

Chesapeake Bay Program Diversity Workgroup Meeting

May 20, 2019

Chesapeake Bay Watershed Agreement

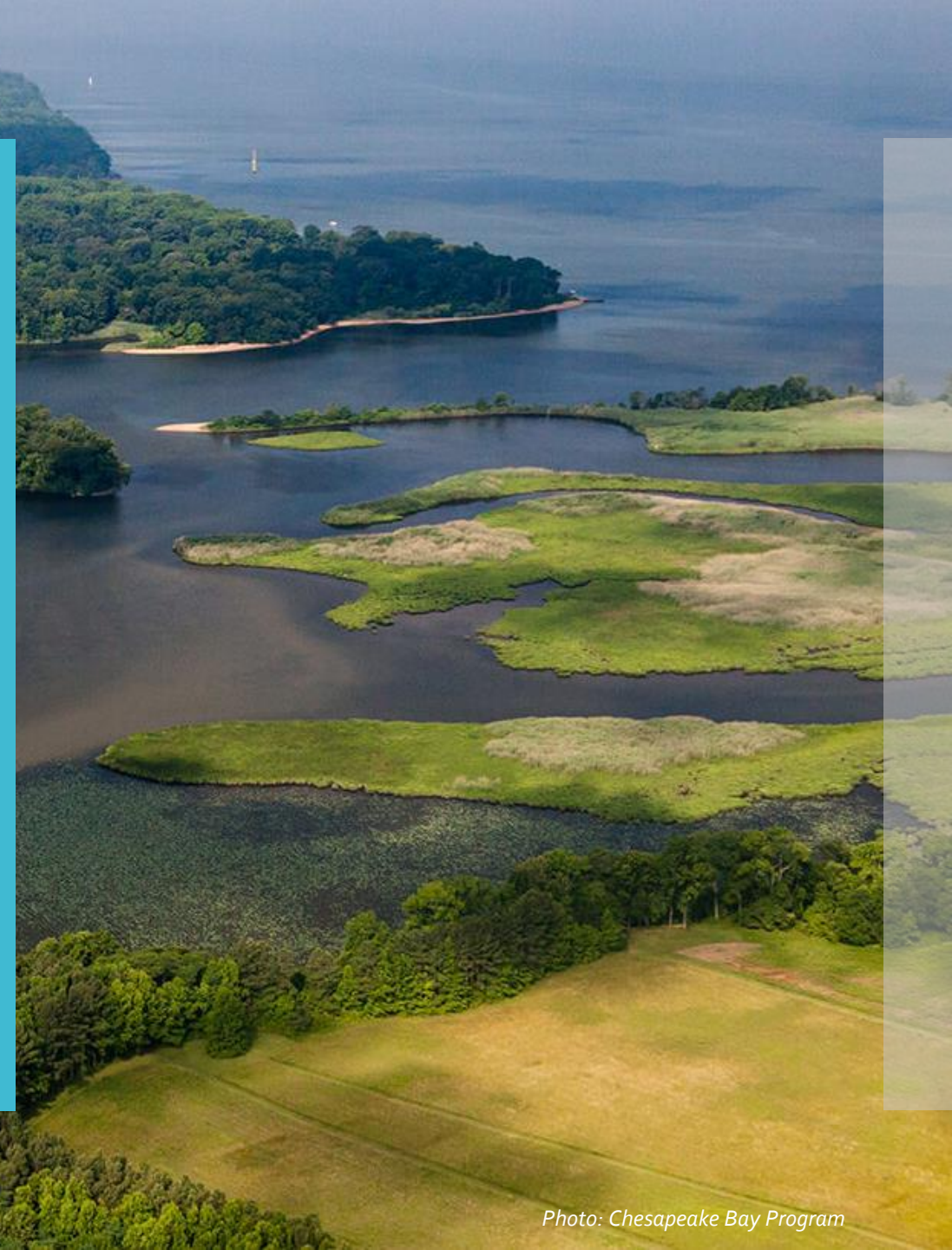
Signed in **2014**, it establishes goals and outcomes for the restoration of the Bay.

Contains a Guiding Principal for Promoting **Environmental Justice** and a specific Diversity Outcome.

Partners promised to **openly** and **publicly engage** watershed citizens in implementing these goals and outcomes.

Building a **larger, broader and more diverse community** of stewards is needed to achieve the goals and outcomes outlined in the Chesapeake Bay Watershed Agreement...

