

## Stewardship Quarterly Progress Meeting Summary February 13, 2020



### Citizen Stewardship

<https://www.chesapeakeprogress.com/engaged-communities/citizen-stewardship>

**Outcome:** Increase the number and diversity of trained and mobilized citizen volunteers with the knowledge and skills needed to enhance the health of their local watersheds.

#### Success and Challenges:

- Funding capacity and knowledge gaps still exist
- Over past two years have focused on building behavior change approaches
- There are many ways to impact citizen stewardship
- Currently have stewardship behavior data collected on 21 behaviors in 2017
  - Selected data that impact water quality and repeatable behaviors
- Data is already being utilized. Many partners around watershed are seeking this data.



#### On the horizon:

- Progress in developing a website that will share stewardship behavior data with practitioners
- Continue to support workgroups with awareness in behavior
- Increased investment will help our work
- Currently have data and info on current adoption rate and likelihood of future adoption → need data on the environmental impact of these behaviors to calculate the “behavior score”

#### We plan to:

1. Develop plan for incorporating social science into partnership
2. Incorporate other components of stewardship into workgroup
3. Develop complete stewardship behavior scores that include environmental impact
4. Support more information sharing and training

#### Help needed:

- Make social science an increasing priority in the Partnership
  - Almost all of the Watershed Agreement outcomes depend upon behavior change
- Continue to support future data collections in the once/3-5 year frequency.
- Utilize social science frameworks and stewardship data to better design public engagement, education and behavior change programs.
  - Invest in the great data available for the watershed

## Public Access Site Development

<https://www.chesapeakeprogress.com/engaged-communities/public-access>

**Outcome:** By 2025, add 300 new public access sites, with a strong emphasis on providing opportunities for boating, swimming and fishing, where feasible (2010 baseline year)

### Successes and Challenges:

- On track to achieve the outcome
- Tracking new sites is high priority and great progress has been made
  - Some actions have become out of date due to changing policy/programs
- Collective workgroup capacity is a challenge
- Looking to refocus and prioritize in 2020/21

### On the horizon

- Federal, state and local funding is a top influencing factor.
- Access for all communities
- Climate impacts
- Quality versus quantity



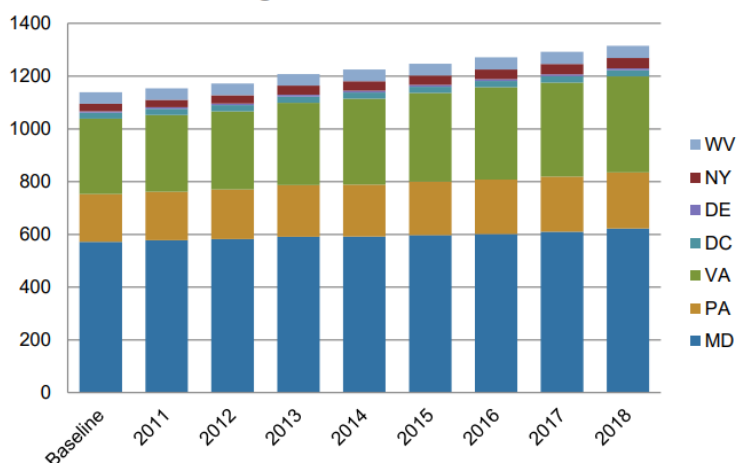
### We plan to:

- Leverage available funding to meet need for new access sites.
- Evaluate site applicability using factors, including sea level rise.
- Engage new users through programming and increasing types of access to increase stewardship

### Help needed:

- We need you to support:
  - New funding strategies by reaching back to Federal and State agencies:
    - Funding for maintenance and improvements to address sea level rise of public access sites.
    - Funding for planning and development.
  - Development and implementation of programming that expand number and diversity of users by making programming a higher priority.

### Existing Public Access Sites



## Diversity

<https://www.chesapeakeprogress.com/engaged-communities/diversity>

**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.

***\*Please see the DEIJ term definitions at the end of this document.***

### Success:

- 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 and Virginia State University
  - Members have attended eight career fairs (mostly at HBCU's)
- Conducted a DEI Readiness Assessment

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

### Challenges:

- Funding: lack of funding to compensate for time/travel of stakeholders prevents meaningful engagement
- Employment: internships and entry-level, low salary or unpaid
- Organizational Culture: lack of diversity, need for DEIJ to be integrated throughout all work
  - Community groups are often unable to participate during the hours in which the CBP normally holds meetings
- Ownership: staff transitions, lack of ownership over long list of workplan actions, disconnect to CBP
- Tracking & Measurement: need to define success
- Progress: little progress towards goal

### On the Horizon

- Funding: more equitable distribution; career/intern programs
- Employment: Employment practices are changing to make employment more inclusive
- Organizational culture: Institutionalizing DEIJ; CBP DEI Strategy

### We plan to:

- Implement Skeo's phase one recommendations
- Make changes to reflect Diversity EIJ values

### Help needed:

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

## **Definitions\* of DEIJ terms used in this document:**

**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.”

**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...”

**DEI** = Diversity, Equity, and Inclusion

**DEIJ** = Diversity, Equity, Inclusion, and Justice

*\*Definitions provided by Skeo Solutions, LLC.*