



Stewardship GIT: Diversity Workgroup

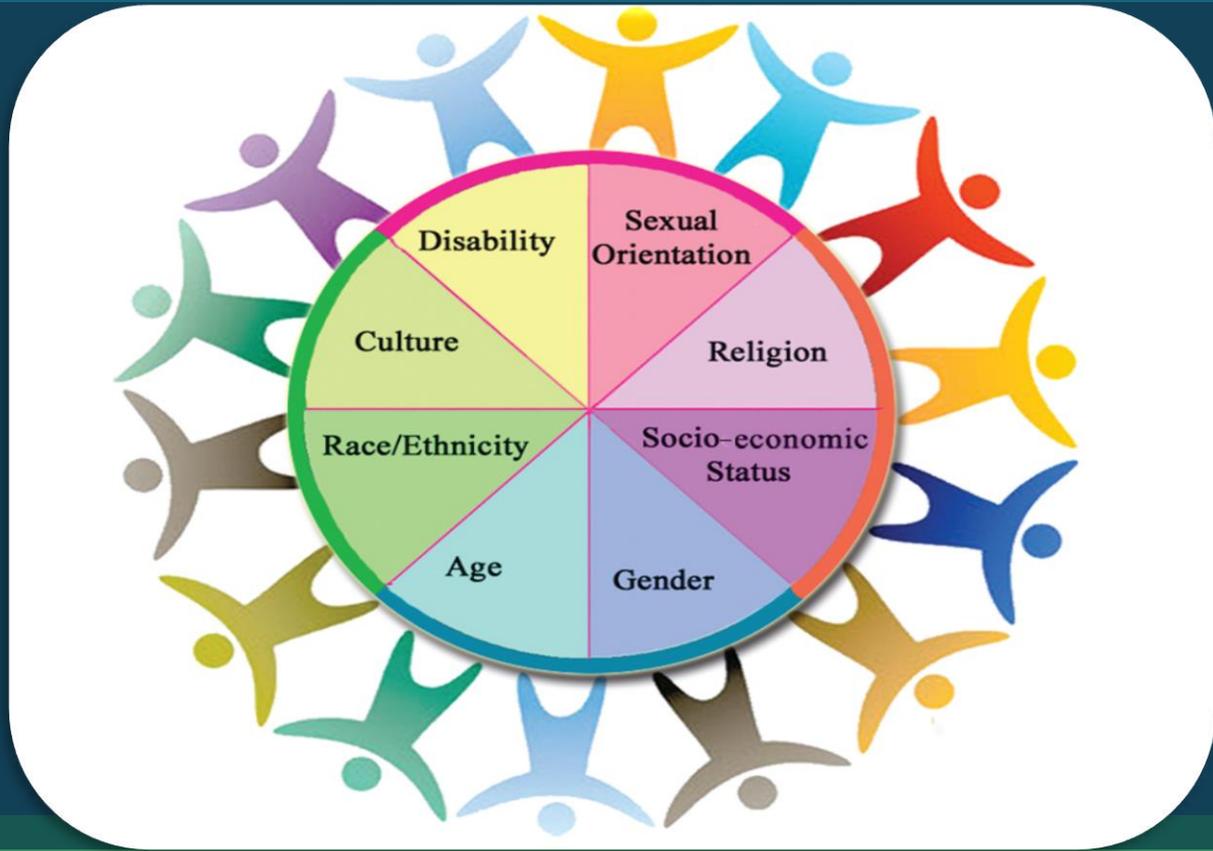
Through the Chesapeake Bay Watershed Agreement, the Chesapeake Bay Program has committed to...

Goal: *Diversity*

Outcome:

Identify minority stakeholder groups that are not currently represented in the leadership, decision making and implementation of conservation and restoration activities, and create meaningful opportunities and programs to recruit and engage them in the partnership's efforts.





Participating Partners



- State of Delaware
- District of Columbia
- State of Maryland
- Commonwealth of Pennsylvania
- Commonwealth of Virginia
- Chesapeake Bay Commission
- National Park Service (NPS)
- U.S. Environmental Protection Agency (EPA)
- U.S. Fish and Wildlife Service (USFWS)
- U.S. Forest Service (USFS)
- National Oceanic Atmospheric Association (NOAA)
- Chesapeake Bay Trust (CBT)

Steering Committee Members



U.S. Environmental Protection Agency (EPA)

State of Maryland (MD Department of Natural Resources)

Alliance for the Chesapeake Bay

Choose Clean Water Coalition

Workgroup Members cont.



