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# Diversity Outcome - SRS Review

March, 2024

Presenters:

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# Agenda

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# Stewardship Goal:

*Increase the number and diversity of individual stewards and local governments that actively support and carry out the conservation and restoration activities that achieve healthy local streams, rivers and a vibrant Chesapeake Bay.*



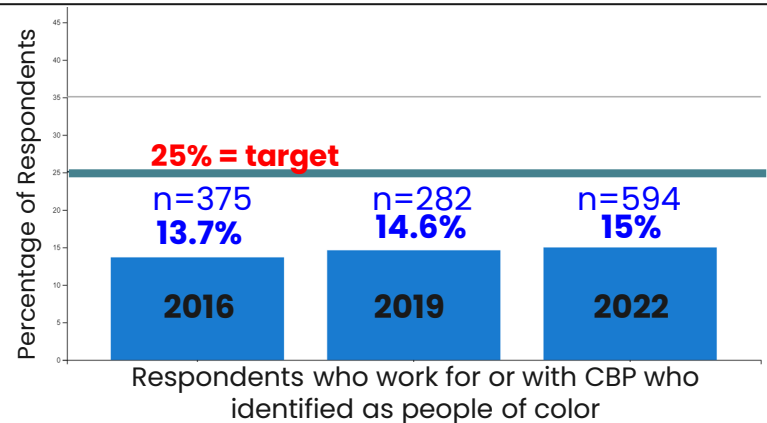
## Diversity Outcome

Identify stakeholder groups not currently represented in the leadership, decision-making or implementation of current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage these groups in the Partnership's efforts.

## Diversity Metric

*The target for this outcome was added in 2018:*

To increase the percentage of people of color in the Chesapeake Bay Program to 25% and in CBP leadership positions to 15% by 2025.





