

# **DEIJ in the Local Leadership Workgroup**

**Developing Best Practices**



## **LLWG**

**May 18, 2021**

**Shannon Moore**

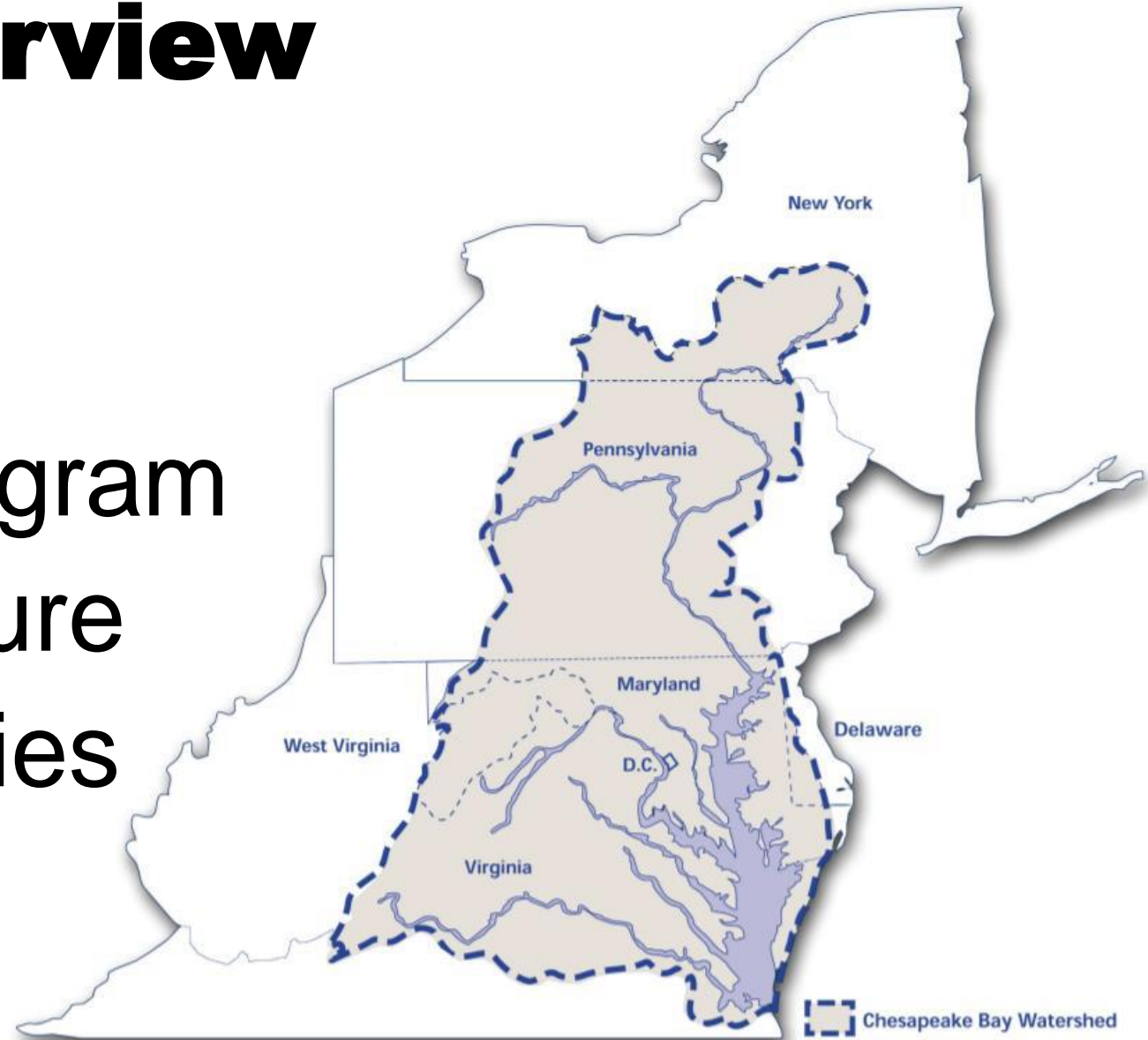
**Michael Hughes**

**Office of the County Executive | Frederick County Government**



# Overview

- What is DEIJ?
- DEIJ in the Bay Program
- Understanding Culture
- Addressing Disparities





