



Citizen Stewardship GIT: Diversity Workgroup

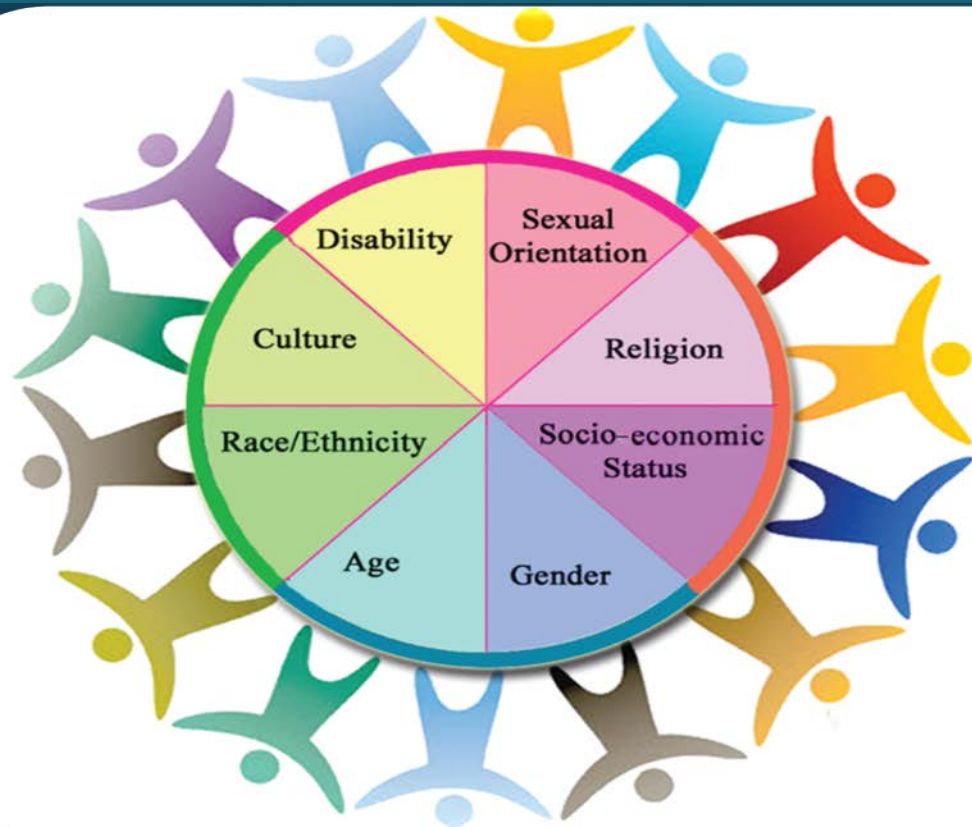
Through the Chesapeake Bay Watershed Agreement, the Chesapeake Bay Program has committed to...

Goal: *Diversity*

Outcome:

Identify minority stakeholder groups that are not currently represented in the leadership, decision making and implementation of conservation and restoration activities, and create meaningful opportunities and programs to recruit and engage them in the partnership's efforts.





Participating Partners



State of Delaware
District of Columbia
State of Maryland
Commonwealth of
Pennsylvania
Commonwealth of Virginia
Chesapeake Bay Commission
National Park Service (NPS)

U.S. Environmental Protection
Agency (EPA)
U.S. Fish and Wildlife Service
(USFWS)
U.S. Forest Service (USFS)
National Oceanic Atmospheric
Association (NOAA)
Chesapeake Bay Trust (CBT)

Steering Committee Members



U.S. Environmental Protection Agency (EPA)

State of Maryland (MD Department of Natural Resources)

Alliance for the Chesapeake Bay

Choose Clean Water Coalition

Workgroup Members cont.



Audubon Naturalist Society
Baltimore National Aquarium
Chesapeake Bay Foundation
EcoLatinos
Environmental Professionals of Color
Greater Baltimore Wilderness Coalition
Groundworks Anacostia River DC
Interfaith Partners of the Chesapeake
Lillileaf Solutions
Maryland Multicultural Youth Centers
NSPIRE Green
PennFuture
Southeast CARE Coalition

Sierra Club
Student Conservation Association
Waterfront Partnership of Baltimore



What We Want



Strengthened capacity for sharing of networks and knowledge

Create a diversity task force or coordinator position within your agency

- Establish Diversity, Equity and Inclusion goals, strategies, programs and outcomes

Revisit Grant Guidance, Outcome agreement text & 2025 target

1

Setting the Stage:

What are our assumptions?





