

ADVANCING DIVERSITY, EQUITY, INCLUSION & JUSTICE (DEIJ) IN THE 2025 WIP OUTCOME

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AGENDA

- I. DEIJ in the WQGIT
- II. The Chesapeake Bay Program's DEIJ Implementation Plan
- III. Opportunities for Consideration
- IV. Additional Considerations for the WQGIT
- V. Reference Materials



I. DEIJ IN THE WQGIT

*Where are we with DEIJ efforts,
specifically regarding the 2025 WIP
outcome?*

LAST SRS CYCLE, WE HIGHLIGHTED THE FOLLOWING

Strengths

Funding programs focusing on under-resourced areas for BMP implementation

Partner-specific efforts to advance DEIJ

Does this really capture the work of the WQGIT?

What actions are within our scope and authority?

Are there other opportunities that we can identify that may be effective?

Opportunities for Improvement

Identifying & engaging underrepresented groups in our membership

Increased collaboration across the partnership. For example:

- Diversity WG: project-citing criteria
- STAR/Stewardship GIT: participatory science and community monitoring programs to inform targeting
- EPA/CBPO: open dialogue about MEBs and identifying underserved areas

CHALLENGES OF ACCOUNTING & PLANNING FOR DEIJ IN PREVIOUS SRS CYCLES

Understanding our
role as a group

Authority of our
membership

The Chesapeake Bay Program

DEIJ

IMPLEMENTATION PLAN

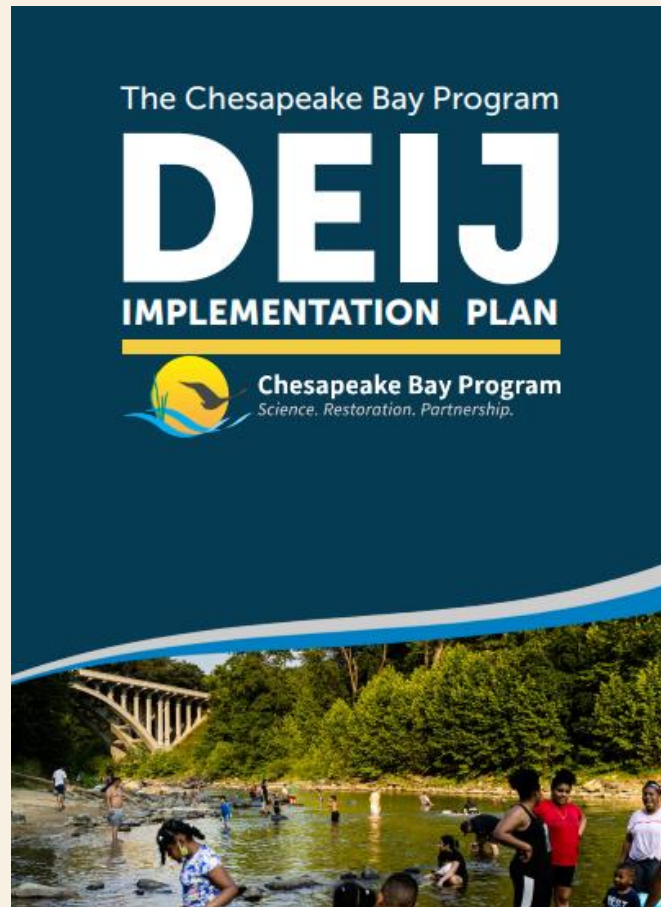


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II. DEIJ IMPLEMENTATION PLAN

*How is DEIJ implemented across the
Chesapeake Bay Program?*

DEIJ IMPLEMENTATION PLAN



2021 DEIJ Implementation Plan

Focus Area	Objective
Authorizing Environment	1. Create an authorizing environment for DEIJ.
Internal DEIJ	2. Increase DEIJ in hiring, promotion, and tenure. 3. Increase DEIJ in appointee and volunteer bodies. 4. Increase DEIJ in internal culture and training.
Mission-related Work	5. Advance DEIJ through GIT workplans and outcomes. 6. Advance DEIJ through communications. 7. Advance DEIJ through grant-making and contracting.
Thought Leadership & Partnership	8. Increase DEIJ performance of partners.



III. OPPORTUNITIES FOR CONSIDERATION

*What can the WQGIT glean from the DEIJ
Implementation Plan?*

POTENTIAL ACTION ITEMS FROM IMPLEMENTATION PLAN (P1)

	Action Items from DEIJ Impl. Plan
Objective 5: GITs and Outcomes	<ul style="list-style-type: none"> Build relationships with underrepresented groups & incorporate these leaders into decision-making and implementation (Action 3.2). Develop and execute plan for incorporating underrepresented groups into decision making (Action 3.3a Subtask 3).
	<ul style="list-style-type: none"> Participate in EJ-led gatherings to build network and bring CBWA into these spaces (Action 3.2) Circulate info on EJ-led gatherings (Action 3.2 Subtask 1).
	<ul style="list-style-type: none"> Lift up work of organizations doing EJ work via webinars, highlighting case studies, etc. (Action 3.2c).
	<ul style="list-style-type: none"> Identify & pursue opportunities to increase partnerships with organizations run by and serving underrepresented communities (Action 3.3c Subtask 3).
Objective 8: Performance of Partners	<ul style="list-style-type: none"> Gather info about partner DEIJ efforts and needs, and how CBP can best support those needs (Action 4.4 Subtask 2).

