# Biennial Strategy Review System: Logic Table and Work Plan

**Instructions:** The following Logic Table should be used to articulate, document, and examine the reasoning behind your work toward an Outcome. Your reasoning—or logic—should be based on the Partnership's adaptive management decision framework. This table allows you to indicate the status of your management actions and denote which actions have or will play the biggest role in making progress.

Some Management Strategies and Work Plans will not immediately or easily fit into this analytical format. However, **all GITs should complete columns one through four** to bring consistency to and heighten the utility of these guiding documents. The remaining columns are recommended for those who are able to complete them. If you have any questions as you are completing this table, please contact SRS Team Coordinator Laura Free (free.laura@epa.gov).

The instructions below should be used to complete the table. An example table is available on the GIT 6 webpage under "Projects and Resources".

1. For the first round of strategic review (2017-2018): Use your existing Work Plan actions to complete the **Work Plan Actions** section first. Make sure to number each of the actions under a high-level Management Approach, as these numbers will provide a link between the work plan and the logic table above it. Use color to indicate the status of your actions: a green row indicates an action has been completed or is moving forward as planned; a yellow row indicates an action has encountered minor obstacles; and a red row indicates an action has not been taken or has encountered a serious barrier.
2. **Required:** In the column labeled **Factor**, list the significant factors (both positive and negative) that will or could affect your progress toward an Outcome. The most effective method to ensure logic flow is to list all your factors and then complete each row for each factor. Consult our Guide to Influencing Factors (Appendix B of the Quarterly Progress Meeting Guide on the GIT 6 webpage under "Projects and Resources") to ensure your list is reasonably comprehensive and has considered human and natural systems. Include any factors that were not mentioned in your original Management Strategy or Work Plan but should be addressed in any revised course of action. If an unmanageable factor significantly impacts your outcome (e.g., climate change), you might choose to list it here and describe how you are tracking (but not managing) that factor.
3. **Required:** In the column labeled **Current Efforts**, use keywords to describe existing programs or current efforts that other organizations are taking that happen to support your work to manage an influencing factor but would take place even without the influence or coordination of the Chesapeake Bay Program. You may also include current efforts by the Chesapeake Bay Program. Many of these current efforts may already be identified in your Management Strategy; you may choose to link the keywords used in this table to your Management Strategy document for additional context. You may also choose to include some of these efforts as actions in your work plan; if you do, please include the action's number and hyperlink.
4. **Required:** In the column labeled **Gap**, list any existing gap(s) left by those programs that may already be in place to address an influencing factor. These gaps should help determine the actions that should be taken by the Chesapeake Bay Program through the collective efforts of Goal Implementation Teams, Workgroups, and internal support teams like STAR, or the actions that should be taken by individual partners to support our collective work (e.g., a presentation of scientific findings by a federal agency to a Chesapeake Bay Program workgroup). These gaps may already be listed in your Management Strategy.
5. **Required:** In the column labeled **Actions**, list the number that corresponds to the action(s) you are taking to fill identified gaps in managing influencing factors. Include on a separate line those approaches and/or actions that may not be linked to an influencing factor. To help identify the action number, you may also include a few key words. Emphasize critical actions in **bold**.
6. **Optional:** In the column labeled **Metric**, describe any metric(s) or observation(s) that will be used to determine whether your management actions have achieved the intended result.
7. **Optional:** In the column labeled **Expected Response and Application**, briefly describe the expected effects and future application of your management actions. Include the timing and magnitude of any expected changes, whether these changes have occurred, and how these changes will influence your next steps
8. **Optional:** In the column labeled **Learn/Adapt**, describe what you learned from taking an action and how this lesson will impact your work plan or Management Strategy going forward.

**Diversity Outcome Logic Table and Work Plan**

**Primary Users:** Goal Implementation Teams, Workgroups, and Management Board | Secondary Audience: Interested Internal or External Parties

**Primary Purpose:** To assist partners in thinking through the relationships between their actions and specific factors, existing programs and gaps (either new or identified in their Management Strategies) and to help workgroups and Goal Implementation Teams prepare to present significant findings related to these actions and/or factors, existing programs and gaps to the Management Board. | Secondary Purpose: To enable those who are not familiar with a workgroup to understand and trace the logic driving its actions.

