

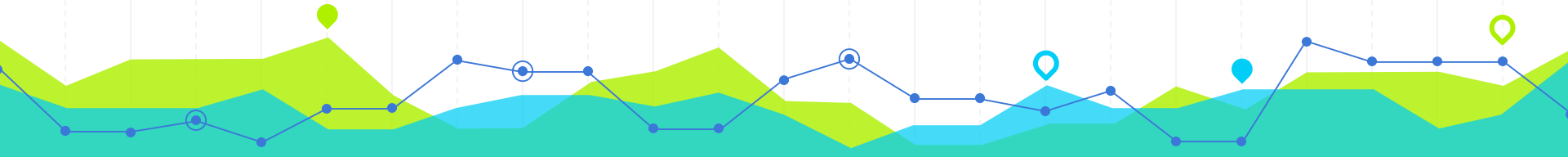


# UPDATE ON CHESAPEAKE BAY PROGRAM'S DIVERSITY WORKGROUP ASKS TO MANAGEMENT BOARD

DARIUS STANTON – Diversity Workgroup Staffer  
5/21/18

# OUTLINE

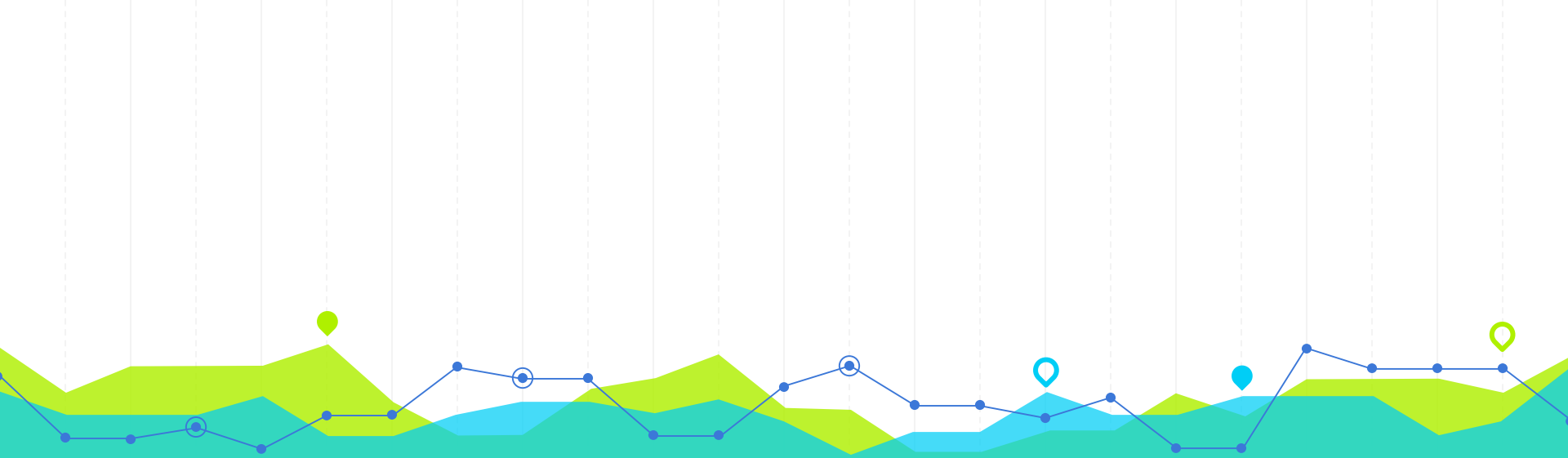
1. Identify five asks to Chesapeake Bay Program Management Board
2. Discuss the status of each ask
3. Confirm 2025 target goals for Diversity Indicator
4. Open discussion to workgroup on how to achieve incomplete asks



## FIVE ASKS OF THE MANAGEMENT BOARD

1. Establish a position or committee dedicated to DEI from each jurisdictional and federal partner.
2. Set a 2025 target for CBP Diversity Indicator.
3. Remove term “minority” from outcome & management strategy.
4. Provide status updates on revised state grant guidance to address DEI/EJ.
5. Assist in broadening our outreach efforts.



