



Diversity workgroup Ask description: Provide status updates on revised grant guidance to address DEI/EJ

Management Approach 3 of the Diversity Workgroup 2016-2017 work plan is 'Promote Environmental Justice'. The first key action item under management approach 3 is: **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. Within the EPA Chesapeake Bay Program Office 2018 Grant and Cooperative Agreement Guidance it states that by March 31, 2018, jurisdictions should provide a status update on how diversity and/or environmental justice (EJ) is being addressed in their state grant guidance or policies for CBIG, CBRAP, or other Bay Program funding.**

The following is the definition of Diversity, Equity and inclusion (DEI) and Environmental Justice:

Under the Diversity management strategy, **diversity is defined as:** Expanding the diversity of the workforce and participants in restoration and conservation activities means to include a wide range of people of all races, income levels, faiths, genders, ages, sexual orientations and disabilities, along with other diverse groups. For this effort to be successful it will require us to honor the culture, history and social concerns of local populations and communities. **Equity (with an employee focus) can be defined as:** The creation of opportunities for historically underrepresented populations of employees to have equal access to professional growth opportunities and resource networks that are capable of closing the demographic disparities in leadership roles in all spheres of CBP functioning. **Inclusion can be defined as:** The active, intentional and ongoing engagement with diversity - in people, in the decision making processes, in communities (geographical, social, cultural, intellectual) and the priorities of these communities, with which individuals might connect - in ways that increases one's awareness, content knowledge, cognitive sophistication and empathic understanding of the complex ways individuals interact within (and change) systems and institutions.

The **EPA has defined environmental justice (EJ)** as the following: Environmental justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. **Within the EPA Chesapeake Bay Program Office 2018 Grant and Cooperative Agreement Guidance it states that jurisdictions are further encouraged to use the new EPA environmental justice screening and mapping tool, "EJSCREEN" (<https://ejscreen.epa.gov/mapper/>) to help them in targeting Bay restoration funding to diverse communities and areas of potential environmental justice concerns.** Priority watersheds and activities apply to CBIG and CBRAP grants. Using the EJSCREEN tool

will assist in identifying diverse communities located in priority watersheds and those with potential for environmental justice concerns where priority practices and activities could be implemented.

For more insight to the origins of environmental justice, please review the 17 Principles of Environmental Justice: <https://www.ewg.org/enviroblog/2007/10/17-principles-environmental-justice#.WhSWyodlly8>

Diversity Workgroup's Ask of the Management Board:

The Diversity Workgroup is asking the following partners to provide status updates as to whether or not they have completed grant guidance revisions to include the mention of diversity, equity and inclusion and/or environmental justice in their respective CBP grant guidance:

- Environmental Protection Agency (EPA) – Has already done so.
- United States Forest Service (USFS)
- National Park Service (NPS)
- National Oceanic and Atmospheric Association (NOAA)
- United States Fish and Wildlife Services (USFWS)
- Bay Jurisdictions (MD, PA, DE, VA, DC)

[Within the 2016-2017 workplan](#), this Key Action item was scheduled to be completed in Fall 2016. While the Diversity Workgroup Chair, Coordinator and Staffer have all sent out correspondence requesting the updates on the following information, there has been very little, if any response from the committed parties.

We are requesting that members of the Management Board assist in identifying if this action item under management approach 3 has been accomplished by their respective organizations or agencies.

If this has not been accomplished, we are asking groups to then contact us to work alongside the following agency's staff to assist in adjusting the language to include DEI/EJ text language. If your organization's grant guidance has been revised to include text or language that speaks to DEI/EJ, we would like to receive an update on how this has effected your organization's grant management no later than **March 31st, 2018** as requested in the 2018 CBP Grant Guidance.

An example of this potential process:

Last year, the National Fish and Wildlife Foundation asked the Diversity workgroup to review their Chesapeake Stewardship Fund 2016 Request for Proposal (RFP) language to include consideration of DEI/EJ for their 2016 RFPs. We reviewed the existing RFP text, and made our recommendations on what NFWF could include in the text language to make their RFP more equitable and inclusive for organizations to apply.