



**Diversity Workgroup**  
Friday, March 22, 2024 Meeting  
1:00 – 3:00pm

**Meeting Location:** Virtual  
Google link: Click [here](#)  
Or dial: (US) +1 347-318-8723  
PIN: 115 827 617#

***Diversity Outcome:** To identify 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 Bay Program's efforts.*

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**Meeting Goals:**

- To provide a brief overview of our progress over the past two years and what the new direction of the workgroup will look like;
- To identify major themes and focus areas that we would like to include in the new two-year action plan.

**1:00 PM Welcome & Introductions**

- Welcome & Opening Comments
- Goals for Today's Meeting and Agenda Overview
- Introductions (all) – Note one thing related to DEI that you are working on, exploring, or interested in doing.
  - Introduction of our new staffer Meredith Lemke

**1:30 PM Strategy Review System: Progress Review and New Direction**

- **Progress Review:** This brief report will include some of the major points that were brought up during our Strategy Review System presentation, what we envision as the new direction for the workgroup, and any feedback/suggestions from the Management Board at the Chesapeake Bay Program.
- **New Direction:** After presenting our progress and challenges over the past two years, we have come to the realization that the Diversity Workgroup is in need of a new direction and a reassessment of priorities.

**1:50 PM Developing New Two-year Action Plan**

- As we move into our next two years (2024-2025), it is time to start planning how to best affect change and progress toward our Diversity Outcome. We will be developing the Diversity Workgroup action plan between March and May. Today, we will begin to identify priorities to make the most impact from now through 2025.
  - We want to help the CBP be better able to implement DEI in their work toward the Outcomes
  - We want to restructure and rethink the Diversity Outcome and the metric

- We want to set ourselves up for more tangible, effective achievement
- And we want to coordinate with and support the CBP's part-time DEIJ contractor in an advisory role

**2:50 PM          Summary, Wrap-up, and Next Meeting**

- Next meeting: September 19th, 2024
  - Joint GIT 5 Meeting (Protected Lands, Public Access, Stewardship, Education, and Diversity)
- Plan for remaining meetings

**3:00 PM          Adjourn**