**Reminder:** As you complete the table below, keep in mind that removing actions, adapting actions, or adding new actions may require you to adjust the high-level Management Approaches outlined in your Management Strategy (to ensure these approaches continue to represent the collection of actions below them).

**Long-term Target: Increase the number and the diversity of local citizen 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.**

**Two-year Target: 2016-2017**

| Factor | Current Efforts | Gap | Actions (critical in bold) | Metrics | Expected Response and Application | Learn/Adapt |
|---|---|---|---|---|---|---|
| *What is impacting our ability to achieve our outcome?* | *What current efforts are addressing this factor?* | *What further efforts or information are needed to fully address this factor?* | *What actions are essential to achieve our outcome?* | *Optional: Do we have a measure of progress? How do we know if we have achieved the intended result?* | *Optional: What effects do we expect to see as a result of this action, when, and what is the anticipated application of these changes?* | *Optional: What did we learn from taking this action? How will this lesson impact our work?* |
| **Successfully Targeting Communications and Outreach Efforts** | No existing PROGRAMS, however we have Co-collaboration with existing environmental groups that have targeted communities the CBPO has not engaged with in the past. These include: Southeast CARE Coalition, Greater Baltimore Wilderness Coalition, Audubon Naturalist Society, Coppin State University, Morgan State University, Virginia State University, and Bowie State University. | *Create a communications strategy that is easily able to measure progress and identify community leaders and stakeholders that will create the bridge for our workgroup and CBPO.* | 1.1, 1.4 Attending non-traditional environmental organizations' events to reach new audiences. There must also be continued collaboration with these said events, as well as the existing environmental organizations that interact with the | Currently the Diversity Workgroup is measuring progress by the number of email addresses the Diversity Workgroup receives from sign-up sheets at the said events, however the measurement of effectiveness of adding them to an email list is limited. | As a result of successfully targeting communications and outreach efforts, the Diversity Workgroup expects to see an increased presence of diverse communities involved in more CBP decision-making processes. This will begin the process of engaging more community leaders and these community leaders participating in other outcome workgroups. Creating awareness among communities that were once not engaged will be one form of a catalyst for engagement. | The Diversity Workgroup needs to create a communications and outreach strategy separate from the CBPO Communications office overall strategy. While our goals align, the other outcome workgroups are targeting different levels of engagement. After multiple mentions from various stakeholders, it is important that we remove the term "minority" from all Bay Program materials. It is seen as derogatory to those same |

| Factor | Current Efforts | Gap | Actions (critical in bold) | Metrics | Expected Response and Application | Learn/Adapt |
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| | | | communities that we wish to engage with. | | | underrepresented communities we wish to include in the CBP. |
| **Reaching Diverse Communities to create Employment and Professional Engagement Opportunities** | Email monthly Diversity Workgroup Updates, MD-DNR Children Partnership in Nature: Green Career Pathways, engaging with the Audubon Naturalist Society | *What groups/communities do we want to intentionally target? What are the priorities of these groups? How can we be value added to these communities, while also fully addressing our factor/goal? We need stronger relationships with organizations that have qualified applicants who are looking for the types of positions that the CBP offers.* | 2.1, 2.2, 2.4, 2.5, 2.6<br><br>We have been involved with 5 career fairs across the watershed. We have been involved with sending out a monthly news update that includes internships/employment opportunities, grants, and upcoming events across the watershed to our newly engaged workgroup members and interested parties. We also have begun to work with jurisdictional diversity positions (MD-DNR, VA-DCR and PA-DEP) | No – The only way we are currently tracking progress is by counting the number of career-oriented events we co-host or participate in on an annual basis. | By reaching diverse communities to create employment and professional engagement opportunities, the Diversity Workgroup expects to increase the percentage of individuals from communities of color that work within or in partnership with one of the organizations under the CBP. | More opportunities to give exposure to the underrepresented communities must be identified and/or created. It is important that these opportunities spark the existing interests of these communities, while also exposing these communities to opportunities that were once unknown to them. |
| **Engaging Underrepresented Communities that Face Environmental Justice Challenges** | 1.  *USFS: Urban Tree Canopy Project (1.4)*<br>2.  *Fish Consumption Advisory Project (1.2)*<br>3.  *Chesapeake Bay EJ Screen Project* | *Lack of funding to increase capacity of existing local EJ groups and lack of existing strategy to approaching environmental justice issues within the CBPO.* | 1.1, 3.1, 3.2, 3.3, 3.4, 3.5<br><br>Co-hosted a green career fair in Newport News, Va | No | By engaging underrepresented communities that face environmental justice challenges, the Diversity Workgroup expects to gain | Need to reach out and work more directly with Environmental Justice organizations in the Chesapeake Bay watershed. |

