DEIJ Action Team Update

Principals' Staff Committee Meeting, November 23, 2021

Chesapeake Bay Program
Science. Restoration. Partnership.

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Agenda & Decisions

● Agenda

▸ Public Comment Period: Summary of outreach activities and comments

▸ DEIJ Plan edits and response to comments

▸ DEIJ Performance Tracking & Accountability Framework

▸ Follow-up Action Items

● Requested Decision

▸ Acceptance and support of the DEIJ Strategy Implementation Plan

▸ Acceptance and support of the DEIJ Performance Tracking & Accountability Framework
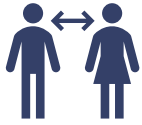
DEIJ Implementation Plan Public Comment Period

▸ *Public Comment Period (August 23rd-September 27th)*

- ▹ Featured Story on Chesapeakebay.net

- ▹ Social media announcements (Twitter, Facebook)

- ▹ Email to MB, PSC, Diversity Workgroup, Action Team distribution list

- ▹ DEIJ Action Team webpage

- ▹ CBP DEIJ Implementation Plan Backgrounder

- ▹ Action Team member outreach
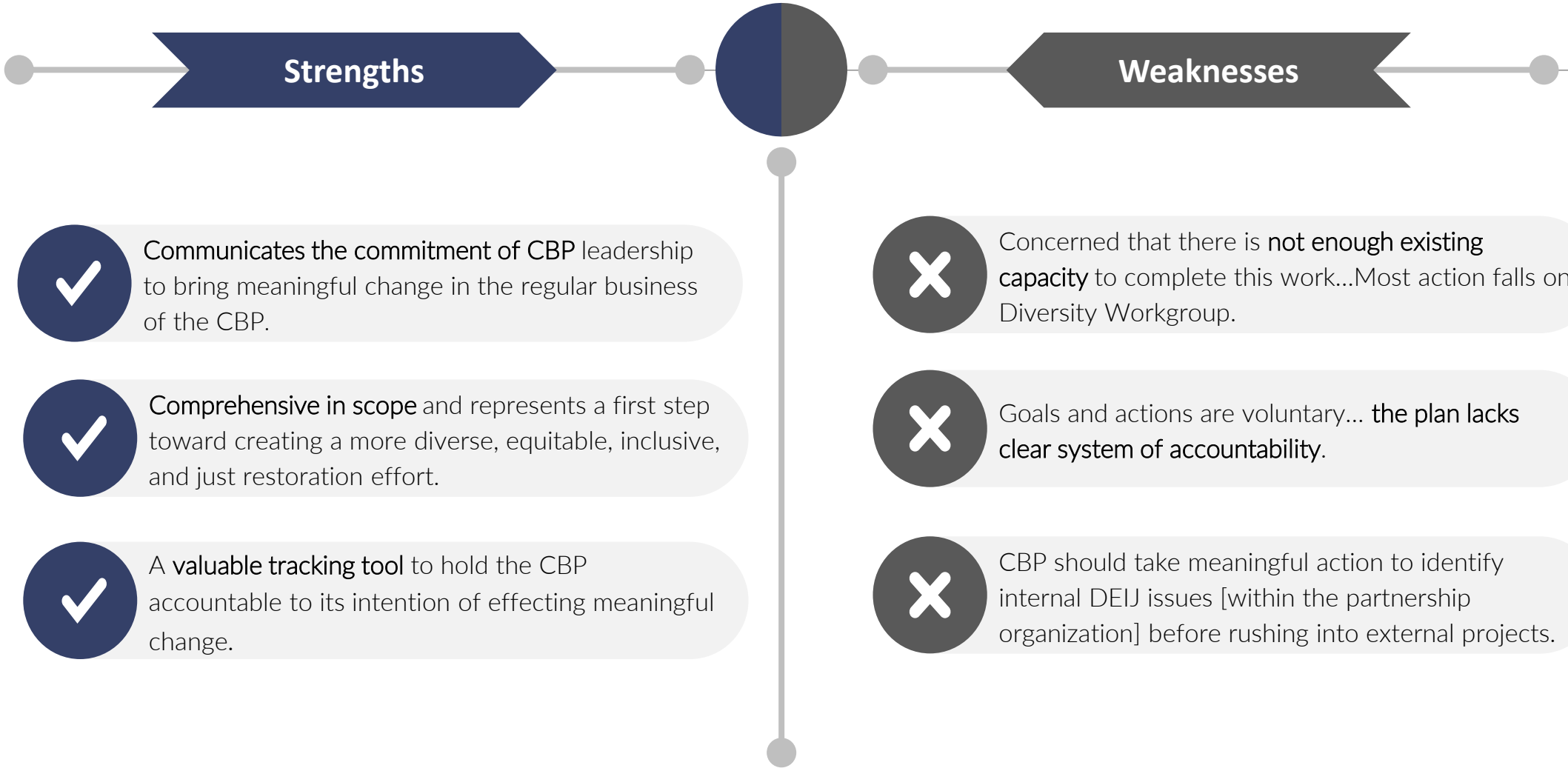
- ▹ Support student-led efforts
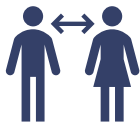
DEIJ Implementation Plan Public Comment Period