RECENT PROGRESS  
**NO CHANGE**

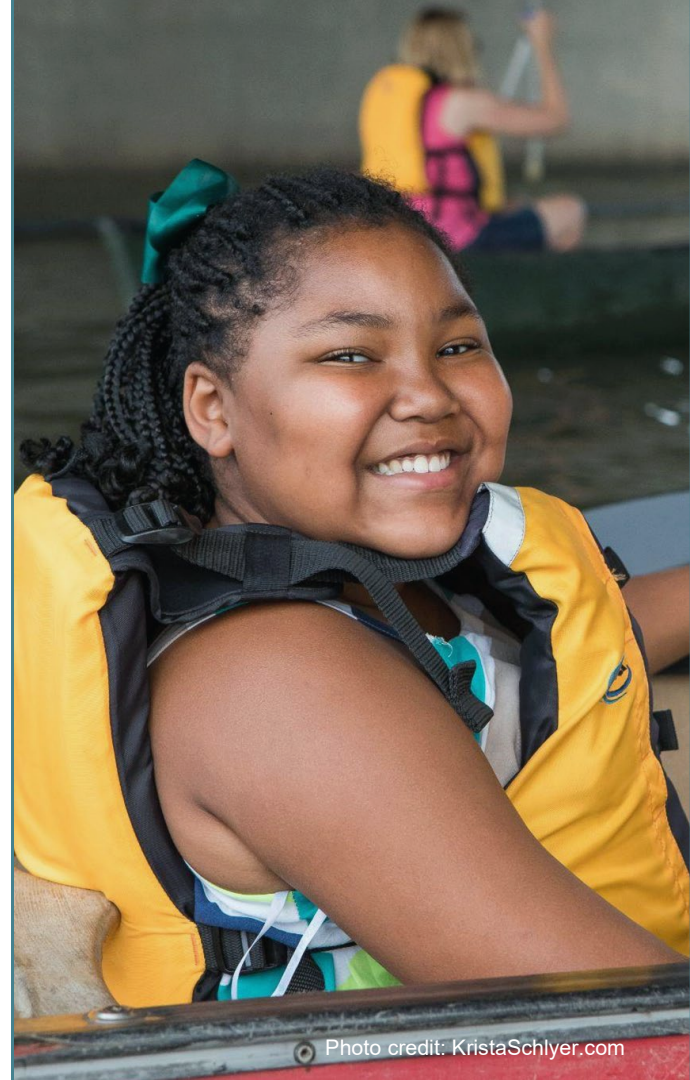


OUTLOOK  
**OFF COURSE**

01

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# Successes



# DEIJ Successes of CBP (2022-2023)

## Projects and learning opportunities:

- Cultivating and Strengthening Partnerships with Underrepresented Stakeholders study
- Allyship Training for CBP
- Equity in Grantmaking workshops and resource hub
- New EPA CBP Community Capacity Building Grants
- Webinar – *Green Re-Entry: How Environmental Jobs Help System Involved People*
- Workforce Action Team and assessment of workforce programs and needs
- C-STREAM internships (3) providing capacity to organizations
- 2023 HBCU/MSI Chesapeake Bay Summit support, building students' green career awareness
- Collaboration with the ICARE program at UMBC targeting underserved communities with graduate studies and career networking
- *Eroding History* Screening, awareness building
- Targeted Outreach for Green Infrastructure (TOGI) community projects in MD, VA, and PA
- Community science program working toward deliverables of outreach and networking with specific DEIJ factors included

# DEIJ Successes of CBP (2022-2023)

## Programmatic/organizational:

- Removed term “citizen” from Watershed Agreement and group names