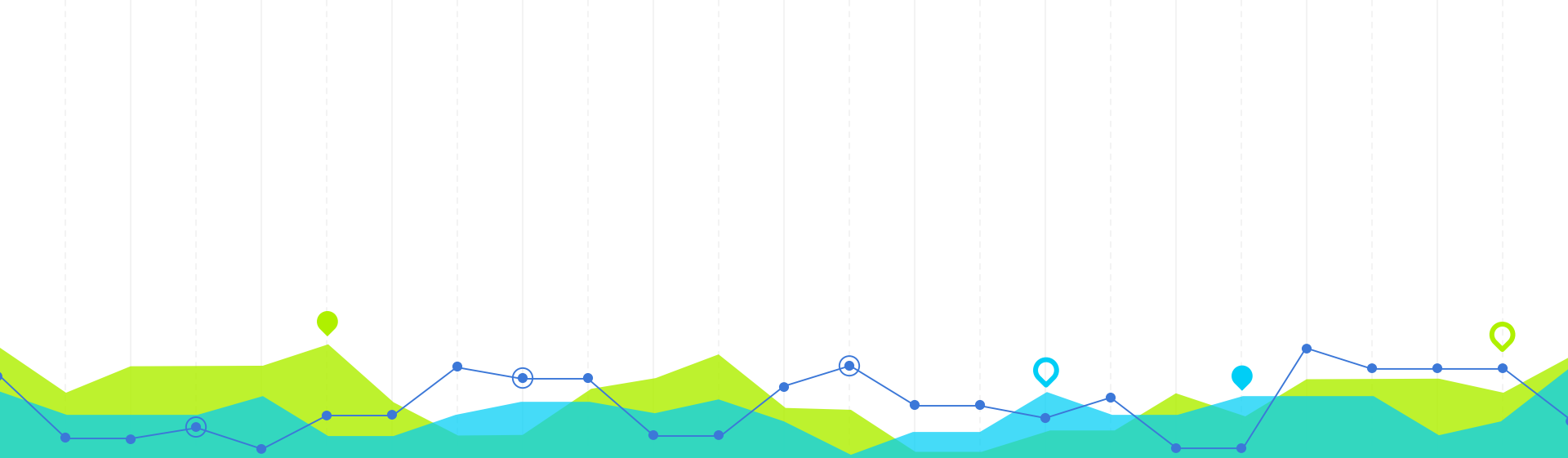


**Establish a position or committee dedicated to DEI from each jurisdictional and federal partner.**

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# MB ASK #1

| JURISDICTION    | EXISTING POSITION   | EXISTING COMMITTEE                                     |
|-----------------|---|--|
| Delaware        | N/A   | N/A  |
| Maryland        | Yes – Diversity and Inclusion Coordinator and Multicultural Outreach Coordinator  | MDE has an Office of Fair Practice                     |
| New York        | N/A   | Office of EJ   |
| Pennsylvania    | Yes – Diversity Manager from PA Office of Administration & PA- DCNR William Penn Fellow (Youth, Diversity and Recreation) | PA – DEP – Office of EJ                                |
| Washington D.C. | Yes - Environmental Education, Equity and Engagement Specialist   | Office of Enforcement and Environmental Justice (OEEJ) |
| West Virginia   | N/A   | N/A  |
| Virginia        | N/A   | Environmental Justice Advisory Council                 |



