

Incorporating DEIJ Commitments into Partnership Work

Jim Edward, EPA
Wendy O'Sullivan, NPS
PSC Meeting
10/08/20

Goals and Decisions for Today

Goals:

- ▶ Discuss advanced thinking of the Diversity Workgroup and the Management Board for how to begin implementing the PSC Action Statement commitments.

Requested Decisions:

- ▶ Agree to convene an Action Team to follow up on the PSC DEIJ Action Statement commitment to develop a draft Implementation Plan for the DEIJ Strategy.
- ▶ Discuss and provide input on the options for forming a Community Advisory Board (CAB).

Quick reminder...

Restoration from the Inside Out:

A Diversity, Equity, Inclusion and Justice Strategy
for the Chesapeake Bay Program

April 2020



Chesapeake Bay Program
Science. Restoration. Partnership.

Developed by Skéo Solutions
for the Chesapeake Bay Program Diversity Workgroup
of the Stewardship Goal Implementation Team



Chesapeake Executive Council Statement in support of diversity, equity, inclusion and justice



CBP Vision from the 2014 Chesapeake Bay Watershed Agreement

Chesapeake Bay Program partners envision an environmentally and economically sustainable Chesapeake Bay watershed with clean water, abundant life, conserved lands and access to the water, a vibrant cultural heritage, and a diversity of engaged citizens and stakeholders.

Our Commitment to Diversity, Equity, Inclusion and Justice

Just as natural ecosystems depend on biodiversity to thrive, the long-term success of the Chesapeake Bay restoration effort depends on the equitable, just and inclusive engagement of all communities living throughout the watershed. This means to include a wide range of people of all races, ethnicities, income levels, faiths, genders, ages, sexual orientations and disabilities, along with other diverse groups, as well as promoting equal employment opportunities and expanding the diversity of the workforce and participants in restoration and conservation activities. For this effort to be successful it will require us to honor the culture, history and social concerns of local populations and communities.

The Chesapeake Bay Program partners acknowledge that individually, each partner has established policies and programs with the goal of advancing environmental and public health protection for all. Through these programs, the seven Bay jurisdictions, EPA, other federal agencies, Chesapeake Bay Commission and partners are working to address and advance diversity and environmental justice issues. We also recognize that there is more we must do as a united partnership, and for this reason we explicitly and tangibly commit to diversity, equity, inclusion and environmental justice. Partners will continue to build on this work, sharing best practices, and with the acknowledgement that this work may indeed look different across the jurisdictions and space represented as a partnership, we will move forward together. Further, we recognize the importance of addressing racism and other forms of discrimination in our efforts, structures and acts of daily practices.

The impacts of discrimination and continuing environmental, economic and health disparities disproportionately burden underserved communities, including those of color, low-income status and indigenous populations. This limits access to clean water and air, fish, wildlife and outdoor recreation, and results in inequitable impacts on the human health and the surrounding environment for these communities. Disparities are only exacerbated by such environmental factors as climate change and pollution, and public health emergencies like the COVID-19 pandemic.

The Chesapeake Bay Program partners believe the full diversity of people who live, work and recreate in the Chesapeake Bay watershed have a right to benefit from, and help guide, the future of an environmentally and economically sustainable Chesapeake Bay watershed with clean water and air, abundant fish and wildlife, conserved lands, access to the water and a vibrant cultural heritage.

We reaffirm our commitment to embrace diversity, equity, inclusion and justice in all areas of the Chesapeake Bay Program to achieve our mission. As a partnership, we commit to:

- Strengthen and improve diversity, equity, inclusion and justice in our organizational structure, leadership, policies, strategic goals, restoration and conservation activities, workplans and program delivery, including guidance on including DEI and environmental justice criteria in grant targeting and evaluations.
- Engage, recruit and retain leadership, staff, appointees, interns and volunteers that reflect the diversity of people living within the Chesapeake Bay region.
- Foster a culture of inclusion, respect and mutual learning within the Chesapeake Bay Program by leading organizational change and empowering new voices and perspectives in our outreach, engagement and internal decision-making.
- Following consultation and coordination, determine how to best include federally recognized tribes in the Bay watershed in partnership activities.
- Develop long-term relationships, partnerships and increased collaborative planning with organizations led by and primarily serving communities of color and other underrepresented populations that result in informed and mutually beneficial decisions and outcomes.
- Ensure the benefits of our science, restoration and partnership programs are distributed in a fair and equitable manner without adverse, disproportionate impacts on vulnerable populations, especially those of lower economic status, indigenous, historically underrepresented communities and people of color.
- Continue to learn and share best practices as an organization in our evolving understanding of how best to promote diversity, equity, inclusion and justice.



