012 Age
- appropriate responses for incorporation into the revised Management Strategiand Logic and Action Plans.

  Create and commission workgroups for specific actions under the purview of their GIT as needed. Appoint leaders of workgroups.

  Collaborate with other GITs to identify opportunities to strategically align resources across Outcomes.

- Identify needs for monitoring, modeling, indicator/metric development and information management for development by the Science, Technical Analysis and Reporting (STAR) team.
- Seek opportunities to engage Advisory Committees and the Communications Workgroup as needed.
- Recommend GIT Chair and Vice Chair (or Co-Chairs) for designation by the
- Review membership annually to ensure diverse and adequate representation.
- 2. Leadership and Membership. Each GIT has either one Chair and one Vice Chair, or Co-Chairs. While the Chair, Vice Chair or Co-Chairs can be figmi federal og state aggenties or from either organizations such as NOS, at all times either the Chair. Vice Chair or one Co-Chair must be figmi federal or state aggenties. GIT Chairs are non-voting members of the MB. GIT Chairs, Vice Chairs or Co-Chairs serve two-year renewable terms, with concurrence of the MB. New GIT Chairs, Vice Chairs or Co-Chairs will be designated by the MB with recommendations from GIT members. At the end of a two-distance of the MB. CHAIR CHAIR COMPART of The members, at the end of a two-distance of the MB. CHAIR CHA year term, the GIT collectively discusses the renewal or change of their Chairmanship, Vice-Chairmanship; or Co-Chairmanship. The renewal of a Chair or Co-Chairs will have concurrence from both the GIT and the MB. Otherwise, the Vice-Chair assumes the ord of Chair with concurrence from the GIT and the MB, and the new Vice-Chair will be of Chair with concurrence from the GIT and the MB, and the new Vice-Chair will be selected by GIT members. In the vest that the Vice-Chair declines the nomination, the GIT will nominate a new Chair and gain concurrence from the MB. In the case of a Co-Chair area of the Chair star declines of the Co-Chair remains in place and a new Co-Chair is through it an either the one-year or three-year point in time in order to stagger leadership transition and offer consistency for the team. The GIT Chair is responsible for coordinating with the MB on strategic plans for achieving high priority restoration outcomes as well as pertodically providing updates to the MB on progress and roadblocks encountered through the SRS process. The MB works clocky with GID are consistent of the Chair is the GIT of the G

Edit Type #4: Process for Reconsideration of Previous Decisions.

Two additions to clarify the process on how we address proposals to modify or reverse previous decisions. Engure 2. University of Maryland Consensus Decision-Making Continuum

Consensus Continuum

Light Continuum

Light

### **Edit Type #5: SRS Terminology.**

Several largely non-substantive edits to ensure that SRS terminology in the Governance Document is consistent with most recent terminology used throughout the partnership.

duction and are further supported by three key documents that are updated humanily through the St process. If the Longe and Action Plans. 3 the Narrainve Analysis and 3 the Persentation. Best documents summarize bessen beamed through the adaptive management process, resulting specific commitment, and short ferm actions, and becomes reported for success. Finally, Management Stream are kert on to date as appropriate based on lesson learned through the SSS process. Assessment of Management Stream, and the SSS process are supported by the SSS process. Assessment of the SSS process are supported by the SSS process are supported by the SSS process.

Participation in Management Strategies or in the achievement of Culcomes, is expected to vary by signatory based on differing proteints across the vastered. This participation may include sharing knowledge, data or information, educating citizens or members, working on future legislation; and developing or implementating programs or practices. Management Strategies, which are simed at implementing Outcomes, will identify participating signatories and other stakeholders, including local governments and NGOs, and will be implemented in two-year periods. Stakeholders and other interested parties will be notified of the development of the Management Strategy, the GIT meeting dates, times; and locations, and availability of the drift Management Strategy for public input. This notification will be mainly through the Che-speake Bay Program website and social media, but will include outreach to non-traditional partners; suggestably preferrable impacted communities. It is signatories and obstitutions will developed in consultation with Advisory Committees, takeholders, organizations and other agencies; and will include a period for public input and review prior to final acceptance as final. The PSC will report on immlementation of Management Strategies every two or Management Strategies and the signatories and other managements of Management Strategies will be developed in condition with Advisory Committees; askeholders, organizations and other agencies; and will include a period for public input and review prior to final acceptance as final. The PSC will report on immlementation of Management Strategies every two years.