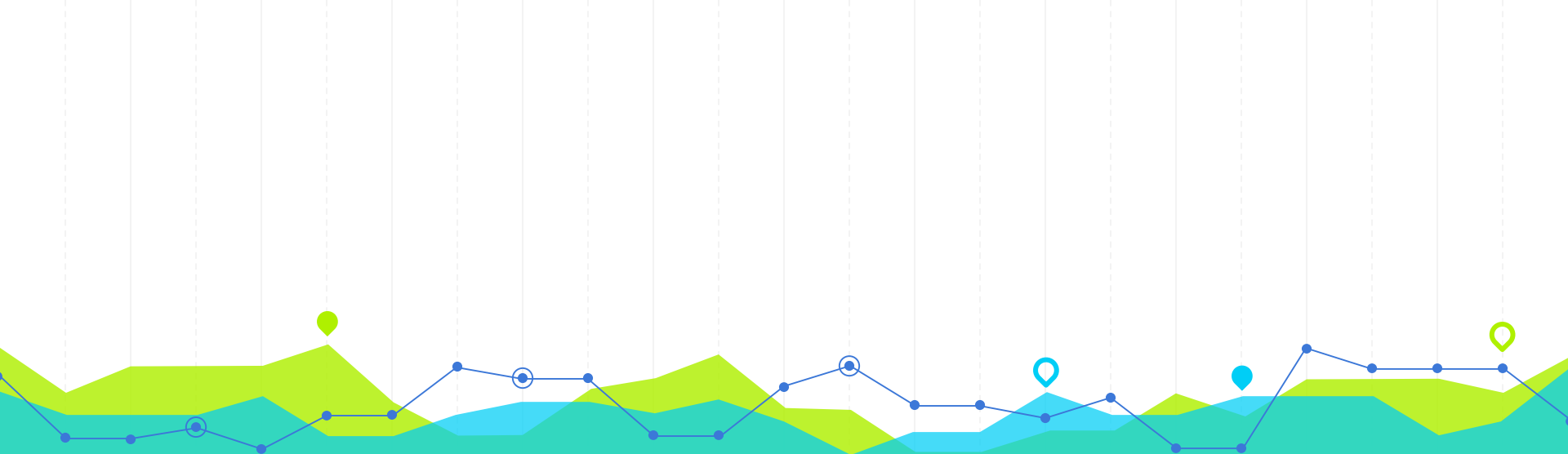
Remove term “minority” from outcome  
& management strategy.

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## MB ASK #2

Was approved in November Management Board meeting, and will be presented as a discussion point in July PSC meeting.





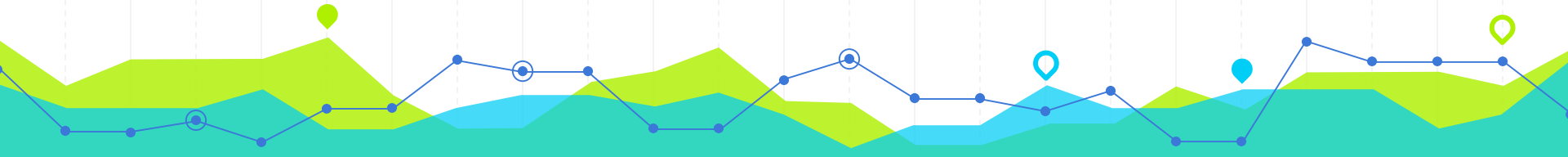
Provide status updates on revised state  
grant guidance to address DEI/EJ.

3



## MB ASK #3

By March 31<sup>st</sup>, we asked Jurisdictions to give us status updates as to how they were spending CBIG/CBRAP funds to address Diversity, equity and inclusion and/or environmental justice. Received maps highlighting EJ communities from two Jurisdictions (NY/PA).



## MB ASK #3

- 6/7 Jurisdictions sent in status updates
- All jurisdictions are implementing projects/programs that spearhead DEI/EJ specific to their jurisdiction.
- Some jurisdictions plan to include language in subgrant conditions.
- EJ communities and underserved communities were identified, but EJ SCREEN was not used by all.
- Give additional points in grant review process if project addresses DEI/EJ
- Where possible, replace term “minority” with “underrepresented or underserved” communities.
- Illustrate the usage of a mapping tool in the status updates using existing mapping tools. Ex. State EJ tool, EJ SCREEN, EJ SCREEN - Chesapeake





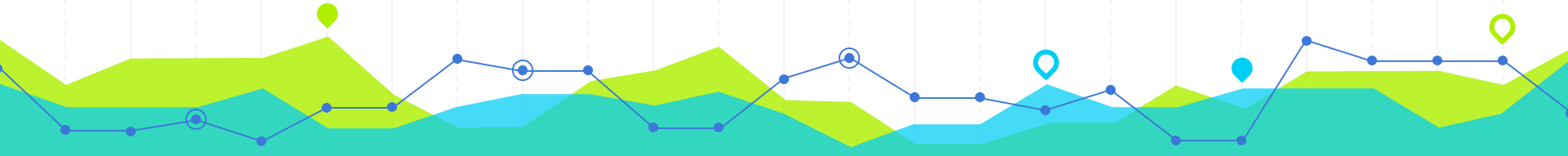
Assist in broadening our  
outreach efforts.

