

The background of the slide is a light blue gradient. It is decorated with numerous water droplets of various sizes, some of which are large and prominent, while others are small and scattered. The droplets have a realistic, glossy appearance with highlights and shadows.


Incorporating Diversity, Equity, Inclusion and Justice (DEIJ) in the Stream Health Workgroup

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Outline for Today

1. What are we talking about when we say DEIJ?
 2. Statements by CBP leadership in support of DEIJ
 3. Example of Stream Health projects that incorporated DEIJ lens
 4. DEIJ in your workgroup/logic & action plan
- 



What do we mean when we say DEIJ?



Diverse/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.

Credit: Skeo, adapted from the [D5 Coalition](#)



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.”

Credit: [D5 Coalition](#)



Diversity vs. Inclusion

**It is possible to be diverse,
without being inclusive!**

*To be successful in advancing
DEIJ, we must have both
diversity AND inclusion.*

Equality



Equity



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

(Credit: D5 Coalition)



**Everyone gets what
they need to thrive!**





Justice

The quality of being just,
impartial, or fair.

Credit: [Merriam Webster](#)

Directly dismantling barriers to
resources and opportunities in
society so that all individuals in
communities can live a full and
dignified life.

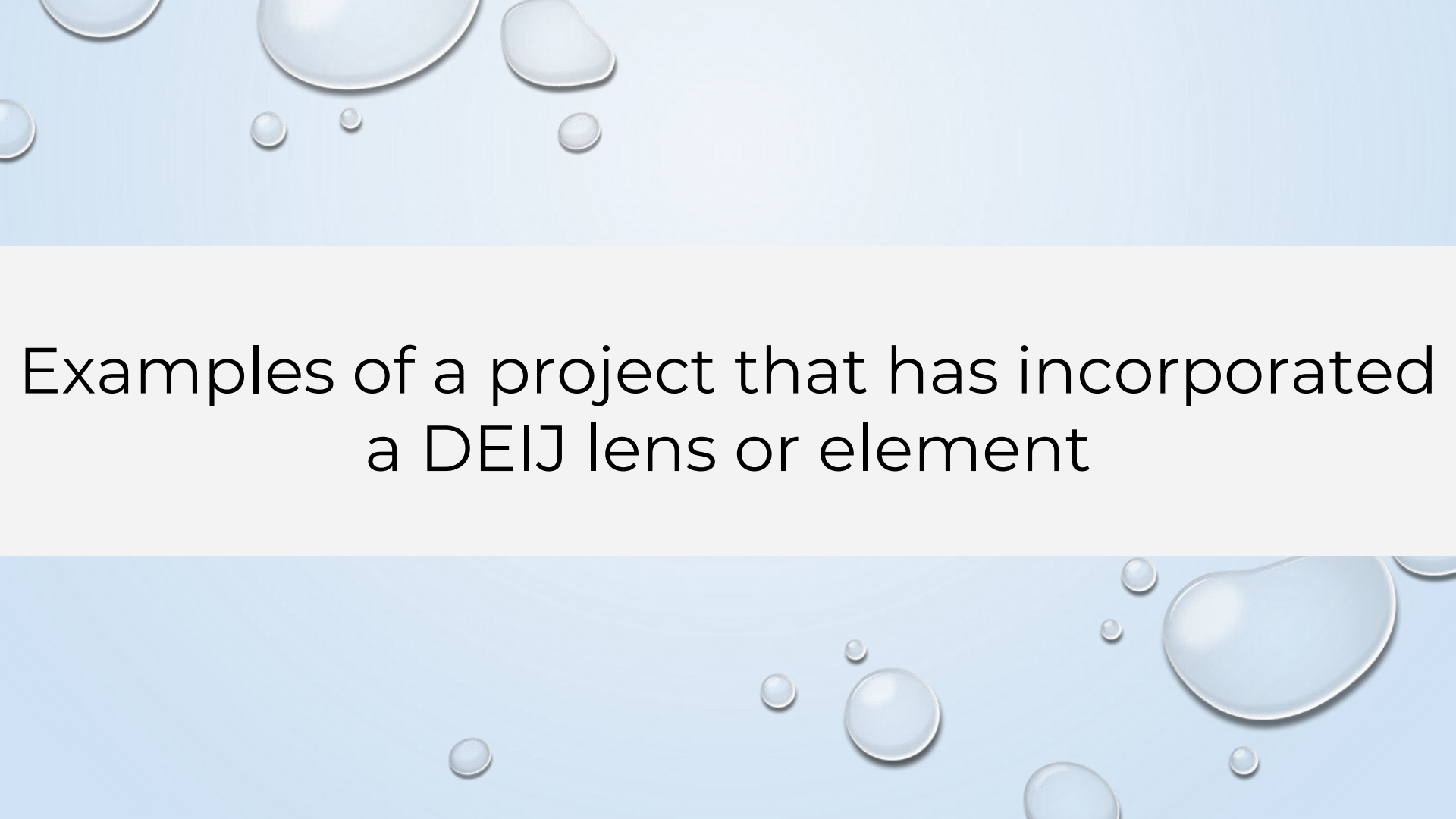
Credit: [Avarna Group](#)

