

**Outcome: Diversity**

**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 Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.	Performance Target(s) Identify incremental steps to achieve Key Action	Participating Entity Identify responsible partner for each step.	Geographic Location	Timeline (completion date: month & year)	Factors Influencing and/or Gap
<p>1. Identify key trusted leaders and interests of underrepresented communities (including HBCU's, colleges and universities, Urban League, NAACP, fraternities, sororities, disability group, religious, LGBT, etc). 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. Recruit diverse stakeholders and leaders to participate in Chesapeake Watershed Forum.</p>	<p>EPA DAT ACB People for Change Coalition DOEE NPS DE DNREC National Aquarium</p>	<p>PA, MD, DC, DE, VA</p>	<p>Annual</p>	
	<p>b. Develop a jurisdiction by jurisdiction contact list of key community leaders and interests/missions/priorities/key contact and communication preferences.</p>	<p>DAT CBP NOAA DE DNREC IPC</p>	<p>PA, MD, DC, DE, VA</p>	<p>Fall 2016</p>	
	<p>c. Plan and implement jurisdictional pilot outreach sessions led by key community leaders to determine community interest and potential links to restoration. These sessions will include new and existing forums that are currently planned and underway.</p>	<p>DAT IPC, DOEE, DE DNREC, NOAA Communications workgroup GITs</p>	<p>PA, MD, DC, DE, VA</p>	<p>2016-2017</p>	<p>DE DNREC: Limited in community level leadership engagement</p>
	<p>d. Develop a set of follow up actions and recommendations for CBP (Executive Council level) adoption.</p>	<p>DAT DE DNREC</p>	<p>PA, MD, DC, DE, VA</p>		

2. Work with Toxic Contaminants Workgroup, jurisdictions and contractor to identify communities where fish consumption advisories exist (use EJ Screen tool) and initiate pilot project to improve communications and outreach.	a. Establish review and advisory subgroup to oversee fish consumption advisory outreach project and contractor.	DAT Toxics workgroup DOEE DE DNREC	PA, MD, DC, DE, VA	Winter 2016	
	b. Conduct planning session with contractor to discuss project scope and overall approach to review fish advisories in affected communities. Conduct periodic meetings to review products, advise DAT, and provide feedback to contractor on suggested improvements to products and deliverables.	DAT Toxics workgroup EPA DE DNREC		Spring 2017	
	c. Advisory subgroup to work with jurisdictions, DAT, contractor to devise activities that lead to dissemination and use of new fish advisory tools and approaches. Oversee implementation of activities.	DAT Toxics workgroup MD Department of Natural Resources DOEE DE DNREC CBP Comm workgroup		Winter 2017	
	d. Engage community stakeholders and explore long term process for reviewing fish consumption and alternatives such as fish swapping etc. Provide recommendations to CBP.	DAT Toxics Workgroup CBP Comm workgroup DE DNREC	PA, MD, DC, DE, VA	Winter 2016	
3. Work with federal partners to identify opportunities to work with diverse communities adjacent to federal installations.	a. Conduct meeting with FOD and FLC to identify diverse communities adjacent to installations and issues of importance to those communities.	DAT NPS EPA DOEE MD Department of Natural	Summer 2016	Summer 2016	
	b. Conduct meeting with FLC to identify opportunities to expand, create new, or better promote programs to engage and assist these communities.	DAT		2016-2017	

<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 forestry workgroup and other partners to pursue a workshop and develop case studies on community outreach strategies for Tree Canopy with an emphasis on diversity/ environmental justice opportunities.</p>	<p>DAT USFS/Forestry workgroup MD Department of Natural Resources Annapolis Parks and Rec (Stanton Center) DOEE DE DNREC DC Dept. of Transportation/Urban Forestry</p>	<p>PA, MD, DC, DE, VA</p>	<p>Fall 2017</p>	<p>grant in process from USFS to Metropolitan Washington Council of Governments to coordinate</p>
<p>5. Contribute to EPA's Environmental Justice in Action Blog and use it as a resource. <a href="https://blog.epa.gov/blog/category/environmental_justice/">https://blog.epa.gov/blog/category/environmental_justice/</a></p>		<p>DAT DE DNREC</p>	<p>PA, MD, DC, DE, VA</p>	<p>Summer 2016</p>	

## Supporting for Communications and Outreach

Key Actions and Performance Targets	Associated current and ongoing activities	Partner Name	Committing to participate in this action?	Resources your organization can commit	Additional resources needed
1	<p>1 (1): DC DOEE works closely with Howard and has an existing pledge with the university. DOEE also empowers individuals from various DC communities, called Community Ambassadors, to recruit diverse participants. We are fortunate to have a very close relationship with all of the major District colleges and universities, all of which have signed the College and University Sustainability Pledge in support of the Sustainable DC Plan goals and outcomes. The District Department of Aging serves as a great outreach resource for any initiatives we wish to share with that segment and our Sustainable Resident Engagement (SRE) project being conducted in partnership with the DC Housing Authority launched this fall to continue into 2016. A traditionally underrepresented demographic, the affordable housing residents participating in the SRE project will be involved in the program design, implementation, and assessment of sustainable infrastructure and behavior change practices. The intention is not only to “green” the complexes, but use the inspiration of residents to support the development of youth, motivate young adults to pursue green jobs, and cultivate a stronger sense of community.</p> <p>1 (2) Alliance for the Chesapeake Bay will do more targeted outreach for diverse participation through and for Watershed Forum, Project Clean Stream, and Forum PLUS. We will do more targeted outreach to expand the number and diversity of people using Chesapeake Network for job opportunities, events, etc.</p> <p>1 (3) National Aquarium received NFWF Environmental Solutions for Communities grant for community engagement/outreach and associated environmental projects within Brooklyn and Curtis Bay. One of the grants is specifically focused on ways to engage Hispanic communities within the larger communities. As part of these projects/grants, we were able to hire a Conservation Community Coordinator to help lead these efforts.</p> <p>1(4)</p>	<p>DC Department of Energy and the Environment (DOEE)</p> <p>Alliance for the Chesapeake Bay (ACB)</p> <p>National Aquarium</p> <p>National Park Service (NPS)</p>	<p>YES</p> <p>YES</p> <p>YES</p> <p>YES</p>	<p>NPS: With funding from Every Kid in Park, CHBA will work with Eastern York and Columbia Borough school districts in PA to engage 280 students from Title 1 schools for a Chesapeake experience. "Kids in Kayaks" will provide 500 eighth graders in Baltimore City public schools the opportunity to go kayaking, many for the first time, in their hometown. A Student Conservation Association employee will start with the National Park Service Chesapeake Office in the Spring of 2016 to engage diverse audiences in Baltimore and the watershed. • Captain John Smith Water Trail Program will enhance collaboration with Native American in the Watershed by consulting with Federal Tribes and collaborating with State-recognized Tribes across the watershed. The NPS Urban Fellow in the NPS Northeast Region is now serving in the watershed with a focus on Baltimore.</p>	
1A	<p>1 (A) 1: DC DOEE</p> <p>1 (A) 2: EPA, Outreach and engagement to underrepresented communities through Urban Waters Federal Partnership (Baltimore and Washington DC Metro areas); Making a Visible Difference (Newport News and Norfolk, VA); Brownfields and Superfund Programs; Environmental Justice; MOU with HBCU's</p> <p>1 (A) 3: DE DNREC</p>	<p>DC Department of Energy and the Environment (DOEE)</p> <p>Environmental Protection Agency</p> <p>Delaware Department of Natural Resources and Environmental Control</p>	<p>YES</p> <p>YES</p> <p>YES</p>	<p>DC DOEE will work with the Chesapeake Bay Program (CBP) to obtain information on the forum well in advance. We will then distribute the information to our listserv, which includes members and organizations at the local level. We can also share our listserv with CBP to ensure . EPA will provide staff time. DE DNREC will invite Nanticoke tribal leaders to participate; DelState leadership</p>	