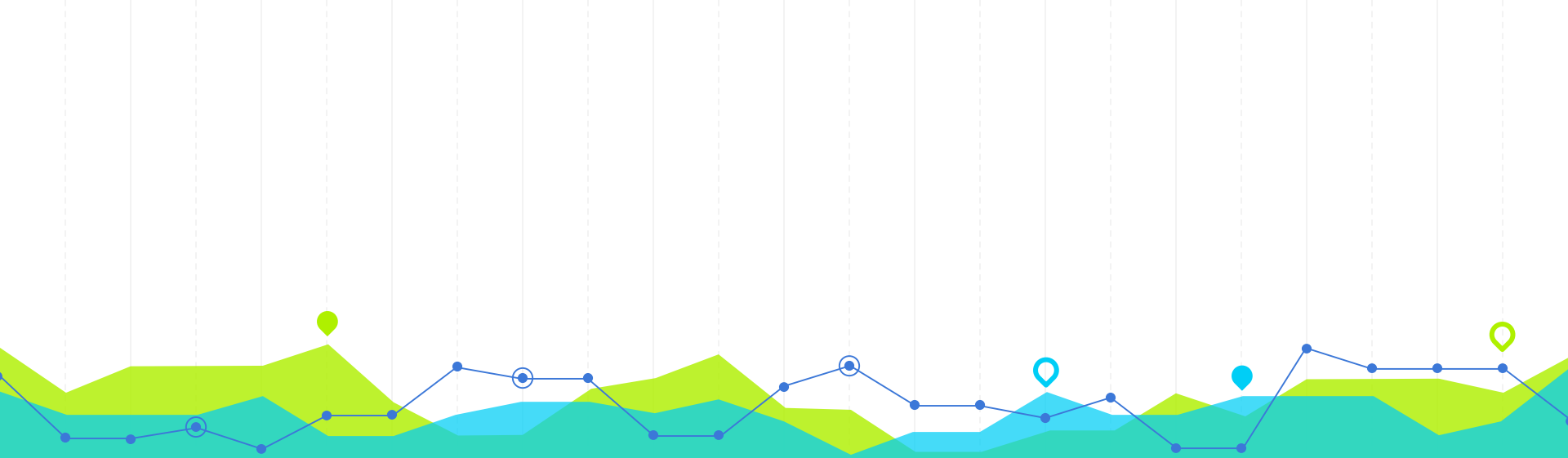
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## MB ASK #4

Ongoing Process,

- Begun with identifying DEI coordinators and staff in each Jurisdiction.
- The status updates also provided us with information regarding existing outreach opportunities we can partner with partners in the future.





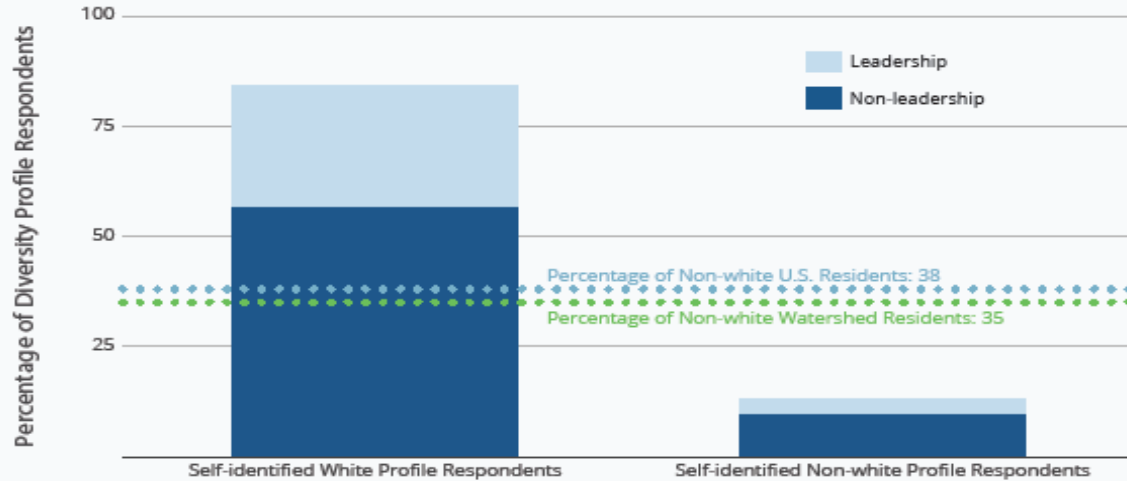
Set a 2025 target for CBP Diversity  
Indicator.

