

Diversity Outcome Logic Table and Work Plan

Primary Users: Goal Implementation Teams, Workgroups, and Management Board | **Secondary Audience:** Interested Internal or External Parties

Primary Purpose: To assist partners in thinking through the relationships between their actions and specific factors, existing programs and gaps (either new or identified in their Management Strategies) and to help workgroups and Goal Implementation Teams prepare to present significant findings related to these actions and/or factors, existing programs and gaps to the Management Board. | **Secondary Purpose:** To enable those who are not familiar with a workgroup to understand and trace the logic driving its actions.

Reminder: As you complete the table below, keep in mind that removing actions, adapting actions, or adding new actions may require you to adjust the high-level Management Approaches outlined in your Management Strategy (to ensure these approaches continue to represent the collection of actions below them).

Long-term Target: Increase the number and the diversity of local citizen stewards and local governments that actively support and carry out the conservation and restoration activities that achieve healthy local streams, rivers and a vibrant Chesapeake Bay.

Two-year Target: 2016-2017

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
<i>What is impacting our ability to achieve our outcome?</i>	<i>What current efforts are addressing this factor?</i>	<i>What further efforts or information are needed to fully address this factor?</i>	<i>What actions are essential to achieve our outcome?</i>	<i>Optional: Do we have a measure of progress? How do we know if we have achieved the intended result?</i>	<i>Optional: What effects do we expect to see as a result of this action, when, and what is the anticipated application of these changes?</i>	<i>Optional: What did we learn from taking this action? How will this lesson impact our work?</i>
Successfully Targeting Communications and Outreach Efforts	No existing PROGRAMS, however we have Co-collaboration with existing environmental groups that have targeted communities the CBPO has not engaged with in the past. These include: Southeast CARE Coalition, Greater Baltimore Wilderness Coalition, Audubon Naturalist Society, Coppin State University, Morgan State University, Virginia State University, and Bowie State University.	<i>Create a communications strategy that is easily able to measure progress and identify community leaders and stakeholders that will create the bridge for our workgroup and CBPO.</i>	1.1, 1.4 Attending non-traditional environmental organizations' events to reach new audiences. There must also be continued collaboration with these said events, as well as the existing environmental organizations that interact with the	Currently the Diversity Workgroup is measuring progress by the number of email addresses the Diversity Workgroup receives from sign-up sheets at the said events, however the measurement of effectiveness of adding them to an email list is limited.	As a result of successfully targeting communications and outreach efforts, the Diversity Workgroup expects to see an increased presence of diverse communities involved in more CBP decision-making processes. This will begin the process of engaging more community leaders and these community leaders participating in other outcome workgroups. Creating awareness among communities that were once not engaged will be one form of a catalyst for engagement.	The Diversity Workgroup needs to create a communications and outreach strategy separate from the CBPO Communications office overall strategy. While our goals align, the other outcome workgroups are targeting different levels of engagement. After multiple mentions from various stakeholders, it is important that we remove the term "minority" from all Bay Program materials. It is seen as derogatory to those same underrepresented communities we wish to include in the CBP.