1B	<p>1 (B) 1: IPC will help build list of contact organizations, names, etc.</p> <p>1 (B) 2: MD DNR Equal Opporuntites office has a network of diverse stakeholders</p> <p>1 (B) 3: DC DOEE, currently in the process of compiling a list of key community leaders around the area of equity, diversity and EJ.</p>	<p>Interfaith Partners for the Chesapeake</p> <p>MD Department of Natural Resources</p> <p>DC Department of Energy and the Environment (DOEE)</p>	<p>YES</p> <p>YES</p> <p>YES</p>	<p>IPC: Help provide names/leads</p>	<p>NONE</p>
1C	<p>1 [C]1: Maryland, No current activities</p> <p>1 [C] 2: IPC can help put together an outreach event</p> <p>1 [C] 3: DC DOEE, has established a new intra-department Environmental Justice Working Group. The Working Group is comprised of members from all divisions within DOEE, and is tasked with accomplishing certain EJ and Diversity objectives. The DOEE EJ WG can evaluate this key action as a possible objective. Additionally, the newly created DOEE Small Business and Civic Leaders Workgroup, whose charge is to focus primarily on bringing resources and incentives to civic leaders serving communities of color (e.g. Mayor's Offices of Asian, Latino, and African Affairs) and small businesses owned by members of different racial and ethnic groups. This engagement includes discussions and materials regarding regulations such as the Foam Ban, which was created to protect and restore the Anacostia, and subsequently the Chesapeake Watershed. We will be meeting with this diverse stakeholder group on a regular bi-monthly schedule to address a range of DOEE topics and needs that the group identifies as priorities over the coming year or two.</p>	<p>Maryland State Agencies</p> <p>Interfaith Partners</p> <p>DC Department of Energy and the Environment (DOEE)</p> <p>Delaware Department of Natural Resources and Environmental Control (DNREC)</p> <p>National Oceanic and Atmospheric Admistration (NOAA)</p>	<p>YES</p> <p>YES</p> <p>MAYBE</p> <p>YES</p> <p>YES</p>	<p>Maryland: Will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availablilty.</p> <p>IPC: Can provide taff time and expertise with compensation</p> <p>DE DNREC: No current actions except efforts as part of Laurel Ramble and Economic Development related projects.</p> <p>NOAA: Conduct community assessments in the Choptank watershed that represent the full racial, cultural, and economic diversity of the region to inform the development of effective outreach community engagement strategies.</p>	
1D	<p>1 (D) 1: DC DOEE, has established a new intra-department Environmental Justice Working Group. The Working Group is comprised of members from all divisions within DOEE, and is tasked with accomplishing certain EJ and Diversity objectives.</p>	<p>DC Department of Energy and the Environment (DOEE)</p>		<p>DC DOEE EJ WG can evaluate this key action as a possible objective.</p>	
2	<p>2 (1): In 2015, DC DOEE revised DC's Fish Consumption Advisory. The new Advisory will be posted online (where the majority of fishing licenses are purchased) and there are also plans to post signs around major fishing areas.</p>	<p>DC Department of Energy and the Environment (DOEE)</p>	<p>YES</p>	<p>DC DOEE created an interactive language isolation map which displays LEP/NEP populations in DC using the most recent census data. This is one tool we might use, in addition to EJSscreen, to develop our advisory communication strategy.</p>	
2A					
2B	<p>2 (B) 1: EPA, MAVD Norfolk engagement of Elizabeth River Partnership. EPA R3 EJ Office Activities</p>	<p>Environmental Protection Agency</p>	<p>YES</p>	<p>EPA will provide staff time.</p>	

2C	<p>2[C] 1: Maryland currently updates their Fish Consumption Advisory - Guidelines for Recreationally Caught Fish Species on Maryland website and sends out fish advisory press releases as needed.</p> <p>2 [C] 2: DC DOEE works closely with neighboring jurisdictions of MD and VA (which have their own, different advisories) to communicate DC's Advisory.</p> <p>2 [C] 3: DE DNREC monitors Nanticoke for potential Fish Consumption Advisories</p>	<p>Maryland State Agencies</p> <p>DC Department of Energy and the Environment (DOEE)</p> <p>DE Department of Natural Resources and Environmental Control</p>	<p>YES</p> <p>YES</p> <p>YES</p>	<p>MD DNR fisheries department to provide technical assistance as needed</p> <p>DE DNREC: Monitor Nanticoke for potential Fish Consumption Advisories</p>	
2D	2 (D) 1: DC Department of Energy and the Environment	DC Department of Energy and the Environment (DOEE)	MAYBE	DC DOEE may evaluate the need to conduct outreach to anglers.	
3	<p>3 (1): Maryland, No current actions specific to this action</p> <p>3 (2): DC Department of Energy and the Environment</p> <p>3 (3): EPA, currently chairs FOD and FLC.</p>	<p>Maryland State Agencies</p> <p>DC Department of Energy and the Environment (DOEE)</p> <p>Environmental Protection Agency</p>	<p>YES</p> <p>MAYBE</p> <p>YES</p>	<p>Maryland will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availability.</p> <p>DC DOEE, the DOEE EJ WG can evaluate this key action as a possible objective, in conjunction with DOEE's own Brownfield Site Remediation group. Additionally, many of our environmental enforcement efforts are emphasized around federal facilities in the District which neighbor diverse communities.</p> <p>EPA will incorporate discussions and follow up actions as part of FOD and FLC meetings in 2016.</p>	
3A					
3B					
4					
4A	<p>4 (A) 1: Maryland, No current actions specific to this action</p> <p>4 (A) 2: IPC has knowledge about urban tree canopy projects in urban faith communities</p> <p>4 (A) 3: Annapolis Parks and Rec, will (1) continue to identify and research grant opportunities for environmental and watershed projects that focus on African American, Latino and other youth and young adults 6 - 25 years of age.</p> <p>4 (A) 4: DC DOEE, DOEE submitted a draft legislation which broadens the definition of "special trees." Currently, the removal of public or private property trees at least 55 inches in circumference requires a Special Tree Removal Permit. With the new legislation (expected to be approved in 2016), the criteria for special trees will be expanded to include more trees. Consequently, a higher number of people will pay fees for removing trees and the fee amount charged to those who tear down trees will increase. Urban Tree Council is a workgroup of stakeholders that will address barriers to accessing and planting trees. The WG will identify overlapping issues to see how tree planting intersects with other District concerns such as flooding, drainage, heat island effect, and asthma.</p> <p>4 (A) 5: DE DNREC, Community Forestry Program available for tree planting grant funds (2015-2016 DE)</p> <p>4 (A) 6: US Forest Service is coordinating this action with Forestry Workgroup partners. Worked with DC (DDOT) and MD partners on their application for a USFS grant to support this action - status TBD spring 2016. Also current USFS grants supporting tree canopy outreach in underserved communities with partners in DC and Baltimore.</p>	<p>Maryland State Agencies</p> <p>Interfaith Partners</p> <p>Annapolis Parks and Recreation: Stanton Center</p> <p>DC Department of Energy and the Environment (DOEE)</p> <p>DE Department of Natural Resources and Environmental Control</p> <p>US Forest Service/Forestry workgroup</p>	<p>YES</p> <p>YES</p> <p>YES</p> <p>YES</p> <p>YES</p>	<p>MD DNR forestry department to provide technical assistance as needed</p> <p>IPC can attend and provide input at a meeting or two</p> <p>Stanton Center will develop and incorporate environmental and watershed education and activities in after school programming at the Stanton Community Center. Can also provide; Facility Use - Grant Writing for Youth and Young Adult volunteers</p> <p>DC DOEE Hiring one Full-time Equivalent ( FTE) in 2016 that will work on trees.\$3-4 K to plant trees on private lands within the District in 2016 - \$1 million annually for just planting alone</p> <p>USFS staff time; grants where available</p>	