- CBP Governance Document updated to incorporate more DEIJ (2022)
- **2022 Diversity Survey of CBP Partnership makeup**
  - Survey respondents working in partnership roles in the last 10 years are twice as likely to be people of color than those who have been involved for 11 years or more.
- **Developed CBP DEIJ Implementation Plan**
- Stakeholders Advisory Committee (appointed) is now more diverse
- **Stakeholders Advisory Committee pilot offering stipends / honoraria**
- Management Board began annual reporting of agencies’ DEIJ efforts (2022)
- Contribution to CBP “Reaching 2025” Report re overarching DEIJ needs

# 02

## Culture Shift



Photo credit: Chesapeake Bay Program



## **Focusing on DEIJ – shared meaning, mutual understanding**

*Aiming to improve how we speak about diversity and inclusion in the workplace more fluently.*

**Diversity** – The demographic mix of a specific collection of people, taking into account elements of human difference.

**Equity** – Improving equity occurs through promoting 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.

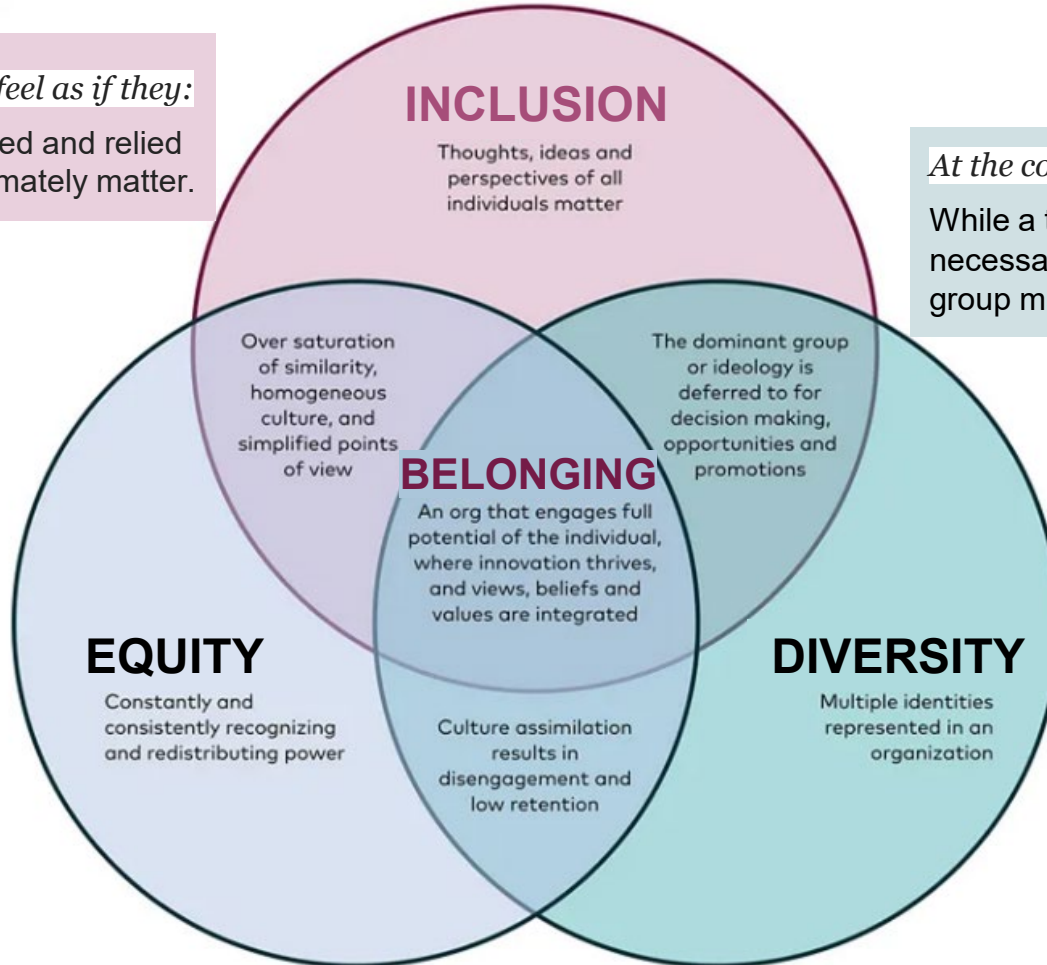
# Focusing on DEIJ - a different lens for partnership and engagement