Audubon Naturalist Society
Baltimore National Aquarium
Chesapeake Bay Foundation
EcoLatinos
Environmental Professionals of Color
Greater Baltimore Wilderness Coalition
Groundworks Anacostia River DC
Interfaith Partners of the Chesapeake
Lillie Leaf Solutions
Maryland Multicultural Youth Centers
NSPIRE Green
PennFuture
Prince George's County Community College

Southeast CARE Coalition
Sierra Club
Student Conservation Association
Waterfront Partnership of Baltimore



What We Want



1. Establish a position or committee dedicated to DEI from each jurisdictional and federal partner

2. Set a 2025 target for CBP Diversity Indicator

3. Remove term “minority” from outcome & management strategy

4. Provide status updates on revised state grant guidance to address DEI/EJ

5. Assist in broadening our outreach efforts

1

Setting the Stage:

What are our assumptions?





Logic Behind Our Outcome

Following the Decision Framework:

Factors Influencing Success

- Stronger connection to underrepresented communities
- Entry-level employment Opportunities
- Educating and engaging communities Facing EJ Challenges
- Incorporating Diversity as a Key Component of Other Management Strategies

Current Efforts and Gaps

- Funding to support employment pathway
- Lack of capacity to expand community organizations
- Lack of attention to environmental justice issues
- Lack of participation at state and federal level

Management Approaches

- Communications and Outreach
- Employment and Professional Engagement
- Promote Environmental Justice
- Tracking and Assessment



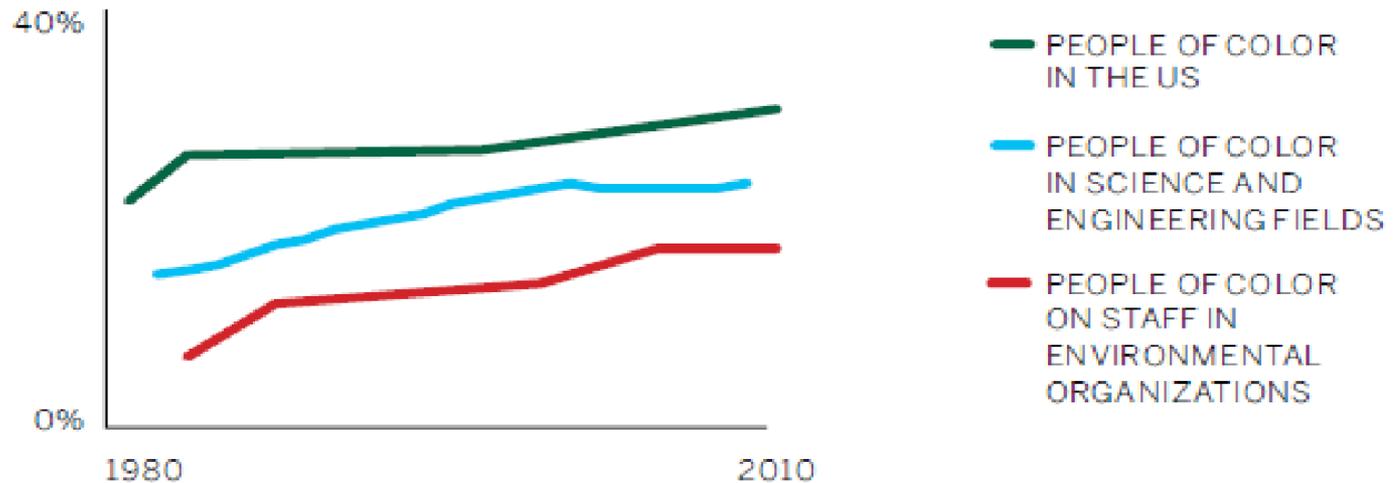
Logic Behind Our Outcome



Green 2.0

Formally the Green Diversity Initiative

POPULATION AND EMPLOYMENT TRENDS OF PEOPLE OF COLOR



2

Progress:

Are we doing what we said we would do?