**Outcome: Diversity**

**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 2: Employment and Professional Engagement**

Key Action Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.	Performance Target(s) Identify incremental steps to achieve Key Action	Participating Entity Identify responsible partner for each step.	Geographic Location	Timeline (completion date: month & year)	Factors Influencing and/or Gap ID related factor or gap in Mgmt. Strat
1. Designate a diversity engagement coordinator to engage underrepresented communities and historically black colleges and universities in the watershed.	a. Each Jurisdiction 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.	DAT MD Department of Natural Resources DOEE EPA DE DNREC	PA, MD, DC, DE, VA	Spring/Summer 2016 or Winter 2017	
2. Host a pilot environmental career event	a. The DAT to host a pilot event highlighting the different career opportunities related to a Clean Chesapeake Bay. DAT to partner with Audubon Naturalist Society (ANS) on their Black History Month job fair event.	DAT EPA USFS MD Department of Natural Resources	One location with watershed-wide promotion  Audubon Naturalist Society job fair in MD	Winter 2017  ANS event (Completed Feb. 2016)	DNREC participation in stakeholder events
	b. Making links between different cultures, arts, and entertainment with environmental career opportunities.	DOEE DE DNREC CRC		Ongoing	
	c. Outreach to include DAT partnership email list-serves to better promote a more diverse attendance.	Audubon Naturalist Society People for Change Coalition Private Vendors			
3. Develop pilot curriculum for an environmental career-building day for all K-12 Schools in the Bay Watershed. Work within the environmental literacy curriculum and school principles to implement a class schedule.	a. Work with ELit group to develop specific curriculum for one day Environmental Career - Building day.	DAT Enviro Literacy GIT DE DNREC	PA, MD, DC, DE, VA	Winter 2017	
	b. Work with ELit group to implement pilot curriculum/after school program in high schools in each Jurisdiction.	MD Department of Natural Resources Annapolis Parks and Rec			



4. Connect and work with existing career service programs for job applicants (e.g., interview training,).	a. Explore developing a hard copy and digital fact sheet that details career application services and offer technical assistance to those applying for jobs	DAT MD Department of Natural Resources National Aquarium ACB	PA, MD, DC, DE, VA	Fall 2016	
	b. Communicate and promote the fact sheet at job fairs/events across the watershed	Community Colleges/Univ. CSOSA			
5. Identify opportunities to create a compensated internship program specifically for individuals from diverse backgrounds working with high schools, universities and community colleges.	a. Enhance recruitment/outreach strategies of existing internship program to increase diverse applicant pool.	DAT DE DNREC NOAA	PA, MD, DC, DE, VA	Ongoing	
	b. Evaluate models that have been tested throughout the watershed that increase green job/career training opportunities.	MD Department of Natural Resources USFS Choose Clean Water Coalition			DE: Wilmington Green Jobs (not located in Watershed)
	c. Choose and implement model to begin connecting interns with in-demand employment opportunities.	CRC Community Colleges and career services depts. CRC			
6. Increase outreach to diverse groups for hiring full time employees.	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).	DAT EPA MD Department of Natural Resources DOEE NOAA Interfaith Partners Chesapeake	PA, MD, DC, DE, VA	Ongoing	
	b. Reevaluate hiring practices that may inadvertently make it difficult for a diverse group of applicants to obtain jobs	EPA MD Department of Natural Resources NOAA ACB			
7. Explore diversity and inclusion workplace training opportunities and resources for state agencies.		CBP MD Department of Natural Resources DE DNREC Choose Clean Water Coalition	PA, MD, DC, DE, VA	Ongoing	

**Supporting Activities for Employment and Professional Engagement**

Key Actions and Performance Targets	Associated current and ongoing activities	Partner Name	Committing to participate in this	Resources your organization can commit	Additional resources needed
1	<p>1 (1): MD DNR Equal Opportunites Office - however, no staff specific to diversity inclusion in bay related activies</p> <p>1 (2): DC DOEE in 2015 invested in an FTE who leads the Community Engagement and Equity work for the Urban Sustainability Administration and DOEE at-large. Other opportunities will arise through grant funding we receive and collaborative partnerships from various communities. We will also, when possible, support professional development and training opportunities for staff to learn how to better engage with diverse stakeholder and institutionalize equity throughout all programming.</p> <p>1 (3): CCWC has a new Young Leaders of Color Mentorship Program. Kick off begins with a panel discussion on the importance of mentorship and meet-and-greet during Choose Clean Water Conference on May 25, 2016 in Annapolis. Mentees are assigned a mentor. Several other meetings occur throughout the year.</p> <p>1 (4): DE DNREC</p>	<p>MD Department of Natural Resources</p> <p>DC Department of Energy and the Environment (DOEE)</p> <p>Choose Clean Water Coalition (CCWC)</p> <p>DE Department of Natural Resources and Environmental Control</p>	<p>YES</p> <p>YES</p> <p>YES</p> <p>YES</p>	<p>MD DNR staff to work with other MD state agencies to pursue option of full time diversty coordinator or explore reallocation of exisintg staff time to meet the needs.</p> <p>DE DNREC: OCS, WAMS reallocation of staff time for increased communication and outreach.</p>	

