



Meeting Purpose: Prepare for biennial progress review through the CBP's Strategy review system process by reviewing and providing feedback on the materials being prepared for the February Management Board Presentation. In addition, we sought to provide opportunities to share with each other about current, past, and future projects related to Diversity, Equity, Inclusion and Justice.

Attendees: 51 participants from local organizations, nonprofits, universities, and state/federal agencies.

SRS Overview: The SRS process runs on a two-year cycle. Now is the time to pause and determine what we are learning, what progress have we made, where do we need to course correct, and identify areas that could use additional support from the management board. Today's discussion is part of that "pause" and we are looking for you to share your insights.

The Changing Landscape of Environmental Justice: *Speaker, Samantha Phillips Beers. Director of the Office of Communities Tribes and Environmental Assessment at the USEPA.* A community is a group of people who live, work, play, or pray in a specific locale. This administration has issued two executive orders around inclusivity and EJ in trying to ensure that community outreach is part of how we do our job. It is incumbent on all of us to weave DEIJ into everything we do. Even if we do not understand another person's experience, we need to listen to it so that we can protect the environment for all.

SRS Discussion

- Our outcome measures the % of people participating in the Bay Program who identify as a person of color and the % of people in Bay Program Leadership who identify as a person of color. We are not on target for either objective and have not done a survey since 2019 so we will be working to address some of the issues that were identified with the way we collected this information in the past.
- Although there is more general support for DEIJ work, the workgroup envisions diverse representation at all levels of CBP leadership (MB, PSC, etc.) to emphasize equitable and inclusive decision making to support the Bay's restoration efforts and environmental justice goals.
- We need to shift from looking inside to engage with communities. Join their tables not just inviting them to our tables. Build that level of trust and relationship.
- Act with urgency: come up with a list of 3-5 impactful actions to take in the next 3 months.

Sharing Successes: *Speaker, Briana Yancy.* The Habitat Goal Implementation Team's TOGI – targeted outreach for green infrastructure, a project funded by the EPA. The project seeks to create valuable wildlife habitat while working with communities facing EJ issues and weather extremes. The team held listening sessions with Middle Peninsula in VA, Working Upper Mattaponi and Mattaponi and hosted a green infrastructure workshop combining their needs with green infrastructure and helping them find sources to implement those projects.

Actions

- ✓ Email Yancy.Briana@epa.gov if interested in being part of the steering committee (meets monthly for 1 hour)
- ✓ Think about and share with Diversity Workgroup leadership what you would like to see going into the next two year action plan.
- ✓ Respond to Briana's request by 12/17 for a short list of diversity action items