



Diversity Outcome

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Through the Chesapeake Bay Watershed Agreement, the Chesapeake Bay Program has committed to...

Goal: Stewardship

Outcome:

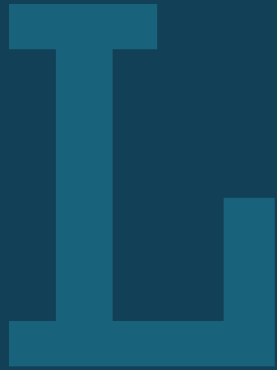
Identify minority stakeholder groups that are not currently represented in the leadership, decision making and implementation of conservation and restoration activities, and create meaningful opportunities and programs to recruit and engage them in the partnership's efforts.



How You Can Help



- **Off-track**
- Making a lot of **progress** in some areas, less in others
- **Need:** support to integrate Diversity, Equity, Inclusion, and Justice in the CBP



Learn

What have we learned in the last two years?



Successes and Challenges

SUCCESSSES

- **25% and 15% by 2025**
- **MOUs: Bowie State & VSU**
- **Career fairs & events**

CHALLENGES

- **Funding**
- **Employment**
- **Organizational Culture**
- **Ownership**
- **Tracking & Measurement**



What is our Expected and Actual Progress?





What is our Expected and Actual Progress?

People of color	2016	2019*	2025 Goal
% in CBP	13.7	14.6	25
% in CBP leadership	9.1	10.3	15



On the Horizon

- **Funding:** Pathways programs; equitable distribution
- **Employment:** Federal employees approaching retirement; employment practices are changing
- **Organizational Culture:** Institutionalizing DEIJ; CBP DEI Strategy



Adapt

How does all of this impact our work?



**Based on what we
learned, we plan to ...**

- Streamline actions and efforts
- Adjust management strategy to more directly address factors and gaps



Help

*How can the Management Board
lead the Program to adapt?*



Help Needed

1. Adopt/Endorse DEI Strategy
2. Adopt DEIJ Statement for CBP
3. Commit to Cultural Competency trainings
4. Create space for underrepresented groups
5. Improve access to funding



Discussion