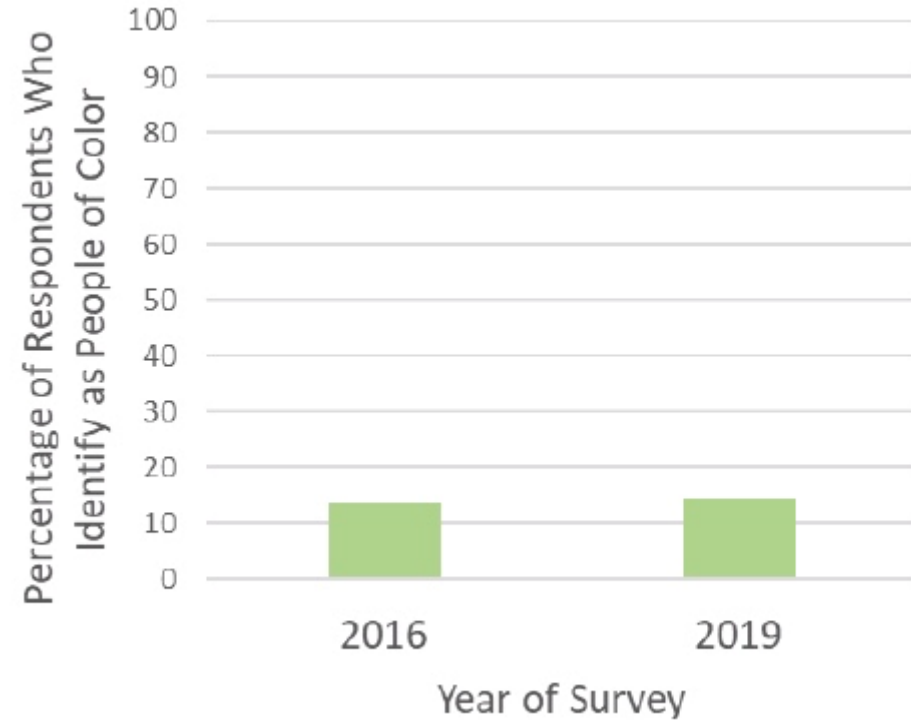
## Diverse/diversity

The demographic mix of a specific collection of people, taking into account elements of human difference.

For example: racial and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment.

*Credit: Skeo, adapted from the [D5 Coalition](#)*

## Diverse/diversity



Results from diversity surveys show that the racial and ethnic diversity of people engaged in CBP partnership does not match the racial and ethnic diversity of people who live in the Chesapeake Bay watershed (35%).

CBP goal = 25% by 2025

Next survey 2022



**Equity:** Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources and rewards by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

(Credit: D5 Coalition)





“We believe the full diversity of people who live, work and recreate in the Chesapeake Bay watershed have a right to benefit from, and help guide, the future of an environmentally and economically sustainable Chesapeake Bay watershed with clean water and air, abundant fish and wildlife, conserved lands, access to the water and a vibrant cultural heritage.”

*-Chesapeake Executive Council DEIJ Statement*





# Inclusion

Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group.

While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

*Credit: [D5 Coalition](#)*

# Inclusion

- Cultural Humility: hard to see your own culture
  - *Go outside* of your culture and immerse yourself in someone else's.
- Benefits
  - Relate to someone else's experience
  - Develop a different perspective on your own
  - Reach out to the community that is traditionally left out of decision making
  - Give people a voice in decision making.





# Justice


The quality of being just, impartial, or fair.

*Credit: [Merriam Webster](#)*

Directly dismantling barriers to resources and opportunities in society so that all individuals in communities can live a full and dignified life.

*Credit: [Avarna Group](#)*

# DEIJ

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- **Part of CBP Stewardship Goal, LLWG Outcomes**
  - **Fall 2020 Cultural Humility Trainings provided by CPB**
  - **Chesapeake Bay Program's Diversity, Equity, Inclusion And Justice (DEIJ) Framework and Resources**



# DEIJ Strategy Recommendations

Recommendations are organized by four focus areas:

- Focus Area 1: Strengthen CBP's Authorizing Environment
- Focus Area 2: Advance DEIJ Internally
- Focus Area 3: Advance DEIJ through Mission Related Work
- Focus Area 4: Advance DEIJ Performance of All Partners

[https://www.chesapeakebay.net/channel\\_files/41354/cbp\\_deij\\_strategy\\_final\\_v2.pdf](https://www.chesapeakebay.net/channel_files/41354/cbp_deij_strategy_final_v2.pdf)