Potential WQGIT actions

Improve diversity of WQGIT and WG at-large membership recruitment

Clearly define at-large member roles

Use distribution lists + newsletters to disseminate EJ info

Submersion Series with DEIJ focus

Share success stories + lessons learned

Networking in EJ spaces

Identify trusted sources

Dedicated agenda time to DEIJ

Draw connections between partners' efforts

POTENTIAL ACTION ITEMS FROM IMPLEMENTATION PLAN (P2)

	Action Items from DEIJ Implementation Plan
Objective 4: Internal Culture & Training	<ul style="list-style-type: none"> • Provide DEIJ training to GITs and WGs to build common understanding of DEIJ & connect topics to CBP's mission and operations (Action 2.3). • Identify existing funding and recommend new DEIJ funding strategies and opportunities for partners (Action 2.4 Subtask 2). • Include discussion time regarding DEIJ in agendas on a regular basis (Action 2.3b Subtask 3). • With input from DEIJ experts, develop and share reference list of best practices and tools related to DEIJ (Action 2.4 Subtask 1).
Objective 3: Appointee & Volunteer Bodies	<ul style="list-style-type: none"> • Compile training/resources/tools for recruitment, hiring and retention (Action 2.2a Subtask 1). • Develop and share accessible template outreach materials or guidance to support recruitment (Action 2.2a Subtask 3).
Objective 2: Hiring, Promotion & Tenure	<ul style="list-style-type: none"> • Outline goals and strategies for organizations for hiring, promotion & retention. (Action 2.1a Subtask 2). • Best practices guidance for recruitment, hiring, retention + DEIJ culture change. (Action 2.1a Subtask 3). • Help make introductions to help partners establish relationships with HBCUs and MSI's. (Action 2.1c Subtask 2).

Potential WQGIT actions

Dedicated agenda time (and/or Submersion Series) on DEIJ topics
Focus on funding, workforce development, DEIJ trainings, etc.

Serve as a DEIJ "resource hub" for partners

Networking + building connections between partners

Other:

Collaborate across CBP to develop DEIJ + WQ related projects (via GIT funding, Science Needs, STAC workshops, etc.)



IV. ADDITIONAL CONSIDERATIONS FOR THE WQGIT

Discussion questions to revisit in June.

DISCUSSION QUESTIONS FOR OUR JUNE MEETING

- Which action items should the WQGIT pursue in our next workplan? Are there any that would be more/less effective considering the scope and authority of the group?
- Should we focus on actions that our partners are implementing or focus on our unique role as the WQGIT?
- Are there any actions from the Implementation Plan that we are missing?
- Are there any actions not listed in the Implementation Plan that we should include?



THANK YOU

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ACRONYMS / DEFINITIONS

CBP: Chesapeake Bay Program

CBPO: [The Environmental Protection Agency] Chesapeake Bay Program Office

DEIJ: Diversity, Equity, Inclusion and Justice

EJ: Environmental Justice

GIT: Goal Implementation Team

HBCU: Historically Black Colleges and Universities

MSI: Minority Serving Institution

Partners: All members of the Chesapeake Bay Program partnership (members of the Executive Council, Principals' Staff Committee, Management Board, Goal Implementation Teams, workgroups, advisory committees, and actions teams) as well as their organizations. Partners include "Signatories" and "Partnership Organizations".

Partnership Organizations: Organizations engaged with the CBP, including federal agencies, local governments, non-profit organizations and academic institutions.

Signatories: Signatories of the Chesapeake Bay Watershed Agreement, including the tri-state legislative Chesapeake Bay Commission, Delaware, Maryland, New York, Pennsylvania, Virginia, West Virginia and the Environmental Protection Agency on behalf of the federal government.

STAR: Science Technical Assessment and Reporting [Team]

WIP: Watershed Implementation Plan

WQGIT: Water Quality Goal Implementation Team



DEFINITIONS

DIVERSITY: The demographic mix of a specific collection of people, considering 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 or the relationship to the natural environment. (Credit: Skeo adapted from the D5 Coalition)

EQUITY: Improving equity is to promote justice, impartiality and fairness within the procedures, processes and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society. (Credit: D5 Coalition).

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”.

JUSTICE: The quality of being just, impartial or fair.

UNDERRESOURCED OR OVERBURDENED: Populations who receive inadequate or inequitable investment and services, who experience environmental and/or quality-of-life disparities when compared to surrounding populations, and who may in some circumstances have little power or influence over outside decisions that impact their daily quality of life. (Credit: Skeo)



REFERENCE MATERIALS

- [Chesapeake Bay Program's DEIJ Implementation Plan](#) (2021)
- [DEIJ Guide](#) with recommendations on how organizations working on environmental issues and the funders who support them can increase DEIJ within their organizations

2022 SRS Materials

- [Outcome Review Summary \(2022\)](#) for the 2025WIP Outcome
 - Question #5 outlines DEIJ efforts in the WQGIT
- [Management Strategy](#)
- [2022 - 2023 Workplan](#)