Diversity Outcome

Jim Edward, EPA, Chair
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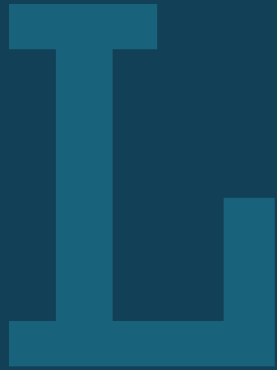*Francesca King, CRC, Staffer*

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.

How You Can Help

- **Off-track**
- Making a lot of **progress** in some areas, less in others
- **Need**: support to integrate Diversity, Equity, Inclusion, and Justice (DEIJ) in the CBP

Learn

What have we learned in the last two years?

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SUCCESSES

- **Established a Diversity Indicator**
  - To increase people of color in the CBP to 25%, with 15% in leadership by 2025
- **Relationships**
  - MOUs with Bowie State & Virginia State University
  - Career fairs & events: most at HBCU's
- **Conducted a DEIJ Readiness Assessment**
  - Carried out by Skeo Solutions to assess the environment of DEIJ at CBP

What have we learned in the last two years?

DEIJ Readiness Assessment

▪Survey results show that **88-97%** of survey respondents from across the organization **believe that DEI practices will benefit CBP.**

▪However, respondents are not yet convinced that CBP is actively demonstrating a commitment to diversity, equity and inclusion.
  ▫ **Only 25-35%** of respondents agreed or strongly agreed with this.

What have we learned in the last two years?

CHALLENGES

- **Funding:** lacking, prevents meaningful engagement
- **Employment:** internships and entry-level, low or unpaid
- **Organizational Culture:** lack of diversity, need for DEIJ to be integrated throughout all our work
- **Ownership:** lack of ownership over workplan actions, staff transitions, disconnect to Bay Program
- **Tracking & Measurement:** need to define success

What is our Expected and Actual Progress?

% People of color	2016	2019	2025 Goal
In CBP	13.7	14.6	25
In CBP leadership	9.1	10.3	15

What is our Expected and Actual Progress?

- ● We will achieve the outcome!
- ● We will partially achieve our outcome.
- ● We won't achieve the outcome at this rate.

5%

33%

62%

On the Horizon

What developments will influence our work over the next two years?

- **Funding**
  - Equitable distribution; Career/intern programs

- **Employment**
  - Federal employees approaching retirement; Employment practices are changing.

- **Organizational Culture**
  - Institutionalizing DEIJ; CBP DEIJ Strategy

Adapt

How does all of this impact our work?

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

▪**Implement Skeo's 2020-21 Recommendations**
   ▫ Review internal processes and governance documents
   ▫ Make changes to reflect DEIJ values

▪**Streamline management strategy and actions to more directly address factors and gaps**
   ▫Including funding, employment, and organizational culture will be at the forefront of our next 2 years of work

Help

How can the Management Board lead the Program to adapt?

Help Needed

1. Time to review and discuss the **DEIJ Strategy**, and establish the process for implementation.
2. Management Board: commit to attending **DEIJ trainings**
3. Create space; increase opportunities for underrepresented groups to **participate** in CBP
4. Be champions for funding related to DEIJ:
    a. Grants (e.g., equitable practices)
    b. Programmatic (e.g., workforce development)

Discussion

Definitions

Diversity The demographic mix of a specific collection of people, taking into account elements of human difference. For example: racial and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment.

Equity Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

Inclusion Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly "inclusive" group is necessarily diverse, a "diverse" group may or may not be "inclusive."

Definitions

Justice The quality of being just, impartial, or fair.

Environmental Justice The fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations and policies, and refers to "decisions [that] support sustainable communities where people can interact with confidence that their environment is safe, nurturing, and productive..."

Social Justice Equal access to wealth, opportunities, and privileges within a society.2 This may mean addressing the present-day impacts of past inequities in order to achieve equity going forward.