Agenda
Diversity Workgroup In-Person Meeting
November 21, 2019
10:00 AM-3:00 PM
Location: General Dynamics Information Technology (GDIT) at Arlington Center
3434 Washington Boulevard, 3rd floor
Arlington, VA 22201
Please see meeting invitation for directions and parking instructions. Park on Level B4.
Webinar*: https://zoom.us/j/7690130535
Conference Line: 929-205-6099
Meeting ID: 769 013 0535
*To join the Zoom webinar, please open the webinar link first. After opening the webinar, either elect to
join via computer audio or via phone call. If you select phone, you will be prompted to dial the conference
line, meeting ID and participant ID.

Meeting Objectives
- Review preliminary results of the 2019 Chesapeake Bay Program (CBP) diversity indicator to reflect on our progress to date.
- Discuss challenges and lessons learned over the past few years to inform our narrative analysis and update our diversity workplan.
- Learn and discuss how GIS can be used to complement our work and goals.
- Hear an update on Skeo's work to develop a CBP Diversity, Equity, and Inclusion (DEI) Strategy; provide feedback on their draft recommendations.
- Set aside time for a round robin, during which participants can share updates and announcements.

10:00-10:10   Welcome & Introductions
Opening Remarks, *Jim Edward, Diversity Workgroup Chair (EPA)*
Logistics, *Sherry Witt (General Dynamics Information Technology)*

10:10-10:15   Updates
Tuana Phillips, Diversity Workgroup Coordinator (EPA)
- Memorandum of Understanding (MOU) with Virginia State University.
- Career fairs and events attended in the last 8 months.
- CBP webpage changes.
- As a reminder, please fill out this google docs form to help us update the status of workgroup members and interested parties.

10:15-10:20   **Recruiting, Hiring, and Retention Resources**
Francesca King, Diversity Workgroup Staffer (CRC)
Francesca will present and seek input on a draft document of hiring and employment resources that she is putting together.

10:20-10:30   **Results from the 2019 Diversity Profile**
Tuana Phillips, Diversity Workgroup Coordinator (EPA)
Earlier this year, the Alliance for the Chesapeake Bay distributed a Chesapeake Bay Program diversity profile assessment. We will discuss the preliminary results and how they compare to the 2016 results.

10:30-12:00   **Workplan Discussion: What Have We Accomplished and Learned to Date?**
Sherry Witt, Facilitator (General Dynamics Information Technology)
Sherry will facilitate our discussion with the following questions:
- What lessons have we learned over the past two years of implementation?
- Are we making progress at a rate necessary to achieve our outcome?
- What scientific, fiscal and policy-related developments will influence our work over the next two years?
- What are the barriers to reaching our outcome?
- How will our work change over the next two years?

12:00-12:45   **Lunch and Optional Heritage Snacks**
Note: lunch will not be provided. Please bring your own or be prepared to buy at a nearby restaurant. A list of nearby options will be provided.

Optional:
You are invited to share a snack or food item that is representative of your heritage. The concept of heritage is for you to interpret as you see fit. You might wish to share something from a heritage that is ethnic, regional, cultural, religious and/or has some meaning to you (like an "adopted" heritage). During lunch time, you will have the opportunity to share what you brought and describe how it relates to your heritage.

12:45-1:15   **Review of Existing GIS tools and Efforts That Relate to Environmental Justice**
John Wolf, GIS Team Leader (USGS at the CBP Office)
John will provide an overview of existing GIS (geographic information system) tools and efforts that can be used to help us visually make connections between environmental justice and watershed restoration work. These tools and efforts include:
1. A **Cross-GIT Mapping** effort that combined priority CBP map layers (e.g. low to high restoration potential) with demographic map layers that are indicative of EJ areas.
2. The **EPA National EJ Screen tool**.
3. The **Chesapeake EJ Screen tool**.

1:15-2:00   **Identifying Our GIS Needs and Wants**
Jake Lazier, Senior Geospatial Analyst (Chesapeake Conservancy)
The CBP has partnered with Chesapeake Conservancy in a multi-year cooperative agreement to produce GIS data products that support the goals and outcomes of the CBP. Part of this work is fully understanding the existing state of affairs and needs

regarding GIS within the CBP. Chesapeake Conservancy has begun to capture that information through a variety of surveying and information-gathering methods to help inform data creation that would be more useful to day-to-day operations of the CBP. This presentation will speak more on these topics and allow space to identify the specific GIS needs and wants of the Diversity Workgroup.

2:00-2:30   **Update on Chesapeake Bay Program DEI Strategy**
Sarah Malpass, Project Manager (Skeo Solutions)
We will hear an update from Sarah on Skeo's work to develop a DEI Strategy for the partnership. We will also have the opportunity to provide feedback on the draft recommendations from the DEI Strategy document.

2:30-2:45   **Updates from Members & Attendees**
All participants
Round Robin - Opportunity for participants to make announcements or share about their work.

2:45-3:00   **The Way Forward & Closing Remarks**
Jim Edward, Diversity Workgroup Chair (EPA)