**Inclusion** means people feel as if they:

genuinely belong, are valued and relied upon, empowered and ultimately matter.

**Equity** = the norms, fundamentals, and/or policies in place that ensures everyone accesses to the same opportunities.

Equity requires preliminary work to identify imbalances, loopholes, or unequal starting places.



At the core of inclusion is **diversity**.

While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

To achieve **BELONGING**, tending to 1 or 2 of these is not enough. It requires all 3.

# Strengthening the Diversity Workgroup: Professional Relationship Building

## In-person Events

Cleanup at Rock Creek Park  
(spring 2022)

WG meeting and tour at NASA  
(spring 2023)

## Asset Mapping

Learn about skills and interests  
of members

## Diversifying

Participants in recent WG  
meetings have been  
increasingly diverse!



# 03

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## Impacts on Progress

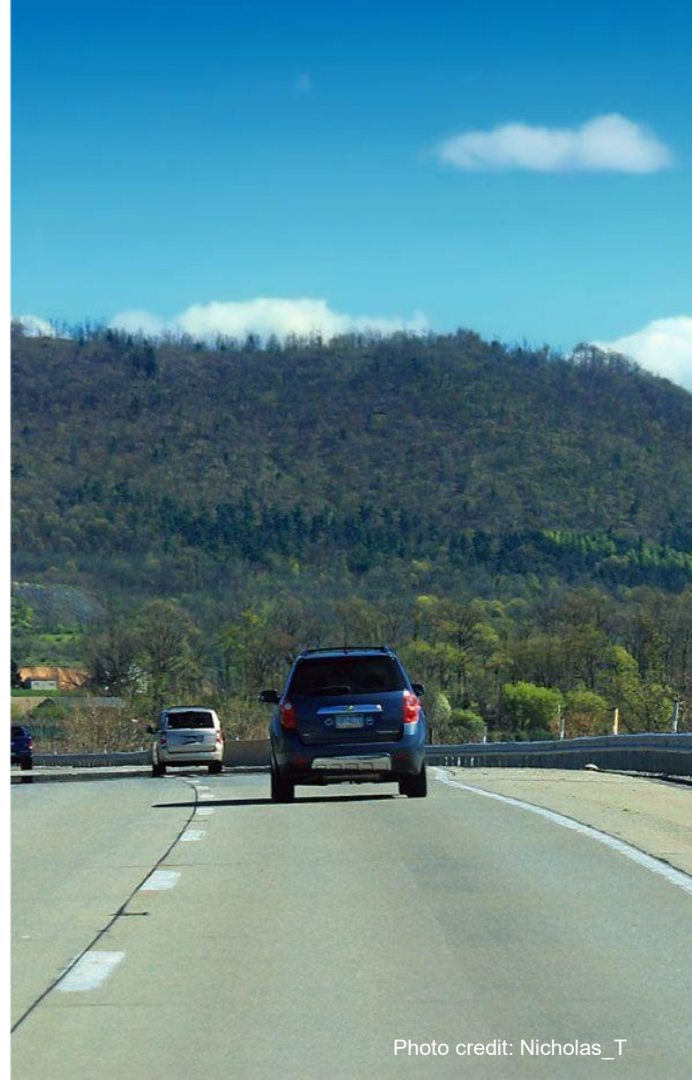


Photo credit: Nicholas\_T

# What Has Impacted Our Ability to Make Progress?

## Incompatibility

The Outcome language is problematic and the metric doesn't match the Outcome.

## Staff turnover

Multiple changes in staff over the years has limited our capacity and continuity.

**The Workgroup coordinator position has been vacant for over a year.**

## Shifted priorities

The Reaching 2025 report and the Beyond 2025 process are important and have required our attention, leaving less time for our original action plan.

## Time frame

DEIJ work is a long game.  
Relationship building, ongoing training and guidance take a lot of time.  
We have to take smaller bites and keep the pressure on.

## Lack of authority

We don't have authority to change things like hiring practices, we can only advise and encourage.

## Magnitude

The work set before us is tremendous!  
Reframing, reprioritizing, and right-sizing are needed.