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
			communities that we wish to engage with.			
Reaching Diverse Communities to create Employment and Professional Engagement Opportunities	Email monthly Diversity Workgroup Updates, MD-DNR Children Partnership in Nature: Green Career Pathways, engaging with the Audubon Naturalist Society	<i>What groups/communities do we want to intentionally target? What are the priorities of these groups? How can we be value added to these communities, while also fully addressing our factor/goal? We need stronger relationships with organizations that have qualified applicants who are looking for the types of positions that the CBP offers.</i>	2.1, 2.2, 2.4, 2.5, 2.6 We have been involved with 5 career fairs across the watershed. We have been involved with sending out a monthly news update that includes internships/employment opportunities, grants, and upcoming events across the watershed to our newly engaged workgroup members and interested parties. We also have begun to work with jurisdictional diversity positions (MD-DNR, VA-DCR and PA-DEP)	No – The only way we are currently tracking progress is by counting the number of career-oriented events we co-host or participate in on an annual basis.	By reaching diverse communities to create employment and professional engagement opportunities, the Diversity Workgroup expects to increase the percentage of individuals from communities of color that work within or in partnership with one of the organizations under the CBP.	More opportunities to give exposure to the underrepresented communities must be identified and/or created. It is important that these opportunities spark the existing interests of these communities, while also exposing these communities to opportunities that were once unknown to them.
Engaging Underrepresented Communities that Face Environmental Justice Challenges	<ol style="list-style-type: none"> 1. USFS: Urban Tree Canopy Project (1.4) 2. Fish Consumption Advisory Project (1.2) 3. Chesapeake Bay EJ Screen Project 	<i>Lack of funding to increase capacity of existing local EJ groups and lack of existing strategy to approaching environmental justice issues within the CBPO.</i>	1.1, 3.1, 3.2, 3.3, 3.4, 3.5 Co-hosted a green career fair in Newport News, Va	No	By engaging underrepresented communities that face environmental justice challenges, the Diversity Workgroup expects to gain new perspectives that may positively impact the work of outcomes across the	Need to reach out and work more directly with Environmental Justice organizations in the Chesapeake Bay watershed.

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
			with the Southeast Care Coalition. The diversity workgroup also collaborated with Lilileaf Solutions and USFS to host the Trees For All: Regional Chesapeake EJ Workshop. Following this event will be the next phase of the Urban Tree Canopy Project across the Washington D.C. Metropolitan Area.		partnership. Engaging underrepresented communities that face environmental justice challenges will also help the CBP understand how to best increase citizen stewardship in communities previously not engaged. After assisting to identify communities facing environmental justice issues across the watershed, the Diversity Workgroup also expects more communities to gain more resources to combat these issues by applying for existing grants in collaboration with existing environmental justice organizations.	
Creating Metrics and Tracking Tools	Completed the Diversity Profile with the Alliance for the Chesapeake Bay, which guided the creation of the Diversity Indicator. The Diversity Indicator was included in the 2015-2016 Bay Barometer. Have also collected and documented newly engaged stakeholder groups and members of jurisdictional agencies that wish to participate with the diversity workgroup.	We do not currently have a goal or target for our indicator. We are still exploring options to refine our initial metric.	4.1, 4.2, 4.4	Yes – A diversity profile conducted by the Alliance for the Chesapeake Bay 2016. Will be conducted again in 2019. The Diversity workgroup will be evaluating the percentage of communities of color within the CBP, and the percentage of communities of color in roles of leadership across the CBP. This diversity indicator can be evaluated to be more strenuous and intentional.	By creating metrics and tracking tools, the Diversity Workgroup expects to see an increase in geographical and ethnic/racial diversity across the partnership and in leadership roles throughout the CBP. Metrics will assist in making outreach, professional engagement and EJ initiatives more intentional. By measuring and tracking the progress of the diversity indicator, it will also the Diversity Workgroup to evaluate if current methodologies are successful. (2025)	After the first diversity profile, and establishment of a diversity indicator, we are considering to add a 2025 target for the indicator either now or after the next update of the diversity profile in 2019.