1A	<p>1 (A) 1: DC DOEE, Our Community Engagement and Equity lead staff is working closely with staff agency-wide to guide outreach, communication, and engagement efforts with an eye on diversifying our traditional early adopter audience. That work includes efforts to restore and protect the Anacostia River, and the communities and neighborhoods historically tied to its history and future: the predominantly African American residents. DOEE's Stormwater Management Division, in partnership with the Anacostia Watershed Society and Anacostia Riverkeepers, is poised to launch educational boat tours along the Anacostia with the goal to engage the majority communities of color within Wards 7 and 8. Intentional and inclusive outreach with the communities will help inform the project's design and implementation strategy. The recruit approach will be based on existing stakeholder groups and include as assessment of the participation gap, with action items that will close them. This project will launch in 2016 and is intended to continue for seasons to come.</p> <p>1 (A) 2: EPA currently engaged in MOU's with HBCU in watershed (Norfolk State, Hampton Univ, Howard Univ, etc)</p>	<p>DC Department of Energy and the Environment (DOEE) Environmental Protection Agency</p>	<p>YES  YES</p>	<p>EPA will provide staff time.</p>	
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2	<p>2 (1): MD DNR, No current actions specific to this action</p> <p>2 (2): Chesapeake Research Consortium, participates in local/regional career fairs to promote the Environmental Management Career Development Program, which houses the Cheapeake Bay Program Staffers. Just this year, career fair participation was prioritized based on opportunities to interact with more diverse students and potential applicants.</p> <p>2 (3): DC DOEE has a successful hiring program called Green Pathways (<a href="http://doee.dc.gov/greenpathways">http://doee.dc.gov/greenpathways</a>)</p> <p>Of these, the Green Zone Environmental Program recruits diverse high school, college, and recently graduated students for a short term summer employment. Additionally, various divisions within DOEE teach environmental classes throughout the summer at schools in low-income and minority communities.</p> <p>2 (4): EPA partnership with Norfolk State, Hampton University, VA DEQ to increase environmental science and engineering careers for African American students.</p> <p>2 (5): DE DNREC American Water Resources Association), DELTECH STEM Workshops , Career Fairs</p>	<p>MD Department of Natural Resources</p> <p>Chesapeake Research Consortium (CRC)</p> <p>DC Department of Energy and the Environment (DOEE)</p> <p>Environmental Protection Agency</p> <p>DE Department of Natural Resources and Environmental Control</p>	<p>YES</p> <p>YES</p> <p>YES</p> <p>YES</p> <p>YES</p>	<p>MD DNR to help lead/facilitate the Environmental Career Event. Staff to partner with other jurisdictions/organizations to plan and implement this event.</p> <p>CRC will participate in any regional environmental career event to highlight the Environmental Management Career Development Program, staff time and travel funds for CRC Staff participation at the event.</p> <p>DC DOEE, In 2016, DOEE plans to matriculate some GZEP staff and students into other opportunities at the Department.</p> <p>EPA will provide staff time and funding.</p>	
2A	2 (A) 1: EPA	Environmental Protection Agency	YES	EPA's Urban Waters Federal Partnership - will assist with developing environmental career events. Staff time and funding.	
2B	2 (B) 1: EPA's Urban Waters Partnership Grant Funding - Baltimore Civic Works to install water efficiency products in residential units	Environmental Protection Agency	YES	Funding.	
2C	2 [C] 1: DC Department of Energy and the Environment	DC Department of Energy and the Environment (DOEE)	YES	DC DOEE is currently in the process of compiling a list of key community leaders around the area of equity, diversity and EJ. We can also include the DAT partnership email list serves in our outreach efforts.	

3	<p>3 (1): Maryland, No current actions specific to this action</p> <p>3 (2): Annapolis Parks and Rec, Stanton Center</p> <p>3 (3): Citizens Advisory Committee (CAC)</p> <p>3(4): Delaware Dept of Ed participates in ELIT group, State Parks, etc engaged with Env Literacy Groups, Nanticoke Watershed Alliance engages 7th graders at schools in Sussex County</p>	<p>Maryland State Agencies</p> <p>Annapolis Parks and Rec, Stanton Center</p> <p>Citizens Advisory Committee (CAC)</p>	<p>YES</p> <p>YES</p> <p>YES</p>	<p>MD DNR environmental education department to work with local schools systems to plan and implement this pilot program.</p> <p>Stanton Center can provide some facility use - after school and out of school programs - in-kind supplies and equipment</p> <p>CAC is developing a student engagement program focused on students at Historically Black Colleges and Universities. The program will link students in independent study programs of all disciplines to Chesapeake Bay Watershed issues, we will link them to mentors within the membership of CAC and potentially LGAC, and when appropriate link them with experts in the Bay Program partnership.</p>	
3A	3 (A) 1: EPA - Green School Yards Project - will include curricula related to green infrastructure as part of EPA MAVD program in Newport News, VA	Environmental Protection Agency	YES	\$50,000	
3B					
4	<p>4 (1): DC Department of Energy and the Environment</p> <p>4 (2): National Aquarium</p>	<p>DC Department of Energy and the Environment (DOEE)</p>	<p>MAYBE</p> <p>YES</p>	<p>DC DOEE will consider incorporating this into their current approach.</p>	
4A	<p>4 (A) 1: MD DNR, No current actions specific to this action</p> <p>4 (A) 2: Chesapeake Research Consortium</p>	<p>Maryland State Agencies</p> <p>Chesapeake Research Consortium (CRC)</p>	<p>YES</p> <p>YES</p>	<p>MD DNR staff to work with other State agencies to develop fact sheet for public use across Maryland</p> <p>CRC can take additional promotional materials to any career or networking events to help distribute this resource - assist in the development of such a fact sheet through identifying any known resources for inclusion and give staff time.</p>	
4B	<p>4 (B) 1: MD DNR, No current actions specific to this action</p> <p>2 (B) 2: ACB, Businesses for the Bay Program to promote the use of fact sheet to others.</p>	<p>Maryland State Agencies</p> <p>Alliance for the Chesapeake Bay (ACB)</p>	<p>YES</p> <p>YES</p>	<p>MD DNR communications staff to work with other State agencies to coordinate the release of fact sheet and other job opportunities</p>	