What is our progress? Shared Key Action Items

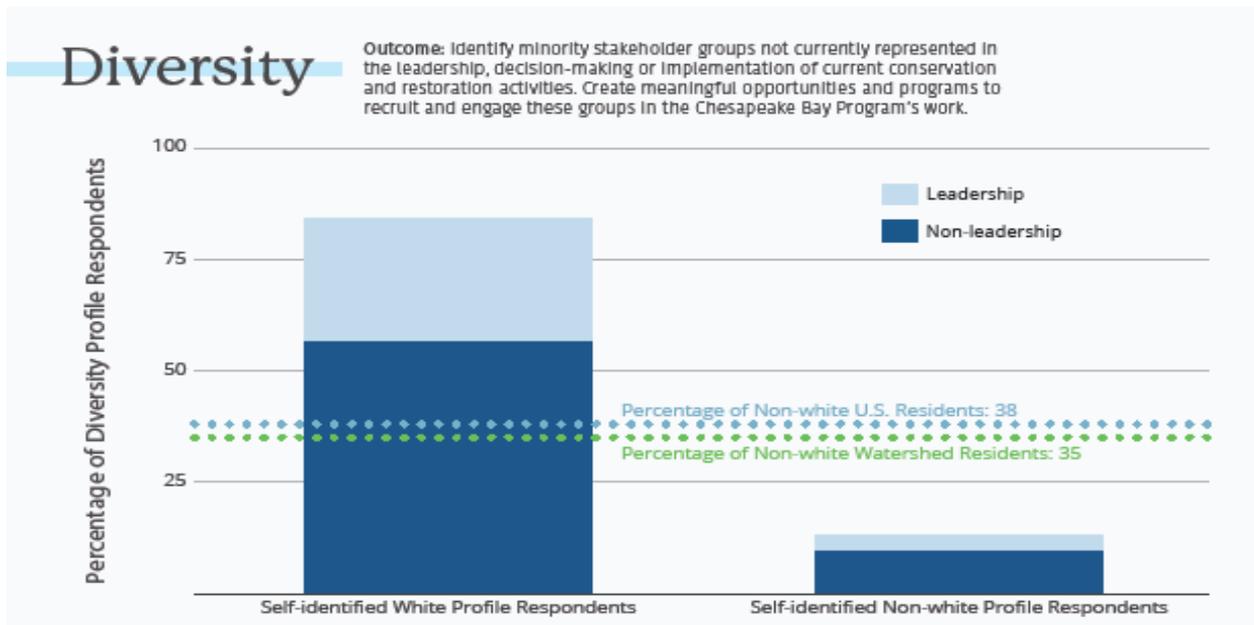


1. **Work with federal partners to identify opportunities to work with diverse communities adjacent to federal installations. (Management Approach 1)**
2. **Develop a jurisdiction by jurisdiction contact list of key community leaders and interests/missions/priorities/key contact and communication preferences. (Management Approach 1)**
3. **Identify opportunities to create a compensated internship program specifically for individuals from diverse backgrounds working with high schools, universities and community colleges. (Management Approach 2)**
4. **Increase collaboration with environmental justice entities throughout the Bay Watershed and incorporate their perspectives. (Management Approach 3)**
5. **Establish a baseline of the level of diversity. (Management Approach 4)**



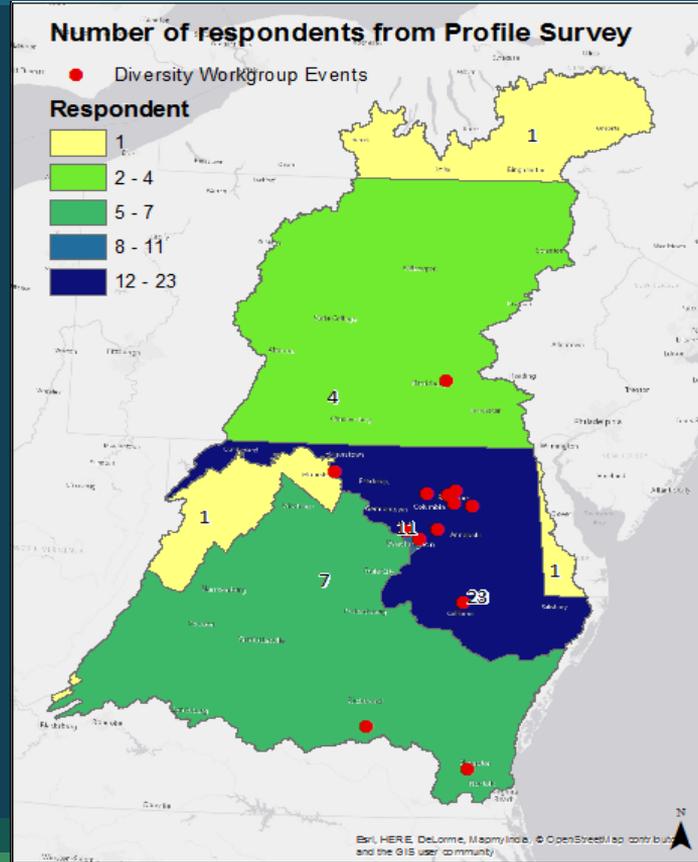
What is our progress?