| Factor | Current Efforts | Gap | Actions (critical in bold) | Metrics | Expected Response and Application | Learn/Adapt |
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| | | | with the Southeast Care Coalition. The diversity workgroup also collaborated with Lilileaf Solutions and USFS to host the Trees For All: Regional Chesapeake EJ Workshop. Following this event will be the next phase of the Urban Tree Canopy Project across the Washington D.C. Metropolitan Area. | | new perspectives that may positively impact the work of outcomes across the partnership. Engaging underrepresented communities that face environmental justice challenges will also help the CBP understand how to best increase citizen stewardship in communities previously not engaged. After assisting to identify communities facing environmental justice issues across the watershed, the Diversity Workgroup also expects more communities to gain more resources to combat these issues by applying for existing grants in collaboration with existing environmental justice organizations. | |
| **Creating Metrics and Tracking Tools** | Completed the Diversity Profile with the Alliance for the Chesapeake Bay, which guided the creation of the Diversity Indicator. The Diversity Indicator was included in the 2015-2016 Bay Barometer. Have also collected and documented newly engaged stakeholder groups and members of jurisdictional agencies that wish to participate with the diversity workgroup. | We do not currently have a goal or target for our indicator. We are still exploring options to refine our initial metric. | 4.1, 4.2, 4.4 | Yes – A diversity profile conducted by the Alliance for the Chesapeake Bay 2016. Will be conducted again in 2019. The Diversity workgroup will be evaluating the percentage of communities of color within the CBP, and the percentage of communities of color in roles of leadership across the CBP. This diversity indicator can | By creating metrics and tracking tools, the Diversity Workgroup expects to see an increase in geographical and ethnic/racial diversity across the partnership and in leadership roles throughout the CBP. Metrics will assist in making outreach, professional engagement and EJ initiatives more intentional. By measuring and tracking the progress of the diversity indicator, it will also the Diversity Workgroup to evaluate if current | After the first diversity profile, and establishment of a diversity indicator, we are considering to add a 2025 target for the indicator either now or after the next update of the diversity profile in 2019. |

