

DEIJ in the Governance Document: Proposed Edits from Skeo Solutions

Wendy O'Sullivan (NPS)
Tuana Phillips (EPA)
Ivan Hernandez (CRC)

A Recommendation from the CBP DEIJ Strategy

- ▶ Update **the Governance and Management Framework 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 DEIJ and EJ considerations** in the “Process for Decision-Making” section, and
 - c) mechanisms for **raising and addressing** partnership-related DEIJ issues.

Discussion Questions for Today

- ▶ What **stands out to you** from the suggested edits?
- ▶ What are the **next steps** for considering and potentially incorporating these edits?
- ▶ Adding DEIJ-related terms and values to the document is one important step, but how do we make sure it will **lead to substantive changes to how we do things**?