Factor	Current Efforts	Gap	Actions (critical in bold)	Metrics	Expected Response and Application	Learn/Adapt
Accounting for Impacts from Climate Change, Flooding and Extreme Weather	<i>Chesapeake Bay EJ Screen Tool Project</i>	<i>Information needed to identify what communities across the watershed are most vulnerable to impacts of climate change, flooding, and extreme weather. Also information regarding how to communicate with these vulnerable communities/local governments.</i>	3.2, 3.3, 3.4, 3.5	The Climate Resiliency workgroup is currently working on a climate resiliency indicator that will help us address some of the most important issues raised by the CBP, and connecting these issues with the work that is currently being done in communities that we wish to interact with.	By accounting for impacts from climate change, flooding and extreme weather, the Diversity Workgroup expects to draw more community leaders from various social, religious, geographic and ethnic/racial community groups to become more engaged in the decision making processes within the CBP. These issues will create more awareness to the work the CBP is doing, and the Diversity Workgroup expects community leaders will more increasingly look to the CBP for resources, support and knowledge.	In 2018/2019, the Diversity workgroup must work to identify the best strategies to incorporate climate change, flooding and extreme weather events into our conversations with communities and our workplan management approaches.
Incorporating Diversity as a Key Component of Other Management Strategies	<ol style="list-style-type: none"> <i>USFS: Urban Tree Canopy Project – Trees For All: Regional Chesapeake Environmental Justice Workshop. (1.4)</i> <i>Fish Consumption Advisory Outreach Tools project with Toxic Contaminants and Communications Workgroup (1.2)</i> <i>Chesapeake Bay EJ Screen Tool project with Climate Resiliency, Public Access and Toxics Contaminants workgroup</i> 	<p><i>The connectivity to other workgroups, FOD, state and federal partners to create easily identifiable project and outcome overlap.</i></p> <p><i>More information sharing.</i></p> <p><i>Lack of analysis of equity and inclusion of various workplans and existing projects</i></p>	<p>1.2, 2.2, 2.5, 2.6, 2.7, 3.2, 3.3, 3.4, 3.5</p> <p><i>GIT Funding allocated for a cultural assessment and cultural competency training across the CBP. This will be another intentional step towards this factor.</i></p>	(Through the Cultural Competency Trainings that are planned to launch in 2018, we plan to create metrics that evaluate how other management strategies are incorporating diversity, equity and inclusion.)	By incorporating Diversity as a key component of other Management strategies, the Diversity Workgroup expects that the Diversity Indicator will continue to increase and incorporate underrepresented communities into the CBP decision-making process.	In 2018/2019 the Diversity Workgroup needs to work more closely with the following 5 outcomes mentioned in the management strategy.

Chesapeake Bay Program Diversity Workgroup: 2018-2019 Workplan

Goal: Citizen Stewardship

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.

Management Approach 1: Communications and Outreach

Key Action	Performance Target(s)	Participating Entity	Geographic Location	Timeline
1. Identify key trusted leaders and interests of underrepresented communities (include HBCU's, colleges and universities, Urban League, NAACP, fraternities, sororities, disability group, religious, GLBT, etc).	a. Recruit diverse stakeholders and leaders to participate in 2018&2019 Chesapeake Watershed Forum.	EPA Diversity Workgroup State Jurisdictions: PA, MD, DC, DE, VA Alliance for the Chesapeake Bay	WV	Annual

	<p>b. Develop a jurisdiction by jurisdiction contact list of key community leaders, their interests in existing management approaches and key contact communication preferences.</p>	<p>EPA Diversity Workgroup State Jurisdictions: PA, MD, DC, DE, VA CBP NOAA USFS</p>	<p>DC, DE, MD, PA, VA</p>	<p>Spring 2018 (Undergoing)</p>
	<p>c. Identify potential placement of key trusted leaders in CBP workgroups and GITs.</p>	<p>Diversity Workgroup State Jurisdictions: PA, MD, DC, DE, VA CBP</p>	<p>DC, DE, MD, PA, VA</p>	<p>2018-2019</p>
	<p>d. Intentionally engage with non-traditional environmental groups to promote environmental stewardship (National Urban League, National Society of Black Engineers, League of United Latin American Citizens, Society of Mexican American Scientists (MAES) Latinos in Science and Engineering, Asian Americans United, American Indian Science and Engineering Society, etc.).</p>	<p>Diversity Workgroup State Jurisdictions: PA, MD, DC, DE, VA CBP</p>	<p>PA, MD, DC, DE, VA</p>	<p>2018/2019</p>