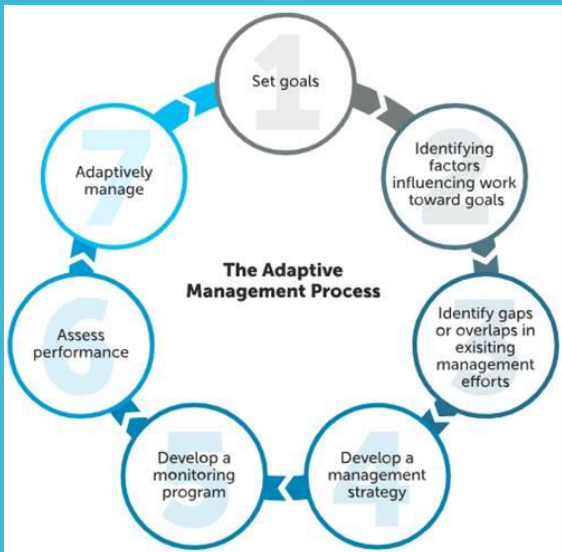
**it is stewards who bring the action element
that will move our work forward**



Diversity Outcome

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

Workplan Process



Management Strategy

Informed by a review of the baseline; identified challenges and best ways to meet our goals:

- Successfully targeting communications and outreach efforts
- Reaching diverse communities to create employment and professional engagement opportunities
- Engaging underrepresented communities that face environmental Justice challenges
- Creating metrics and tracking tools
- Accounting for impacts from climate change, flooding and extreme weather
- Incorporating diversity as a key component of other Management Strategies

Adaptively Managed

Constantly evaluating progress and adapting. We will start the next evaluation cycle this fall.

Incorporating Diversity Workgroup

In 2014 the Diversity Workgroup identified 8 other outcomes from the Watershed Agreement to collaborate with.

➤ How have we done?

Yes	In Progress	No
Toxics	Tree Canopy	Local Leadership
Public Access	Stewardship	
	Environmental Literacy	
	Land Conservation	
	Climate Resiliency	

Management Approach 1

Communications & Outreach



- Connected with HBCU's, including organizing attendance of Bowie State Students to the 2018 Chesapeake Watershed Forum
- Assisted the development of Tree Canopy communication and outreach strategies targeted to diverse audiences, focusing on areas with greatest need and opportunity.
- Worked with Toxic Contaminants group to identify communities where fish consumption advisories exist. This work is ongoing.
- Develop a jurisdiction by jurisdiction contact list of key community leaders and their interests in existing management approaches.



- Recruit diverse stakeholders and leaders to participate in 2019 Chesapeake Watershed Forum.
- Establish forums and begin dialogue to better understand how community issues link to watershed restoration.
 - During the process, assess needs and preferences for ongoing communications



Photo: Chesapeake Bay Program

Management Approach 2

Employment & Professional Engagement



Photo: Chesapeake Bay Program



- Work with organizations outside of CBP to participate in career fairs and panels to promote CBP/CRC employment and internship programs.
- Identify opportunities to create an internship program specifically for individuals from diverse backgrounds.
 - CRC
- Increase outreach to diverse groups for hiring opportunities, internship positions, grant RFPs and stewardship events.
 - *Constantly working on this!*
- MOUs with:
 - **Bowie State University**
 - **Virginia State University**
 - **University of Maryland Eastern Shore**



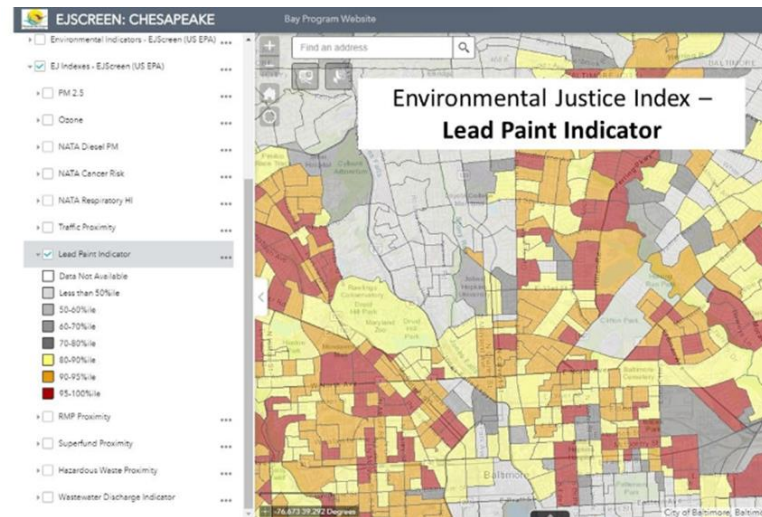
- Connect and work with existing career service programs for job applicants.
 - Mobilize Green, Project Green Classrooms
- Identify existing career service program contacts:
 - Each jurisdiction
 - Universities
 - State/county government.
- Include workgroups, GITs and Management Board in cultural competency trainings to create developmental tools to include Diversity, Equity and Inclusion (DEI) into future programming.
 - *Fall 2019*