‣ *Who provided comments?*

- ‣ State of Maryland
- ‣ Delaware DNREC
- ‣ NOAA (NCBO)
- ‣ Choose Clean Water Coalition
- ‣ Center for Community Engagement, Environmental Justice and Health
- ‣ Residents (2)
- ‣ CBP partnership
  - ‣ Local Leadership Workgroup
  - ‣ 5 responses to internal feedback form

Public Comments Received

*some comments paraphrased

Strengths

Weaknesses

Communicates the commitment of CBP leadership to bring meaningful change in the regular business of the CBP.

Comprehensive in scope and represents a first step toward creating a more diverse, equitable, inclusive, and just restoration effort.

A **valuable tracking tool** to hold the CBP accountable to its intention of effecting meaningful change.

Concerned that there is **not enough existing capacity** to complete this work...Most action falls on Diversity Workgroup.

Goals and actions are voluntary... **the plan lacks clear system of accountability.**

CBP should take meaningful action to identify internal DEIJ issues [within the partnership organization] before rushing into external projects.

Addressing Challenges

CHALLENGES

01

Capacity and equity

Not enough capacity. Most actions fall on Diversity Workgroup.

02

Accountability

Lacking performance measures and a system for ensuring implementation.

03

CBP Scope

What is "internal" and what can CBP ask of partner organizations, each other?

SOLUTIONS

01

Priorities and Sequencing

Foundational actions that will help advance other tasks and organizational "readiness"

02

Accountability Framework

Management Board "Champions". Reporting frequencies. Performance metrics

03

Right-sizing

Reflect authorities, organizational scope, and role of CBP.

Implementation/Accountability Framework

A framework for tracking DEIJ Strategy implementation and creating accountability.

▸ **Tracking and Implementation Lead:** Entity or entities responsible for collecting and organizing tracking information and leading implementation.

▸ **Frequency of Reporting:** Defines when information will be "reported" and by whom.

▸ **Process for Updating and Prioritizing:** How and by whom progress will be assessed and new priorities, actions, and timeframes defined.

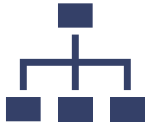▸ **Performance measures/metrics**: Information reported and against which progress is measured.

Tracking and Implementation Lead(s)

Entity or entities responsible for collecting and organizing tracking information and leading implementation.

- ▸ **Retain a DEIJ Coordinator/Contractor to initiate *partnership-wide* implementation** in collaboration with the Diversity Workgroup.

- ▸ **Identify Management Board "Champions"** to ensure leadership accountability for implementation and support for DEIJ Coordinator.

- ▸ **Ensure capacity and cross organization collaboration** by scheduling regular meetings with representatives from partnership entities (e.g., Goal Team, workgroups, advisory committees)

Performance Measures

The information and targets upon which progress will be measured.

▸ **Track implementation actions** against performance targets identified in the plan, using DEIJ Readiness Assessment baseline and scoring system.

▸ **Track progress towards quantifiable long-term targets**, including Diversity Goal.

▸ **Develop additional quantifiable impact metrics/targets** as implementation progresses and methods for measurement and data collection are developed.

Frequency of DEIJ Reporting

How often information will be "reported" and by whom.

- **GITs and Workgroups** submit descriptions of efforts during **SRS Quarterly Progress Meetings**.

- **Other Program bodies** report on efforts on **annual basis**.

- **Signatories update partnership on DEIJ efforts and outcomes annually** at Management Board Meeting

- **DEIJ Coordinator** develops **annual report** summarizing partnership outcomes.

  - Could this be part of the *State of the Program* report presented to the EC?

Process for Updating Plan

How the implementation plan will be evaluated, and new priorities, actions, and timeframes defined.

▸ **Plan reviewed and updated biannually**, with mid-cycle evaluation occurring after first year.

▸ Consider conducting a **second DEIJ Readiness Assessment.**

Decisions Requested

▸ Acceptance and support of the DEIJ Strategy Implementation Plan

▸ Acceptance and support of DEIJ Performance Tracking & Accountability Framework

Follow up Action Items

▸ Touch base with Executive Council members about increasing diversity of appointees.

▸ Meaningful inclusion of DEIJ on PSC agendas every 6 months.

▸ Update EC on jurisdiction DEIJ activities and outcomes.