Logic Behind Our Outcome

Following the Decision Framework:

Factors Influencing Success

- Successful Communications and Outreach Efforts
- Employment and Professional Engagement Opportunities
- Engaging Communities Facing EJ Challenges
- Incorporating Diversity as a Key Component of Other Management Strategies

Current Efforts and Gaps

- Funding to support employment pathway
- Lack of capacity to expand community organizations
- Lack of attention to environmental justice issues
- Absent of indicator target goals/outcomes

Management Approaches

- Communications and Outreach
- Employment and Professional Engagement
- Promote Environmental Justice
- Tracking and Assessment



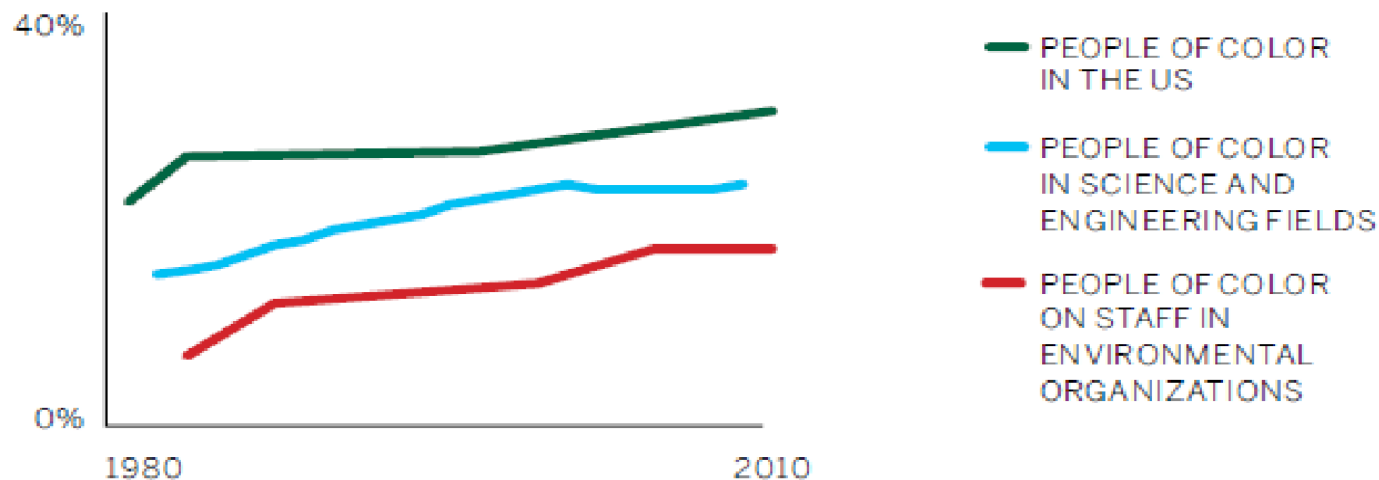
Logic Behind Our Outcome



Green 2.0

Formally the Green Diversity Initiative

POPULATION AND EMPLOYMENT TRENDS OF PEOPLE OF COLOR





Logic Behind Our Outcome



Green 2.0

Formally the Green Diversity Initiative

ALL NGOs

Fulltime Staff

27% PEOPLE OF COLOR

73% WHITE

Senior Staff

14% PEOPLE OF COLOR

86% WHITE

Board Members

22% PEOPLE OF COLOR

78% WHITE

Fulltime Staff

59% F

41% M

Senior Staff

50% F

50% M

Board Members

37% F

63% M



Logic Behind Our Outcome

A report titled “The Competitive Advantage of Racial equality” published by FSG and Policy Link October 2017

Our national GDP could be 14 percent or \$2 trillion higher, if the wage disparity between White employees and employees of color was eliminated.

By 2019, a majority of youths under 18 will be of color, and by 2030 a majority of young workers will be people of color.

A mere 10 years later, we will be a majority people of color nation. This is a dramatic shift for an America that was 80 percent White as recently as the 1980s.

2

Progress:

Are we doing what we said we would do?