Diversity, Equity, Inclusion and Justice

Action Statement

Chesapeake Bay Program Principals' Staff Committee

The Chesapeake Bay watershed is home to diverse communities with rich variation in culture, demographics and perspectives. It is important to embrace this diversity and promote the meaningful involvement, treatment and inclusiveness of all people in the implementation of the *Chesapeake Bay Watershed Agreement*. In doing so, we will be better able to achieve healthy local streams and lands, as well as a vibrant Chesapeake Bay that is shared by all people throughout the watershed.

The Chesapeake Bay Program partners acknowledge that individually, each partner has established policies and programs with the goal of advancing environmental and public health protection for all. Through these programs, the seven Bay jurisdictions, Environmental Protection Agency, other federal agencies, the Chesapeake Bay Commission and partners are working to address and advance diversity and environmental justice issues. We also recognize that there is more we must do as a united partnership, and for this reason we explicitly and tangibly commit to diversity, equity, inclusion and environmental justice. Partners will continue to build on this work, sharing best practices, and with the acknowledgement that this work may indeed look different across the jurisdictions and space represented as a partnership, we will move forward together. Further, we recognize the importance of addressing racism and other forms of discrimination in our efforts, structures and acts of daily practices.

Recognizing this, the Chesapeake Bay Program accepts the report and recommendations in the Diversity, Equity, Inclusion and Justice Strategy (DEIJ Strategy) - developed by an independent consultant for the Chesapeake Bay Program Diversity Workgroup of the Stewardship Goal Implementation Team (GIT) and finalized in 2020. To the extent consistent with state and federal law and policy, members of the Principals' Staff Committee (PSC) will strive to implement the recommendations of the DEIJ Strategy. The Chesapeake Bay Program Diversity Workgroup, which was formed in 2014, started working with an independent DEIJ consultant in 2018 to conduct a DEIJ readiness assessment of the partnership and developed a tailored DEIJ Strategy that recommends the partnership:

- Increase racial and ethnic diversity among partnership staff and leadership.
- Help partners develop as DEIJ leaders who understand, respect and embrace cultural diversity.
- Provide partners with the tools to continually assess progress towards diversity, equity, inclusion, and justice goals.

The DEIJ Strategy contains recommendations that are grouped into four DEIJ framework focus areas. The consultant developed these recommendations based on interviews with Chesapeake Bay Program teams and leadership, a DEIJ readiness survey, two focus groups, a review of key partnership policy documents and input from the Diversity Workgroup. They provide a visionary framework to be used by the partnership as a guide to help integrate DEIJ into the implementation of management strategies and inform the internal logic and action plan activities that achieve the outcomes of the *Chesapeake Bay Watershed Agreement*.

The DEIJ Strategy was developed by Skéo Solutions with the Diversity Workgroup's input. It is 59 pages long and has 20 broad recommendations with a total of 48 total actions for the CBP.

The Executive Council's DEIJ Statement articulates our commitment to embrace DEIJ in all areas of the Chesapeake Bay Program. It is 2 pages long.

The PSC's action statement articulates your commitment to implement the recommendations in the CBP DEIJ Strategy. It is 3 pages long and has 5 actionable commitments.

The five commitments in the PSC Action Statement



Diversity, Equity, Inclusion and Justice

Action Statement

Chesapeake Bay Program Principals' Staff Committee

The Chesapeake Bay watershed is home to diverse communities with rich variation in culture, demographics and perspectives. It is important to embrace this diversity and promote the meaningful involvement, treatment and inclusiveness of all people in the implementation of the *Chesapeake Bay Watershed Agreement*. In doing so, we will be better able to achieve healthy local streams and lands, as well as a vibrant Chesapeake Bay that is shared by all people throughout the watershed.

The Chesapeake Bay Program partners acknowledge that individually, each partner has established policies and programs with the goal of advancing environmental and public health protection for all. Through these programs, the seven Bay jurisdictions, Environmental Protection Agency, other federal agencies, the Chesapeake Bay Commission and partners are working to address and advance diversity and environmental justice issues. We also recognize that there is more we must do as a united partnership, and for this reason we explicitly and tangibly commit to diversity, equity, inclusion and environmental justice. Partners will continue to build on this work, sharing best practices, and with the acknowledgement that this work may indeed look different across the jurisdictions and space represented as a partnership, we will move forward together. Further, we recognize the importance of addressing racism and other forms of discrimination in our efforts, structures and acts of daily practices.