▸ Preparations for the EC meeting
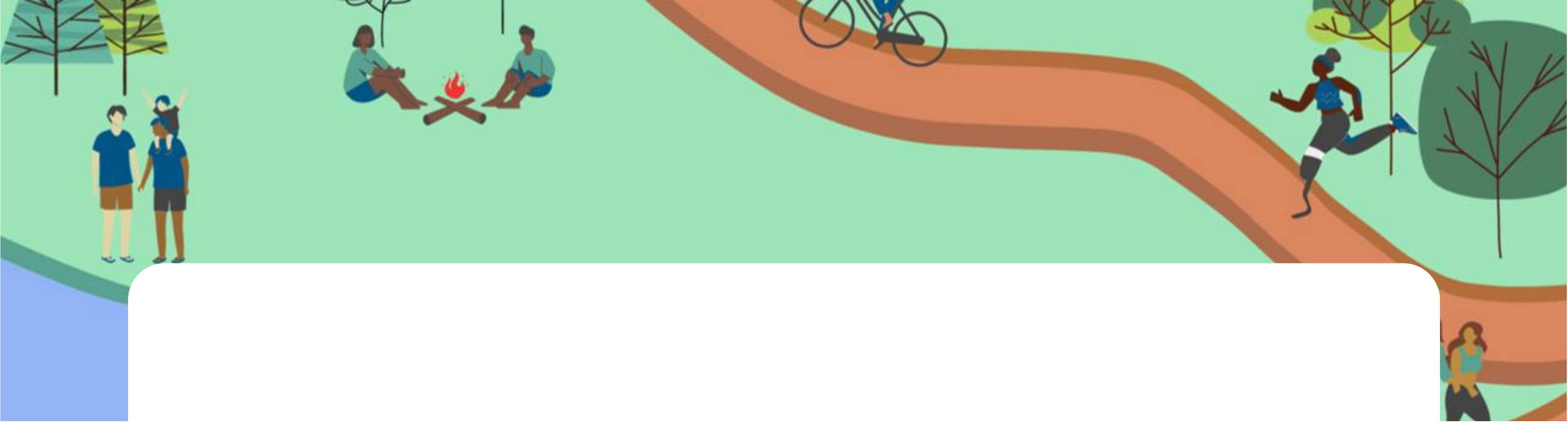
Thank you, DEIJ Action Team!

Action Team Members—Tribes and Jurisdictions

Organization	Staff Representative
Tribes	
Upper Mattaponi Indian Tribe	
	Reggie Tupponce
Rappahannock Tribe	
	Woodie Walker
Chesapeake Bay Watershed Jurisdictions	
Delaware	
	Eric Dawson
	Clare Sevcik
District of Columbia	
	Jeff Seltzer (Co-Chair)
	Kevin Newman
Maryland	
	Dave Goshorn
	Cindy Osorto
	Trystan Sill
New York	
	Rosa Mendez
	Jordan Gougler
Commonwealth of Pennsylvania	
	Alayna Schmeider
	Allison Acevedo, Esq
	Emily Hendrickson
	Laruen Imgrund
	Jill Whitcomb
Commonwealth of Virginia	
	Ann Jennings
	Nathan Burrell
	Arianna E. Johns
	Megan Bascone
	Meryem Karad (Co-Chair)

Action Team Members—Federal Agencies

Federal Agencies	
U.S. Environmental Protection Agency (EPA)	
	Samantha Beers
	Martha Shimkin
	Tuana Philips
	Bill Jenkins
	Allison Ng
	Bo Williams
	Jim Edward
Fish and Wildlife Service (FWS)	
	Genieve LaRouche
	Chris Guy
National Oceanic and Atmospheric Administration (NOAA)	
	Sean Corson
	Lauren Taneyhill
National Park Service (NPS)	
	Wendy O'Sullivan
	Sangita Chari
U.S. Forest Service (USFS)	
	Sally Claggett
	Julie Mahorter
U.S. Geological Survey (USGS)	
	Renee Thompson
National Aeronautics and Space Administration (NASA)	
	Trena Ferrell
USDA NRCS	

Action Team Members—Chesapeake Bay Partnership

Chesapeake Bay Partnership	
Advisory Committees	
Citizen Advisory Committee	
	Julie Lawson
	Jess Blackburn
Local Government Advisory Committee	
	Daniel Chao
Scientific and Technical Advisory Committee	
	Annabelle Harvey
Diversity Workgroup	
Alliance for the Chesapeake Bay	
	Ola Davis
Chesapeake Bay Foundation	
	Carmera Thomas
EPA	
	Allison Ng
Chesapeake Research Consortium	
	Briana Yancy
CBP GIT's and Workgroups	
USGS, Maintain Healthy Watersheds GIT	
	Renee Thompson
GIT Chairs	
	Kristin Saunders
Communications	
	Caitlyn Johnstone
	Rachel Felver