

A large blue diagonal graphic that starts from the top right and extends towards the bottom left, separating the white text area from the solid blue background.

Incorporating Diversity, Equity, Inclusion and Justice (DEIJ) in the work of the CBP and WTWG

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Outline for Today

1. What are we talking about when we say DEI?
2. Why this is important and recent CBP DEI Statements and Executive Order
3. Discussion

What do we mean when we say DEI?



Diverse/diversity

The demographic mix of a specific collection of people, taking into account 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, relationship to the natural environment.

Credit: Skeo, adapted from the [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.”

Credit: [D5 Coalition](#)



Diversity vs. Inclusion

It is possible to be diverse,
without being inclusive!

*To be successful in advancing
DEIJ, we must have both
diversity AND inclusion.*

Equality



Equity



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

(Credit: D5 Coalition)



**Everyone gets what
they need to thrive!**





Justice

The quality of being just, impartial,
or fair.

Credit: [Merriam Webster](#)

Directly dismantling barriers to
resources and opportunities in
society so that all individuals in
communities can live a full and
dignified life.

Credit: [Avarna Group](#)

Prioritizing DEIJ and Environmental Justice in Our Work

“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.”

-Chesapeake Executive Council August 2020 DEIJ Statement



Executive Order on Protecting Public Health and the Environment and Restoring Science to Tackle the Climate Crisis

With the stroke of a pen, President Biden brought nearly half a century of environmental justice activism to its culmination.

Biden signed an executive order that promises a governmentwide approach to the disproportionate pollution burdens faced by many communities of color.

More information:

- <https://www.eenews.net/stories/1063723815>
- <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-protecting-public-health-and-environment-and-restoring-science-to-tackle-climate-crisis/>

Why is this important?

- Environmental justice communities are **disproportionally affected by environmental harms** and not included in the environmental decision-making processes (NAACP Environmental and Climate Justice).
- Latinos are **more concerned with global warming** than non-Latinos. But seven in ten Latinos (71%) have never been contacted by an organization working to reduce global warming (Climate Change in the Latino Mind, Yale Program on Climate Change Communication, 2017).
- Many people of color **don't have access or feel safe recreating** in the outdoors (Christian Cooper example in Central Park).
- Diverse organizations have, on average, **83% higher productivity and 19% higher gross revenue** (Shift Bias).
- People of Color have **lower levels of perceived fairness around development, evaluation, and promotion** practices and, therefore, lower intent to stay in the environmental field than Whites (Green 2.0 Leaking Talent Report).



Links and Resources

CBP Executive Council **DEIJ Statement:**

https://www.chesapeakebay.net/documents/41279/deij_statement_final_all_signatures.pdf

CBP Principals' Staff Committee **DEIJ Action Statement:**

https://www.chesapeakebay.net/documents/PSC_DEIJ_Action_Statement_FINAL_With_Signatures.pdf

CBP Diversity Workgroup webpage with **resources:**

https://www.chesapeakebay.net/who/group/diversity_workgroup

Environmental Justice and Equity Dashboard: <https://gis.chesapeakebay.net/diversity/dashboard/>

Choose Clean Water Coalition **Tools and Resources:**

<https://www.choosecleanwater.org/our-commitment-to-deij>

Choose Clean Water Coalition Equity Workgroup **Tools:** <https://www.choosecleanwater.org/equity>

Discussion Questions

- How can we involve and support environmental justice communities in our work to meet mutually beneficial goals?
- How can we track if our work and BMP implementation is equitably distributed at the local level?
- How can we increase diversity and inclusion among staff and leadership within our organizations?
- Could we explore using minority/disadvantaged/women-owned businesses for contractual services to support technical management systems?