



Diversity Workgroup Meeting Minutes

March 5, 2018

1:00 PM – 3:00 PM

Location: Conference Line

Dial-in number: 202-991-0477 **Conference code:** 9037008

Adobe Connect: <http://epawebconferencing.acms.com/cbpdiversitymeeting1122016/>

Attendees:

Name	Organization	Name	Organization
James Edward	EPA	Marcia Fox	DE -DNREC
Dr. Camelia Okpodu	Norfolk State University	Andrea Van Wyk	National Aquarium
BreAnna Brooks	Chesapeake Bay Trust	Carolyn Black	NPS
Melissa Fagan	CRC	Everette Bradford	DC – DOEE
Alayna Chuney	CBF	Sally Claggett	USFS
Sarah Anderson	Lillie Leaf Solutions	Pamela Bingham	Howard University
Marian Honeczy	MD – Forest Service	Dr. Bill Ball	CRC
Gwen Schindler	MD-DNR	Elaine Hinrichs	CRC
Michelle Ramirez	MD- DNR	Darius Stanton	CRC
Kristen Saunders	UMCES	Adam Bray	Alliance for the Chesapeake Bay
Marcia Fox	DE -DNREC	Jessica Blackburn	Alliance for the Chesapeake Bay
Kesha Braunskill	DE Forest Service	Sheneice Hoffman	NOAA
Jacob Newton	PA-DCNR	Emily Hendrickson	PA-DCNR

Welcome and Introduction

Introduction by Jim Edward, Acting Director of CBPO (Diversity Workgroup Chair)

- Today we will discuss revisions and updates made to workplan
- Would like to identify Management Approach Leads for our four management approaches
- Will discuss pre-proposal for Chesapeake Student Recruitment Early Advisement, and Mentoring Program (Chesapeake StREAM)

Workplan Discussion: Reference Workplan/Logic Table Document

Management Approach 1: Communications and Outreach

1.1 and **1.2**, once a single action item, was separated to create better targeted metrics for both.

1.3 Added performance target (c.) to develop a communications strategy.

1.4 Kesha Braunskill - add Delaware Forest Service to Action Item 1.4

1.5 Will inform members of Diversity Workgroup and interested parties of upcoming Phase III WIPs Partnership and public review period of the draft Phase III WIPs is currently scheduled for March 1 – April 26, 2019. (Each jurisdiction is different, but will report each jurisdiction WIP public comment process.)

Removed the following Action Items for 2018-2019 Workplan

- Work with federal partners to identify opportunities to work with diverse communities adjacent to federal installations. – After meetings with FOD and FLC, this was an action item that saw very little commitment and mobility.
- EPA EJ Blog - The site is currently defunct. Advised for Workgroup members to provide stories and leads to CBP communications or coordinate blog posts on chesapeakebay.net

Management Approach 2: Employment and Professional Engagement

General Comments: Remove CBP Partners – too broad, and Add CRC to the following Action Items: 1, 2, 3, 4, 5

2.1 Diversity hires

- MD- DNR has two positions online – Diversity and Inclusion Coordinator (TBA – starting on March 14th) and Multicultural Outreach Specialist (Michelle Ramirez).

2.2 Pilot Environmental Career Event

- Dr. Okpodu, Norfolk State University – Mentioned going through career services centers and student development centers to provide internships and co-ops. Also mentioned to reach out to actual departments. (Moved to Action Item 2.3)
 - Also mentioned hosting webinars for students

2.5 Increase outreach to diverse communities for hiring opportunities

- CRC would be open to helping poll in-demand employment needs expected for emerging professionals
- Gwen Schindler - MD-DNR - Work2Live Well in Cambridge and Baltimore- Fisheries. Looking for help connecting with potential candidates from Cambridge, MD.
- Pamela Bingham - Howard University approaches career fair companies from the perspective of their sustainability plans. Also add experiential learning to the workplan and have the state leads step up to offer that.

2.6 Explore DEI Workplace trainings

- Will be addressed by cultural competency consultant.

Removed the following

2.3 K-12 Curriculum Action Items

- Bill Ball, CRC mentioned UMCES existing curriculum with Cambridge, MD. Will explore creating the connection with UMCES, Environmental Literacy Workgroup and Diversity Workgroup

Management Approach 3: Promoting Environmental Justice

3.2 EJSCREEN

- Dr. Okpodu and Pamela Bingham mentioned interests in being involved in EJ SCREEN User testing
- Pamela would like students to evaluate the tool.
- Melissa Fagan, CRC and Alayna Chune, CBF would also like to be included.

Management Approach 4: Promoting Environmental Justice

4.1 Establish baseline of the level of Diversity

- Will assess potential targets and goals for 2019.

Chesapeake Student Recruitment Early Advisement and Mentoring Program (Chesapeake StREAM Program) Presentation

- Dr. Okpodu – NSU: provided information of existing programs and program funding.
 - University of Delaware
 - NSF – Development of Broadening Participation (Dr. Okpodu to Connect Dr. Ball to Program Director) Just missed the deadline for this proposed project.
 - Department of Homeland Security – Program that employs students for 2 years with a designated faculty/staff member.
 - Bill Averette Anderson Fund - <http://billandersonfund.org/>
- Kristin Saunders – UMCES: Asked about cost to implement this type of project.
- Dr. Ball – Scalable project, but has not yet been analyzed.
- Kristin Saunders mentioned the opportunity to brainstorm on potential to utilize GIT project funding for creating a program that links this type of program to existing successful frameworks.
- Pamela Bingham – Howard University: Mentioned that Dr. Kim Jones and Dr. Patterson from Howard University are working on similar ongoing projects at Howard University.

General Updates:

- **March 21st – 25th - National Society of Black Engineers (NSBE) 2018 Annual Conference in Pittsburgh, PA (Graduate School and Career Fair Portion)**
- **March 14th Engineering Forum on Sustainability**
- **Tree Care Industry Association in need of Arborist – lack of trained professional arborists.**

Next Steps for Diversity Workgroup

1. Identify Management Approach Leads for Management Approaches 1-4.
2. Update Diversity Workgroup on opportunities to conduct User testing for EJ SCREEN - Chesapeake
3. Send Diversity Workgroup RFP for Watershed Forum, and Registration links to Choose Clean Water Conference Share 2018 Conference calls and in-person meetings with Diversity Workgroup and interested parties.
4. Identify existing federal internship programs connecting MSI's to internship/research opportunities. (Grants and existing programs)
5. Dr. Okpodu to connect Dr. Ball to Program Director of NSF Department of Broadening Participation