5	5 (1): MD State Agencies currently have internship opportunities that are open to a diverse population, however no current programs directly target a diverse population. 5 (2): DC Department of Energy and the Environment	Maryland State Agencies  DC Department of Energy and the Environment (DOEE)	YES  YES	MD DNR staff to work with other State agencies to enhance recruitment/outreach strategies of existing internship program to increase diverse applicant pool. DC DOEE, The DOEE EJ WG can evaluate this key action as a possible objective.	
5A	5 (A) 1: Chesapeake Research Consortium 5 (A) 2: National Oceanic and Atmospheric Administration (NOAA)	Chesapeake Research Consortium (CRC) NOAA	YES  YES	CRC is committed to increasing outreach efforts and relationship building with more diverse institutions and communities in an effort to increase the diversity of Environmental Management Career Development Program. Staff time. Funds for event registration and associated travel expenses. NOAA: Encourage a diverse candidate pool for all NOAA Chesapeake Bay Office internship opportunities by intentionally including minority serving institutions and other sources of diverse candidates in recruiting efforts	
5B	5(B) 1: DE DNREC: Parks - Youth Conservation Corps - statewide for High School Students - at risk students - CB funded a group at Trap in 2015 and evaluating for 2016. Delaware Water Resources Center Intern/Fellowship Program engages undergrads and graduate students for research based fellowship. Open to UD and DSU students. 5 (B) 2: USFS grants support urban forestry/green jobs training programs in DC (Washington Parks and People/Earth Conservation Corps) and can provide program information to assist other communities	DE Department of Natural Resources and Environmental Concern  US Forest Service	YES  YES	USFS staff time, possible grants	
5C					
6	6 (1): MD DNR Equal Opportunities Office directs outreach to diverse population for job opportunities 6 (2): DC Department of Energy and the Environment	Maryland State Agencies  DC Department of Energy and the Environment (DOEE)	Yes  YES	MD DNR staff to work with other state agencies 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. DC DOEE, The DOEE EJ WG can evaluate this key action as a possible objective.	

6A	<p>6 (A) 1: IPC</p> <p>6 (A) 2: Chesapeake Research Consortium</p> <p>6 (A) 3: EPA's Workforce Diversity Development and Inclusion Council conducting activities to improve diverse recruitment as well as development of diverse employees within agency</p>	<p>Interfaith Partners for the Chesapeake</p> <p>Chesapeake Research Consortium (CRC)</p> <p>Environmental Protection Agency</p>	<p>YES</p> <p>YES</p> <p>YES</p>	<p>IPC will include for 1 year in their newsletters, a section devoted entirely to hiring for environmentally-related jobs. IPC's newsletter reaches over 1,000 people of faith throughout Maryland.</p> <p>CRC Staff time. Funds for event registration and associated travel expenses.</p> <p>EPA will provide staff time.</p>	
6B	6 (B) 1: ACB	Alliance for the Chesapeake Bay	YES	ACB could assist with develop suggested language for use in personnel policies that willing CBP partners can adopt or adapt to their organizations.	
7	<p>7 (1): MD Department of Natural Resources</p> <p>7 (2): DE DNREC: State OMB has statewide training available in this area.</p> <p>7 (3): CCWC</p>	<p>MD Department of Natural Resources</p> <p>DE Dept. of Natural Resources and Environmental Control</p> <p>Choose Clean Water Coalition</p>	<p>YES</p> <p>YES</p> <p>YES</p>	<p>7 (1): MD DNR will pursue these training opportunities.</p> <p>7 (3): Choose Clean Water's goal is to provide cultural competency training to staff at all of our member organizations within the next year. In order to accomplish this, we will be working closely with the Chesapeake Bay Funders Network and seeking proposals from at least two service providers</p>	

**Outcome: Diversity**

**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 3: Promote Environmental Justice**

Key Action Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.	Performance Target(s) Identify incremental steps to achieve Key Action	Participating Entity Identify responsible partner for each step.	Geographic Location	Timeline (completion date: month & year)	Factors Influencing and/or Gap ID related factor or gap in Mgmt. Strat
1. 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.	a. EPA will revise the FY 2016 Chesapeake Bay Program Grant Guidance to address diversity considerations and set expectations for jurisdiction reviews of their grant guidance documents	EPA	PA, MD, DC, DE, VA	Completed	
	b. Jurisdictions review and revise their respective grant guidance documents as needed.	USFS DOEE		Fall 2016	
	c. Federal agencies review and revise their grant guidance documents as needed.	MD Department of Natural Resources GIT 6 NPS			
	d. Other partners review and revise their grant guidance documents as needed.	Federal agencies and Bay Jurisdictions			
	e. EPA to review as part of revision of 2016 CBP Grant Guidance.				
2. a. EPA, jurisdictions and federal agencies will use EJSSCREEN and other informational tools and databases in 2015 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.. b. EPA will provide EJSSCREEN to Bay jurisdictions, federal agencies and other partners to also help them target communities and organizations for grant funding opportunities. c. The Bay Program will add EJSSCREEN as a new data layer for the Bay Program Watershed Model.	a. EPA to provide training and presentations on use of EJSSCREEN to GITs, CBP Workgroups and partners.	EPA MD Department of Natural Resources Federal Agencies and Bay Jurisdictions	PA, MD, DC, DE, VA	2016	
	b. EPA to include discussion of EJSSCREEN in FY2016 CBP Grant Guidance.	EPA		2016	
	c. CBP to add EJ SCREEN as a data layer for the Watershed Model.	EPA/CBPO		2016	



<p>d. The Bay Program The public access and climate resiliency workgroups should use EJSSCREEN and other tools to help prioritize new public access sites and target communities that might be in areas vulnerable to climate change impacts.</p> <p>e. Bay Program forestry workgroup will provide urban tree canopy data through i-Tree Landscape Tool to assist prioritizing underserved communities.</p>	<p>d. DAT will work with the public access and climate resiliency teams to help identify potential sites in diverse communities.</p>	<p>DAT GIT 5 Public access workgroup Climate resiliency workgroup USFS/Forest workgroup</p>		<p>2016/2017</p>	
<p>3. Bay Program and its partners will evaluate and improve transparency and efficiency in providing community-based grant opportunities and will work with partner funding organizations, to develop a guide to assist groups in grant competition awareness, selection criteria, accountability, capacity building and grant writing training, etc., for areas with diverse and underrepresented populations.</p>	<p>a. DAT will meet with Bay Funders Network, CBT and other partners to initiate discussions</p>	<p>DAT</p>	<p>PA, MD, DC, DE, VA</p>	<p>Spring 2016</p>	
	<p>b. DAT will consult with National Fish and Wildlife Foundation's Technical Capacity Program</p>	<p>EPA</p>		<p>Winter 2016/2017</p>	
	<p>c. Develop funding guide.</p>	<p>DOEE MD Department of Natural Resources EPA</p>			
	<p>d. 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>NPS</p>		<p>Ongoing</p>	
	<p>e. Develop and provide webinars/ capacity building opportunities</p>	<p>USFS/Forestry workgroup</p>			
<p>4. Work with local governments in the watershed to explore how the Bay Program can inform or help local decision makers maximize benefits and minimize adverse impacts from restoration project planning, siting and funding processes.</p>	<p>a. DAT to work with LGAC and Local Leadership Team to explore opportunities to work with local leaders on these issues.</p>	<p>DAT LGAC MD Department of Natural Resources Local Leadership Team</p>	<p>PA, MD, DC, DE, VA</p>	<p>2016/2017</p>	
<p>5. Increase collaboration with environmental justice entities throughout the Bay Watershed and incorporate their perspectives and those of community and faith-based organizations and leaders throughout the Bay Program governance structure, including its three advisory committees (citizens, local governments and scientific/technical).</p>	<p>a. DAT to work with community leaders to engage them in MB, PSC, CBP GITs and workgroups as active contributing members.</p>	<p>DAT GITs MD Department of Natural Resources CAC, LGAC and STAC Choose Clean Water Coalition</p>			
	<p>b. DAT 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.</p>				

	c. Identify key EJ groups in the jurisdictions and invite their involvement in CBP teams and workgroups.		PA, MD, DC, DE, VA	2016/2017	
	d. Reach out to existing groups such as those identified in the management strategy and additional ones like WE ACT for Environmental Justice, Blackbelt EJ Center and others.				