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# MB ASK #5

## Diversity

Outcome: Identify minority stakeholder groups not currently represented in the leadership, decision-making or implementation of current conservation and restoration activities. Create meaningful opportunities and programs to recruit and engage these groups in the Chesapeake Bay Program's work.

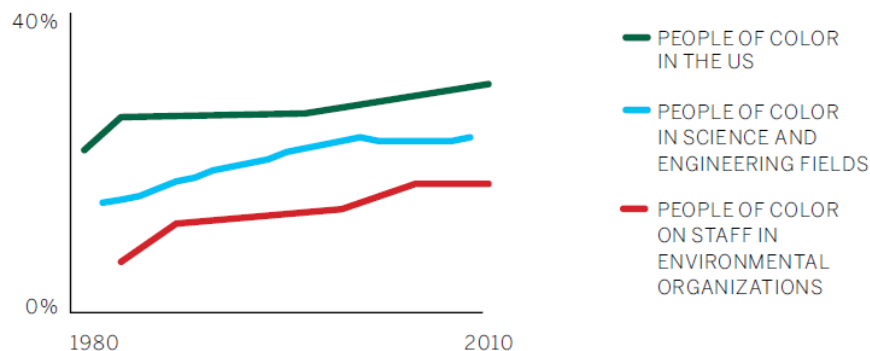


- National Average for People of Color: 38%
- Chesapeake Bay Watershed percentage: 35%
- Percentage of people of color in CBP: 13%
- Percentage of people of color in Leadership positions in CBP: 3%

# The Green Ceiling

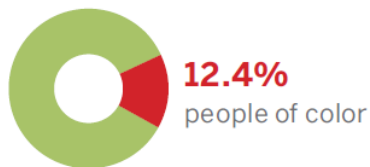
- People of color are 36% of the U.S. population, and comprise 29% of the science and engineering workforce but they do not exceed 16% of the staff in any of the organizations surveyed.
- For decades, environmental organizations have stressed the value of diversity however the diversity composition has not broken the 16% green ceiling.
- People of color support environmental protection at a higher rate than whites. However, environmental organizations are not adequately reaching out to organizations representing people of color communities.