DEIJ Statements by CBP Leadership

August 2020 Executive Council and Principals' Staff Committee Statements in Support of DEIJ

The CBP Executive Council announced a [DEIJ Statement](#) that affirms our commitment to embrace DEIJ in all areas of the Chesapeake Bay Program.

The CBP Principals' Staff Committee announced an accompanying [DEIJ Action Statement](#) articulating our commitment to implement the recommendations in the [CBP DEIJ Strategy](#). This action statement included five specific commitments, including one to “[advance] the DEIJ Strategy through work plan development and implementation **for all GITs and Workgroups on their respective strategy review system schedules.**”



Examples of a project that has incorporated
a DEIJ lens or element

Example: Stream Health & Human Well Being in VA

- Conducted by researchers from USGS and Virginia Tech
- Stream health in Virginia is correlated with several indicators of human well-being.
- Stream health in Virginia is negatively related to overall human mortality rate.
- Stream health in Virginia is positively related to percentage of White residents.
- Highlights the need for future multidisciplinary, multiscale studies to characterize toxicological, epidemiological, socioeconomic, and political linkages between ecosystem health and human well-being.

Paul L. Angermeier, Leigh Anne Krometis, Marc J. Stern, Tyler L. Hemby. Exploring relationships among stream health, human well-being, and demographics in Virginia, USA, *Ecological Indicators*, Volume 121, 2021, 107194, ISSN 1470-160X, <https://doi.org/10.1016/j.ecolind.2020.107194>.

Example: Chesapeake Monitoring Cooperative & HBCUs

Bowie State & Alliance for the Chesapeake Bay Partner to Diversify Workforce in Green Careers

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(BOWIE, Md.) – Students at Bowie State University are getting a hands-on environmental education by preparing to monitor water quality in streams near the campus this month, as part of a growing partnership with the **Alliance for the Chesapeake Bay** to diversify the conservation community and prepare students for green careers.

An outgrowth of Bowie State's **multiyear partnership with the U.S. Environmental Protection Agency (EPA)**, BSU's relationship with the Alliance first began in 2017 to develop the knowledge and expertise of students interested in protecting the environment. Now, Bowie State students, trained by EPA and Alliance experts, will use equipment purchased by the Alliance to





DEIJ in Your Work

Discussion Questions

What are some ways you can incorporate DEIJ into your work?

What resources or support do you need from the Diversity Workgroup?

5.1 Provide training and education to diversity of stakeholders on stream restoration and stream health.

SHWG membership provide updates at meetings with upcoming training

SHWG Chair(s) attend LGAC meeting at minimum one time per year to discuss stream health and restoration

DEIJ: Leverage relationships with Diversity Workgroup Connections and MOUs to reach a more diverse audience.