Management Approach 3

Promote Environmental Justice



- Jurisdictions review and revise their respective grant guidance documents as needed and report to CBP.
- Provide training and presentations on use of EJScreen Chesapeake to GITs, CBP Workgroups and partners.
- Bay Program and its partners will evaluate and improve transparency and efficiency in providing community-based grant opportunities.
 - Ongoing



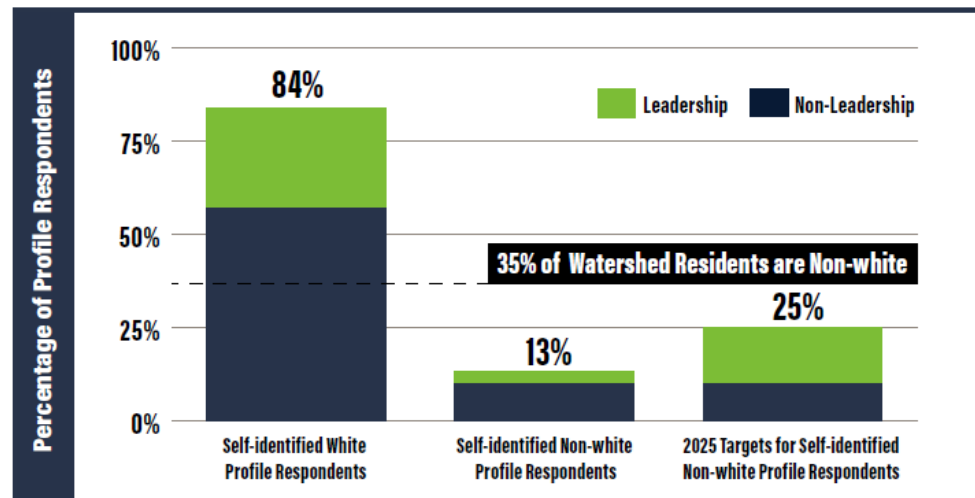
- Diversity Workgroup will work with the public access and climate resiliency teams help identify potential sites in diverse communities.
- Bay Program will partner with funding and grass roots organizations to organize grant writing training and capacity building.
- Host a 'Meet the Funders' Opportunity
- Collaborate with various environmental justice entities throughout the Chesapeake Bay Watershed, incorporate their perspectives throughout the Bay Program governance structure.

Management Approach 4

Tracking & Assessment



- Establish a baseline of the level of diversity and set a target goal for Diversity Indicator by 2025
 - 25% with 15% in leadership
 - Identify and approach organizations and groups that work within diverse Chesapeake communities.
 - Ongoing
 - Use EPA's EJScreen to create a Chesapeake specific map that overlays data sets pertinent to DEIJ.
- Identify community groups that may be candidates for environmental restoration projects and programs.
 - Track how partners are using EJ SCREEN tool in federal funding for Chesapeake Bay Restoration.
 - Develop method of tracking qualitative metrics of DEI Strategy implementation.



GIT Funded Projects



- Each year, money is available via The Chesapeake Bay Trust and the EPA to fund projects that support the CBP Goal Implementation Team Project Initiative.
- Projects are prioritized if they:
 - Help achieve outcomes or actions in the workplan
 - Work across workgroups and Goal Implementation Teams

Ideas

- Phase 2 of the DEI Strategy at CBP
- Implementation of the Fish Consumption project with the Toxic Contaminants Workgroup
- Work with the Climate Resiliency Workgroup to address the propensity of low income communities and communities of color being more at risk of issues caused by climate change.

Intentions for Today

- Today we will begin to prioritize your ideas , align your interests with the remainder of our goals, and strategize ways we can be more intentional.

We will discuss these areas in more detail:

- Communication & Outreach: Fish Consumption (GIT project!)
- Employment: Panel and Facilitated Discussion
- Environmental Justice: EJScreen Chesapeake Demo at lunch
- Tracking and Assessment: DEI Strategy and working towards the target of 25% and 15% by 2025



**“In diversity there is
beauty and there is
strength.”**

-Maya Angelou