| Factor | Current Efforts | Gap | Actions (critical in bold) | Metrics | Expected Response and Application | Learn/Adapt |
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| | | | | be evaluated to be more strenuous and intentional. | methodologies are successful. **(2025)** | |
| **Accounting for Impacts from Climate Change, Flooding and Extreme Weather** | *Chesapeake Bay EJ Screen Tool Project* | *Information needed to identify what communities across the watershed are most vulnerable to impacts of climate change, flooding, and extreme weather. Also information regarding how to communicate with these vulnerable communities/local governments.* | 3.2, 3.3, 3.4, 3.5 | The Climate Resiliency workgroup is currently working on a climate resiliency indicator that will help us address some of the most important issues raised by the CBP, and connecting these issues with the work that is currently being done in communities that we wish to interact with. | By accounting for impacts from climate change, flooding and extreme weather, the Diversity Workgroup expects to draw more community leaders from various social, religious, geographic and ethnic/racial community groups to become more engaged in the decision making processes within the CBP. These issues will create more awareness to the work the CBP is doing, and the Diversity Workgroup expects community leaders will more increasingly look to the CBP for resources, support and knowledge. | In 25018/2019, the Diversity workgroup must work to identify the best strategies to incorporate climate change, flooding and extreme weather events into our conversations with communities and our workplan management approaches. |
| **Incorporating Diversity as a Key Component of Other Management Strategies** | 1. *USFS: Urban Tree Canopy Project – Trees For All: Regional Chesapeake Environmental Justice Workshop. (1.4)*<br>2. *Fish Consumption Advisory Outreach Tools project with Toxic Contaminants and Communications Workgroup (1.2)*<br>3. *Chesapeake Bay EJ Screen Tool project with Climate Resiliency, Public Access and Toxics Contaminants workgroup* | *The connectivity to other workgroups, FOD, state and federal partners to create easily identifiable project and outcome overlap. More information sharing. Lack of analysis of equity and inclusion of various workplans and existing projects* | 1.2, 2.2, 2.5, 2.6, 2.7, 3.2, 3.3, 3.4, 3.5<br><br>*GIT Funding allocated for a cultural assessment and cultural competency training across the CBP. This will be another intentional step towards this factor.* | (Through the Cultural Competency Trainings that are planned to launch in 2018, we plan to create metrics that evaluate how other management strategies are incorporating diversity, equity and inclusion.) | By incorporating Diversity as a key component of other Management strategies, the Diversity Workgroup expects that the Diversity Indicator will continue to increase and incorporate underrepresented communities into the CBP decision-making process. | In 2018/2019 the Diversity Workgroup needs to work more closely with the following 5 outcomes mentioned in the management strategy. |

| | KEY: Use the following colors to indicate whether a Metric and Expected Response have been identified. | | |
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| **Metric** | Specific metrics have not been identified | | |
| | Metrics have been identified | | |
| **Expected Response** | No timeline for progress for this action has been specified | | |
| | Timeline has been specified | | |

| WORK PLAN ACTIONS | | | |
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| **Green** - action has been completed or is moving forward as planned | **Yellow** - action has encountered minor obstacles | | **Red** - action has not been taken or has encountered a serious barrier |

| Action | Description | Performance Target(s) | Responsible Party (or Parties) & Geographic Location | Expected Timeline |
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| **Management Approach 1: Communications and Outreach** | | | | |
| 1.1 | Identify key trusted leaders and interests of underrepresented communities (including HBCU's, colleges and universities, Urban League, NAACP, fraternities, sororities, disability group, religious, LGBT, etc). Establish forums and begin dialogue to better understand how community issues link to watershed restoration. During the process, assess needs and preferences for ongoing communications like online forums, food security, etc. | 1. Recruit diverse stakeholders and leaders to participate in Chesapeake Watershed Forum. <br> 2. Develop a jurisdiction by jurisdiction contact list of key community leaders and interests/missions/priorities/key contact and communication preferences. <br> 3. Plan and implement jurisdictional pilot outreach sessions led by key community leaders to determine community interest and potential links to restoration. These sessions will include new and existing forums that are currently planned and underway. <br> 4. Develop a set of follow up actions and recommendations for CBP (Executive Council level) adoption. | ACB <br> Diversity Workgroup <br> DOEE <br> DE DNREC <br> EPA <br> IPC <br> National Aquarium <br> NOAA <br> NPS <br> People for Change Coalition | Annual |
| 1.2 | Work with Toxic Contaminants Workgroup, jurisdictions and contractor to identify communities where fish consumption advisories exist (use EJ Screen tool) and initiate pilot project to improve communications and outreach. | 1. Establish review and advisory subgroup to oversee fish consumption advisory outreach project and contractor. <br> 2. Conduct planning session with contractor to discuss project scope and overall approach to review fish advisories in affected communities. Conduct periodic meetings to review products, advise Diversity Workgroup, and provide feedback to contractor on suggested improvements to products and deliverables. <br> 3. Advisory subgroup to work with jurisdictions, DAT, contractor to devise activities that lead to dissemination and use of new fish advisory tools and approaches. Oversee implementation of | Diversity Workgroup <br> EPA <br> Toxics Contaminants workgroup <br> MD Department of Natural Resources <br> DOEE <br> DE DNREC <br> CBP Comm workgroup <br> MD-DNR <br> NPS | 2017 |

