



Diversity workgroup Ask description: Assistance in Broadening outreach efforts

The Diversity Workgroup has been successful in engaging with academic, non-profit and grass-root organizations to amplify the presence of the Chesapeake Bay Partnership in underserved communities across the Chesapeake Bay Watershed. The Diversity Workgroup has also been successful in reaching diverse communities to create an initial interest in employment and professional engagement opportunities.

While the workgroup has been successful in its initial attempt, it sees an opportunity to engage further and more intentionally through the existing jurisdictional and federal agencies diversity, equity and inclusion initiatives.

Intentional engagement and outreach information which could be helpful could include the following:

- Receiving information from participating partners from state and federal agencies within the Diversity Workgroup on the following:
 - Annual internship programs
 - Annual/seasonal entry level positions
 - Existing certification or training programs across the state
 - Events to engage with recent graduating high school and college students
 - Events to engage with the local community
 - Request for proposals (RFP) for grant funding
 - Existing Career fair events (University, professional and career service programs)
 - Existing listening session events / Environmental Justice listening Session events
 - Existing stewardship/community engagement events

Sharing the following information will allow the Diversity Workgroup to send this information out to the Diversity Workgroup, community leaders and organizations across the watershed that some of our participating partners are not yet engaged with. This will create an opportunity for the partners who have committed to the Diversity Outcome to gain easier access to some of the underrepresented and underserved groups. The Diversity Workgroup sends out a monthly update of grants, internships/employment opportunities, and outreach events across the watershed.

Sharing this information will also promote the Management Approaches 1 and 2 in the Diversity workplan: 1. Communications and Outreach and 2. Employment and Professional Engagement. This will address some of the gaps outlined in the Diversity management strategy which include: improving inadequate communication and outreach to underrepresented communities and the lack of employment opportunities and professional engagement with underrepresented communities. By gaining access to this information, we hope to accelerate the productivity of these two management

approaches which will then drive the diversity indicator. The diversity indicator specifically analyzes the number of non-white stakeholder groups currently represented in the leadership, decision-making or implementation of current conservation and restoration activities. An increase in the employment of individuals of ethnic and racial backgrounds that identify as other than white/Caucasian is what will drive the diversity indicator, and the diversity outcome. With further employment of diverse groups, there is also a drive for diversity amongst those in leadership positions. Leadership being defined broadly as: a member of the PSC, member of the Management Board, a director of a non-profit or for profit organization associated with the partnership, or a coordinator within one of the agencies within CBPO or one of the seven jurisdictions. For more information, please see the following link: <http://www.chesapeakeprogress.com/engaged-communities/diversity>