Bay Barometer 2015-2016: New Diversity Indicator (No goal yet identified)





What is our progress?



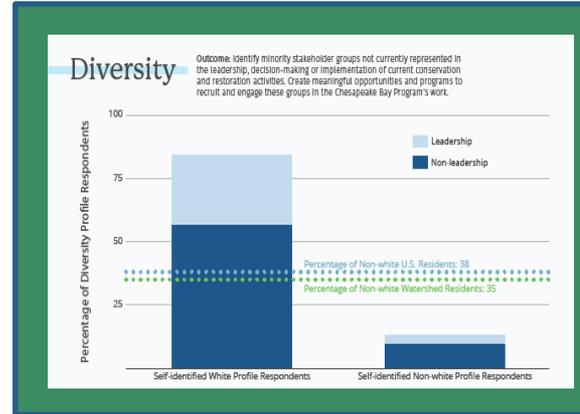


Analysis

Discussion Question 2: Which actions were most critical in progress thus far? Why?



Undertaking numerous Communications and Outreach Efforts



Creating the CBP Diversity Indicator



Revising EPA/CBP & NFWF grant guidance to address DEI and EJ

“We are delighted that the Chesapeake Bay Program has not only taken stock of its diversity but has truly committed to ensuring that it reflects the racial diversity of the Chesapeake region. We look forward to collaborating with them on this initiative.”

-Whitney Tome, Executive Director, Green 2.0



Analysis

Discussion Question 3: Which management actions will be the most critical to your progress in the future? Why?



Participation in professional engagement and employment opportunities



Engaging underrepresented communities that face environmental justice challenges

3

Challenges:

Are our actions having the expected effect?



Challenges



Varying degree of participation from state and federal agencies.



Targeted outreach and outreach that incentivizes community groups we are seeking to reach.



Lack of funding to support green pathway opportunities and grass-root organizations.

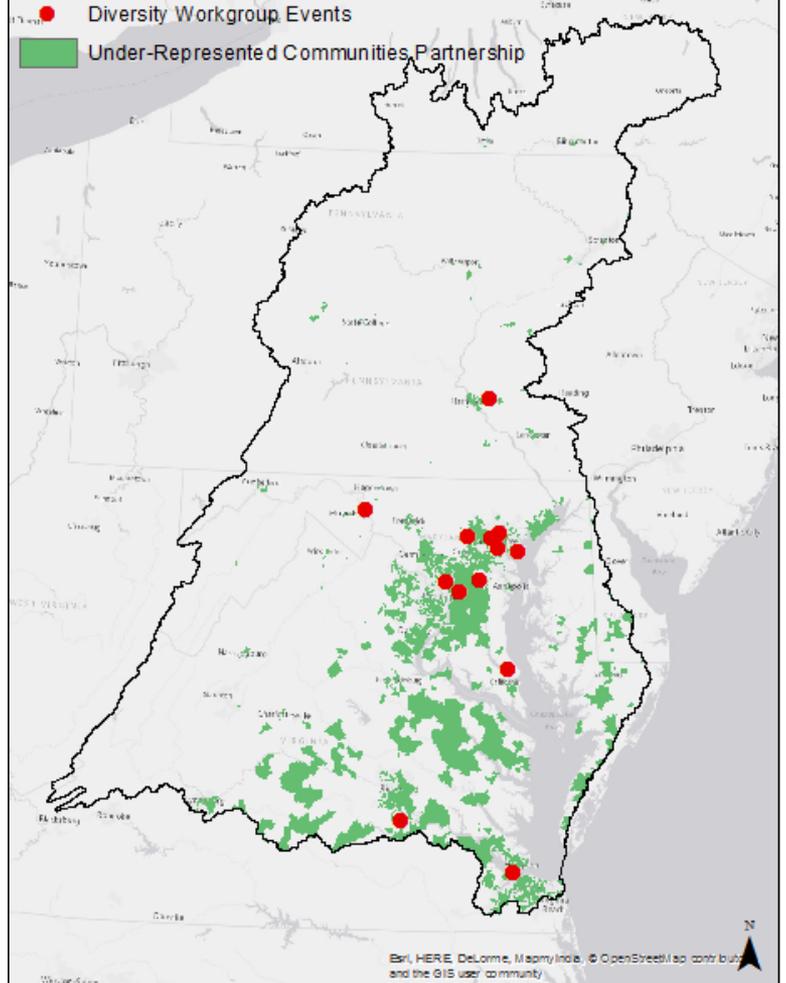


Cross-GIT collaboration opportunities to engage.