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| | | activities.<br>4.   Engage community stakeholders and explore long term process for reviewing fish consumption and alternatives such as fish swapping etc. Provide recommendations to CBP | | |
| **1.3** | Work with federal partners to identify opportunities to work with diverse communities adjacent to federal installations. | 1. Conduct meeting with FOD and FLC to identify diverse communities adjacent to installations and issues of importance to those communities<br>2. Conduct meeting with FLC to identify opportunities to expand, create new, or better promote programs to engage and assist these communities. | Diversity Workgroup<br>DOEE<br>EPA<br>NPS<br>MD Department of Natural | 2018/2019 |
| **1.4** | Assist the development of Tree Canopy communication and outreach strategies targeted to diverse audiences, focusing on areas with greatest need and opportunity (e.g. low canopy/underserved communities; schools, faith-based, and other civic organizations; homeowner associations; etc.) | 1. Work with forestry workgroup and other partners to pursue a workshop and develop case studies on community outreach strategies for Tree Canopy with an emphasis on diversity/ environmental justice opportunities. | DAT<br>USFS/Forestry workgroup<br>MD Department of Natural Resources<br>Annapolis Parks and Rec (Stanton Center)<br>DOEE<br>DE DNREC<br>DC Dept. of Transportation/Urban Forestry | 2017 |
| **1.5** | Contribute to EPA's Environmental Justice in Action Blog and use it as a resource. https://blog.epa.gov/blog/category/environmental_justice/ | | DAT<br>DE DNREC | No longer exists. |
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| **Management Approach 2: Employment and Professional Engagement** | | | | |
| **2.1** | Designate a diversity engagement coordinator to engage underrepresented communities and historically black colleges and universities in the watershed. | 1.   Each Jurisdiction and the Bay Program to explore opportunities to hire new Diversity coordinator or explore reallocation of existing staff time to strengthen Diversity coordination amongst the Partnership. | Diversity Workgroup<br>MD Department of Natural Resources<br>DOEE<br>EPA<br>DE DNREC | EPA CBPO – 2016, MD-DNR – 2017, PA-DEP |
| **2.2** | Host a pilot environmental career event | 1.   Host a pilot event highlighting the different career opportunities related to a Clean Chesapeake Bay. DAT to partner with Audubon Naturalist Society (ANS) on their Black History Month job fair event.<br>2.   Making links between different cultures, arts, and entertainment with environmental career opportunities.<br>3.   Outreach to include DAT partnership email list-serves to better promote a more diverse attendance. | Diversity Workgroup<br>EPA<br>USFS<br>MD Department of Natural Resources<br>DOEE<br>DE DNREC<br>CRC<br>Audubon Naturalist Society<br>People for Change Coalition<br>Private Vendors | 2016 (Ongoing) |
| **2.3** | Develop pilot curriculum for an environmental careerbuilding day for all K-12 Schools in the Bay Watershed. Work within the environmental literacy curriculum and | 1.   Work with ELit group to develop specific curriculum for one day Environmental Career - Building day. | Diversity Workgroup<br>Enviro Literacy GIT<br>DE DNREC | 2018/2019 |