## Restoration from the Inside Out:

A Diversity, Equity, Inclusion and Justice Strategy  
for the Chesapeake Bay Program

April 2020



**Chesapeake Bay Program**

*Science. Restoration. Partnership.*

*Developed by Skeo Solutions  
for the Chesapeake Bay Program Diversity Workgroup  
of the Stewardship Goal Implementation Team*



# **Our Cultural Connections**

- I am a . . . .
- I give 10% of my income to...
- I joined the...and love it
- Every 4th Saturday of the month, a large group of us get together and...
- We live in the...neighborhood
- My great, great, great grandfather...



# **Cultural Identifiers**

- Traditions, Rituals, Holidays
- Flags/banners/symbols, Colors, Uniforms
- Statues, Slogans, Sacred writings
- Handshakes, Signals, Secret knowledge

# **Roles and Functions Our Cultures Serve**

- Help Make Purposeful our Time on Earth
- Protection (free to be oneself with limited risk of ridicule)
- Guidance gained
- Fun (in freely being ourselves)
- Belonging
- Give Us or Help Use Define Our Identity



# **What Makes “Identity” Different?**

- Identity is personal
- Identity is “who I am”
- Identity can easily carry the idea of the “value” of someone

# Us vs. Them

Identity Can Easily Become Us vs. Them


(Particularly for those that will never qualify for membership)



# Disparities: HOLC Example

- Home Owners' Loan Corporation's (HOLC) practice of “redlining” in the 1930s
- Home refinancing designed to prevent foreclosures
- Created color-coded residential maps of 239 US cities with populations over 40,000
- HOLC maps identified “best” and “hazardous” neighborhoods based heavily on race.
- Risk grades include “infiltration” and “foreign born”
- More diverse outlined in red, leading to the term “redlining.”





# How Decades of Racist Housing Policy Left Neighborhoods Sweltering

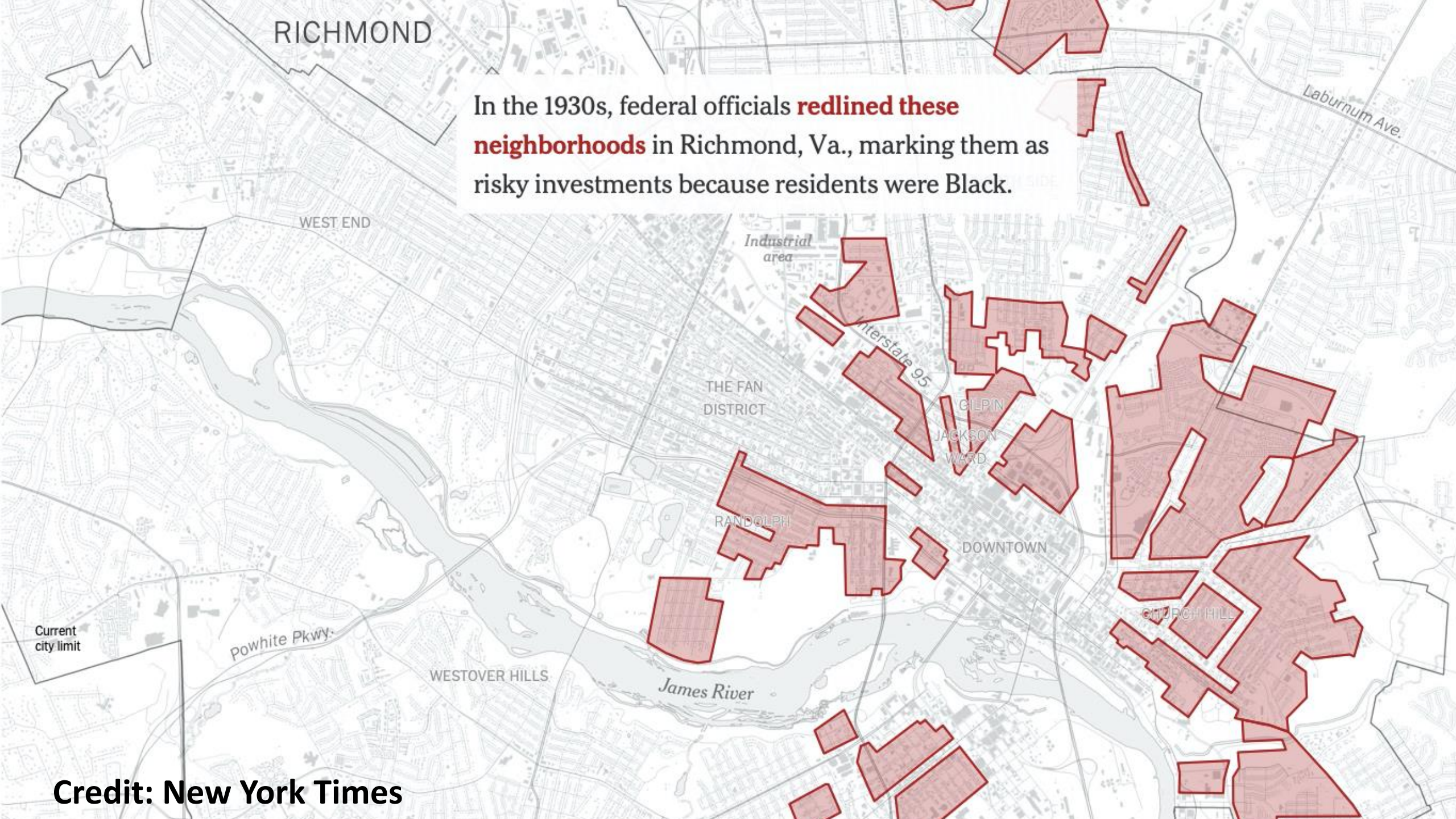
By Brad Plumer and Nadja Popovich  
Photographs by Brian Palmer Aug. 24, 2020