POPULATION AND EMPLOYMENT TRENDS OF PEOPLE OF COLOR

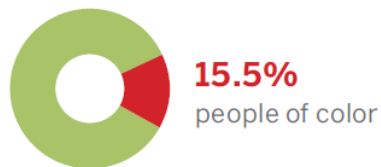


## Staff Diversity in Environmental Organizations

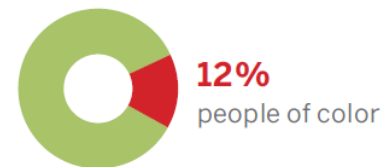
### NGO



### Government Agency



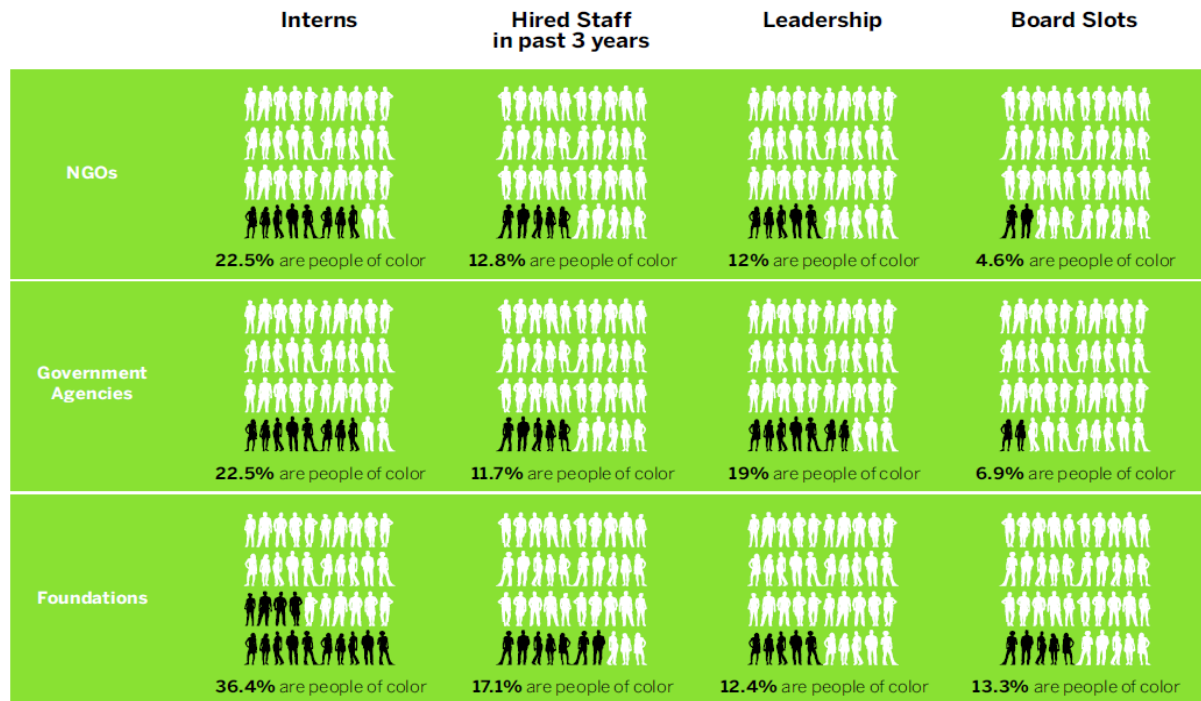
### Foundation



# Unconscious Bias, Discrimination, and Insular Recruiting

The failure of environmental organizations and agencies to increase recruitment and retention of people of color comes despite the disproportionate impact of environmental hazards on communities of color and the fact that people of color poll higher than whites in support for environmental issues. Environmental organizations fail to

use the existing internship pipeline effectively. As a result, diversity decreases as responsibility increases. None of the largest budget orgs had a president, vice president, or assistant/associate director who was a person of color.

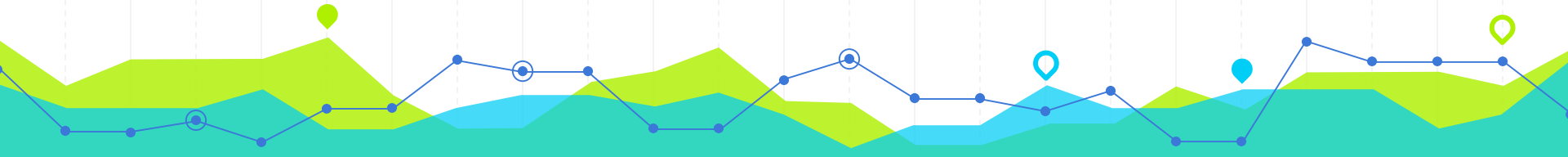


The impression that there are low numbers of people of color in the applicant pool can be partially attributed to organizations failing to go beyond their use of traditional, limited recruiting practices such as word-of-mouth, environmental websites and informal networks.



## MB ASK #5

- Propose the following goal for 2025:
  - Increase percentage of people of color in CBP from 13% to 25%
  - Increase percentage of people of color in leadership positions from 3% to 20%
  - Current 13% represents 50 profile respondents of color
  - Current 3% of leadership represents 12 profile respondents of color.
  - An increase to 25% would mean 94 profile respondents of color out of 375 total respondents.
  - An increase in leadership to 20% people of color would mean 22 profile students of color out of 375 total respondents.



## MB ASK #5

- By 2025, 25% of the total CBP partnership be people of color.
- By 2025, 20% of leadership consist of people of color.
- 20%/25% by 2025!