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| | school principles to implement a class schedule. | 2. Work with ELit group to implement pilot curriculum/after school program in high schools in each Jurisdiction. | MD Department of Natural Resources<br>Annapolis Parks and Rec | |
| 2.4 | Connect and work with existing career service programs for job applicants (e.g., interview training,). | 1. Explore developing a hard copy and digital fact sheet that details career application services and offer technical assistance to those applying for jobs<br>2. Communicate and promote the fact sheet at job fairs/events across the watershed | Diversity Workgroup<br>MD Department of Natural Resources<br>National Aquarium<br>ACB<br>Community Colleges/Univ.<br>CSOSA | 2018/2019 |
| 2.5 | Identify opportunities to create a compensated internship program specifically for individuals from diverse backgrounds working with high schools, universities and community colleges. | 1. Enhance recruitment/outreach strategies of existing internship program to increase diverse applicant pool.<br>2. Evaluate models that have been tested throughout the watershed that increase green job/career training opportunities.<br>3. Choose and implement model to begin connecting interns with in-demand employment opportunities. | Diversity Workgroup<br>DE DNREC<br>NOAA<br>MD Department of Natural Resources<br>USFS<br>Choose Clean Water Coalition<br>CRC<br>Community Colleges and career services depts.<br>Bowie State University<br>Virginia State University<br>Morgan State University | 2019 |
| 2.6 | Increase outreach to diverse groups for hiring full time employees. | 1. Enhance recruitment/outreach strategies of existing hiring programs and explore options to reduce the amount of uncompetitive internal hiring in order to increase diverse applicant pool (e.g. environment and related career fairs).<br>2. Reevaluate hiring practices that may inadvertently make it difficult for a diverse group of applicants to obtain jobs | Diversity Workgroup<br>EPA<br>MD Department of Natural Resources<br>DOEE<br>NOAA<br>Interfaith Partners Chesapeake<br>ACB | 2017 (Ongoing) |
| 2.7 | Explore diversity and inclusion workplace training opportunities and resources for state agencies. | | CBP<br>MD Department of Natural Resources<br>DE DNREC<br>Choose Clean Water Coalition | 2018/2019 |
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## Management Approach 3: Promoting Environmental Justice

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| 3.1 | Bay Program jurisdictions and Bay Program partners will review and revise their respective grant guidance including documents, as needed, to address diversity. EPA will review and revise Bay Program grant guidance criteria for Clean Water Act Section. 117 local government funding to determine how to better address diversity and environmental justice considerations at the local level. | 1. EPA will revise the FY 2016 Chesapeake Bay Program Grant Guidance to address diversity considerations and set expectations for jurisdiction reviews of their grant guidance documents.<br>2. Jurisdictions review and revise their respective grant guidance documents as needed.<br>3. Federal agencies review and revise their grant guidance documents as needed.<br>4. Other partners review and revise their grant guidance documents as needed.<br>EPA to review as part of revision of 2016 CBP Grant Guidance. | EPA<br>USFS<br>DOEE<br>MD Department of Natural Resources<br>GIT 6<br>NPS<br>Federal agencies and Bay Jurisdictions<br>NFWF | 2018/2019 |