Challenges

Number of respondents from Profile Survey





4

Adaptations:

How should we adapt?





**Based on what we've
learned, we plan to...**

1. Update our workgroup member list and distribute it to each jurisdiction for their input and usage in their outreach efforts.
2. Be more intentional in outreach efforts. Craft a communications strategy that targets the needs and priorities of underrepresented groups.



**Based on what we've
learned, we plan to...**

3. Creatively work to identify internship and citizen science opportunities for underrepresented communities in restoration priority areas.
4. Improve cross-GIT collaborations to promote environmental justice, diversity, equity and inclusivity.

Agreement Goals and Outcomes



Sustainable Fisheries

- Blue Crab Abundance
- Blue Crab Management
- Oyster
- Forage Fish
- Fish Habitat



Vital Habitats Goal

- Wetlands
- Black Duck
- Stream Health
- Brook Trout
- Fish Passage
- Submerged Aquatic Vegetation (SAV)
- Forest Buffer
- Tree Canopy



Water Quality Goal

- 2017 Watershed Implementation Plans (WIP)
- 2025 WIP
- Water Quality Standards Attainment and Monitoring



Toxic Contaminants Goal

- Toxic Contaminants Research Toxic Contaminants Policy and Prevention



Healthy Watersheds Goal

- Healthy Waters



Stewardship Goal

- Citizen Stewardship
- Local Leadership
- Diversity



Land Conservation Goal

- Protected Lands
- Land Use Methods and Metrics Development
- Land Use Options Evaluation



Public Access Goal

- Public Access Site Development



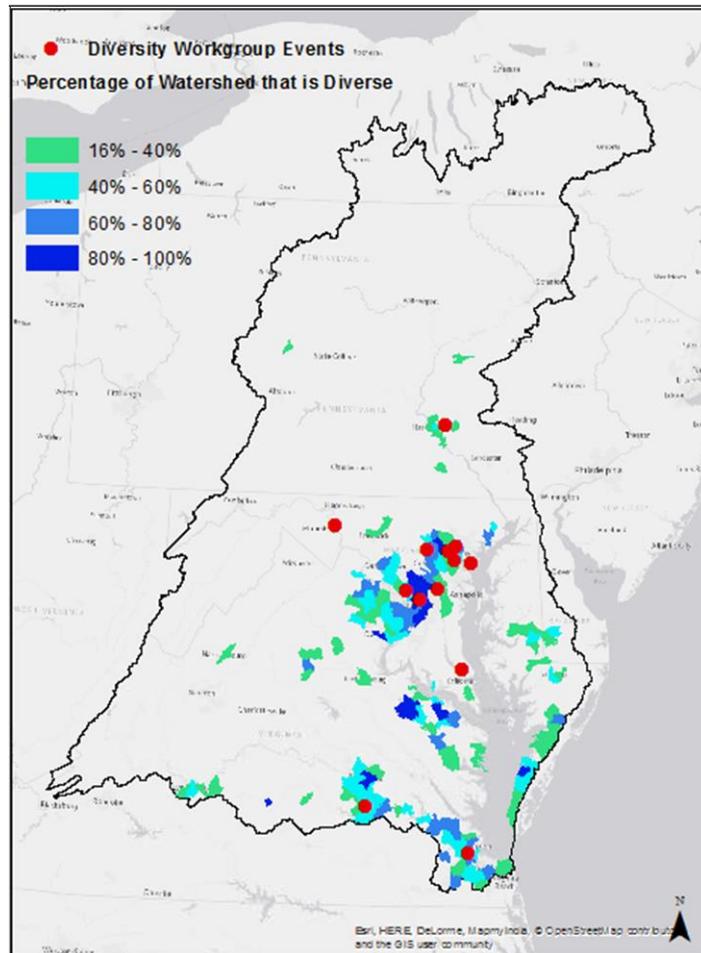
Environmental Literacy Goal

- Student
- Sustainable Schools
- Environmental Literacy Planning



Climate Resiliency Goal

- Monitoring and Assessment
- Adaptation Outcome





What We Need from Management Board



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Discussion