**Credit: New York Times**



RICHMOND

In the 1930s, federal officials **redlined these neighborhoods** in Richmond, Va., marking them as risky investments because residents were Black.



WEST END

Laburnum Ave.

Industrial area

Interstate 95

THE FAN DISTRICT

GILPIN

JACKSON WARD

RANDOLPH

DOWNTOWN

CHURCH HILL

Current city limit

Powhite Pkwy.

WESTOVER HILLS

James River

Credit: New York Times





RICHMOND

Today, they are some of the **hottest parts of town** in the summer, with few trees and an abundance of heat-trapping pavement.

Cooler Summer temperature Hotter

Laburnum Ave.

WEST END

Industrial area

THE FAN DISTRICT

Interstate 95

GILPIN  
JACKSON WARD

Redlined neighborhoods

RANDOLPH

DOWNTOWN

CHURCH HILL

Current city limit

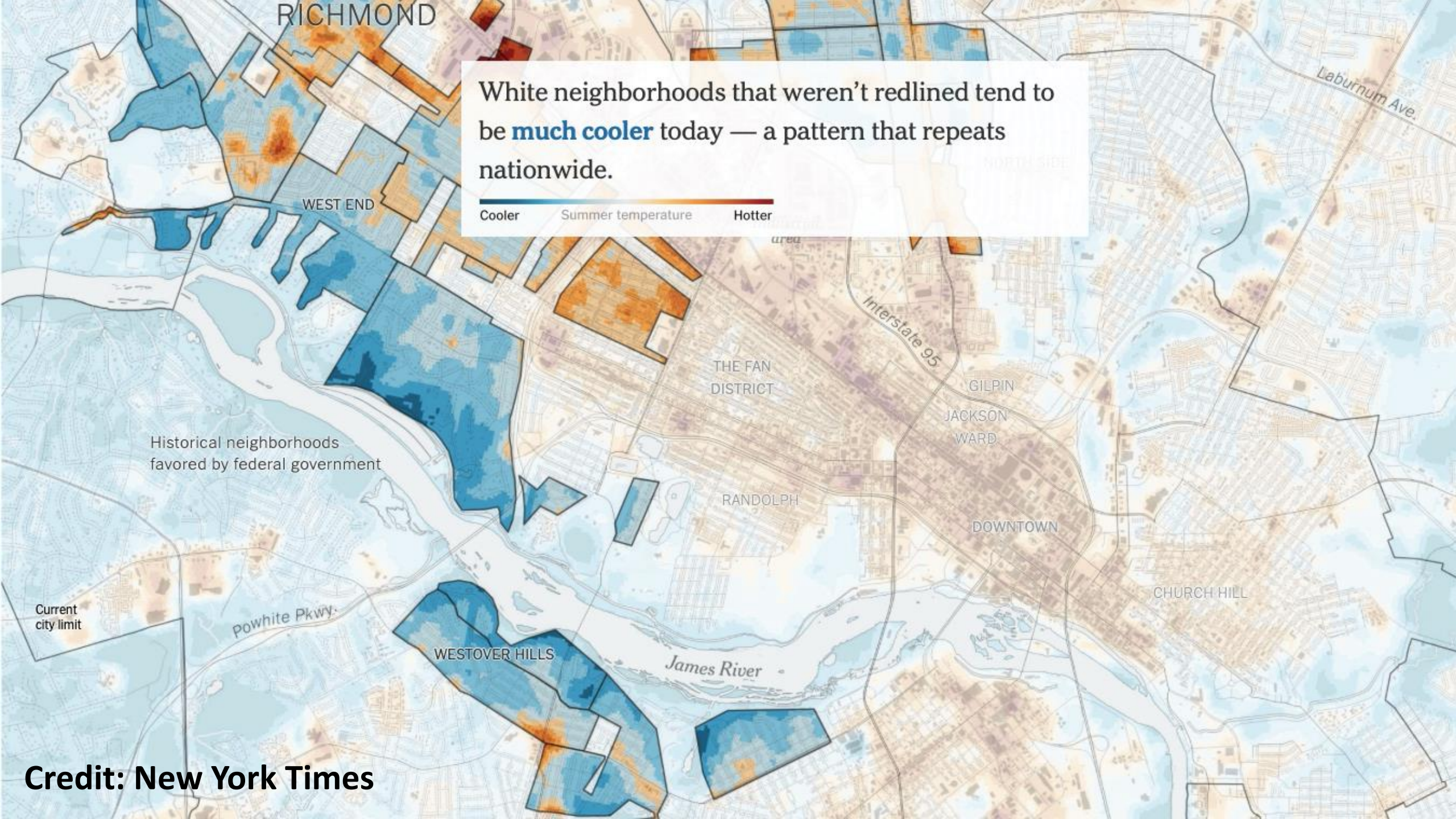
Powhite Pkwy.

WESTOVER HILLS

James River

Credit: New York Times





White neighborhoods that weren't redlined tend to be **much cooler** today — a pattern that repeats nationwide.

Cooler Summer temperature Hotter

Historical neighborhoods favored by federal government

Current city limit

Credit: New York Times



- **“Historical housing policies may, in fact, be directly responsible for disproportionate exposure to current heat events”** Study by Portland State University published in *Climate* <https://www.mdpi.com/2225-1154/8/1/12/htm>
- **“Within the same city, some neighborhoods can be up to 20°F hotter than others and, due largely to the practice of historic redlining—discriminatory, race-based lending and housing policies in the 1930s—these hot spots are often home to poorer communities of color.”** “CPO and Community Scientists to Map Urban Heat Inequities in 11 States”, National Integrated Heat Health Information System/NOAA
