



Chesapeake Bay Program
A Watershed Partnership

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DEIJ Action Team

Coordinators and Staffers Meeting

Diversity and Environmental Justice in 2014 Chesapeake Bay Watershed Agreement

- ▶ **Diversity Outcome:** Identify stakeholder groups that are not currently represented in the leadership, decision making and implementation of conservation and restoration activities and create meaningful opportunities and programs to recruit and engage them in the partnership's efforts.
- ▶ **EJ Principle:** Promote environmental justice through the meaningful involvement and fair treatment of all people, regardless of race, color, national origin or income in the implementation of this Agreement.

Goals and Decisions for Today

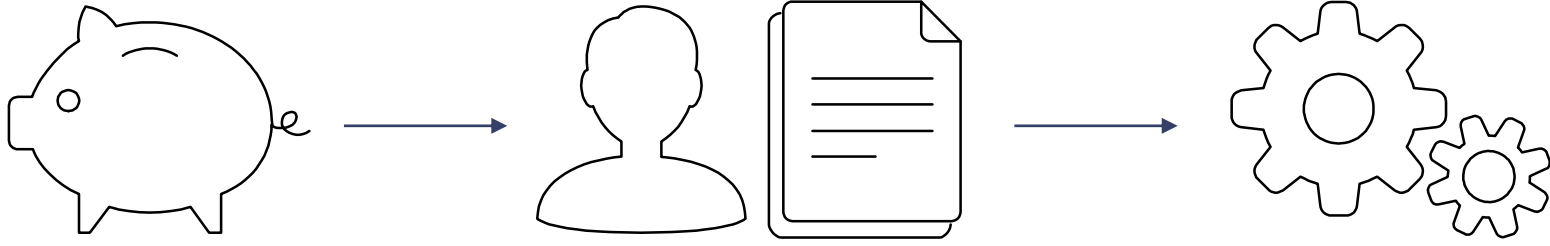
Goals:

- ▶ Provide overview of draft DEIJ Implementation Plan
- ▶ Update regarding the Community Advisory Board following PSC meeting
- ▶ Draft Communication and Outreach Plan

Requested:

- ▶ Feedback on draft documents and proposed time schedule
- ▶ Identify preferred approach to assigning ownership for implementation plan moving forward
- ▶ Identify high level items of concern

HOW WAS THE DEI STRATEGY DEVELOPED?



1) EPA-funded project awarded to independent consultant

- 2) DEI Readiness Assessment of CBP
- Interviews
 - Focus Groups
 - Survey
 - Review of policy documents

3) Draft DEI Strategy developed and reviewed by Diversity Workgroup before finalized in April 2020

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).

DEIJ Action Team “Vision”

DEIJ Strategy Implementation Plan

- ▶ Develop roadmap for implementing DEIJ Strategy Action Plan, identifying additional actions, subtasks, steps, and resources needed to ensure implementation by end of 2025.

Community Advisory Board

- ▶ Develop recommendations for establishing a Community Advisory Board composed environmental justice leaders and representatives from underrepresented groups, identifying feasible options for board purpose, structure, membership, governance, funding/compensation, timing, etc.

Outreach and Communications

- ▶ Engage underrepresented communities in the development of the implementation plan and recommendations for the Community Advisory Board. Use the engagement process as a foundation for organizational change and meaningful and long-term engagement with underrepresented communities.

DEIJ Strategy Focus Areas

Strengthening CBP's Authorizing Environment for DEIJ

- >Objective 1: Create an authorizing environment for DEIJ

Advancing DEIJ Internally

- >Objective 2: Increase DEIJ in hiring, promotion and tenure
- >Objective 3: Increase DEIJ in appointee and volunteer bodies
- >Objective 4: Increase DEIJ in internal culture and training

Advancing DEIJ through Watershed Restoration Work

- >Objective 5: Advance DEIJ through GIT workplans and outcomes
- >Objective 6: Advance DEIJ through communications
- >Objective 7: Advance DEIJ through grant-making and contracting