Recognizing this, the Chesapeake Bay Program accepts the report and recommendations in the Diversity, Equity, Inclusion and Justice Strategy (DEIJ Strategy) - developed by an independent consultant for the Chesapeake Bay Program Diversity Workgroup of the Stewardship Goal Implementation Team (GIT) and finalized in 2020. To the extent consistent with state and federal law and policy, members of the Principals' Staff Committee (PSC) will strive to implement the recommendations of the DEIJ Strategy. The Chesapeake Bay Program Diversity Workgroup, which was formed in 2014, started working with an independent DEIJ consultant in 2018 to conduct a DEIJ readiness assessment of the partnership and developed a tailored DEIJ Strategy that recommends the partnership:

- Increase racial and ethnic diversity among partnership staff and leadership.
- Help partners develop as DEIJ leaders who understand, respect and embrace cultural diversity.
- Provide partners with the tools to continually assess progress towards diversity, equity, inclusion, and justice goals.

The DEIJ Strategy contains recommendations that are grouped into four DEIJ framework focus areas. The consultant developed these recommendations based on interviews with Chesapeake Bay Program teams and leadership, a DEIJ readiness survey, two focus groups, a review of key partnership policy documents and input from the Diversity Workgroup. They provide a visionary framework to be used by the partnership as a guide to help integrate DEIJ into the implementation of management strategies and inform biennial logic and action plan activities that achieve the outcomes of the *Chesapeake Bay Watershed Agreement*.

5 PSC ACTION STATEMENT COMMITMENTS

To implement the recommendations in the DEIJ Strategy, the PSC commits to:

1. Within **six months** of the signing of the Chesapeake Executive Council statement, **a draft implementation plan for the DEIJ Strategy will be presented to the PSC.** The development of this plan will include direct outreach to underrepresented communities for input and feedback.
2. Within **three months** of the signing of the Chesapeake Executive Council statement, **explore a process for a community advisory board composed of environmental justice leaders and representatives from organizations led by people of color or other underrepresented groups.** This board could be part of one of the partnership's existing advisory boards (Citizens Advisory Committee or Local Government Advisory Committee).

5 PSC ACTION STATEMENT COMMITMENTS

3. Advancement of the DEIJ Strategy through work plan development and implementation for all GITs and Workgroups on their respective strategy review system schedules.
4. Meaningful inclusion of DEIJ milestones on the agendas for the Management Board and PSC meetings at a minimum every six months with a commitment to update the Chesapeake Executive Council annually.
5. Meaningful consideration of DEIJ in development of any future Chesapeake Bay Watershed Agreement(s).

PSC Commitment #1

Within *six months* of the signing of the Chesapeake Executive Council statement, *a draft implementation plan for the DEIJ Strategy will be presented to the PSC*. The development of this plan will include direct outreach to underrepresented communities for input and feedback.

Recent coordination:

- ▶ We should build on the work of the Diversity Workgroup and use the workgroup's logic and action plan as a starting point for the implementation plan.
- ▶ The MB agreed that an Action Team should be formed and tasked with meeting this commitment. MB members were asked to identify people within their agencies who could be a part of the team.

Questions for the PSC:

Do you agree to this plan to form an Action Team? If so, who should the team report to? Who should be on it? How many people should be on it? Who decides on leadership for the team?

PSC Commitment #2

Within *three months* of the signing of the Chesapeake Executive Council statement, *explore a process for a community advisory board composed of environmental justice leaders and representatives from organizations led by people of color or other underrepresented groups*. This board could be part of one of the partnership's existing advisory boards: the Citizens Advisory Committee (CAC) or Local Government Advisory Committee (LGAC).

Recent coordination:

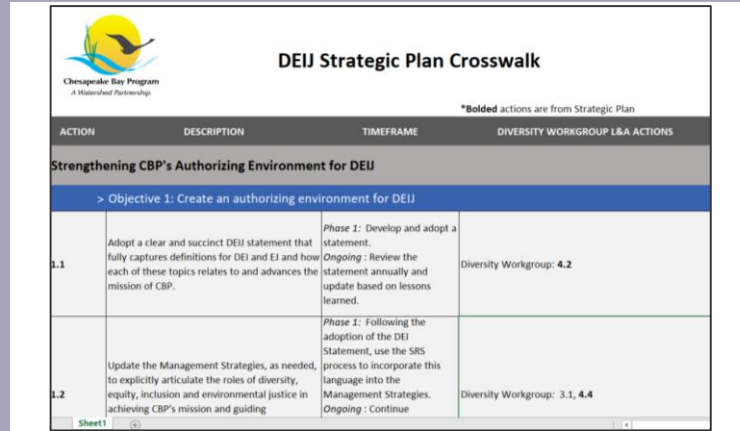
- ▶ We've had recent conversations with the Diversity Workgroup, CAC, GIT 6 (Enhance Partnering, Leadership, and Management GIT), and MB about this.
- ▶ We developed a Community Advisory Board (CAB) Options and Issues Paper that we will share on the screen at this time.


Questions for the PSC:

What are your thoughts on the different options and issues for forming the CAB?