- **Redline districts tend to be lower income, more often Black or Hispanic, and associated with fewer ecosystem benefits from trees.** HOLC “Redlining” Maps: The Persistent Structure Of Segregation And Economic Inequality <https://ncrc.org/holc/>
- **“HOLC risk grades were significantly associated with asthma ED rates...redlined census tract had 13.9 more asthma EDs visits per 10,000 than low-risk tracts.”** American Journal of Respiratory and Critical Care Medicine study [https://www.atsjournals.org/doi/abs/10.1164/ajrccm-conference.2019.199.1\\_MeetingAbstracts.A7054](https://www.atsjournals.org/doi/abs/10.1164/ajrccm-conference.2019.199.1_MeetingAbstracts.A7054)

# **Risks When One's Culture Becomes One's Identity**

- It is personal and Therefore Must be Defended at All Cost.
  - “They want to destroy our way of life.”
- It Can Easily Become “Untouchable” (Cancel Culture)



# **America's “Melting Pot” Culture**

- Whiteness Required
- Who is White?
- Assimilation of whiteness
- Defense of whiteness

# **African-American Culture: Just Listen to the Music, It Tells Our Story**

- The Sounds of Blackness
- Frankie Beverly's, "We Are One"

# **“Scoop, There It Is”: Everybody wants a piece of the action**





# **Blackness and Honorary Membership**



**Tina Turner**

**or**



**Teena Marie**

# Thank You!



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