



DEIJ Action Team Update
Management Board Meeting, November 18, 2021



Agenda & Decisions

Agenda

- DEIJ Plan edits and response to comments
- DEIJ Performance Tracking & Accountability Framework
- Follow-up Action Items

Requested Decisions

- Acceptance and support of the DEIJ Strategy Implementation Plan
- Acceptance and support of the DEIJ Performance Tracking & Accountability Framework

Addressing Challenges

CHALLENGES

01

Capacity and equity

Not enough capacity. Most actions fall on Diversity Workgroup.

02

Accountability

Lacking performance measures and a system for ensuring implementation.

03

CBP Scope

What is “internal” and what can CBP ask of partner organizations, each other?

SOLUTIONS

01

Priorities and Sequencing

Foundational actions that will help advance other tasks and organizational “readiness”.

02

Accountability Framework

Management Board “Champions”. Reporting frequencies. Performance metrics.

03

Right-sizing

Reflect authorities, organizational scope, and role of CBP.



| Accountability Framework

A framework for tracking DEIJ Strategy implementation and creating accountability.

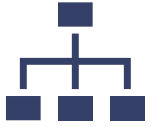
- ▶ **Tracking and Implementation Lead:** Entity or entities responsible for collecting and organizing tracking information and leading implementation.
- ▶ **Frequency of Reporting:** Defines when information will be “reported” and by whom.
- ▶ **Process for Updating and Prioritizing:** How and by whom progress will be assessed and new priorities, actions, and timeframes defined.
- ▶ **Performance measures/metrics:** Information reported and against which progress is measured.



| Tracking and Implementation Lead(s)

Entity or entities responsible for collecting and organizing tracking information and leading implementation.

- ▶ **Retain a DEIJ Coordinator/Contractor to initiate *partnership-wide* implementation** in collaboration with the Diversity Workgroup.
- ▶ **Identify Management Board “Champions”** to ensure leadership accountability for implementation and support for DEIJ Coordinator.
- ▶ **Ensure capacity and cross organization collaboration** by scheduling regular meetings with representatives from partnership entities (e.g., Goal Team, workgroups, advisory committees)



Performance Measures

The information and targets upon which progress will be measured.

- ▶ **Track implementation actions** against performance targets identified in the plan, using DEIJ Readiness Assessment baseline and scoring system.
- ▶ **Track progress towards quantifiable long-term targets**, including Diversity Goal.
- ▶ **Develop additional quantifiable impact metrics/targets** as implementation progresses and methods for measurement and data collection are developed.



Frequency of DEIJ Reporting

How often information will be “reported” and by whom.

- ▶ **GITs and Workgroups** submit description of efforts during **SRS Quarterly Progress Meetings**.
- ▶ **Other Program bodies** report on efforts on **annual basis**.
- ▶ **Signatories update partnership on DEIJ efforts and outcomes annually** at Management Board Meeting.
- ▶ **DEIJ Coordinator** develops **annual report** summarizing partnership outcomes.
 - ▶ *Could this be part of the **State of the Program** report presented to the EC?*



| Process for Updating Plan

How the implementation plan will be evaluated, and new priorities, actions, and timeframes defined.

- ▶ **Plan reviewed and updated biannually**, with mid-cycle evaluation occurring after first year.
- ▶ Consider conducting a **second DEIJ Readiness Assessment**.



