



DIVERSITY WORKGROUP UPDATES

Jim Edward, EPA
Wendy O'Sullivan, NPS
Tuana Phillips, EPA
Francesca King, CRC

Outline for Today

1. Broadly review recommendations in DEIJ Strategy (10 mins)
 - a. Discuss endorsement process (10 mins)
2. Discuss development and adoption of DEIJ Statement (20 mins)
3. Review diversity leadership target (10 minutes)
4. Review draft list of internship, entry-level employment and workforce development opportunities (5 minutes)
5. Closing remarks and review of next steps (5 minutes)

1. THE CBP DEIJ STRATEGY and how to endorse it

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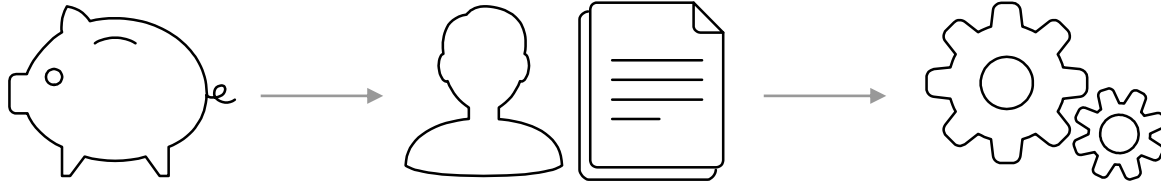
Restoration from the Inside Out: A Diversity, Equity, Inclusion and Justice Strategy for the Chesapeake Bay Program

Developed by Skeo Solutions

For definitions of diversity, equity, inclusion, justice (DEIJ), social justice, and environmental justice, please see pages 6-7 of the Strategy document.



HOW WAS THE **DEIJ** STRATEGY DEVELOPED?



1) GIT-Funding project awarded to Skeo

2) DEIJ Readiness Assessment of CBP

- Interviews
- Focus Groups
- Survey
- Review of policy documents

3) Draft DEIJ Strategy developed and reviewed by Diversity Workgroup before finalized



THE DEIJ STRATEGY

Context

The recommendations in this DEIJ Strategy were provided by an **independent consultant** to the CBP to be used by CBP leadership, Goal Implementation Teams, Workgroups, and other components of the CBP **to inform the activities in the biennial workplans** (i.e. Logic and Action Plans) and **integrate DEIJ in the implementation of management strategies** to help achieve the outcomes of the Chesapeake Bay Watershed Agreement.

THE **DEIJ** STRATEGY RECOMMENDATIONS

Focus Area 1: Strengthen CBP's Authorizing Environment

By **adopting a succinct DEIJ statement for the CBP** and updating authorizing and governance documents (e.g. the Governance and Management Framework) as well as management strategies to **include language that reflects DEIJ priorities.**

THE **DEIJ** STRATEGY RECOMMENDATIONS

Focus Area 2: Advance DEIJ Internally

By **increasing diversity and inclusion** for staff, appointees, and volunteer bodies, **building a common understanding of and expanded capacity for DEIJ** and institutionalizing efforts to advance DEIJ internally.

THE **DEIJ** STRATEGY RECOMMENDATIONS

Focus Area 3: Advance DEIJ through Mission-Related Work

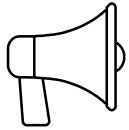
By building relationships with communities of color, low income communities and other underrepresented groups, and incorporating these leaders into decision-making and implementation, advancing DEIJ in management strategies and workplans, implementation and grantmaking and strengthening DEIJ in watershed restoration outreach, materials, activities and events.

THE **DEIJ** STRATEGY RECOMMENDATIONS

Focus Area 4: Advance DEIJ Performance of Partners

By increasing access to **DEIJ training and capacity building**, sharing the CBP's DEIJ statement and **communications**, and developing and distributing straightforward, **accessible guidance on including DEIJ and EJ criteria in grants, tracking, and reporting**.

Questions about what is in the **DEIJ** STRATEGY?