Management Strategies may address multiple Outcomes if deemed appropriate. GITs will reevaluate biennially and update strategies as necessary, with attention to changing environmental and economic conditions. Partners may definitly policy changes to address these conditions and minimize obstacles to achieve the Outcomes. Stakeholder input will be incorporated into the development and reevaluation of each of the strategies. The Chesapeake Bay Program will make these strategies and reports on progress available to the public in a transparent manner on its websites and through public meetings of the appropriate GITs and the MB. The GITS will shouth Management Strategies to the MB for review. The Management BoardMB will accept these strategies as complete.

If the MB determines that any strategy or plan developed prior to the signing of the Agreement meets the requirements of a Management Strategy as defined above, no new strategy needs to be developed. This includes, but is not limited to, the strategies and plans for implementing the Chesapeake Bay Total Maximum Daily Load (TMDL).

#### X. BIENNIAL STRATEGY REVIEW SYSTEM (SRS) PROCESS:

The Chesapeake Bay Program's Assumed Strategy Review System (SRS) is the adaptive managementbased review process by which the Ppartnership seeks to meet the following 2014 Chesapeake Bay Watershed Agreement commitment:

"Goal Implementation Teams will re-evaluate biennially and update strategies as necessary, with attention to changing environmental and economic conditions. Partners may identify policy changes to address these conditions and minimize obstacles to achieve the Outcomes."

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### **Edit Type #6:** Miscellaneous

Numerous non-substantive formatting, grammar, and style changes.

#### September 9, 2021 DRAFT for MB Review

Governance and Management Framework for the Chesapeake Bay Program <del>Partnership</del>



March 31, 2020

Insert new date when finalized

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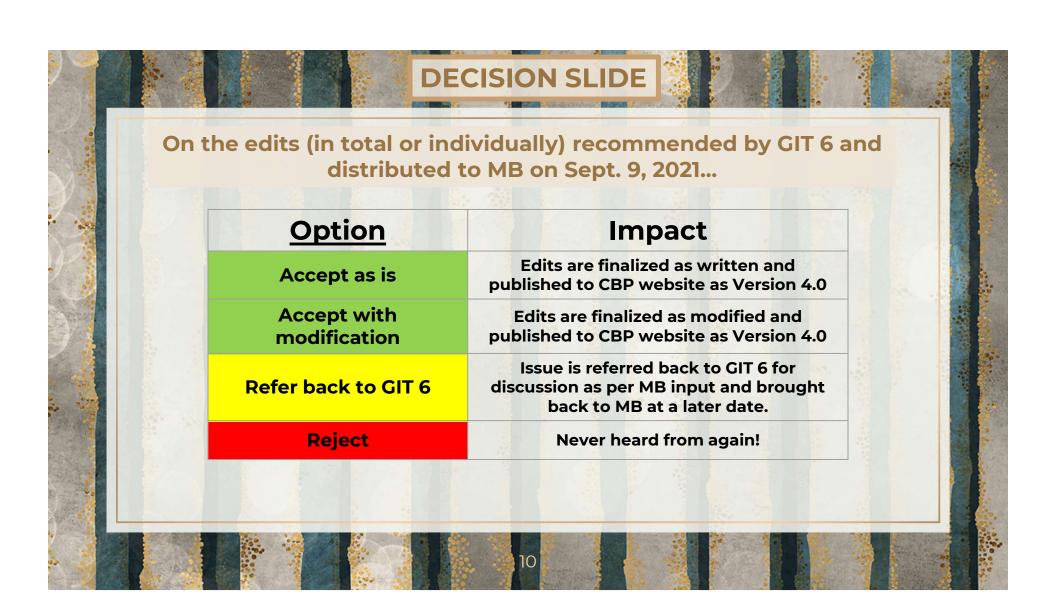
### **Edit Type #7: Outline**

Adopted new outline style (modelled after STAC By-Laws) to make referencing sections easier.

