DEIJ Action Team Update

Management Board Meeting, October 14, 2021

Chesapeake Bay Program
Science. Restoration. Partnership.
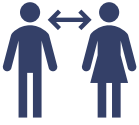
DEIJ Implementation Plan Public Comment Period

- *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

  - Student-led efforts
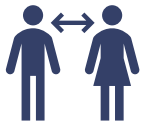
DEIJ Implementation Plan Public Comment Period

- *Who provided comments?*

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

Public Comments Received

some comments paraphrased
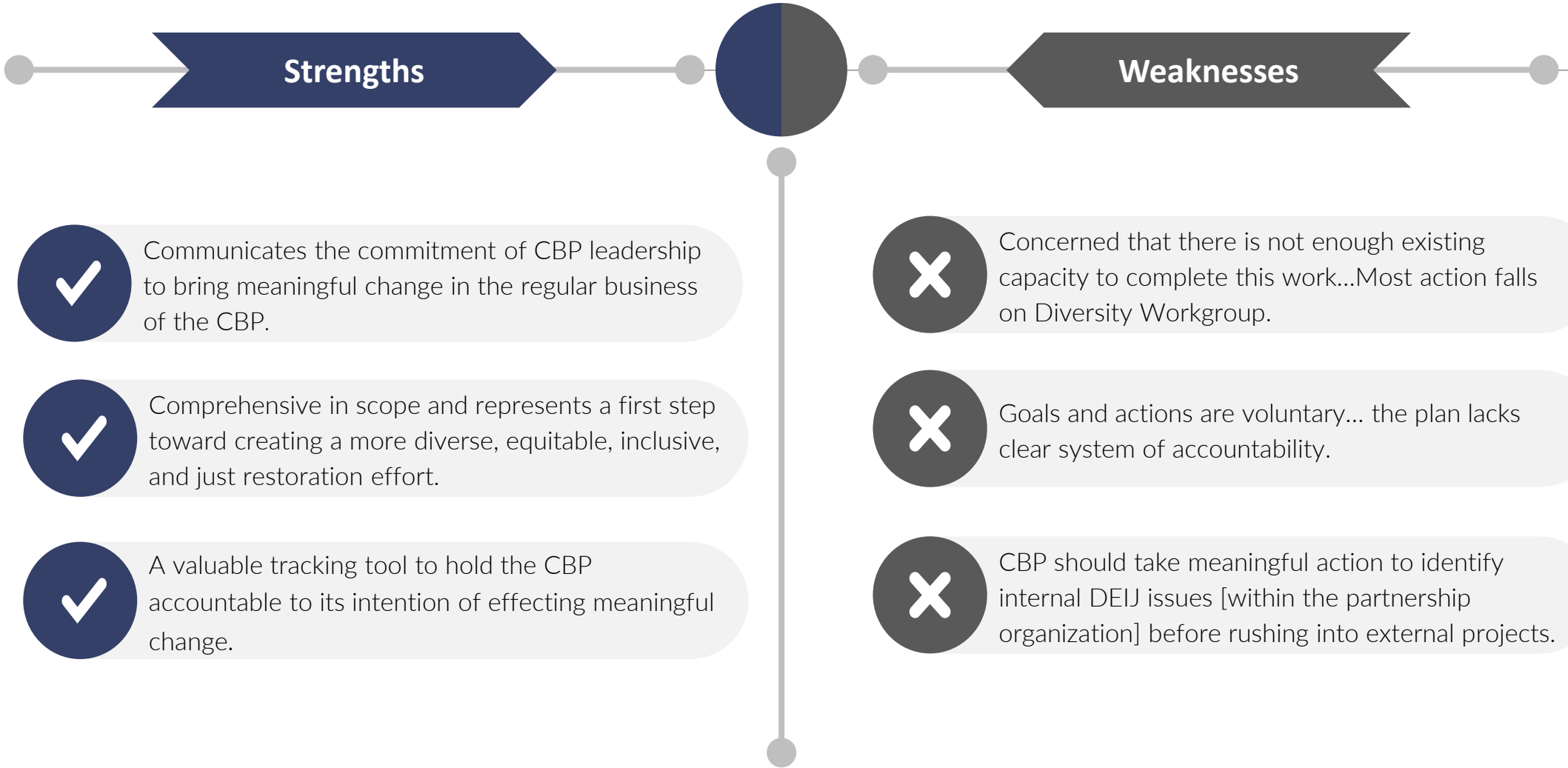
Strengths

- 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.