<p>2. Establish forums and begin dialogue to better understand how community issues link to watershed restoration. During the process, assess needs and preferences for ongoing communications like online forums, food security, etc.</p>	<p>a. Plan and implement jurisdictional pilot outreach sessions led by key community leaders to engage students, determine community interests and potential opportunities to restoration.</p>	<p>Diversity Workgroup State Jurisdictions: PA, MD, DC, DE, VA Communications Workgroup GITs</p>	<p>DC, DE, MD, PA, VA</p>	<p>2018-2019</p>
	<p>b. Develop a set of follow up actions and recommendations for CBP (Principal Staff Committee level) adoption.</p>	<p>Diversity Workgroup State Jurisdictions: PA, MD, DC, DE, VA</p>	<p>DC, DE, MD, PA, VA</p>	<p>2018-2019</p>
<p>3. Work with Toxic Contaminants Workgroup (TCW), Jurisdictions and contractor to identify communities where fish consumption advisories (FCA) exist (use EJ screen tool) and initiate pilot project to improve communications and outreach.</p>	<p>a. TCW Advisory subgroup to work with jurisdictions, Diversity Workgroup, contractor to devise activities that lead to dissemination and use of new fish advisory tools and approaches. Oversee implementation of activities.</p>	<p>Diversity Workgroup Toxic Contaminants Workgroup State Jurisdictions: PA, MD, DC, DE, VA Communications Workgroup USGS FWS</p>	<p>DC, DE, MD, PA, VA</p>	<p>Winter 2018</p>

	<p>b. Engage community stakeholders and explore long term process for reviewing fish consumption and alternatives such as fish swapping etc. Provide recommendations to CBP and jurisdictions.</p>	<p>Diversity Workgroup Toxic Contaminants Workgroup State Jurisdictions: PA, MD, DC, DE, VA Communications Workgroup FWS</p>		<p>Spring 2018</p>
	<p>c. Develop a communications strategy for disseminating the products and identify specific target audiences.</p>	<p>CBP Diversity Workgroup Toxics Contaminants Workgroup State Jurisdictions: PA, MD, DC, DE, VA Communications workgroup USGS FWS</p>	<p>DC, DE, MD, PA, VA</p>	<p>2018-2019</p>
<p>4. Assist the development of Tree Canopy communication and outreach strategies targeted to diverse audiences, focusing on areas with greatest need and opportunity (e.g. low canopy/underserved communities; schools, faith-based, and other civic organizations; homeowner associations; etc.)</p>	<p>a. Work with Urban Tree Canopy goal team to establish Tree Ambassadors and Green Team in Maryland and Washington, D.C. jurisdictions.</p>	<p>USFS/Forestry Workgroup Diversity Workgroup LillieLeaf Solutions</p>	<p>MD, DC</p>	<p>2018</p>

5. Increase audience of stakeholders involved in local engagement for Phase III WIPs for local area planning goals.	a. Notify members of Diversity workgroup and interested parties of upcoming stakeholder and local engagement meetings to promote participation.	Diversity Workgroup Water Quality GIT State Jurisdictions: DC, DE, MD, PA, VA LGAC	DC, DE, MD, PA, VA	Spring/Summer 2018
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Management Approach 2: Employment and Professional Engagement

Key Action	Performance Target(s)	Participating Entity	Geographic Location	Timeline
1. Identify diversity engagement coordinators across watershed and CBP Partnership to join Diversity Workgroup to engage underrepresented communities across CBP. (Includes but not limited to: Historically Black Colleges and Universities, Hispanic Serving institutions, grass roots organizations, and community colleges).	a. Each Jurisdiction, Federal Agency and the Bay Program to explore opportunities to hire new Diversity coordinator or explore reallocation of existing staff time to strengthen Diversity coordination amongst the Partnership.	Diversity Workgroup CBP Partners State Jurisdictions: PA, MD, DC, DE, VA Federal Agencies	DC, DE, MD, PA, VA	2018
	b. Encourage Jursidictional and Federal Agency DEI staff to join CBP Diversity Workgroup.			
	c. Identify key trusted leaders and researchers of color to present research during a STAC workshop.			