Please reach out to Tuana Phillips:

phillips.tuana@epa.gov

410-267-5704



ENDORSE DEIJ STRATEGY

We want your guidance on how these recommendations can be endorsed within CBP

- ▶ We propose an endorsement statement signed by the Principals' Staff Committee

2. The CBP DEIJ STATEMENT



DEIJ STATEMENT

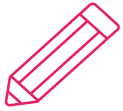
and why it matters.



A **DEIJ** STATEMENT IS...

A DEIJ Statement is an outward proclamation that an organization **values** and is **committed** to diversity, equity, inclusion, and justice.





WHAT DOES IT CONTAIN?

1. **Acknowledgement** of inequities
2. Your **role**
3. Articulate your **“why”**
4. Outline your **commitments**



HERE ARE **SOME EXAMPLES...**

in the Chesapeake watershed



CHESAPEAKE BAY FOUNDATION

Saving a National Treasure



Just as biodiversity is the key to a thriving ecosystem, **human diversity is the key to saving the Bay**. Success depends on people from widely diverse backgrounds, cultures, ethnicities, identities, and races taking collective action. Clean water, clean air, and a safe environment are rights we all share.

To increase diversity, equity, inclusion, and justice, the Chesapeake Bay Foundation will:

- ▶ **Recruit and retain** a staff, board, and membership that **reflect the diversity of people** living within the Chesapeake Bay region;
- ▶ Strengthen and broaden the **diversity of our partnerships**;
- ▶ **Celebrate and value** the diversity of staff; and
- ▶ **Fight to ensure** that everyone has **equal access** to clean water, clean air, and a safe environment.



The Chesapeake Bay Trust has a mission to **promote the public awareness and participation of all local residents** in the restoration and protection of our region's natural resources through its grant making. In order to achieve its mission and fully perform as an organization, the Trust commits to:

- ▶ **Fostering the inclusion** of individuals and groups from diverse backgrounds including, but not limited to, age, gender, race, creed, ethnicity, national origin, religious beliefs, physical abilities, sexual orientation, military, citizenship, and socioeconomic status in all of the endeavors of the Trust.
- ▶ **Expanding the dialogue** between diverse communities that lead to new **collaborations** and identify **co-benefits** of environmental and community projects
- ▶ **Partnering** with grantees, donors, vendors, and others who also **recognize the importance of increasing diversity** in effort to restore and protect our natural resources and seek new ways to promote inclusion.
- ▶ **Learning and sharing best practices** that increase the inclusion of all local residents in the ongoing effort to restore our natural resources and our communities.



- ▶ **Innovation** in Conservation **begins with Diversity and Inclusion**
- ▶ Protecting and restoring the Chesapeake Bay **requires diversity in perspective and practice.**

Chesapeake Conservancy understands that protecting and restoring the natural and cultural resources of the Chesapeake Bay watershed requires **intentional commitment** to **inclusive** practices and **narratives** within the conservation movement. Through our work we celebrate and elevate the people, places, and cultures of the region, especially by engaging underrepresented communities. Committing to the values of Diversity, Equity, Inclusion, and Justice is **critical to achieve our vision** of a Chesapeake that is healthy, accessible to everyone, and a place where people and wildlife thrive. To that end, we **commit ourselves** to Diversity, Equity, Inclusion, and Justice both in our programmatic priorities and our internal organizational development through inclusive recruitment of staff and board members, and **fostering a diverse and inclusive culture.**



WE WANT **YOUR** INPUT

What should go into **our** DEIJ Statement?

Go to: www.menti.com

Enter: **49 28 62**

Or click: <https://www.menti.com/iisfprys79>



DIVERSITY WORKGROUP INPUT

The top five responses were:

1. Our commitment to promoting **environmental justice** through the meaningful involvement and treatment of all people...in the implementation of the CB Watershed Agreement.
2. Our commitment to **establishing relationships** with underrepresented stakeholder groups.
3. Our commitment to applying an equitable lens to all CBP-related **grants, restoration, and conservation activities**.
4. The importance of having a **diverse workplace representative** of the demographics of the watershed.
5. Our commitment to **recruiting and retaining** underrepresented staff and partners by valuing diversity and **fostering inclusion**.



THANK YOU!

