

# Diversity, Equity, Inclusion and Justice (DEIJ) at the Chesapeake Bay Program

Briana Yancy, Environmental Management Staffer - Diversity Workgroup, Chesapeake Bay Program Bo Williams- EPA Environmental Protection Specialist & DEIJ Action Team Coordinator

# Agenda

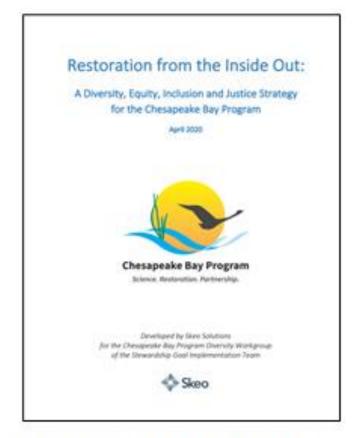
- Updated Status of Implementation Plan
- Actions Relevant to Habitat GIT and Workgroups
- How-to and Resources Available
- Real Examples
- Discussion



## **DEIJ Implementation Plan Update**



#### Overview of Three Important Documents



The DEIJ Strategy was developed by Skeo Solutions with the Diversity Workgroup's input. It is 59 pages long and has 20 broad recommendations with a total of 48 total actions for the CBP.

Chesapeake Executive Council Statement in support of diversity, equity, inclusion USF Vision from the 3058 Dheapeube Bay Watershed Agreement. Commerce for Pring and contract accounts as an improvementary, and an improvement of Commercial Section 2015. the sale, shorter its consent are services to be sale; a direct solutioning, and a fraction of engages stores Our Spenishment to Shamilty, South, Inclusive and Author. but at near a property as popular of continuing to thing, the long text proper of the Treasures for according which mornit or Parachelia, or providing auggered of a compating long-frequency Paracherine. The region is minds a real range of process of all leaves, effectives, records areas, facility, generating ages, manual relationships and distributions plong with princip structure, process, an earling processing process and controlled an expensional processing of the decision of the professional company in commercial and companying activities. For the Affect to be commended to all the commercial terms and Authors: Names and vacuum concepts of most association and combinations. The Decimand Eq. Program partners are considered to be contained, and partner for exceptional actions and programs with the gainst amening an increase are automated protection for all foreign these programs, the series be protection, 1991, other NOT A APPLICATION THE SEASON A THE CONTRACTOR OF A PARTY OF A SEASON AND ADDRESS ASSESSED. AND ADDRESS ASSESSED. board. We also recognize that there is more we think this a probled particular, and he this record we applicate and languity. and after the authorizing many than the least had indeed to a Phonor across the publishment, and page represents to a partners, as of this broad tigets. Note: as single to trade or according to the college. SUMMERS IN AN APART, BUILDING AND AREA OF SAN ANATOM. entertained extremation, remaining those of store has recovered when any integerment also assure. We from some to least other principle. Not written and experience to readour, and deposits of depositions from the factor from the and the community patholism, yet public health consequences for the COVID-105 specimens. The Consumer's fee Program portrain below the Ad sharply of points are the part and technical in the Chargestin fee. estigated have a soft to band the top, and large puls. The solute of at an overseasing the expression to be sometimes to be sometimes as the solution of the s to extend of the sale and a stories to an extile, coursed this score in a sale and other cities printed for record Arts partnership, set, orbited as: Stageties and recover the risk, south, and and antique to a constitution of training believing antique. things part, resource and procreative activities, evolution and program datives, including guidence on reliability Millians and experience which office is previously representations 4. Dags, would not want replacing and appointment of their and common their reflect the form to dispose long soften free Changeagne Stor Indian 4. Paint a citize of incheso, regard and inches serving within the Changeston Se. Program to reging organization marge and arturnating risk color and perspelling in any outleast, engagement and internal doctors making F. Toronty conception and constraints, describe him to task occurs faculty reciprose trial in the Secure and the Proprietor activists. Name to be seen associated and included information of the property of a particular to the pro-\$ . Move the briefly of the points, reducing any perfecting angles care dominant is a fee any assessment effect that a finite feeting that it come the comment against that if has a relative time. eligences, interprate undersprenerated promorable and properly color. Communication and the state of the first of the particles of the second properties of the state the process Bellin, made, house are after

The Executive Council's DEIJ Statement articulates our commitment to embrace DEIJ in all areas of the Chesapeake Bay Program. It is 2 pages long.