**Supporting Activities for Promoting Environmental Justice**

Key Actions and Performance Targets	Associated current and ongoing activities	Partner Name	Committing to participate in this action?	Resources your organization can commit	Additional resources needed
1	1 (1) MD DNR, No current actions specific to this action	Maryland State Agencies	YES	MD DNR will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availability.	
1A	1 (A)1: EPA, Urban Waters Federal Partnership Small Grants Program and Five Star Grants Program (Five Star Grant funds come from EPA, the US Forest Service, the US Fish and Wildlife Service, Southern Company, FedEx, Alcoa Foundation, and Pacific Gas and Electric Company)	Environmental Protection Agency, USFS, other Federal Agencies	YES	EPA can provide funding.	
1B	1 (B) 1: DC Department of Energy and the Environment, The DOEE grants management division addresses diversity and environmental justice by: <ul style="list-style-type: none"> <li>• Publishing RFAs to announce opportunities for funding, all of which are competitions open to all eligible organizations</li> <li>• Announcing RFAs in the District Register, Office of Partnerships and Grants Services Funding Alert, DOEE website, and official DOEE press release</li> <li>• Opening competitions for at least 30 days, allowing for smaller entities without full-time grant writing staff to prepare a response and submit a complete application package</li> </ul>	DC Department of Energy and the Environment (DOEE)	YES	DC DOEE, grants management division commits various resources to fulfilling the aforementioned activities, including: <ul style="list-style-type: none"> <li>• Open access to information about grants management on the intranet</li> <li>• Year-round recurring training workshops on grants topics and in a one-to-one setting, if requested</li> </ul>	
1C					
1D		National Park Service	YES		
1E					
2	2 (1): MD DNR, Environmental Justice layers are incorporated in certain grant solicitations, however, it is not a priority across all grant opportunities 2 (2): EPA	Maryland State Agencies Environmental Protection Agency	YES YES	MD DNR staff to work with other State agencies on the review of State grant guidance to better incorporate environmental justice EPA will hold monthly EJ Coordination meetings with jurisdictions to share latest information, tools and issues related to regional and national EJ concerns.	
2A					
2B					
2C					
2D					
2E	2 (e) (1): USFS is exploring with partners options to make Bay-wide tree canopy data available for analysis and prioritization through the i-Tree Landscape tool. Includes demographic and ecosystem services data	US Forest Service/Forestry Workgroup	YES	Staff time to coordinate; USFS-supported i-Tree tool	

3	<p>3 (1): MD DNR, No current actions specific to this action</p> <p>3 (2): The DC DOEE grants management division utilizes various channels to advertise grant opportunities, including:</p> <ul style="list-style-type: none"> <li>• Online through the District Register, Funding Alert, DOEE website, and press releases</li> <li>• Informational workshops at DOEE headquarters open to nonprofits, businesses, faith-based groups, and all organizations interested in learning about DOEE's priorities and past/current/upcoming grant competitions</li> <li>• District-wide government workshops hosted by the DC Office of Partnerships and Grants Services open to the public</li> </ul> <p>The DOEE grants management division has created various guidance tools for internal program officers on grant competitions, including:</p> <ul style="list-style-type: none"> <li>• An RFA template for announcing grant opportunities, containing information about selection criteria for the applications</li> <li>• Review panel guidance document, which explains the accountability of application reviewers</li> </ul> <p>Regarding grant writing training, the DC Office of Partnerships and Grant Services offers grant writing training to all interested individuals, across wards, for free. DOEE program staff also host pre-application conferences to answer questions posed by potential applicants. All questions and answers are posted on the DOEE website for the public.</p> <p>3 (3): EPA will integrate environmental justice into EPA enforcement targeting schemes to help reduce public health and environmental concerns in diverse communities." - 2016</p>	<p>Maryland State Agencies</p> <p>DC Department of Energy and the Environment (DOEE)</p> <p>Environmental Protection Agency</p> <p>Diversity Action Team</p>	<p>YES</p> <p>YES</p> <p>YES</p>	<p>Maryland DNR will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availability.</p> <p>The DC DOEE grants management division commits various resources to fulfilling the aforementioned activities, including:</p> <ul style="list-style-type: none"> <li>• Open access to information about grants management on the intranet</li> <li>• Year-round recurring training workshops on grants topics and in a one-to-one setting, if requested</li> </ul> <p>EPA will provide staff time. EPA is also providing funding support for GBWC's equity workgroup DAT: Participate in Greater Baltimore Wilderness Coalition's newly formed Equity Workgroup.</p>	
3A	3 (A) 1: EPA's Building Blocks for Sustainable Communities; Green and Complete Streets Workshops - Making a Visible Difference in Communities: Norfolk and Newport News	Environmental Protection Agency	YES	EPA will provide staff time and workshops.	
3B					
3C					
3D					
3E	3 [E] 1: US Forest Service	USFS	YES	USFS will share information about tree planting grant opportunities through the Chesapeake	
4					
4A	4 (A) 1: MD DNR currently coordinates with LGAC on Bay Program related activities	Maryland State Agencies	YES	MD DNR staff to work with MD LGAC representation to achieve desired actions	

5	<p>5 (1): MD DNR, No current actions specific to this action</p> <p>5 (2): CCWC</p> <p>5 (3): Environmental Protection Agency's EJ Small Grants</p> <p>5 (4): NPS is working with the Greater Baltimore Wilderness Coalition to develop public access in downtown Baltimore to serve urban visitors. NPS is also working with the Anacostia Watershed Society to enhance public access for underserved publics along the Anacostia River.</p>	<p>Maryland State Agencies</p> <p>Choose Clean Water Coalition (CCWC)</p> <p>EPA</p> <p>NPS</p>	<p>YES</p> <p>YES</p> <p>YES</p> <p>YES</p>	<p>Maryland will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availability.</p> <p>The CCWC convened an Environmental Work Group at the beginning of 2015. Attendees represent all of the Bay states and DC.</p> <p>Objectives are increasing awareness of EJ issues, champion increased public access, create a stronger connection with public health advocates, and work on toxics-related issues that impact EJ communities.</p> <p>EPA will distribute EJ small grant solicitations annually to Diversity Action Team workgroup and other EJ groups. EPA will be sharing draft EJ 2020 Action Agenda with CBP DAT for comment and issuing final in 2016.</p>	