Weaknesses

- 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.
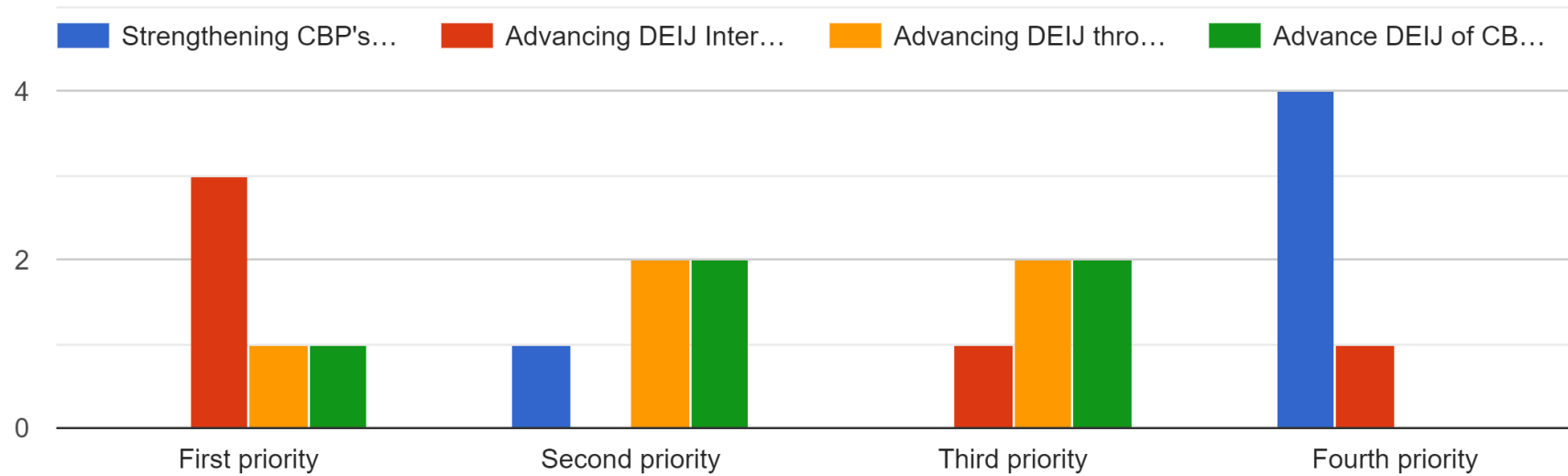
Which plan elements are most important?

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.

- ▸ Recommend that a **DEIJ Coordinator/Contractor lead implementation** and support partnership-wide DEIJ efforts in collaboration with the Diversity Workgroup, which leads information collection and reporting on activities.
    - ▸ How could we bring in a Coordinator/Contractor?
    - ▸ Is this an appropriate role for the Diversity Workgroup?
- ▸ **What could the role of MB or another executive body** be to ensure accountability and provide support for a Coordinator and the Diversity Workgroup?
    - ▸ For example, could the MB nominate a representative(s)/lead from board to help guide the Coordinator and provide accountability within the partnership organization (i.e., GITs, workgroups)?
- ▸ **How do we ensure capacity for this work**? For example, is a cross-organization cohort necessary for achieving cross-organization implementation?

Frequency of Reporting

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

▸ **GITs and Workgroups** submit descriptions of DEIJ efforts to Management Board during **SRS Quarterly Progress Meetings**.

▸ **Other Program bodies** report on DEIJ efforts on **biannual basis**.

▸ **Implementation and Tracking Leads** develop **annual or biannual report** summarizing partnership outcomes.

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

▸ How could signatories share about their DEIJ activities?

Process for Updating Plan

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

- ▸ Implementation and Tracking Leads review progress **after first two years** and update based on partnership feedback, lessons learned, and resources availability.

- ▸ Consider conducting a second **DEIJ Readiness Assessment.**
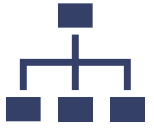
Performance Measures

The information and targets upon which progress will be measured.

▸ **Track implementation actions** against performance targets defined for each action.

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

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

Next Steps

▸ **Later October/Early November:** Finalize DEIJ Implementation Plan, incorporating feedback from public comments, and Implementation/Accountability Framework

▸ **Mid-November:** Present plan and implementation/reporting framework for PSC deliberation.

▸ **December:** Present final plan to Executive Council

Thank you. Questions?