## III COMMITMENT TO DIVERSITY, EQUITY, INC. IV. ETHICAL BEHAVIOUR GUIDELINES. V. ORGANIZATIONAL STRUCTURE. A. CHESAPEAKE EXECUTIVE COUNCIL (EC). Key Functions and Responsibilities Leadership and Membership - ...... Federal Agencies..... Duration of Membership. 5. EC Operations. a. Ground Rules b. Decision-Making c. Attendance at Annual Meetings c. Attendance a Animal Meetings. d. Projument and District Animal Meetings. E. Budgeted Recources. f. Staffing and Support. g. Business between Animal Meetings. B. PRINCPEAL'S STAFT COMMITTEE (PSC). 1. Roles and Responsibilities. 2. Leadership and Membership. 3. Duration of Membership. 4. PSC Generalists. b. Peccinom. b. Decision-Meding. d. Attendance at Meetines. c. Attendance at Meetings ... d. Planning PSC meetings ... e. Setting Priorities ..... f. Budgeted Resources ..... g. Staffing and Support...... C. MANAGEMENT BOARD (MB) Roles and Responsibilities... Leadership and Membership b. Decision-Making c. Attendance at Meetings d. Frequency and Duration c. Setting Priorities f. Budgeted Resources g. Safing and Support D. GOAL IMPLEMENTATION TEAMS (GITs) 1. Roles and Responsibilities 2. Leadership and Membership 3. Deastern of Membership

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Leadership and Membersl
 Duration of Membership .





#1: Consistently refer to as "the Agreement" from this point forward.

### I. <u>INTRODUCTION</u>

This document describes the organizational function and governance for the Chesapeake Bay Program partnership in advancing Bay protection and restoration through the Chesapeake Bay Watershed Agreement (the Agreement) signed in 2014. For the purposes of this document, the term "Chesapeake Bay Program" refers to the collective partnership, representing the signatories of the Agreement (the State of Maryland, the Commonwealth of Virginia, the District of Columbia, the State of Delaware, the Commonwealth of Pennsylvania, the State of West Virginia, the State of New York, the Chesapeake Bay Commission and the U.S. Environmental Protection Agency for the federal

## **Decision?**

Accept as is

Accept with modification

Refer back to GIT 6

Reject

Program website at: <a href="http://www.chesapeakebay.net/about/how/history">http://www.chesapeakebay.net/about/how/history</a>.



#2: Page 24 - what if original decision group no longer exists?

C. PROCESS FOR MODIFICATION OR REVERSAL OF PREVIOUS CONSENSUS DECISIONS

In the spirit of adaptive management, the partnership should always be open to modifying or reversing previous decisions and resulting policies as new information comes to light or operational landscapes change. At the same time, however, is it also important to recognize that making decisions by consensus intentionally requires meeting a very high bar that logically requires meeting an equally high bar to subsequently modify or reverse the decision and any resulting policy. Therefore, a standing consensus decision and resulting policy can only be modified or reversed by a subsequent consensus decision by the organizational group (or a subsequent replacement of that group) that made the original decision or a higher

Add this phrase

## **Decision?**

Accept as is

Accept with modification

Refer back to GIT 6

Reject

consensus decision?", not "Should we keep the previous consensus decision?"



### #3: Page 27 - add link to ChesapeakeDecisions website

The Management Strategies outline the means for accomplishing the Outcome as well as monitoring, assessing and reporting progress and coordinating actions among partners and stakeholders. Where appropriate, Management Strategies should describe how local governments, nonprofit and private partners will be engaged; where actions, tools or technical support are needed to empower local governments and others to do their part; and what steps will be taken to facilitate greater local participation in achieving the Outcomes. The Management Strategies provide broad, overarching direction and are further supported by three key documents that are updated biennially through the SRS process; 1) the Logic and Action Plans, 2) the Narrative Analysis and 3) the Presentation and are available on the ChesapeakeDecisions website. These documents summarize lessons learned through the adaptive management process, resulting specific commitments and short-term actions, and resources

Add this phrase and link

## **Decision?**

Accept as is

Accept with modification

Refer back to GIT 6

Reject

