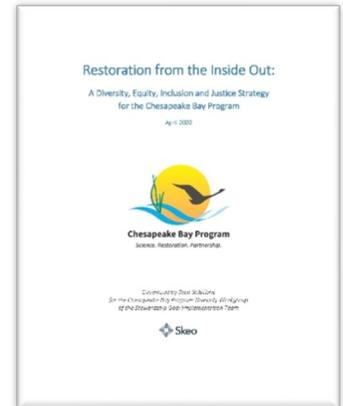


INCORPORATING DEI INTO WORK PLAN DEVELOPMENT AND IMPLEMENTATION AT THE CHESAPEAKE BAY PROGRAM

Operationalizing DEI at CBP

The Chesapeake Bay Program (CBP) is committed to achieving restoration of the Chesapeake Bay Watershed using strategies that advance diversity, equity, inclusion and justice (DEIJ). In April 2020, the CBP published [Restoration from the Inside Out: A DEI Strategy for the CBP](#). In August 2020, the Executive Council reaffirmed its commitment to embrace DEI in all areas of the Chesapeake Bay Program through the [Executive Council DEI Statement](#). In parallel, the CBP Principals' Staff Committee (PSC) released a [DEI Action Statement](#) which includes five actionable and timebound commitments to implement *Restoration from the Inside Out*.

In the DEI Action Statement, CBP commits to advancing the DEI Strategy by integrating equity into each Workgroup and Goal Implementation Team (GIT) work plan (also known as logic and action plans). This handout offers guidance and resources for incorporating DEI considerations and analysis into work plan development and implementation.



Incorporate DEI into Work Plans

Restoration from the Inside Out recommends that CPB work plans include considerations to distribute benefits equitably and reduce disproportionate adverse environmental impacts in communities of color, low income communities and other underrepresented groups (Action 3.3.b). In addition, work plans should include both process and outcome measures to track progress over time.

Tracking these measures of success could include the following strategies (see the following page for additional considerations for integrating DEI into work plan updates):

- Document considerations that may influence decision-making and implementation of each action item relative to advancing equity for communities in the watershed.
- Document how input from impacted communities influenced work plan development and implementation.
- Develop an “equity feedback loop” by analyzing whether implementation has led to (1) increased equity in the distribution of benefits and (2) reduced disproportionate adverse environmental impacts. This may require defining benefits and (as relevant) disproportionate adverse environmental impacts specific to each action item, in order to analyze distribution.

MEASURES OF SUCCESS FOR INCORPORATING DEI INTO WORK PLANS

Process Measures

- ✓ Do work plans include DEI considerations?
- ✓ Are impacted communities involved in decision-making about work plan development and implementation?

Outcome Measures

- ✓ Have benefits and improvements been distributed equitably?
- ✓ Have disproportionate adverse environmental impacts been reduced?

Consider all the Dimensions of Equity

Advancing equity is integral to successfully and sustainably restoring the Chesapeake Bay Watershed. Equity means that everyone gets what they need to thrive. The graphic on the following page demonstrates how using an equality approach instead of an equity approach can lead to an inequitable distribution of resources.¹ When incorporating equity into work plan development and implementation, consider the following four dimensions of equity²:

¹ Robert Wood Johnson Foundation. Retrieved from: <https://www.rwjf.org/en/library/infographics/visualizing-health-equity.html>

² Urban Sustainability Director's Network, 2014. Equity in Sustainability: An Equity Scan of Local Government Equity Programs. Retrieved from http://usdn.org/uploads/cms/documents/usdn_equity_scan_sept_2014_final.pdf

- *Procedural Equity*—inclusive, accessible, authentic engagement and representation in decision-making processes regarding programs and policies.
- *Distributional Equity*—programs and policies result in fair distributions of benefits and burdens across all segments of a community, prioritizing those with highest need.
- *Structural Equity*—decisions are made with a recognition of historical, cultural and institutional dynamics and structures that have routinely advantaged privileged groups in society.
- *Transgenerational Equity*—decisions consider generational impacts and do not result in unfair burdens on future generations.



Include Impacted Communities in Work Plan Development and Implementation

Restoration from the Inside Out recommends increasing opportunities for developing relationships with impacted communities and increasing opportunities for them to guide work plan development and partner on work plan implementation (e.g., Actions 1.3, 3.1.a, 3.2.a, 3.2.c and notably 3.3.a-c). Developing a one-page, plain language summary of work plans could assist with communicating with impacted communities about the actions identified in CBP work plans and asking for their input, guidance and feedback where appropriate.

Include Impacted Communities in Decision-Making

[A Guide to Community-Centered Engagement in the District of Columbia](#) captures best practices for inclusion and equity in policy and implementation decision-making processes. This guide is an outcome of Washington D.C.'s Department of Energy and the Environment's development of an [Equity Advisory Group](#) to advise the department on equitable implementation of climate resilience and sustainability measures.

Increase Equity in the Distribution of Benefits

Each Workgroup and GIT may want to evaluate the distribution of benefits and track increased equity in the investments CBP makes in watershed health. A [2015 analysis](#) that found disparities in the distribution of funding for wetlands restoration in the state of Maryland by race, socioeconomic status, and geography provides a model for this type of analysis.

Identify, Track and Reduce Disproportionate Impacts

Each Workgroup and GIT may want to identify areas of disproportionate impact that could be addressed through watershed restoration efforts by spatially comparing adverse environmental conditions with socioeconomic data for the same area (see text box at right for related data resources). Once a baseline is established, CBP can track change over time for impacted communities. For example, U.S. EPA provides [best practices for measuring urban heat islands](#), which can cause disproportionate impacts on energy bills and health outcomes for residents. Green infrastructure investments such as an expanded tree canopy can [help improve the health of the watershed and address disproportionate impacts for residents](#).

DATA RESOURCES

[Census Data](#) (U.S. Census Bureau): Provides demographic and economic data from the nation's census and the American Community Survey.

[EJScreen](#) (U.S. EPA): Provides nationally consistent data for environmental and demographic indicators that can be combined into maps and reports.

[The Chesapeake Bay Environmental Justice and Equity Dashboard](#) (CBP): Provides access to a variety of spatial data layers pertinent to addressing environmental issues in areas with populations of underrepresented communities.

[National Equity Atlas](#) (PolicyLink and the USC Equity Research Institute): A comprehensive resource for data to track, measure, and make the case for racial equity and inclusive prosperity in America's regions, and states, and nationwide.