A Crosswalk of the CBP DEIJ Strategy and Diversity Outcome Logic and Action plan

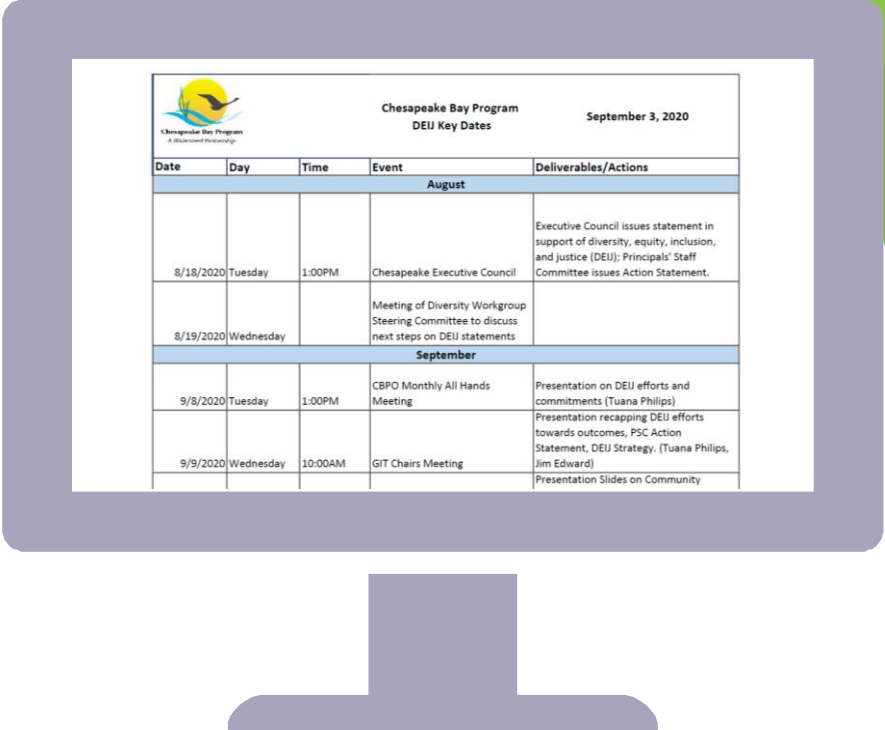
CBPO staff have begun this work . This could be used by the Action Team in their work to draft the Implementation Plan.



 DEIJ Strategic Plan Crosswalk			
*Bolded actions are from Strategic Plan			
ACTION	DESCRIPTION	TIMEFRAME	DIVERSITY WORKGROUP L&A ACTIONS
Strengthening CBP's Authorizing Environment for DEIJ			
> Objective 1: Create an authorizing environment for DEIJ			
1.1	Adopt a clear and succinct DEIJ statement that fully captures definitions for DEI and EI and how each of these topics relates to and advances the mission of CBP.	Phase 1: Develop and adopt a statement. Ongoing: Review the statement annually and update based on lessons learned.	Diversity Workgroup: 4.2
1.2	Update the Management Strategies, as needed, to explicitly articulate the roles of diversity, equity, inclusion and environmental justice in achieving CBP's mission and guiding	Phase 1: Following the adoption of the DEI Statement, use the SRS process to incorporate this language into the Management Strategies. Ongoing: Continue	Diversity Workgroup: 3.1, 4.4

A Schedule for Moving Forward with Implementation of the Commitments Made by the PSC

A draft schedule has been developed and will be shared on the screen at this time.



The image shows a computer monitor with a purple frame. On the screen is a document titled "Chesapeake Bay Program DEI Key Dates" dated "September 3, 2020". The document includes a logo for the Chesapeake Bay Program and a table with columns for Date, Day, Time, Event, and Deliverables/Actions. The table lists events for August and September.

Chesapeake Bay Program DEI Key Dates				
September 3, 2020				
Date	Day	Time	Event	Deliverables/Actions
August				
8/18/2020	Tuesday	1:00PM	Chesapeake Executive Council	Executive Council issues statement in support of diversity, equity, inclusion, and justice (DEIJ); Principals' Staff Committee issues Action Statement.
8/19/2020	Wednesday		Meeting of Diversity Workgroup Steering Committee to discuss next steps on DEI statements	
September				
9/8/2020	Tuesday	1:00PM	CBPO Monthly All Hands Meeting	Presentation on DEI efforts and commitments (Tuana Philips)
9/9/2020	Wednesday	10:00AM	GIT Chairs Meeting	Presentation recapping DEI efforts towards outcomes, PSC Action Statement, DEI Strategy. (Tuana Philips, Jim Edward) Presentation Slides on Community



Thank you for
your time,
attention, and
input today!