

## Diversity Workgroup text/language removal of word “minority” in Agreement, management strategy and workplan

### Mentions of term “minority” in the 2014 Chesapeake Bay Agreement

Under the Stewardship Goal, the Diversity outcome reads:

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.

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### Mentions of term “minority” in the Diversity Workgroup’s Management Strategy

**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.

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### Higher Education

Improve existing and develop new environmental career opportunity outreach programs at all university and community college systems, with a targeted focus on historically Black colleges and universities and other **minority-serving** (institutions serving underrepresented communities) including; Hispanic and disability. Create a degree-to-career pipeline for diverse groups.

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**Employment and Professional Engagement:** Create and expand employment opportunities to **minority (underrepresented)** groups and individuals, create career tracks and provide resources that help them take advantage of opportunities.

**PAGE A-1**

Database of multicultural organizations and contacts within the watershed. Develop agreed upon categories for sorting and research (e.g., **minority** (underrepresented) organizations radio, newspaper).

**PAGE A-2**

Explore opportunities to use DNREC-funded onsite licensing training courses for certification of **Minority** and Women Business Enterprise (MWBE) as GWD system contractors, designers, liquid waste haulers, system inspectors. **PAGE A-3 (May need to remain for certification purposes)**

Coordinating with Office of MWBE to ensure that small businesses, **minority (and entities run by individuals from underrepresented groups)**, and women business enterprises in rural areas are afforded the maximum practicable opportunities to participate as contractors, subcontractors and suppliers in Procurement Under Assistance Agreements. **PAGE A-3**

Fish Consumption Advisory Outreach to **minority (underserved)** subsistence fisherman and communities of color. **PAGE A-3**

Issue advisories via television, radio, newspapers serving **minority (underrepresented/underserved)** communities **PAGE A-3**

This program increases the cost effectiveness for retention practices installed in low income and **minority (underserved)** communities. A developer could build offsite green infrastructure in Wards 7 and 8 and receive SRCs. **PAGE A-8**

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Sustainable DC will feature the stories of these leaders in community outreach and public campaigns, allowing people to share their motivations and experiences in implementing sustainable practices. Outreach efforts will expand to **minority (underrepresented)** populations and areas of the city that have not been involved in the earlier discussions. **PAGE A-10**

Many DHS Components have outreach programs targeted for the public and **minority (underrepresented)** groups. **PAGE A-18**

#### **Mentions of term “minority” in the Diversity Workgroup’s 2016-2017 Workplan**

Above each of the four management approaches –

Outcome: Diversity Outcome: By 2025, 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.

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On page 12/30 under supporting activities for Employment and Professional Engagement under the 2<sup>nd</sup> Action Item:

Of these, the Green Zone Environmental Program recruits diverse high school, college, and recently graduated students for a short term summer employment. Additionally, various divisions within DOEE teach environmental classes throughout the summer at schools in low-income and **minority (underrepresented)** communities.