<p>2. Host Environmental Career Events with Federal agencies and State Jurisdictions and participate in career fair events with members of/outside the partnership.</p>	<p>a. The Diversity Workgroup to host a pilot event highlighting the different career opportunities related to a Clean Chesapeake Bay. Diversity Workgroup to partner with Audubon Naturalist Society and other organizations across the watershed.</p>	<p>Diversity Workgroup CBP Partners Audobon Naturalist Society Chesapeake Bay Trust Chesapeake Bay Foundation State Jurisdictions: PA, MD, DC, DE, VA Federal Agencies Private Entities</p>	<p>DC, DE, MD, PA, VA</p>	<p>2018/2019 (Ongoing)</p>
	<p>b. Work with organizations outside of CBP to participate in career fairs, expos and panels to promote CBP/CRC employment and internship programs.</p>			
	<p>c. Make links between different cultures, arts, and entertainment with environmental career opportunities.</p>			
	<p>d. Identify funding sources to support Environmental Career Event.</p>			

	<p>e. Outreach to include Diversity Workgroup partnership email list serves to better promote diverse attendance.</p>			
	<p>f. Collaborate with Federal and State agencies to co-host environmental career fair events.</p>			
<p>3. Connect and work with existing career service programs for job applicants (e.g., interview training,).</p>	<p>a. Identify existing career service program contacts/leads in each jurisdiction - Colleges/Universities and state/county government.</p>	<p>Diversity Workgroup CBP Partners Community Colleges/Universities State Jurisdictions: DC, DE, MD, PA, VA</p>	<p>DC, DE, MD, PA, VA</p>	<p>2019</p>
<p>b. Explore developing a hard copy and digital fact sheet that walks through career application services and offer technical assistance to those applying for jobs.</p>				
<p>c. Communicate and promote the fact sheet at job fairs/events across the watershed.</p>				

4. Identify opportunities to create an internship program specifically for individuals from diverse backgrounds.	<p>a. Enhance recruitment/outreach strategies of existing internship program to increase diverse applicant pool.</p>			
	<p>b. Evaluate models that have been tested throughout the watershed that increase green job/career training opportunities.</p>		DC, DE, MD, PA, VA	Ongoing
	<p>c. Choose one model to begin connecting interns with in-demand employment opportunities.</p>	<p>Diversity Workgroup CBP Partners Choose Clean Water CRC Community Colleges and career service Departments at Historically Black Colleges and Universities/ Hispanic Serving Institutions.</p>		
	<p>d. EPA to revise 2019 Grant Guidance to allow for CBIG/CBRAP funding to be used to hire interns and encourage diversity in state hiring of those interns.</p>	<p>EPA State Jurisdictions: DC, DE, MD, NY, PA, VA, WV</p>	DC, DE, MD, NY, PA, VA, WV	2018

	<p>e. Explore development of the Chesapeake Student Recruitment, Early Advisement and Mentoring Program (Chesapeake StREAM Program) to create a program to increase opportunities for emerging professionals from communities of color.</p>	<p>EPA CRC Federal Agencies State Jurisdictions: DC, DE, MD, NY, PA, VA, WV Non-Profit Partners</p>	<p>DC, DE, MD, NY, PA, VA, WV</p>	<p>2018-2019</p>
<p>5. Increase outreach to diverse groups for hiring opportunities, internship positions, grant RFPs and stewardship events.</p>	<p>a. Enhance recruitment/outreach strategies of existing hiring programs and explore options to reduce the amount of uncompetitive internal hiring in order to increase diverse applicant pool (e.g. environment and related career fairs).</p>	<p>Diversity Workgroup EPA MD Department of Natural Resources DOEE NOAA Interfaith Partners Chesapeake</p>	<p>DC, DE, MD, PA, VA</p>	<p>Ongoing</p>
	<p>b. Reevaluate hiring practices that may inadvertently make it difficult for a diverse group of applicants to obtain jobs.</p>	<p>EPA MD Department of Natural Resources NOAA ACB</p>	<p>DC, DE, MD, PA, VA</p>	

	c. Poll partners for the in-demand employment needs expected of future employees/professionals.	Diversity Workgroup	DC, DE, MD, PA, VA	Ongoing
6. Conduct diversity and inclusion workplace training and create developmental resources for federal and state agencies to increase equity and inclusion in hiring practices.	a. Include workgroups, GITs and Management Board in cultural competency trainings to create developmental tools to include Diversity, Equity and Inclusion (DEI) into future programming.	CBP GIT 5 Diversity Workgroup State Jurisdictions: DC, DE, MD, PA, VA NPS NOAA USFS FWS USGS	DC, DE, MD, PA, VA	2018-2019