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| **3.2** | a. EPA, jurisdictions and federal agencies will use EJSCREEN and other informational tools and databases in 2015 to offer additional information and perspective that could enhance partners' understanding of the watershed's diverse populations and to help target areas with potential for environmental justice concerns.<br>b. EPA will provide EJSCREEN to Bay jurisdictions, federal agencies and other partners to also help them target communities and organizations for grant funding opportunities.<br>c. The Bay Program will add EJSCREEN as a new data layer for the Bay Program Watershed Model.<br>d. The Bay Program The public access and climate resiliency workgroups should use EJSCREEN and other tools to help prioritize new public access sites and target communities that might be in areas vulnerable to climate change impacts.<br>e. Bay Program forestry workgroup will provide urban tree canopy data through i-Tree Landscape Tool to assist prioritizing underserved communities. | 1.　EPA to provide training and presentations on use of EJSCREEN to GITs, CBP Workgroups and partners.<br>2.　EPA to include discussion of EJSCREEN in FY2016 CBP Grant Guidance.<br>3.　CBP to add EJ SCREEN as a data layer for the Watershed Model.<br>4.　DAT will work with the public access and climate resiliency teams to help identify potential sites in diverse communities. | EPA<br>MD Department of Natural Resources<br>Federal Agencies and Bay Jurisdictions<br>CBPO | 2016/2017 & Ongoing |
| **3.3** | Bay Program and its partners will evaluate and improve transparency and efficiency in providing community-based grant opportunities and will work with partner funding organizations, to develop a guide to assist groups in grant competition awareness, selection criteria, accountability, capacity building and grant writing training, etc., for areas with diverse and underrepresented populations. | 1.　DAT will meet with Bay Funders Network, CBT and other partners to initiate discussions<br>2.　DAT will consult with National Fish and Wildlife Foundation's Technical Capacity Program<br>3.　Develop funding guide.<br>4.　EPA, jurisdictions and Federal agencies will review and revise their RFP email lists to ensure that grant opportunities are being distributed to broad and diverse constituencies. Examples, HOA's, community centers, rec centers, etc.<br>Develop and provide webinars/capacity building opportunities | Diversity Workgroup<br>DOEE<br>MD Department of Natural Resources<br>EPA<br>NPS<br>USFS | 2018/2019 |
| **3.4** | Work with local governments in the watershed to explore how the Bay Program can inform or help local decision makers maximize benefits and minimize adverse impacts from restoration project planning, siting and funding processes. | DAT to work with LGAC and Local Leadership Team to explore opportunities to work with local leaders on these issues. | Diversity Workgroup<br>LGAC<br>MD Department of Natural Resources<br>Local Leadership Team | Ongoing |
| **3.5** | Increase collaboration with environmental justice entities throughout the Bay Watershed and incorporate their perspectives and those of community and faith-based organizations and leaders throughout the Bay Program governance structure, including its three advisory committees (citizens, local governments and scientific/technical). | 1.　DAT to work with community leaders to engage them in MB, PSC, CBP GITs and workgroups as active contributing members.<br>2.　DAT to meet with the 3 CBP Advisory committees to seek their input on ways to help make CBP more representative of the diverse communities and people in the Bay watershed.<br>3.　Identify key EJ groups in the jurisdictions and invite their involvement in CBP teams and workgroups.<br>4.　Reach out to existing groups such as those identified in the management strategy and additional ones like WE ACT for Environmental Justice, Blackbelt, EJ Center and others. | Diversity Workgroup<br>GITs<br>MD Department of Natural Resources<br>CAC, LGAC and STAC<br>Choose Clean Water Coalition | 2018/2019 |
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| Management Approach 4: | | | | |
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| 4.1 | Establish a baseline of the level of diversity (staff, boards, programs and initiatives aimed at increasing internal diversity) | 1. Review Green 2.0 and Guidestar models to identify quantitative metrics that will be used for tracking<br>2. Survey Partners on existing diversity programs that aim to increase diversity and inclusion in (employment, volunteerism, programs, etc.)<br>3. Use a diversity demographic profile indicator for the Chesapeake Bay Program. In 2017 explore collecting diversity data of Chesapeake Bay Program Partner organizations.<br>4. Examine EPA's diversity dashboard to determine if it can serve as a model for Bay Partners.<br>5. Develop method of tracking anecdotal and qualitative metrics of Strategy implementation | Diversity Workgroup<br>Participating partners to be surveyed in the following Jurisdictions: PA, MD, DC, VA, DE<br>Choose Clean Water Co.<br>ACB<br>MD Department of Natural Resources | 2016/2017 |
| 4.2 | Increase the Bay Program stakeholder base by tracking new partnerships that help to better identify and target underrepresented and underserved Chesapeake communities to engage in Partnership efforts. | 1. Identify and approach organizations and groups that work within diverse Chesapeake communities<br>2. Identify community groups that may be candidates for environmental restoration projects and programs | Diversity Workgroup<br>CBP<br>Communications workgroup<br>EPA<br>USFS<br>MD Department of Natural Resources<br>Federal Agencies<br>State Agencies | 2018/2019 |
| 4.3 | Use EPA's EJ Screening tool as a base for identifying stressed or under-served Chesapeake communities | 1. Create a map that overlays data sets such as; demographic, environmental, sub-watersheds, proximity to partner organizations, environmental justice groups, community service groups, etc.<br>2. Encourage CBP partners to use the tool and track its usage. | Diversity Workgroup<br>EPA<br>CBP | 2018/2019 |
| 4.4 | Collect and evaluate existing diversity programs and develop a strategy for improvement. | Continue to develop existing baseline matrix and highlighting current gaps within the Partnership | Diversity Workgroup<br>CBP | 2016 |
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