What is our progress? Shared Key Action Items

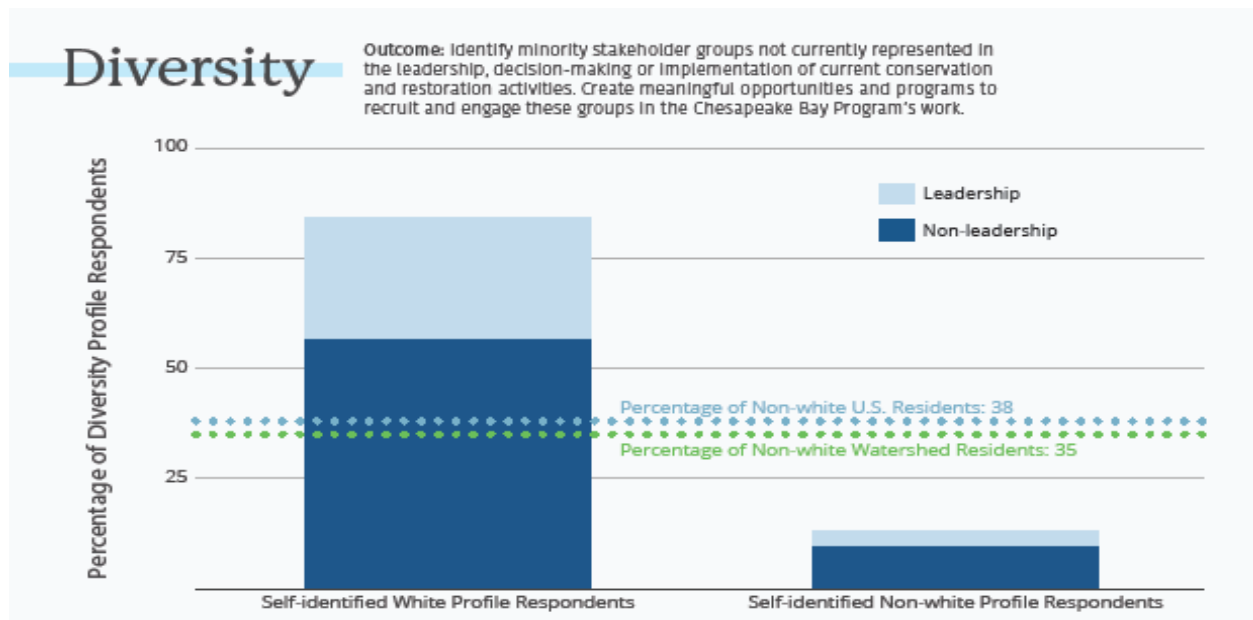


1. Work with federal partners to identify opportunities to work with diverse communities adjacent to federal installations. (Management Approach 1)
2. Develop a jurisdiction by jurisdiction contact list of key community leaders and interests/missions/priorities/key contact and communication preferences. (Management Approach 1)
3. Identify opportunities to create a compensated internship program specifically for individuals from diverse backgrounds working with high schools, universities and community colleges. (Management Approach 2)
4. Increase collaboration with environmental justice entities throughout the Bay Watershed and incorporate their perspectives. (Management Approach 3)
5. Establish a baseline of the level of diversity. (Management Approach 4)



What is our progress?

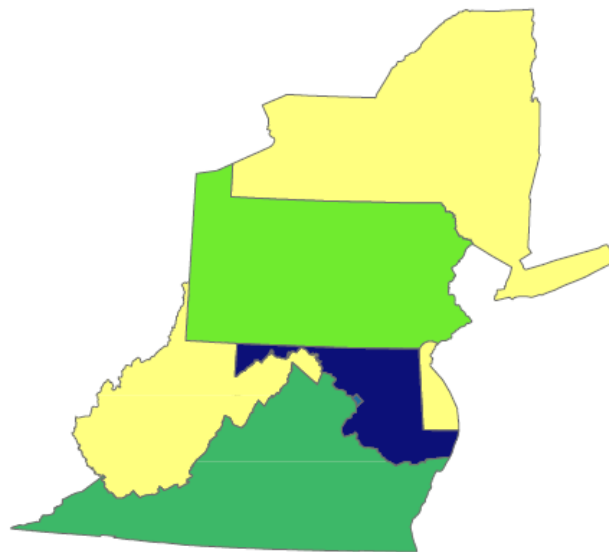
Bay Barometer 2015-2016: New Diversity Indicator (No goal yet identified)





What is our progress?