Advancing DEIJ Performance of CBP Partners

- >Objective 8: Increase DEIJ Performance of Partners

Implementation Plan Structure

- ▶ Breaks higher-level actions into smaller subtasks
- ▶ For each subtask, the plan outlines:
 - ▶ Task owner(s)
 - ▶ Due dates
 - ▶ Completion date (to be filled in as work is completed)
 - ▶ Current status
 - ▶ Resource needs

DEIJ Strategy Implementation Plan

Vision: Develop roadmap for implementing DEIJ Strategy Action Plans, identifying additional actions, subtasks, steps, and resources needed to ensure implementation by end of 2025

ACTION	DESCRIPTION	TIMEFRAME	MEASURES OF SUCCESS	ROLES		POTENTIAL RESOURCES AND TOOLS	
3.2.b.	Develop a better understanding of environmental justice communities and organizations in the Chesapeake Bay watershed. This could include conducting stakeholder mapping exercise(s) to become familiar with what organizations are doing environmental justice work and related social justice work in the watershed. This could also include mapping exercises to identify communities of color and low income communities relative to CBP investments.	Phase 1: Conduct research to produce a better understanding of the EJ communities and organizations in the CB watershed. Ongoing: Update this research periodically.	What new organizations and communities have been identified? Has CBP found ways to build relationships with these entities?	Lead: Diversity Workgroup Supports: CBP GIS Team		Capture earnings from this task in related trackers (e.g., see 3.4.e)	
	Task	Description	Suggested Task Owner	Due Date	Date Completed	Current Status	Resource Needs
	Subtask 1	Refine the Chesapeake Bay Environmental Justice and Equity Dashboard	USGS GIS team	Dec-22	--	In progress. Beta version being circulated	

DEIJ Strategy: Actions

Strengthening CBP's Authorizing Environment for DEIJ

>Objective 1: Create an authorizing environment for DEIJ

- **Action 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 implementation of the agreement.
- **Action 1.4:** Update the Governance Document for the Chesapeake Bay Partnership to include a) explicit diversity goals for each group in their "Leadership and Membership" sections, b) language describing the role and impact of DEI and EJ considerations in the "Process for Decision-Making" section, and c) mechanisms for raising and addressing DEI issues
- **Action 1.7:** Establish protocol for tracking and reporting measures of success for all actions to include: 1) clear list and definitions of metrics for tracking; 2) protocols and time interval for measuring progress; 3) define baseline status; 4) define reporting structure

DEIJ Implementation Plan: Example

Strengthening CBP's Authorizing Environment for DEIJ

>Objective 1: Create an authorizing environment for DEIJ

- **Action 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 implementation of the agreement.
 - Subtask 1: Draft general language based on DEIJ Statement for incorporation in all Management Strategies (assigned to GIT 6 to complete before beginning of third SRS cycle)
 - Subtask 2: Recommend Outcome-specific language for incorporation into each Management Strategy as it comes up for SRS review. Include goals identified by Presidential Executive Orders as applicable. (Assigned to Outcome leads to complete during the QPR process)
 - Subtask 3: Review and approval of final language for incorporation into Management Strategies (Assigned to MB).

DEIJ Strategy: Actions

Advancing DEIJ through Watershed Restoration Work

Objective 5: Advance DEIJ through GIT workplans and outcomes

Objective 6: Advance DEIJ through communications

Objective 7: Advance DEIJ through grant-making and contracting

3.2: Build relationships with communities of color, low-income communities, and other underrepresented groups, and incorporate these leaders into decision-making and implementation.

Action 3.2.a. Participate in EJ-led gatherings, such as ongoing engagement in the University of Maryland School of Public Health DMV EJ conference (consider becoming a sponsor) to build CBP’s professional network and bring discussion about implementation of the Chesapeake Bay Watershed Agreement directly into EJ-led spaces.

DEIJ Strategy: Actions

Advancing DEIJ through Watershed Restoration Work

Objective 5: Advance DEIJ through GIT workplans and outcomes

Objective 6: Advance DEIJ through communications

Objective 7: Advance DEIJ through grant-making and contracting

3.3: Advance DEI through GIT workplan development and implementation

Action 3.3.a. Identify specific decision-points and other milestones within the GIT workplans and other governance and management processes supporting the development and implementation of the Chesapeake Bay Watershed Agreement, where communities of color, low-income communities and other underrepresented groups can influence the development and implementation of the Chesapeake Bay Watershed Agreement.

