

# Finding a “Home” for Diversity Action Team (DAT)

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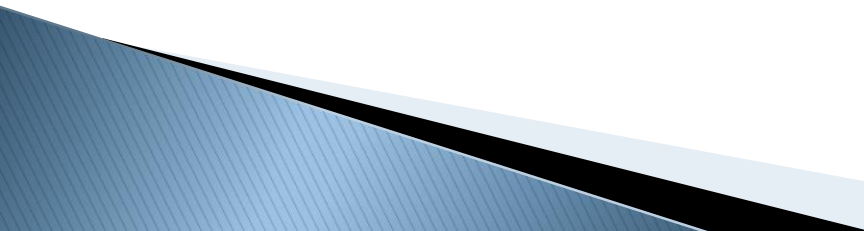
Management Board  
April 14, 2016



# Diversity Management Strategy and Workplan

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“In 2016, the Diversity Team will work with Goal Team 6 to determine the most appropriate place to have diversity reside within the Bay Program organizational structure and will revise the CBP Governance document as appropriate.”



# Diversity Workgroup Options

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## **Option 1: Goal Team 5 – Stewardship**

- Diversity under Stewardship Goal in 2014 Agreement
- Good fit with public access, land conservation, environmental literacy and stewardship outcomes

## **Option 2: Goal Team 6 – Leadership & Partnerships**

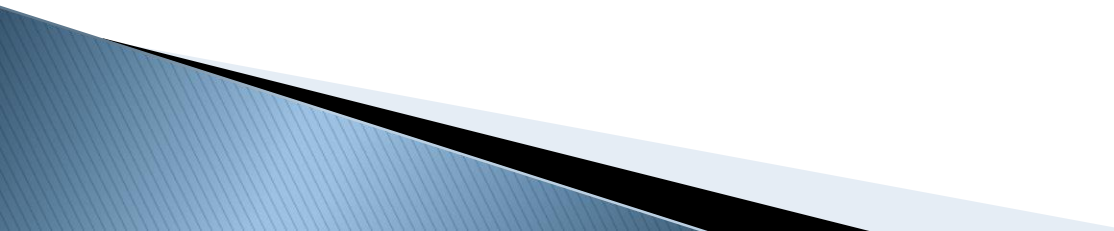
- Cross-cutting governance GIT
- GIT 6 managing “local leadership” outcome

## **Option 3: New Cross-cutting “Team”**

- Reporting diversity to MB
  - Similar to STAR
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# Recommendation: Option 1

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- ▶ Make the DAT a permanent workgroup under Goal Team 5 – Stewardship
  - ▶ Retain Jim Edward as workgroup chair
  - ▶ Seek candidates for workgroup vice-chair
  - ▶ Retain Reggie Parrish and Shanita Brown as Coordinator/Lead Staff for workgroup
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# Questions?

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**Chesapeake Bay Program**

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