Deversity, Equity, Inclusion and Justice

Action Assessed

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The Chesquester Boy wortershard in Josone is observed communities with rech intention in culture, demographics and prespectives. It is supportant to confusive this diversely and position the intensingful severiment, treatment and architectures of all people in the implementation of the Chesquester Boy Watershee's diprocurses; he doing so, we will be below able to achieve below locally local streams and limits, as well as a volume Chesquester Boy that is observed by all people throughout the watershee's

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- Jaconse social and effect diversity aroung personship staff and leadership.
- Help partners develop as DED leaders who understand, empires and embrace cultional deversity.
- Provide partners with the tools to commonly source propers towards diversity, equity, auchieum, and poster goals.

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The PSC's action statement articulates our commitment to implement the recommendations in the CBP DEIJ Strategy. It is 3 pages long and has 5 actionable commitments.



#### Restoration from the Inside Out:

A Diversity, Equity, Inclusion and Justice Strategy for the Chesapeake Bay Program

April 2020



Chesapeake Bay Program

Science. Restoration. Partnership.

Developed by Skeo Solutions for the Chesapeake Bay Program Diversity Workgroup of the Stewardship Goal Implementation Team



Recommendations are organized by four focus areas:

Focus Area 1: Strengthen CBP's Authorizing Environment

Focus Area 2: Advance DEIJ Internally

Focus Area 3: Advance DEIJ through Mission-Related Work

Focus Area 4: Advance DEIJ Performance of All Partners

## Implementation Principles

- Restoration happens from the inside out.
- Accountability is key to success.
- Measure both implementation actions and their impacts.

# DEIJ Action Team Vision

#### **DEIJ Strategy Implementation Plan**

 Develop roadmap for implementing DEIJ Strategy Action Plan, identifying additional actions, subtasks, steps, and resources needed to ensure implementation. Propose a management and tracking framework that defines roles and responsibilities and ensures accountability for implementation.

#### **Outreach and Communications**

Engage underrepresented communities in the development of the implementation plan.
 Advance understanding of the needs, priorities, and barriers of participating in CBP restoration activities. Use the engagement process as a foundation for organizational change and to cultivate meaningful and long-term engagement with underrepresented communities.

#### Next Steps

- Early November: Finalize DEIJ Implementation Plan, incorporating feedback from public comments, and Implementation/Accountability Framework.
- Mid-November: Present plan and implementation/reporting framework for PSC deliberation.
- December: Present final plan to Executive Council.



## **Relevant Actions**



### What are we being asked to do?

**Update Work Plans and Management Strategies** to articulate the roles of DEIJ and to ensure inclusion of considerations for equitable distribution of benefits and improvements and considerations for reduction of disproportionate adverse environmental impacts in underrepresented.

**Recruit and Retain**: Seek opportunities to recruit, support and retain people from underrepresented groups, incorporating into decision making.

**Participate and Discuss**: Include discussion time regarding DEIJ into the agendas. Attend trainings and participate in EJ-led gatherings, tribal meetings and conferences, and other engagement opportunities.

**Include:** Underrepresented groups in the development and implementation of the Chesapeake Bay Watershed Agreement.

**Reporting**: Via SRS QPMs. Anytime you do something that involves DEIJ please feel free to share that with GITs/Workgroups and the diversity workgroup and other so we can document those actions. <u>DEIJ in the Implementation of the CBWA</u>



