

GIT 6 actions in the DEIJ Strategy Implementation Plan

Focus Area 1: Strengthen the Chesapeake Bay Program authorizing environment for DEIJ.

By developing action statements and updating formal organizational document to recognize importance of and build in activities that advance DEIJ.

1.2 Subtask 1: Draft general language based on DEIJ Statement for incorporation in all Management Strategies (Supports Diversity Workgroup)

1.3 Subtask 1: Following the adoption of the DEIJ Statement, update language in the Governance and Management Framework document, advisory committee by-laws, and other governing documents (?) of the Chesapeake Bay Program to reflect DEIJ statement and values. (GIT6 leads with advisory committees and Diversity Workgroup)

Focus Area 3: Advance DEIJ through mission-related work

By building DEIJ considerations in to how the partnership develops funding opportunities, allocates benefits, engages with underrepresented communities in decision making and implementation.

3.1.a: Clarify language in DEIJ authorizing and governing documents to reflect a priority on developing long-term relationships with organizations run by and primarily serving communities of color and other underrepresented communities.

- Subtask 1: Develop a list of documents and guidance where this language could be updated. (GIT 6 Lead w/ Diversity workgroup)
- Subtask 2: Develop suggested template language, which can be tailored to each document (may reference the DEIJ Statement). (GIT 6 Lead w/ Diversity Workgroup)

3.3.a Subtask 1: Develop tracking tool that catalogues relevant decision-points within GIT/workgroup workplans where underrepresented communities can influence decision making and how feedback is incorporated for each decision-point. (GIT 6 lead w/ Management Board)

- Subtask 2: Each CBP entity (GITs, workgroups, advisory committees) and executes plan for incorporating underrepresented groups into decision-making. (GITs and workgroups)

3.3. b Subtask 1: Develop an evaluation template for GITs to use during the next workplan update cycle to (1) explicitly consider the equitable distribution of benefits and improvements and (2) to explicitly consider the reduction of disproportionate adverse environmental impacts. (GIT 6, SRS Team)

3.4.b Identify grants and funding programs for which targets and/or criteria can be implemented and distribute resources/guidance to CBP partners. (Lead w/ Diversity Workgroup)

Full text version:

Focus Area 1: Strengthen the Chesapeake Bay Program authorizing environment for DEIJ.

By developing action statements and updating formal organizational document to recognize importance of and build in activities that advance DEIJ.

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 Chesapeake Bay Watershed agreement.

- Subtask 1: Draft general language based on DEIJ Statement for incorporation in all Management Strategies (GIT6 supports Diversity Workgroup)
- Subtasks 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. (GIT6 supports Diversity Workgroup)

1.3 subtask 1: Following the adoption of the DEIJ Statement, update language in the Governance and Management Framework document, advisory committee by-laws, and other governing documents of the Chesapeake Bay Program to reflect DEIJ statement and values and a priority on developing long-term relationships with organizations run by and primarily serving communities of color and other underrepresented communities (in addition to, and distinct from organizations that engage communities of color and other underrepresented communities but are not led by representatives of these communities). (GIT 6 leads)

Focus Area 3: Advance DEIJ through mission-related work

By building DEIJ considerations in to how the partnership develops funding opportunities, allocates benefits, engages with underrepresented communities in decision making and implementation.

3.1: Clarify language in DEIJ authorizing and governing documents, grant-making guidance and related implementation and maintenance actions (for example, accounting for the maintenance needs of restoration projects, and how these may differ in under-represented communities) to reflect a priority on developing long-term relationships with organizations run by and primarily serving communities of color and other underrepresented communities (in addition to and distinct from organizations that engage communities of color and other underrepresented communities but are not led by representatives of those communities).

- Subtask 1: Develop a list of documents and guidance where this language could be updated. (GIT 6 and Diversity Workgroup lead)
- Develop suggested template language, which can be tailored to each document (may reference the DEIJ Statement). (GIT 6 and Diversity Workgroup lead)
- Evaluate language annually for any changes needed based on lessons learned. (GIT 6 and Diversity Workgroup lead)

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.

- Subtask 1: Develop and use a tracking tool that catalogues relevant decision-points and how feedback is gathered and incorporated for each decision-point. (GIT 6 leads)
- Subtask 2: Each group in the Governance and Management Framework develops and executes plan for incorporating communities of color, low income communities and other underrepresented groups into decision-making.
- Subtask 3: Periodically assess and refine the tracking tool to incorporate new decision-points and milestones as needed. (GIT 6 leads)

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.

- Develop an evaluation template for GITs to use during the next workplan update cycle to (1) explicitly consider the equitable distribution of benefits and improvements and (2) to explicitly consider the reduction of disproportionate adverse environmental impacts. (GIT 6 supports)

3.4.b Promote DEIJ and EJ criteria in grant targets and evaluation.

- Identify grants and funding programs for which targets and/or criteria can be implemented and distribute resources/guidance to CBP partners. (GIT 6 and Diversity Workgroup lead)