04

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# New Focus

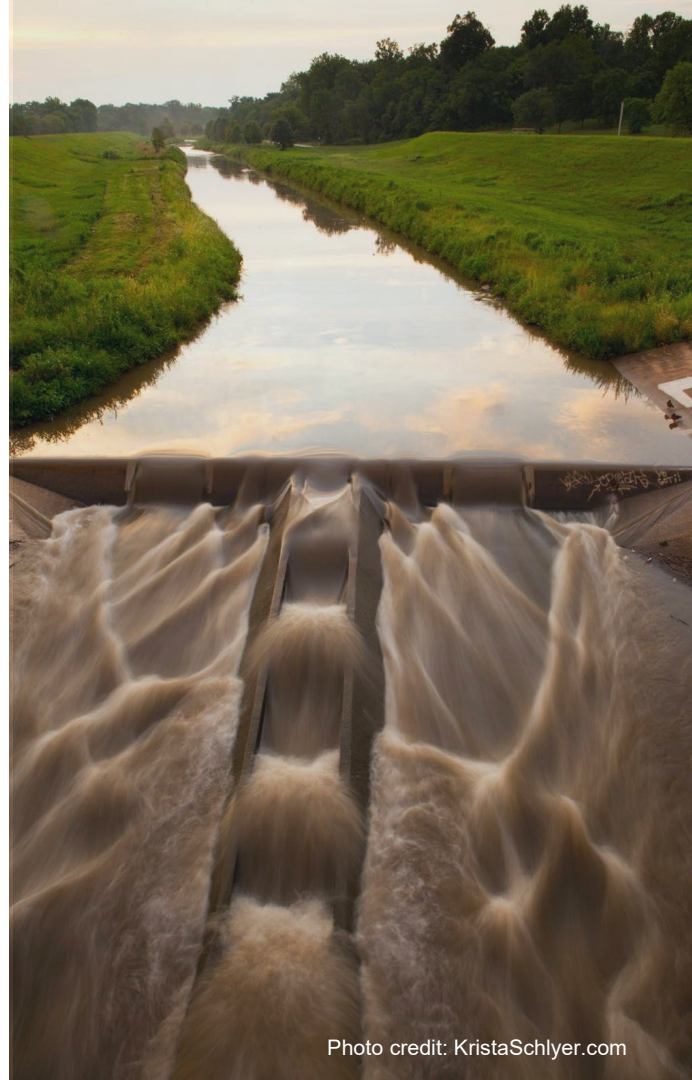


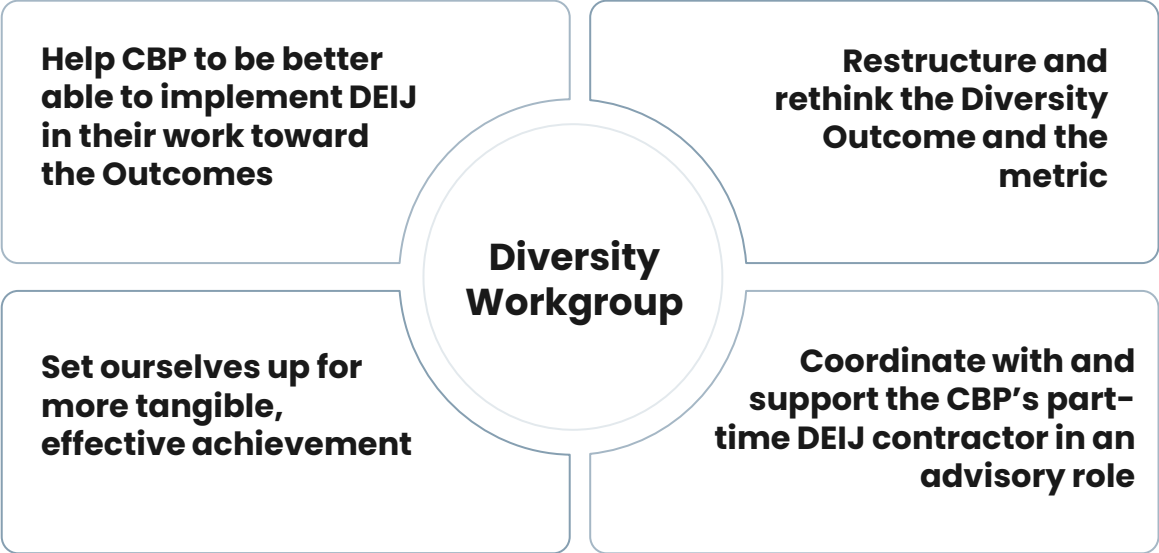
Photo credit: KristaSchlyer.com

# Reassessment of Priorities

We have worked to reassess our priorities and what we can achieve.  
As a result, our role going forward is to:

- **Work to understand how we can best influence our partners toward more equitable practices**
  - includes diversity and inclusion
  - in their on-the-ground, Outcome-specific work
  - in their hiring / staffing related practices
- **Advise internally across the partnership and the other Outcomes:**
  - **How CBP can center people in conservation and restoration, with the goal of achieving equity.**
  - **Impart understanding of best practices and how to use them to make decisions across their whole body of work.**
  - **Provide tools, resources, guidance, training, etc. – in coordination with the DEIJ consultant.**