**Outcome: Diversity**

**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 4: Tracking and Assessment**

Key Action Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.	Performance Target(s) Identify incremental steps to achieve Key Action	Participating Entity Identify responsible partner for each step.	Geographic Location	Timeline (completion date: month & year)	Factors Influencing and/or Gap ID related factor or gap in Mgmt. Strat
1. Establish a baseline of the level of diversity (staff, boards, programs and initiatives aimed at increasing internal diversity)	a. Review Green 2.0 and Guidestar models to identify quantitative metrics that will be used for tracking	DAT Participating partners to be surveyed in the following Jurisdictions: PA, MD, DC, VA, DE Choose Clean Water Co. ACB MD Department of Natural Resources	PA, MD,DC,DE, VA	Winter 2017	
	b. Survey Partners on existing diversity programs that aim to increase diversity and inclusion in (employment, volunteerism, programs, etc.)			Ongoing	
	c. Use a diversity demographic profile indicator for the Chesapeake Bay Program. In 2017 explore collecting diversity data of Chesapeake Bay Program Partner organizations.			Summer 2016-2017	
	d. Examine EPA's diversity dashboard to determine if it can serve as a model for Bay Partners.			Spring 2016	
	e. Develop method of tracking anecdotal and qualitative metrics of Strategy implementation			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	DAT CBP Communications workgroup EPA USFS MD Department of Natural Resources <b>Federal Agencies</b> <b>State Agencies</b>	PA, MD,DC,DE, VA	Spring/Summer 2016	
	b. Identify community groups that may be candidates for environmental restoration projects and programs				

3. Use EPA's EJ Screening tool as a base for identifying stressed or under-served Chesapeake communities	a. Create a map that overlays data sets such as; demographic, environmental, sub-watersheds, proximity to partner organizations, environmental justice groups, community service groups, etc.	DAT EPA CBP	PA, MD,DC,DE, VA	Spring 2016	
	b. Encourage CBP partners to use the tool and track its usage.				
4. Collect and evaluate existing diversity programs and develop a strategy for improvement.	a. Continue to develop existing baseline matrix and highlighting current gaps within the Partnership	DAT CBP	PA, MD,DC,DE, VA	Ongoing	

**Supporting Activities for tracking and assessment**

Key Actions and Performance Targets	Associated current and ongoing activities	Partner Name	Committing to participate in this action?	Resources your organization can commit	Additional resources needed
1	1 (1): MD DNR, No current actions specific to this action 1 (2): DC Department of Energy and the Environment 1 (3): Choose Clean Water Coalition will be tracking their Annual Conference Demographic Data CCWC. Tracked conference attendees demographic data in 2015. CCWC will track demographic data in 2016.	Maryland State Agencies  DC Department of Energy and the Environment (DOEE)  Choose Clean Water Coalition (CCWC)	YES  MAYBE  YES	Maryland will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availability.  DC DOEE will consider incorporating this into their current approach.	
1A	1 (A) 1: EPA's Urban Waters Federal Partnership developing tracking and assessment approach; MAVD Newport News Developing Tracking and assessment tools 1 (A) 2: Choose Clean Water created a diversity tool-kit which gives step-by-step guidance on how to increase diversity in your organization through changes in governance, hiring, and communications. This tool-kit has been distributed widely and should help partners work toward increasing internal diversity.	Environmental Protection Agency (Region 3)  Choose Clean Water Coalition (CCWC)	YES  YES	EPA will provide staff time.	
1B	1(B) 1: ACB began tracking attendee demographics in 2015 for annual Chesapeake Watershed Forum. This will continue as part of the registration process	Alliance for the Chesapeake Bay (ACB)	YES		
1C					
1D					
1E					
2	2 (1): MD DNR, No current actions specific to this action  2 (2): DC DOEE has established a new intra-department Environmental Justice Working Group. The Working Group is comprised of members from all divisions within DOEE, and is tasked with accomplishing certain EJ and Diversity objectives. DOEE makes grants to organizations, not individuals, and organizations are typically not categorized by race or economic status.	Maryland State Agencies  DC Department of Energy and the Environment (DOEE)	YES  MAYBE	Maryland will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availability. DC DOEE, The DOEE EJ WG can evaluate this key action as a possible objective.	
2A					



2B	2 (b) 1: USFS and partners will highlight tree canopy initiatives/partnerships working in underserved communities via the Chesapeake Tree Canopy Network website.	US Forest Service/Forestry Workgroup	YES	USFS-staff time to coordinate	
3	3 (1): MD DNR, No current actions specific to this action	Maryland State Agencies	YES	Maryland will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availability.	
3A					
3B					
4	4 (1): MD DNR, No current actions specific to this action  4 (2): DC DOEE has established a new intra-department Environmental Justice Working Group. The Working Group is comprised of members from all divisions within DOEE, and is tasked with accomplishing certain EJ and Diversity objectives.	Maryland State Agencies  DC Department of Energy and the Environment (DOEE)	YES  MAYBE	Maryland will allocate staff time to provide any technical assistance that is needed. If funding is required, Maryland will pursue funding avenues based on availability.  The DC DOEE EJ WG can evaluate this key action as a possible objective.	
4A					

**Other activities and efforts**

PARTNER NAME	Diversity Related Efforts for: Communications and Outreach	Diversity Related Efforts for: Employment and Professional Engagement	Diversity Related Efforts for: Promoting Environmental Justice	Diversity Related Efforts for: Tracking and Assessment
DC Department of Energy and the Environment (DOEE)	<p>Very recently, staff has been involved in neighborhood walk-throughs as a means to connect residents with DOEE resources. The walks are a collaboration between the Mayor’s Community Relations team, representatives from key District government agencies, neighborhood advisory commissions, and everyday residents. This has been extremely valuable in demonstrating not only the priority concerns of certain neighborhood communities (as they define them), but also an opportunity to share the direct resources available to them from DOEE. Some priority examples include interests/concerns pertaining to healthy homes, community solar, and Low Impact Development incentives, such as the RiverSmart Homes program, which directly supports the Anacostia and Chesapeake Watershed.</p> <p>As noted above, the engagement with the aforementioned groups will also provide insights into the needs and interests of some communities. Our ongoing participation in neighborhood commission meetings will also provide opportunities to listen to what resonates most.</p> <p>In addition to our tabling events, DOEE project staff go door-to-door to engage with residents around issues that impact their livelihood. For example, the Stream Restoration team speaks directly with residents (mostly African Americans) impacted by upcoming projects that while improving the health of streams also cause temporary disruptions to their daily lives. This practice is one that builds the relationships and trust of the communities that reside along the streambeds.</p>			
Chesapeake Bay Commission (CBC)				
National Oceanic and Atmospheric Administration	<p>Work collaboratively with Bay Program partners to identify legislative, budgetary and policy needs to advance the goals of the Chesapeake Bay Agreement. We will, in turn, pursue action within our member state General Assemblies and the United States Congress. (Per CBC Resolution #14-1) By providing staff time, work with GIT to consider policy changes or legislative actions identified by the GIT - dependent on political climate and budgets</p>	<p>Through the NOAA B-WET Program, fund Elizabeth River Project to partner with Living Classrooms Foundation and Delaware Nature Society to share best practices in the delivery of meaningful watershed educational experiences to low income audiences</p>		