Management Approach 3: Promote Environmental Justice

Key Action	Performance Target(s)	Participating Entity	Geographic Location	Timeline
1. Bay Program jurisdictions and 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.	a. Jurisdictions review and revise their respective grant guidance documents as needed and report to CBP with policies by 3/31/18.	EPA State Jurisdictions: DC, DE, MD, PA, VA	DC, DE, MD, PA, VA	Spring 2018
	b. Other partners review and revise their grant guidance documents as needed.			2018-2019

	c. Send Diversity Workgroup draft FY 2019 Grant Guidance in Fall 2018 for comments.			Fall 2018
<p>2. a. EPA will use EJSCREEN and other informational tools and databases in 2018/2019 to offer additional information and perspective that could enhance partners' understanding of the watershed's diverse populations and to help target areas with potential for environmental justice concerns..</p> <p>b. EPA will provide EJSCREEN CHESAPEAKE to Bay jurisdictions, federal agencies and other partners to also help them target communities and organizations for grant funding opportunities.</p> <p>c. The Bay Program will add EJSCREEN as a new data layer for the Bay Program Watershed Model.</p> <p>d. The Bay Program public access and climate resiliency workgroups should use EJSCREEN CHESAPEAKE and other tools to help prioritize new public access sites and target communities</p>	a. EPA to provide training and presentations on use of EJSCREEN CHESAPEAKE to GITs, CBP Workgroups and partners.	EPA Diversity Workgroup GITs State Jurisdictions: DC, DE, MD, PA, VA Federal Agencies	DC, DE, MD, PA, VA	2018/2019
	b. CBP to add EJ SCREEN CHESAPEAKE as a data layer for the Watershed Model.	EPA/CBPO		2018
	c. Diversity Workgroup will work with the public access and climate resiliency teams help identify potential sites in diverse communities.	Diversity Workgroup GIT 5 Public access Workgroup Climate resiliency Workgroup Toxic Contaminants Workgroup		2018

<p>that might be in areas vulnerable to climate change impacts.</p>	<p>d. Web Development Team will conduct user testing for EJ SCREEN CHESAPEAKE Tool for coordinators, staffers, state partners, non-profits and community leaders.</p>	<p>Diversity Workgroup Public Access Workgroup Toxic Contaminants Workgroup Climate Resiliency Workgroup Communications Workgroup State Jurisdictions: DC, DE, MD, NY, PA, VA, WV</p>	<p>Watershed Wide</p>	<p>Spring 2018</p>
<p>3. Bay Program and its partners will evaluate and improve transparency and efficiency in providing community-based grant opportunities.</p>	<p>a. DW will meet with Bay Funders Network, CBT and other partners to initiate discussions.</p>	<p>Diversity Workgroup CBT CBFN</p>	<p>DC, DE, MD, PA, VA</p>	<p>2018/2019</p>
	<p>b. EPA, jurisdictions and Federal agencies will review and revise their RFP email lists to ensure that grant opportunities are being distributed to broad and diverse constituencies. Examples, HOA's, community centers, rec centers, etc.</p>	<p>Federal agencies State Jurisdictions: DC, DE, MD, PA, VA</p>	<p>DC, DE, MD, PA, VA</p>	<p>Ongoing</p>
	<p>c. Develop webinars/capacity building opportunities.</p>	<p>EPA Diversity Workgroup</p>	<p>DC, DE, MD, PA, VA</p>	<p>2019</p>

