

CBP ORGANIZATIONAL ANALYSIS

GIT 6 Workplan Action

Laurel Abowd, Management Board Staffer

CHESAPEAKE DECISIONS USER RESEARCH REPORT

The project sought to, “define the need for a decision-making tool, with the goal of improving decision-making and supporting progress toward the Program’s goals and outcomes.”

Survey Population: Bay Program GITs, STAR, Coord./Staffer, Local Leaders

Report Date: May 2016

Participation Findings

- Collaboration mentioned frequently
 - Meetings are agenda based and don't encourage causal conversations to share successes and solve problems
- Perception that opportunities for joint-GIT projects are missed
- Common roadblocks could best be solved across groups
- Processes to connect with Local Leaders are inconsistent

CHESAPEAKE DECISIONS RESEARCH SUMMARY

The User Survey sought to understand the needs of the GITs as they progress through the Biennial Strategy Review System. In the survey, lack of participation was frequently identified as a concern.

Survey Population: Bay Program Coord./Staffers, GIT and Workgroup Chairs

Report Date: July 2017

Describe the most difficult aspects of tracking progress toward your work plans?

Lack of commitment and *participation* from partners.

Getting progress updates for groups that do not meet regularly.

The most difficult aspects include lack of volunteer *participation* and a lack of a yearly outcome/progress indicator.

Ensuring funding or staff resources for workplan actions. Encouraging *participation* from the team on regular meetings.

6/8 responses in report cited participation

“I don't know if the management board is the right place or the right group to figure out how to foster more participation and engagement among the workgroups...Some of the workgroup members don't really understand what it means to be on the workgroup. They have their day job and participating in this workgroup...but they don't really roll up their sleeves to participate in the workgroup on what we call in our group collective actions. They feel like they're more of an advisory body than a workgroup trying to achieve something.”

WORKGROUPS AND PARTICIPATION CHALLENGES

Lack of workgroup participation surfaced as a common challenge to achieving outcome progress. Management Board members were interested in which outcomes were struggling with participation.

Survey Population: [Bay Program Coordinators & Staffers](#)

Survey Date: [August 2017](#)

Responses

Fish Habitat

Communications

Stream Health

Brook Trout

Climate Resiliency

Diversity

Healthy Watersheds

Land Use (methods and options)

Blue Crab

Oyster

Forage Fish

Why is lack of participation impacting outcome progress?

- Prevents sharing knowledge and ideas between partners
- Impedes coordination
- Limits capacity to work between GITs and workgroups
- Slows down outcome workplan progress
- Work falls on shoulders of few active members
- Need broad engagement to reach diverse community members
- Certain information is dependent on certain agencies
 - i.e. status of jurisdiction dependent workplan actions

What organizations could help your team?

- U.S. DoD
- USFWS
- USGS
- District Department of Energy and the Environment
- GIT 3 and STAR Liaisons
- U.S. EPA Region 3
- Delaware Department of Natural Resources and Environmental Control
- Virginia Marine Resources Commission
- West Virginia Conservation Agency
- University of Maryland Center for Environmental Science
- Maryland Sea Grant
- Chesapeake Bay Foundation
- GIT 6 Liaison

What strategies have you tried to improve participation?

- Set up meetings with individual partners
- Assigning tasks to members
- Asking members to contribute agenda topics
- Biennial retreat focused on professional development
- Ask if other contacts may be able to participate more
- Highlight important items ahead of time
- Selecting themes for meetings

How could the Management Board help with participation?

- Jurisdiction representatives should reach out to appropriate contacts
- Help assess if workgroup is reaching out to the “right” contacts
- Provide strategies on how to contact agencies
- **2/9** of responses felt participation should be tied to performance reviews

DISCUSSION

Any there any immediate actions GIT 6 can take to improve participation in CBP workgroups, GITs and other teams?