## **Acronym Guide (for all workplans)**

AACC – Anne Arundel Community College  
ACFHP - Atlantic Coast Fish Habitat Partnership  
ACJV – Atlantic Coast Joint Venture  
AgNPS – Agricultural Non-Point Source Pollution Model  
Appalachian LCC - Appalachian Landscape Conservation Cooperative  
ASTSWMO – Association of State and Territorial Solid Waste Management Officials  
BayFAST/CAST/MAST/VAST – Federal Assessment Scenario Tool/Chesapeake AST/Maryland AST/Virginia AST  
BDJV – Black Duck Joint Venture  
BKT – Brook trout  
BMP – Best Management Practice  
CAC – CBP Citizens’ Advisory Committee  
CAFO – Concentrated Animal Feeding Operation  
CB – Chesapeake Bay  
CBC – Chesapeake Bay Commission  
CBF – Chesapeake Bay Foundation  
CBIBS – Chesapeake Bay Interpretive Buoy System  
CBIG – Chesapeake Bay Implementation Grants  
CBP – Chesapeake Bay Program  
CBPO – Chesapeake Bay Program Office  
CBRAP – Chesapeake Bay Regulatory and Accountability Program grants  
CBSAC – Chesapeake Bay Stock Assessment Committee  
CBSSC – Chesapeake Bay Sentinel Site Cooperative  
CBT – Chesapeake Bay Trust  
CCWC – Choose Clean Water Coalition  
CEAP – Conservation Effects Assessment Project  
Chessie BIBI – Chesapeake Bay Basin-wide Index of Biotic Integrity  
CNMP – Comprehensive Nutrient Management Plan  
CNU – Christopher Newport University  
CRC – Chesapeake Research Consortium  
CREP – Conservation Reserve Enhancement Program  
CSN – Chesapeake Stormwater Network  
CSOSA - Court Services and Offender Supervision Agency  
CWA – Clean Water Act  
DAT – CBP Diversity Action Team  
DC – District of Columbia  
DCNR – Pennsylvania Department of Conservation and Natural Resources  
DE – Delaware  
DEP – Department of Environment  
DE DNREC – Delaware Department of Natural Resources and Environmental Control  
DNR –Department of Natural Resources  
DoD – Department of Defense  
DOEE – Dist. Of Columbia Department of Energy and Environment  
DOF – Department of Forestry  
DOT – Department of Transportation  
DST – Decision support tool

DU – Ducks Unlimited  
EC – Chesapeake Executive Council  
EJ SCREEN – Environmental Justice Screening and Mapping Tool  
EO Strategy – Executive Order 13508 Strategy for Protecting and Restoring the Chesapeake Bay Watershed  
EJ – Environmental Justice  
EL – Environmental Learning  
ELCSS – Environmental Literacy Challenge for Systemic Sustainability  
ERP – Elizabeth River Partnership  
EPA – Environmental Protection Agency  
Ex Comm - Executive Committee of the Sustainable Fisheries GIT  
FERC – Federal Energy Regulatory Commission  
FLC - Federal leadership Committee  
FOD – Chesapeake Bay Program Federal Office Directors  
FTE – full time employee  
FWG – Forest Work Group  
FWS – Fish and Wildlife Service  
GIS – Geographic Information System  
GIT – CBP Goal Implementation Teams  
GMU – George Mason University  
GSA – General Services Administration  
HBCUs – historically black colleges and universities  
HSCD – EPA Hazardous Site Cleanup Division  
HWGIT – Healthy Watershed Work Group  
ICPRB – Interstate Commission on the Potomac River Basin  
IPC – Interfaith Partners for the Chesapeake  
LCC – Landscape Conservation Cooperatives  
LGAC – CBP Local Government Advisory Committee  
LGBT- Lesbian Gay Bisexual Transgender Queer  
LL – Local Leadership  
LU – Land Use  
LUWG – Land Use Work Group  
MATOS - Mid-Atlantic Telemetry Observing System  
MB – CBP’s Management Board  
MD - Maryland  
MDE – Maryland Department of Environment  
MDSG – Maryland Sea Grant  
MOU – Memorandum of Understanding  
MSP – Math Science Partnership  
MS4 – Municipal Separate Storm Sewer System  
MWCOC – Metropolitan Washington Council on Governments  
MWEEs – Meaningful Watershed Educational Experiences  
MWS – Master Watershed Stewards  
NAACP - National Association for the Advancement of Colored People  
NAAQS – National Ambient Air Quality Standards  
NALCC - North Atlantic Landscape Conservation Cooperative  
NATA – National Air Toxics Assessment  
NCBO – NOAA Chesapeake Bay Office

NGO – Non-government organization  
NEIEN – National Environmental Information Exchange Network  
NERR – Chesapeake Bay National Estuarine Research Reserve  
NFWF – National Fish and Wildlife Foundation  
NOAA – National Oceanic and Atmospheric Administration  
NP – National Parks  
NPDES – National Pollutant Discharge Elimination System  
NRCS – Natural Resources Conservation Service  
NPS – National Park Service  
NYS DEC – New York State Department of Environmental Control  
ODU – Old Dominion University  
ORES – Oyster Reef Ecosystem Services  
ORP – Oyster Recovery Partnership  
OSSE – Office of the State Superintendent of Education  
PA – Pennsylvania  
PA DEP – Pennsylvania Department of Environmental Protection  
PCB – polychlorinated biphenyl  
PMP -- Pollution Minimization Plan  
PRFC – Potomac River Fisheries Commission  
PSC – CBP’s Principles’ Staff Committee  
QA – quality assurance  
RFB – Riparian Forest Buffer  
RMNs - Regional Monitoring Networks  
SAV – Submerged Aquatic Vegetation  
SERC - Smithsonian Environmental Research Center  
SHWG – Stream Health Work Group  
SRBC -- Susquehanna River Basin Commission  
STAC – CBP Scientific and Technical Advisory Committee  
STAR – CBP Scientific and Technical Assessment Research team  
TCW – Toxics Contaminants Workgroup  
TEA - Tidewater Ecosystem Assessment Division of MD DNR  
TMDL – Total Maximum Daily Load  
TNC – The Nature Conservancy  
TSCA – Toxic Substance Control Act  
UMBC – University of Maryland Baltimore County  
UMCES – University of Maryland Center for Environmental Science  
UMCES-CBL – University of Maryland Center for Environmental Science-Chesapeake Biological Lab  
UMD – University of Maryland  
USACE – U.S. Army Corps of Engineers  
USDA – U.S. Department of Agriculture  
USFWS – U.S. Fish and Wildlife Service  
USFS – U.S. Forest Service  
USGS – U.S. Geological Survey  
UVA – University of Virginia  
VA – Virginia  
VCU – Virginia Commonwealth University  
VA CZM – Virginia Coastal Zone Management

VBOE – Virginia Board of Education

VDGIF – Virginia Department of Game and Inland Fisheries

VIMS – Virginia Institute of Marine Science

Virginia DEQ – Virginia Department of Environmental Quality

VMRC – Virginia Marine Resources Commission

WG – work group

WIP – Watershed Implementation Plan

WQN - Water Quality Network