Environmental Justice and Equity Dashboard

Chesapeake Bay Environmental Justice and Equity Dashboard (DRAFT)



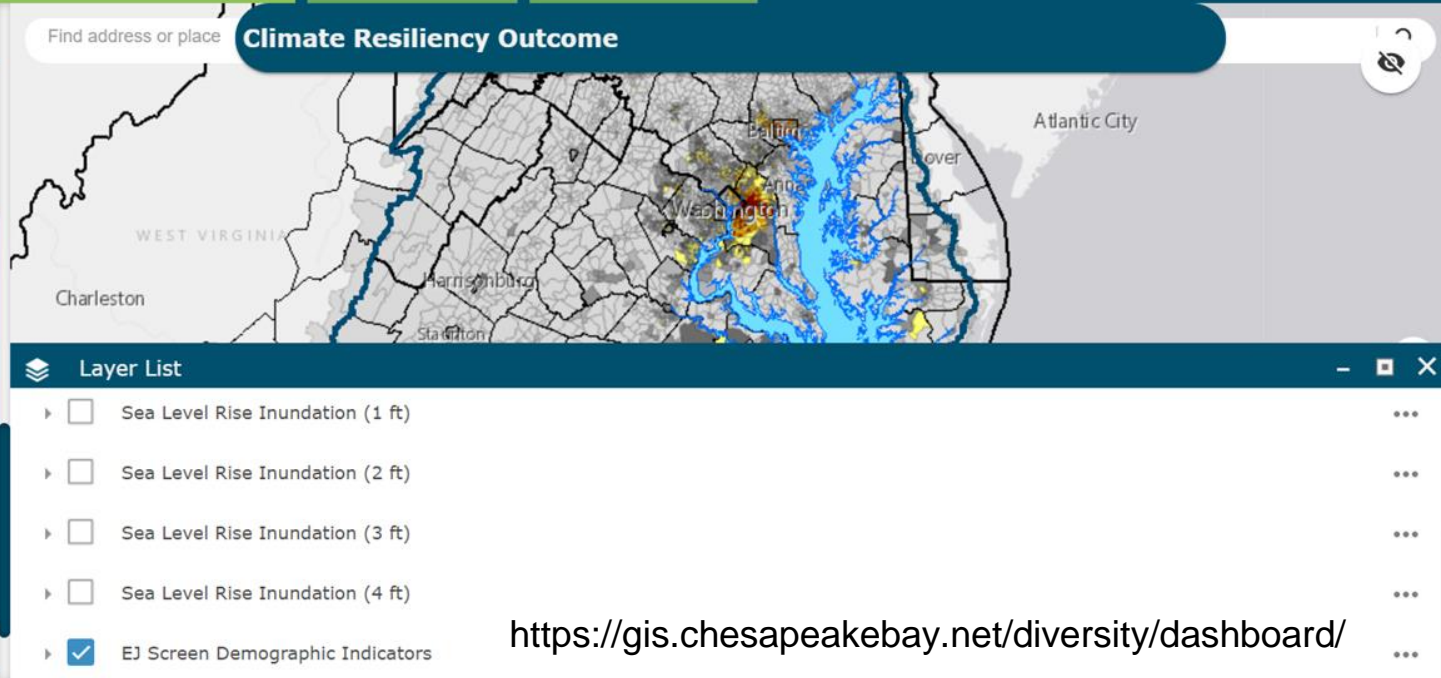
- Overview
- Demographic Indicators
- Cross-Outcome Applications
- Current Initiatives
- Acknowledgements

Climate Resiliency

[Separate window](#) - Open this section separately in its own window.

Potential Management and Research Questions

- Are underserved communities particularly vulnerable to flooding and/or sea level rise?
- For underserved communities in urban areas, are there opportunities to mitigate urban heat island effects through cross-Outcome restoration (e.g., tree canopy expansion, green



<https://gis.chesapeakebay.net/diversity/dashboard/>