Action 3.3.b. Review each GIT workplan and ensure inclusion of considerations for equitable distribution of benefits and improvements and considerations for reduction of disproportionate adverse environmental impacts in communities of color, low-income communities and other underrepresented groups.

Action 3.3.c Ensure implementation partnerships include (1) organizations that are run by and primarily serve communities of color and other underrepresented communities and (2) other organizations that engage these communities. In the near-term, place an emphasis on increasing the former, as the groups are currently underrepresented in CBP's partnerships.

DEIJ Strategy Implementation Plan

Next Steps

- ▶ March-April: Obtain internal feedback on plan elements – (e.g., feasibility, ownership, timeline, priority, resources, and utility)
- ▶ April-May: Update draft based on feedback and engage external stakeholders, including public comment period and direct outreach with underrepresented communities.

Questions to consider while giving feedback

- Are subtasks/steps feasible--i.e., how likely is the it to be implemented? What are the barriers to implementation, if any?
- Are action/task timelines (i.e., due date) reasonable and/or accurate?
- Have action/task owners been properly identified? If not, please suggest corrections and/or additions.
- Are additional resources necessary to implement the action/task? If yes, please provide suggestions.

Community Advisory Board

Current Status

- ▶ The DEIJ Action Team developed initial recommendations and options for establishment of CAB and presented this to the PSC on March 2nd
- ▶ The PSC requested that at a future meeting they receive an update on the Diversity Workgroup GIT Funding project, "Cultivating and Strengthening Relationships with Underrepresented Stakeholder Groups."
- ▶ The PSC requested that the Diversity Work Group report to the PSC at the next possible PSC meeting (either the May meeting or the September meeting) on the status of the GIT-funded project, "Cultivating and Strengthening Relationships with Underrepresented Stakeholders." Included in that report will be a summary of the feedback from community members. (Note: The project has not been awarded to a grantee as of 3/8/21.)
- ▶ Action: EPA agreed to provide the PSC with the set of questions that will be used as part of the GIT-funded outreach project.

Community Advisory Board

Current Status

- ▶ The DEIJ Action Team provided initial recommendations and options for establishment of a community advisory board (CAB). The PSC requested that the DEIJ Action Team provide another option that evaluates the merits of incorporating the vision for a stand-alone CAB into existing CBP advisory committees, including evaluating the governance documents (or bylaws) for CAC, LGAC and STAC to broaden their missions to better support DEI principles.

Outreach & Communications

DEIJ Action Team has developed a Communications/Outreach plan and schedule to guide internal and external outreach.

- ▶ **February-April:** Internal CBP feedback and information gathering with Action Team, Diversity Workgroup, and Partnership entities (e.g., Management Board, GIT Chairs, Coordinators/Staffers, SRS Team, grants teams) on implementation plan and CAB planning document.
- ▶ **March-May:** Direct engagement with underrepresented communities via Action Team members and partner networks (including tracking); public comment period external review and comments. Develop stakeholder list with input from Action Team members.
- ▶ Efforts will build on the work of the CBP Communications Office and Diversity Workgroup who will help refine messaging and develop outreach materials.
 - ▶ Diversity Workgroup GIT-funded project , “Cultivating and Strengthening Relationships with Underrepresented Stakeholders”
 - ▶ Bay Program Primers: Who We Are. What We do.

Outreach & Communications

***Vision:** Engage underrepresented communities in the development of the implementation plan and recommendations for the Community Advisory Board. Use the engagement process as a foundation for organizational change and meaningful and long-term engagement with underrepresented communities*

How do we define “Meaningful Engagement/Involvement”?

- ▶ People have an opportunity to participate in decisions about activities that may affect their environment and/or health.
- ▶ The public's contribution may influence the decision
- ▶ Community concerns will be considered in the decision-making process
- ▶ Decision makers will seek out and facilitate the involvement of those potentially affected

Discussion

