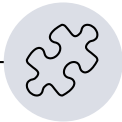


Diversity
Equity
Inclusion &
Justice (DEIJ)



in the CBP

Jim Edward, EPA, Diversity Workgroup Chair
Wendy O'Sullivan, NPS, Diversity Workgroup Vice Chair

Outline for Today

1. Endorsement of the Chesapeake Bay Program **DEIJ Strategy**
2. Adoption of a **DEIJ Statement** for the Chesapeake Bay Program

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Endorsement of the CBP DEIJ Strategy

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 Skeo Solutions
for the Chesapeake Bay Program Diversity Workgroup
of the Stewardship Goal Implementation Team*





Restoration from the Inside Out:

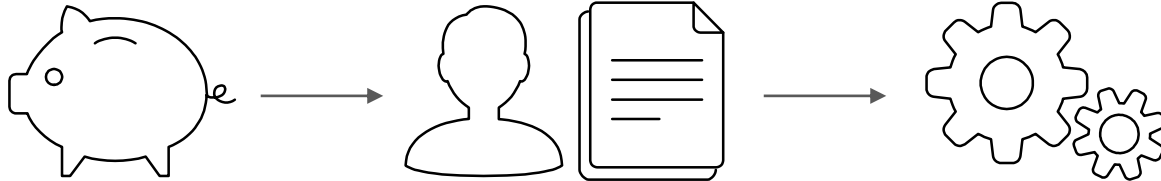
A Diversity, Equity, Inclusion and Justice Strategy for the Chesapeake Bay Program

Developed by Skeo Solutions

For definitions of diversity, equity, inclusion, justice (DEIJ), social justice, and environmental justice, please see pages 6-7 of the Strategy document.



How Was the DEIJ Strategy Developed?



1) GIT-Funding project awarded to consultant

2) DEIJ Readiness Assessment of CBP

- Interviews
- Focus Groups
- Survey
- Review of policy documents

3) Draft DEIJ Strategy developed and reviewed by Diversity Workgroup before finalized

The DEIJ Strategy Recommendations

Focus Area 1: Strengthen CBP's Authorizing Environment

Focus Area 2: Advance DEIJ Internally

Focus Area 3: Advance DEIJ through Mission-Related Work

Focus Area 4: Advance DEIJ Performance of Partners



THE DEIJ STRATEGY

“The recommendations in the DEIJ Strategy were provided by an **independent consultant** to the CBP. They are to be used by CBP leadership, Goal Implementation Teams, Workgroups, and other components of the CBP **to inform the activities in the biennial workplans** (i.e. Logic and Action Plans) and **integrate DEIJ in the implementation of management strategies** to help achieve the outcomes of the Chesapeake Bay Watershed Agreement.”



DEIJ Strategy

- In April, we went to the Management Board and asked for their guidance on a path forward to implement the strategy.
- We made minor changes to the DEIJ Strategy based on comments and points raised during discussion.
- We returned to the Management Board in May and received their approval for formal endorsement of the DEIJ Strategy through a CBP DEIJ Strategy Endorsement Statement signed by you (the PSC).



CBP DEIJ Strategy Endorsement Statement



Chesapeake Bay Program
Science. Restoration. Partnership.

PRINCIPALS' STAFF COMMITTEE

Endorsement Statement

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

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. Recognizing this, the Chesapeake Bay Program has set a path forward to endorse the recommendations of their Diversity, Equity, Inclusion and Justice—or DEIJ—Strategy, finalized in 2020. The Chesapeake Bay Program Diversity Workgroup, which was formed in 2014, started working with a DEIJ consultant in 2018 to conduct a DEIJ readiness assessment of the partnership and developed a tailored DEIJ Strategy that helps the partnership to:

- Grow racial and ethnic diversity from 13% to 25% (including 15% of leadership).
- Help partners to develop as DEIJ leaders who understand, respect and embrace cultural diversity.
- Provide partners with the tools to continually assess progress towards diversity 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*.

1. Strengthen the Authorizing Environment of the Chesapeake Bay Program:

By adopting a succinct DEIJ statement for the partnership and updating governance documents and management strategies to include language that reflects DEIJ priorities.

2. Advance DEIJ Internally

By increasing diversity and inclusion for staff, appointees and volunteer bodies; building a common understanding of, and expanded capacity for, DEIJ; and institutionalizing efforts to advance DEIJ internally.

3. Advance DEIJ through Mission-Related Work

By building relationships with communities of color, low income neighborhoods and other underrepresented groups; incorporating community leaders' input into decision-making and implementation; advancing DEIJ in management strategies and logic and action plans; implementation of restoration activities and grantmaking; and strengthening DEIJ in watershed restoration outreach, materials, activities and events.

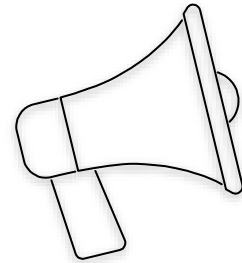
4. Advance DEIJ Performance of Partners

By sharing the Chesapeake Bay Program's DEIJ statement with all partners, including the larger Chesapeake Bay watershed community; increasing access to DEIJ training and capacity building;

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DEIJ Statement

For the Chesapeake Bay Program





A DEIJ

Statement Is...

A DEIJ Statement is an outward proclamation that an organization **values** and is **committed** to diversity, equity, inclusion, and justice.



DEIJ Statement

Developing a DEIJ Statement

- Adopting a DEIJ Statement is a key priority recommendation in the CBP DEIJ Strategy.
- We worked with the Diversity Workgroup, Management Board, and CBP Communications Team to develop a statement.
- In May, we received approval by the Management Board to bring this statement to you today.
- The Management Board also recommended the statement's adoption by the Executive Council at their August meeting, following your approval today.



CBP DEIJ Statement

Chesapeake Bay Program DEIJ Statement

CBP Vision from the 2014 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 encompasses all dimensions of diversity, including race, ethnicity, socio-economic status, national origin, citizenship, religion, political affiliation, age, physical abilities, veteran-status, gender, sexual identity or other factors.

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 of these communities. Cultural, racial and social disparities are only exacerbated by such environmental factors as climate change and pollution, and public health emergencies, such as the COVID -19 pandemic, demonstrating the need for the Chesapeake Bay Program to explicitly and tangibly commit to diversity, equity, inclusion and environmental justice.

At the Chesapeake Bay Program, we 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 are committed to embracing diversity, equity, inclusion and justice in all areas of the Chesapeake Bay Program to achieve our mission. Specifically, we commit to:

- Intentionally incorporate accountability measures for diversity, equity, inclusion and justice in our organizational structure, leadership, policies, strategic goals, workplans and program delivery, as well as grantmaking and funding decisions, restoration and conservation activities.
- 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.
- 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 co-benefits 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 and 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.

An Excerpt from the DEIJ Statement

“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 of these communities. Cultural, racial and social disparities are only **exacerbated by** such environmental factors as **climate change and pollution, and public health emergencies**, such as the COVID -19 pandemic, demonstrating the need for the Chesapeake Bay Program to explicitly and tangibly commit to diversity, equity, inclusion and environmental justice.”



Thanks!

*Your participation and leadership
in these efforts are invaluable.*