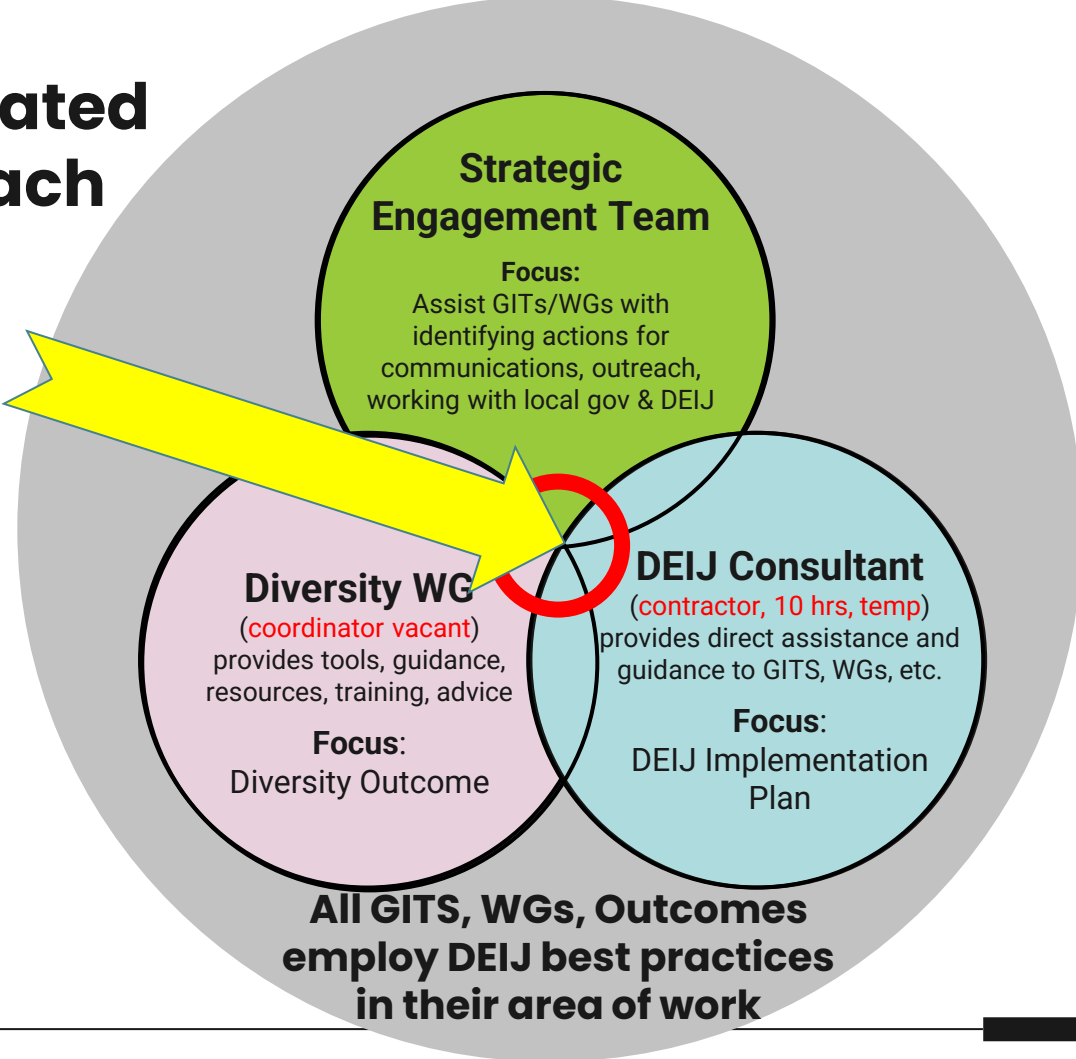
# Our emphasis over the next 2 years:





# Coordinated Approach

**CBP Weaves  
DEIJ Across its  
Efforts**



# What is needed to move forward more effectively?

## Robust organizational capacity

- Full time, dedicated **Diversity WG Coordinator** with skills in collaboration and strategic thinking
- DEIJ champions embedded throughout CBP organizational structure
- Reinvigorated Diversity WG
- Support for institutionalizing CBP's DEIJ Implementation Plan

## Revised Outcome, actions and indicator

- Make Outcome more direct and actionable
- Steer efforts to diversify the CBP workforce in addition to shifting the work culture
- Encourage CBP to improve its structure for stakeholder engagement
- Help influence, track, communicate DEIJ work across the Bay Program

# Final Key Points

- **The DWG will have a new focus moving forward –**
  - Provide guidance, tools, training, resources as additional support.
- **Secure a dedicated Workgroup coordinator position as a key need –**
  - Mobilize implementation and manage effective progress tracking;
  - Establish and maintain relationships for successful partnership efforts;
  - Identify needs/gaps and solutions within CBP capability;
  - Coordinate with DEIJ consultant to identify needs that DWG can fulfill.
- **Embed DEIJ champions throughout CBP organizational structure**
- **Rework the Diversity Outcome language –**
  - Be clear, direct and actionable.
  - Match the Outcome's intention to the appropriate CBP role and to the authority and capacity of the Diversity Workgroup.
- **Change what we measure and track –**
  - Make the metric match the intention of the Outcome.
  - Measure progress towards DEIJ by looking at both the internal and external elements of the work.
- **Prioritize Diversity and Equity and Inclusion and Justice –**
  - DEIJ is everyone's work across CBP, embedded throughout all topics.
  - Institutionalize and activate the DEIJ Implementation Plan.
  - The CBP DEIJ consultant provides coordination.



# 05

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## Discussion



Photo credit: Unsplash

**Thank you for  
your time!**

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