## How-To/ Resources Available



#### Have you visited the Diversity Workgroup Website?

Yes

No

Not Sure

Powered by Poll Everywhere



Q Search

Discover the Chesapeake

Learn the Issues

State of the Chesapeake

Take Action

In the News

Who We Are

What We Do

WHO WE ARE > HOW WE'RE ORGANIZED > DIVERSITY WORKGROUP

## **Diversity Workgroup**



# Upcoming Meetings No upcoming meetings.

<< View Past Meetings

View Meeting Calendar >>

### **Scope and Purpose**

**Our Goals** 

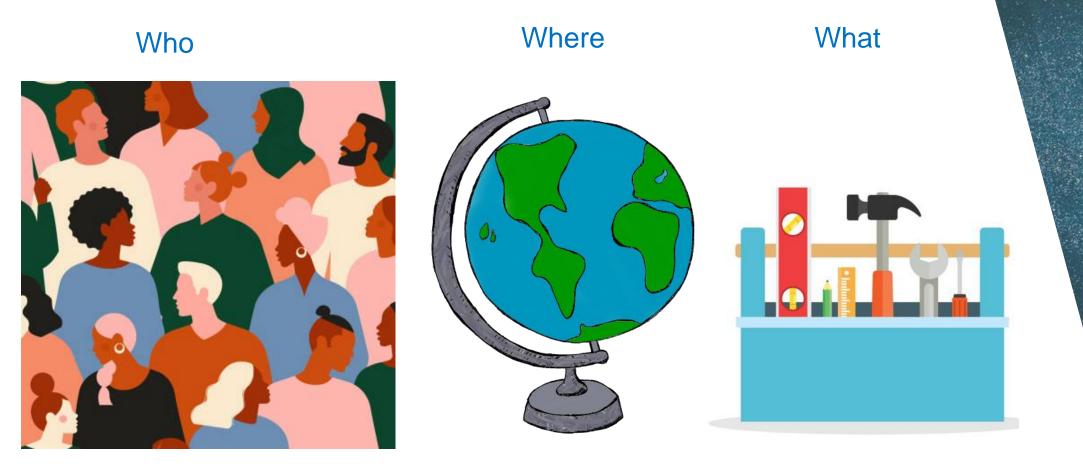
Watershed Agreement



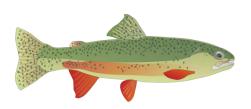
Stewardship Goal

Diversity

## **DEIJ Lens Focus**

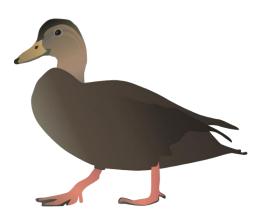


#### **How To Ideas**



Brook trout

Develop cache of
outreach/communication products
for quick response to requests.



Black Duck
Improve methods of monitoring outcome progress



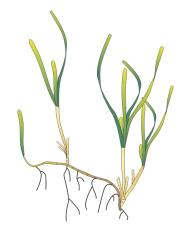
Wetlands

Improve WetlandsWork.org by adding new success stories, implementing the marketing strategies that were developed to increase traffic of the site, and improving security and certifications to ensure site access to all. & Assess risks to coastal habitats by forecasting vulnerability and resiliency of coastal systems to future change.



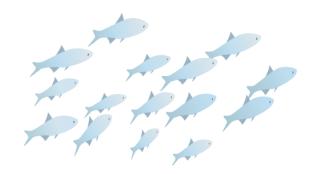
**Stream Health** 

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



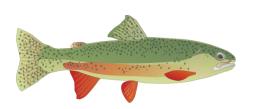
SAV

Continue SAV restoration efforts through direct plantings of seeds or propagules in hopes of establishing viable SAV beds where they are not recovering naturally with improvements in water quality or where diversity is low. Develop a communication strategy that enhances the public's knowledge of and appreciation for SAV in the Chesapeake Bay



Fish Passage
Conduct target species
monitoring of select dam
removals in VA (+/- and
relative abundance)

#### How To Ideas



#### **Brook trout**

Develop cache of outreach/communication products in English and Spanish for quick response to requests



#### **Black Duck**

Improve methods of monitoring outcome progress – could partner with HBCU and other MSI to create monitoring programs



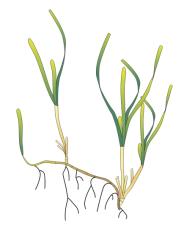
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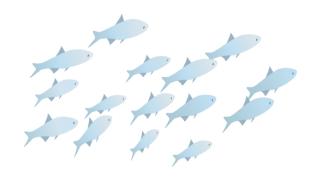
#### **Stream Health**

Provide training and education to diversity of stakeholders on stream restoration and stream health by partnering with BIPOC organizations to reach new/diverse stakeholders.



#### SAV

Continue SAV restoration efforts through direct plantings of seeds or propagules in hopes of establishing viable SAV beds where they are not recovering naturally with improvements in water quality or where diversity is low that where applicable correspond to locations on EJ Dash



Fish Passage
Conduct target species monitoring via

community science of select dam removals in VA (+/- and relative abundance)



## **Examples**



### Example 1 -TOGI



## Targeted Local Outreach for Green Infrastructure in Vulnerable Areas (TOGI)

**Vacant Lot Conversion** 



**Green Space and Access Creation** 



**Urban Wildlife Habitat Creation** 



## Example 2 –Stream and Human Health



## Discussion

- What questions do you have for us?
- How can the Diversity Workgroup and Habitat GIT work together to achieve these goals?
- What steps have you taken to incorporate DEIJ into your work?
- What do you need moving forward?



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