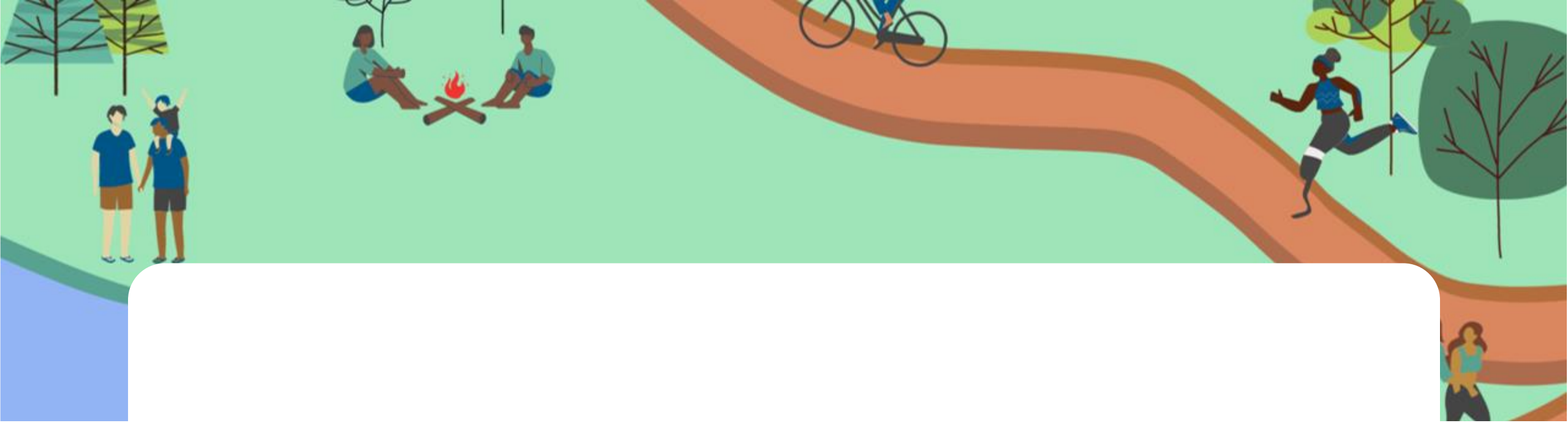
| Decisions Requested

- Acceptance and support of the DEIJ Strategy Implementation Plan
- Acceptance and support of DEIJ Performance Tracking & Accountability Framework



| Follow up Action Items

- ▶ Preparations for the EC meeting:
 - ▶ DEIJ will be a central theme of EC meeting.
 - ▶ Support for prepping jurisdictions for meeting and press.



Thank you, DEIJ Action Team!

Action Team Members—Tribes and Jurisdictions

Organization	Staff Representative
<u>Tribes</u>	
Upper Mattaponi Indian Tribe	Reggie Tupponce
Rappahannock Tribe	Woodie Walker
<u>Chesapeake Bay Watershed Jurisdictions</u>	
Delaware	Eric Dawson Clare Sevcik
District of Columbia	Jeff Seltzer (Co-Chair) Kevin Newman
Maryland	Dave Goshorn Cindy Osorto Trystan Sill
New York	Rosa Mendez Jordan Gougler
Commonwealth of Pennsylvania	Alayna Schmeider Allison Acevedo, Esq Emily Hendrickson Laruen Imgrund Jill Whitcomb
Commonwealth of Virginia	Ann Jennings Nathan Burrell Arianna E. Johns Megan Bascone Meryem Karad (Co-Chair)

Action Team Members—Federal Agencies

Federal Agencies	
U.S. Environmental Protection Agency (EPA)	
	Samantha Beers
	Martha Shimkin
	Tuana Philips
	Bill Jenkins
	Allison Ng
	Bo Williams
Fish and Wildlife Service (FWS)	Jim Edward
	Genieve LaRouche
	Chris Guy
National Oceanic and Atmospheric Administration (NOAA)	
	Sean Corson
National Park Service (NPS)	Lauren Taneyhill
	Wendy O'Sullivan
U.S. Forest Service (USFS)	Sangita Chari
	Sally Claggett
U.S. Geological Survey (USGS)	Julie Mahorter
	Renee Thompson
National Aeronautics and Space Administration (NASA)	
	Trena Ferrell
USDA NRCS	

Action Team Members—Chesapeake Bay Partnership

Chesapeake Bay Partnership

Advisory Committees

Citizen Advisory Committee

Julie Lawson

Jess Blackburn

Local Government Advisory Committee

Daniel Chao

Scientific and Technical Advisory Committee

Annabelle Harvey

Diversity Workgroup

Alliance for the Chesapeake Bay

Ola Davis

Chesapeake Bay Foundation

Carmera Thomas

EPA

Allison Ng

Chesapeake Research Consortium

Briana Yancy

CBP GIT's and Workgroups

USGS, Maintain Healthy Watersheds GIT

Renee Thompson

GIT Chairs

Kristin Saunders

Communications

Caitlyn Johnstone

Rachel Felver