

Diversity Workgroup Proposed Revisions to Governance Document Goal Implementation Team Leadership and Membership section

3/16/22

All proposed revisions (red underlined text) are based on Governance Document Version 4.0 (current version) pages 14-15

- 2. Leadership and Membership:** Each GIT has either one Chair and one Vice Chair, or Co-Chairs. While the Chair, Vice Chair or Co-Chairs can be from federal or state agencies or from organizations such as NGOs, at all times either the Chair, Vice Chair or one Co-Chair must be from federal or state agencies. GIT Chairs are non-voting members of the MB. GIT Chairs, Vice Chairs or Co-Chairs serve two-year renewable terms, with concurrence of the MB. New GIT Chairs, Vice Chairs or Co-Chairs will be designated by the MB with recommendations from GIT members, taking into consideration the Partnership's DEIJ goals and commitment to increase the diversity of its leadership. At the end of a two-year term, the GIT collectively discusses the renewal or change of their Chairmanship, Vice-Chairmanship or Co-Chairmanship. The renewal of a Chair or Co-Chairs will have concurrence from both the GIT and the MB. Otherwise, the Vice-Chair assumes the role of Chair with concurrence from the GIT and the MB, and the new Vice-Chair will be selected by GIT members. In the event that the Vice-Chair declines the nomination, the GIT will nominate a new Chair and gain concurrence from the MB. In the case of a Co-Chair arrangement, it is preferable that one of the Co-Chairs remains in place and a new Co-Chair is brought in at either the one-year or three- year point in time in order to stagger leadership transition and offer consistency for the team. The GIT Chair is responsible for coordinating with the MB on strategic plans for achieving high-priority restoration outcomes as well as periodically providing updates to the MB on progress and roadblocks encountered through the SRS process. The MB works closely with GIT leaders while also empowering them to have the greatest discretion possible over short-term adjustments to execution of strategic plans to allow quick adaptations to changing internal and external circumstances. The Chairs and Vice Chairs, or Co-Chairs, shall be individuals representing agencies with significant authority in that GIT's topic area and those individuals should be at a management level or emerging leaders within their organization.

The GITs and their respective workgroups strive to maintain a membership that appropriately represents the signatories to the Agreement, Advisory Committees, expertise in the field, people at various points in their careers, federally and state recognized tribes and the diversity of ethnicities and cultures, including people of color and underrepresented groups in the watershed. Membership should be based on the following construct to the maximum extent possible (Table 1):

- Members from each signatory (one each with an alternate identified – either alternate of member should be a newer employee to ensure we are providing opportunities widely,

ensuring future succession planning, and allowing more flexibility in incorporating diverse representation) (9)

- At-large members¹ (up to 6 with option to identify an alternate)
- One advisor from each GIT Workgroup (invited)
- One advisor from each CBP Advisory Committee (invited)

Table 1. GIT and STAR Membership Criteria Template

(Insert GIT name here) Goal Implementation Team Members		
<i>Affiliation</i>	<i>Primary</i>	<i>Alternate</i>
Delaware		
District of Columbia		
Maryland		
New York		
Pennsylvania		
Virginia		
West Virginia		
Chesapeake Bay Commission		
U.S. Environmental Protection Agency		
At-Large		
At-Large		
At-Large		
At-Large		
At-Large		
At-Large		
Workgroup #1		
Workgroup #2		
Workgroup #3		
Workgroup #4		
Workgroup #5		
Citizens Advisory Committee		
Local Government Advisory Committee		
Scientific & Technical Advisory Committee		

When selecting members, each GIT should consider the following guidelines:

- Broad and inclusive representation (e.g., signatories, advisory committees, key organizations);
- A diversity of ethnicities and cultures, including people of color and other underrepresented groups;
- Level of commitment (e.g., ability to attend meetings, willingness to participate in activities related to implementation of Management Strategies); and
- Skills and perspectives (e.g., geographic diversity, expertise).

¹ In an effort to empower non-signatory partners in the decision-making process, priority for at-large membership will be reserved for NGOs, quasi-governmental organizations, federal agencies, academic institutions, and other local practitioners.

GITs may submit a request to the MB for modifications to these membership criteria if a different membership structure is deemed more appropriate.

XXXX End of Proposed Governance Document Revisions XXXXX

ADDITIONALLY - You might be wondering, how will we make sure this is happening?

We recommend that GIT 6 work with GITs and Workgroups to complete table 1 of the governance document annually by a certain date (such as December 31). DWG can support the effort to communicate about this requirement at an upcoming coordinator/staffer meeting. This request may require GITs to recruit additional members or alternates to ensure they are complying with the guidance in the document, so we would want to give them plenty of lead time to work on it to ensure they are able to successfully respond and don't feel like they are being put on the spot (**we're trying to help them be successful, not catch them out of compliance**).