	d. Explore the development of a funding guide for community groups that CBP and CBP partners work with.	EPA Diversity Workgroup State Jurisdictions: DC, DE, MD, PA, VA CBT CBF	DC, DE, MD, PA, VA	2019
4. Bay Program will partner with funding organizations and grass roots organizations to partner with to organize: 1. Awareness building, 2. Grant writing training, and 3. capacity building to address restoration projects in areas with diverse and underrepresented populations.	a. Identify key trusted leaders throughout jurisdictions to identify existing outreach events and potential locations for awareness buildings and trainings.	EPA Diversity Workgroup State Jurisdictions: DC, DE, MD, PA, VA CBT CBF CCW	DC, DE, MD, PA, VA	Winter 2018
	b. Co-host trainings with funding organizations, lead by grass roots organizations of the identified communities.	Diversity Workgroup State Jurisdictions: DC, DE, MD, PA, VA CBT CBF CCW		2019
5. Collaborate and exchange information with various environmental justice entities throughout the Chesapeake Bay Watershed, incorporate their perspectives and perspectives of community and faith-based organizations/leaders throughout the Bay Program governance structure,	a. Diversity Workgroup to work with community leaders to engage them in MB, PSC, CBP GITs and workgroups as active contributing members.	Diversity Workgroup GITs CBP Partners CAC LGAC STAC	DC, DE, MD, PA, VA	2018-2019

including its three advisory committees (citizens, local governments and scientific/technical).

b. Diversity Workgroup to meet with the 3 CBP Advisory committees to seek their input on ways to help make CBP more representative of the diverse communities and people in the Bay watershed.

c. Identify key EJ groups in the jurisdictions and invite their involvement in CBP teams and workgroups.

d. Reach out to existing groups not identified in the management strategy like WE ACT and Blackbelt EJ Center who address EJ in non-traditional ways.

6. Host a 'Meet the Funders" opportunity.	a. Host/Co-host a series of round-robin information sessions with community groups to promote funding opportunities to meet Chesapeake Bay watershed implementation goals.	Diversity Workgroup CBT CBF	DC, DE, MD, PA, VA	2019
	b. Identify community groups that may be candidates for environmental restoration projects and programs in the following jurisdictions; DE, PA, MD, DC, VA.			

Management Approach 4: Tracking and Assessment

Key Action	Performance Target(s)	Participating Entity	Geographic Location	Timeline
1. Establish a baseline of the level of diversity (staff, boards, programs and initiatives aimed at increasing internal diversity).	a. Develop options for a target goal for Diversity Indicator for 2025 and present to Management Board.	Diversity Workgroup CBT CBF Partners to be surveyed in the following Jurisdictions: PA, MD, NY, DC, VA, DE, WV	DC, DE, MD, PA, VA	2018
	b. Use demographic profile to evaluate diversity indicator for the Chesapeake Bay Program in 2019.			Spring 2019 (Ongoing)

2. Increase the Bay Program stakeholder base by tracking new partnerships that help to better identify and target underrepresented and underserved Chesapeake communities to engage in Partnership efforts.	a. Identify and approach organizations and groups that work within diverse Chesapeake communities.	EPA Diversity Workgroup Communications Workgroup State Jurisdictions: DC, DE, MD, PA, VA	DC, DE, MD, PA, VA	2018-2019
	b. Identify community groups that may be candidates for environmental restoration projects and programs.			2018-2019
3. Use EPA's EJ Screening tool as a base for identifying stressed or underserved Chesapeake communities.	a. Use EJSCREEN CHESAPEAKE to create a map that overlays data sets such as; demographic, environmental, sub-watersheds, proximity to partner organizations, environmental justice groups, community service groups, etc.	Diversity Workgroup EPA	Watershed Wide	Spring 2018
	b. Track how partners are using EJ SCREEN tool in CBIG/CBRAP funding.			2018
	c. Continue to develop existing baseline matrix and highlighting current gaps within the Partnership.			2019

4. Collect and evaluate existing diversity programs tools and resources and share across CBP.

e. Develop method of tracking anecdotal and qualitative metrics of Strategy implementation for Diversity, Equity and Inclusion (DEI).

Diversity Workgroup
All CBP Partners
State Jurisdictions: PA, MD, DC, VA, DE

Watershed Wide

Ongoing