Diversity Workgroup Management Board Follow Up

May 2022

Actions from February 17, 2022 Stewardship Quarterly Progress Meeting

Request	Agreed Partner action	Due date
Diversity		
Improve DEIJ considerations when making appointments to participate in the Bay Program • Revise governance documents • Consider people from diverse backgrounds	**Action 1:** GIT 6 and Diversity Workgroup will meet to discuss proposed changes to governance document (see narrative analysis) and report progress back to the Management Board at the April 14 MB meeting.	**Action 1:** • Present language changes to GIT 6 March 16 • Materials Due Mar 31 • Present at April 14 MB Meeting
Internal to CBP: Report demographic information of participants in the Bay Program from signatories to improve accuracy and reliability of current Diversity Indicator data. • Encourage individual response to the survey • Each signatory agency provide data on the diversity of their representatives participating in the CBP o Data collected by agency HR and sent to DWG coordinator by June 30 (annually) •	**Action 2:** Encourage individual response to the survey once approved by OMB **Action 3:** Diversity workgroup, Katherine Antos (DC), Wendy O'Sullivan (NPS), Jill Whitcomb (PA) and others will work offline to identify potential paths forward for possibly obtaining data on the government agencies' diversity. **Action 4:** Language can be shared with jurisdictions to guide conversations with HR departments. This will be confirmed following the meeting.	**Action 2:** TBD. Depends on OMB **Action 3:** May **Action 4:** TBD depending on outcome of Action 3
External to CBP: Support Development of new tracking initiative • Submit narrative responses annually • Report out semi-annually at MB meetings on efforts to address DEIJ	**Action 5:** Diversity Workgroup will provide template for Narrative Responses to the Management Board **Action 6:** Management Board will begin submitting annual narrative responses on June 30th using template provided by Diversity Workgroup. **Action 7:** Management Board staff will reserve time for semi-annual reports on the Management Board work-plan in collaboration with the Diversity Workgroup	**Action 5:** Due one week prior to May MB **Action 6:** Narrative Responses due to Diversity Workgroup by June 30 (date subject to change) **Action 7:** Ongoing
Stewardship		

Purpose/Why Important

- Environmental Federal and State Agencies might be more diverse than previous research suggests

- Helps increase accuracy about CBP population for diversity indicator survey

- This can help with appointments and assignment positions

Management Action Item

Report demographic information of participants in the Bay Program from signatories to improve accuracy and reliability of current Diversity Indicator data.

- Does your organization collect diversity demographic data (gender, race, ethnicity, age, orientation) ?

- Does your organization keep track of who participates in CBP?

- Is that data public/shareable?

- Who is the contact for that data?

- Can you share the following data with us:

  - Diversity demographic data for your organization (% and # only no personal identifiers)

  - From the first set, Diversity demographic data for your representatives in CBP (% and # only no personal identifiers)

- When can you get this information by?

Confirmed Demographic Data

Response Method

Option 1: Convene with appropriate person at your agency, answer questions and email answers to yancy.Briana@epa.gov

Option 2: Connect appropriate agency contact for this data with yancy.Briana@epa.gov to answer these questions.