



# ASSESSMENT OF DEI OPERATIONS ACROSS THE PARTNERSHIP

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Diversity Workgroup Chair and Vice-Chair

## Why are we talking about this today?



The Executive Council and Principals' Staff Committee Statements committed us to DEIJ and implementing the CBP DEIJ Strategy.



The Principals' Staff Committee also committed to meaningful inclusion of DEIJ milestones on the agendas for the MB and PSC meetings at a minimum every six months.



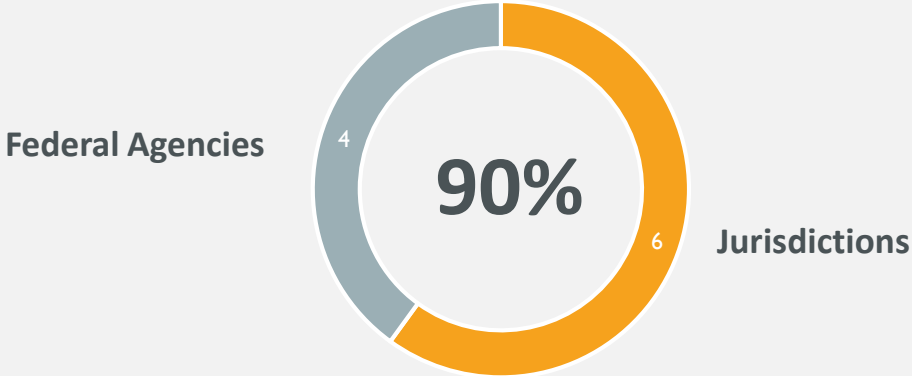
The google spreadsheet we've filled out will serve as a baseline assessment and catalogue of resources allowing us to build on and leverage efforts, learn from each other, and identify opportunities.

## DEIJ Strategy Categories

1. Strengthening the Authorizing Environment
2. Advancing DEIJ Internally
3. Advance DEIJ through Mission-related work
4. Advance Performance of Partners

# Strengthening the Authorizing Environment

This category includes: DEIJ Statement/Strategy; DEIJ Office/Council/Program; DEIJ Coordinators.



## Partners w/ DEIJ Office, Council, Program

Spotlight: **VA DCR** operates a DEI committee and subcommittees of 40 employees led by 2 Deputy level Co-chairs. Subcommittees include Attraction & Recruitment, Retention & Inclusion, Education & Training, Program Equity Review, Partners & Pipeline

## Advance DEIJ Internally

This category includes: Employee Affinity Groups, Training related to DEIJ; Attend DEIJ and EJ meetings; Strategies for recruitment; Youth employment and internships; Assessment of communication materials.

Federal Agencies

Jurisdictions

4

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Partners w/ Employee Affinity Groups

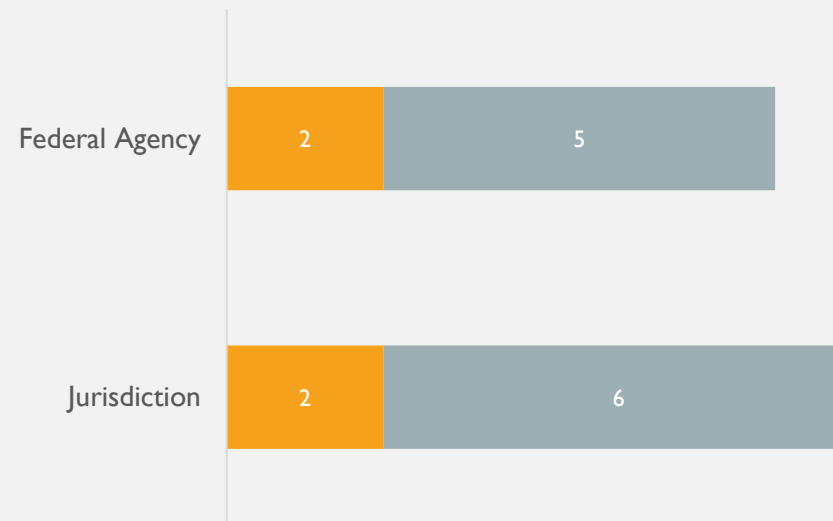
Spotlight: **PA Office of Administration** offers virtual training on DEI; since 2017 DCNR has been sending all employees through a mandatory DEI training

## Advance DEIJ through Mission-Related Work

This category includes: Engagement with tribes; Relationships and partnerships w/ organizations; Ensuring that benefits of work are equitable; Grants and Funding with DEIJ Criteria/Outcomes.

**36%**

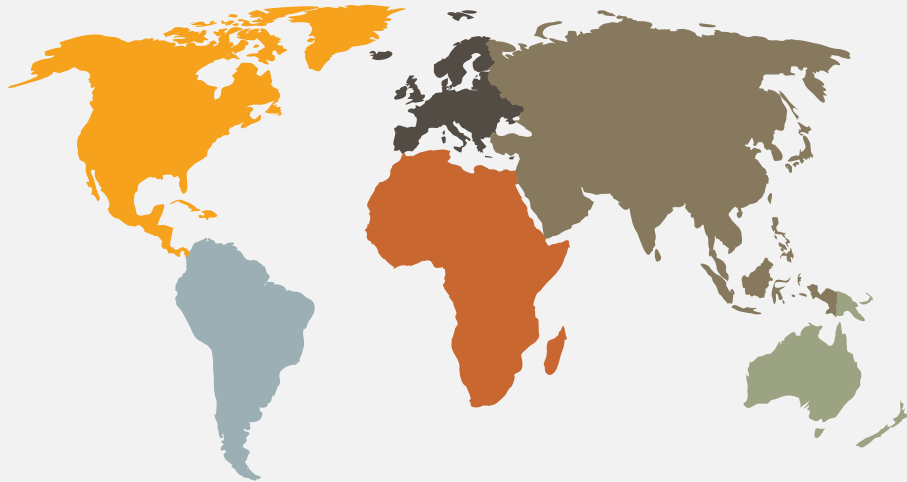
**Partners Ensuring that the Benefits of Programs and Work are Equitable**



Insight: **All Partners** indicated that they have grants and funding with DEIJ criteria or outcomes. This is an area of opportunity and need for additional information.

## Advance Performance of Partners

This category includes: Sharing best practices; Tools for targeting restoration projects and activities; Funding for CBP DEIJ Strategy.



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**Partners with EJ Mapping and Data tools**

Insights: Available funding to advance DEIJ strategies is uncertain across partners.

## Mentimeter Exercise and Discussion



A link to a mentimeter will be shared at this time.