Next steps for your consideration:

- ▶ We will take your and the workgroup's input to Skeo Solutions and they will help us draft a statement.
- ▶ We will return to you in the near-term future with a draft statement for further input.
- ▶ We would like the DEIJ Statement to be formally adopted at the Executive Council meeting in August.

3. DIVERSITY

INDICATOR
TARGET



DIVERSITY INDICATOR UPDATE

Target:

Increase the percentage of people of color in the Chesapeake Bay Program to **25%**, with **15%** in leadership by **2025**.

Data:

Leadership baseline was previously believed to be **3%**, has been recently corrected to **9.1%**.

Update:

In March, we evaluated as a workgroup whether the target should be revised based on the adjusted baseline.



DIVERSITY WORKGROUP OPINION

Diversity Indicator Target

Other

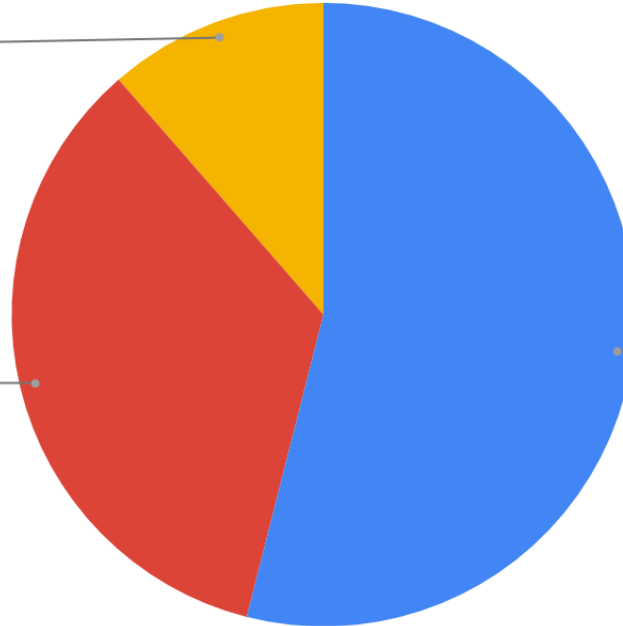
11.4%

Remain the same

34.6%

Increase

54.0%





DISCUSSION

At this time, we'd like to hear your thoughts. Should we revise the leadership target to 20%, 25%, or go back to the Diversity Workgroup to do further analyses and exploration of a new target level?

A large teal graphic element consisting of several overlapping diagonal bands that sweep from the top right towards the bottom left, creating a sense of movement and depth.

4.

EMPLOYMENT OPPORTUNITIES

with CBP partners



WHAT CURRENTLY **EXISTS?**

At our Quarterly Progress meeting in February, you all agreed to compile opportunities you are aware of for internship, entry-level, and workforce development positions.

The workgroup has gone ahead and compiled a draft list and would like your additions now.



HERE IS THE DRAFT LIST

Next Steps: Please send us any other opportunities you are aware of.

Send to
phillips.tuana@epa.gov

Internship, Entry-Level Employment, and Workforce Development Opportunities in the Chesapeake Bay Environmental Sector and Beyond

Note: Opportunities in **orange** either solely or largely recruit students and professionals from currently underrepresented communities.

Delaware

- Delaware Forest Service Seasonal position in Urban Forestry, 15-week position

District of Columbia

- [DC Infrastructure Academy](#)
- DOEE's [Green Zone Environmental Program](#)
- [DC's Mayor Marion S. Barry Summer youth Employment Program](#) (MBSYEP)
- River Corps

Federal Agencies

EPA

- Hosts 3 summer interns with Chesapeake Research Consortium's C-StREAM program
- EPA Recent Graduates Pathways Program

NOAA

- [CRO hosts 2 summer interns with Chesapeake Research Consortium's C-StREAM program](#)

5. IN CONCLUSION



CLOSING REMARKS AND NEXT STEPS

- ▶ Pursue formal endorsement of DEIJ Strategy.
- ▶ We will return with a draft DEIJ Statement for the CBP.
- ▶ Pursue plan for adjusting diversity leadership target.
- ▶ MB members to send phillips.tuana@epa.gov
additions for list of internship, entry-level
employment and workforce development
opportunities.