Diversity Profile Results from 50 non-white respondents by state



Number of respondents from Profile Survey

Data_Diversity_2016

Respondent



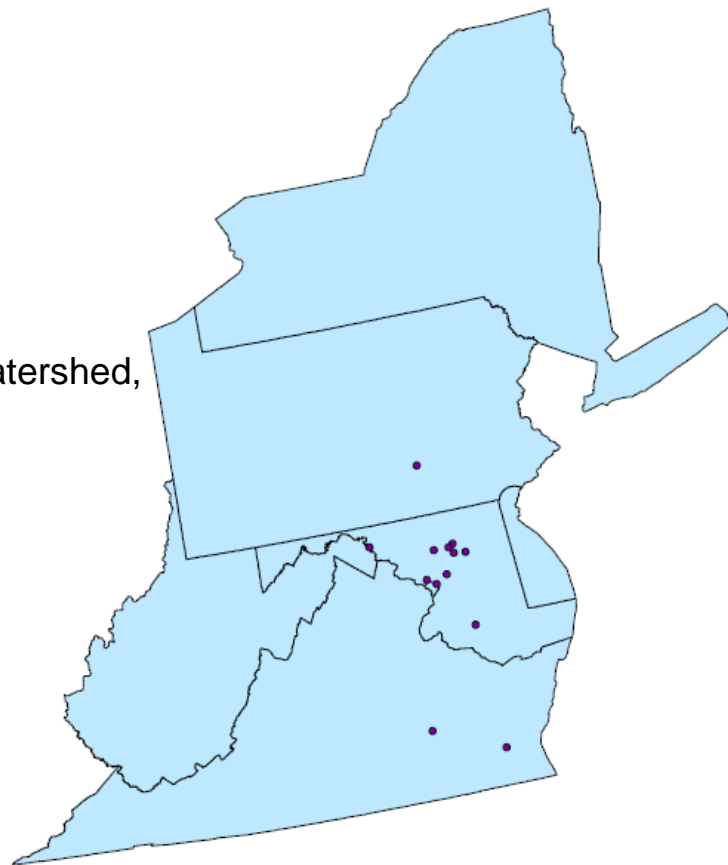
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What is our progress?

DRAFT MAP – Should show our participation across the watershed,
Highlighting past events types of events & location type



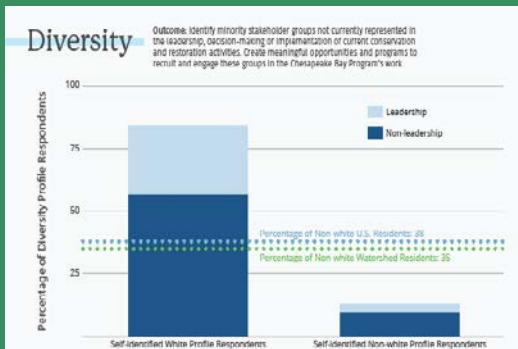


Analysis

Discussion Question 2: Which actions were most critical in progress thus far? Why?



Undertaking numerous Communications and Outreach Efforts



Creating the CBP Diversity Indicator



Revising EPA/CBP & NFWF grant guidance to address DEI and EJ

“We are delighted that the Chesapeake Bay Program has not only taken stock of its diversity but has truly committed to ensuring that it reflects the racial diversity of the Chesapeake region. We look forward to collaborating with them on this initiative.”

-Whitney Tome, Executive Director, Green 2.0



Analysis

Discussion Question 3: Which management actions will be the most critical to your progress in the future? Why?



Participation in professional engagement and employment opportunities



Engaging underrepresented communities that face environmental justice challenges

3

Challenges:

Are our actions having the expected effect?



Challenges



Varying degree of participation from state and federal agencies.



Better targeting of outreach activities outside of the Baltimore – Washington Metro Area.



Lack of funding to support green pathway opportunities and existing environmental justice organizations.



Identifying opportunities to engage community leaders in Cross-GIT collaborations to improve engagement.



Challenges

MAP Showing Gaps – Or where we have not done events, but there is high density of diversity



Challenges



4

Adaptations:

How should we adapt?





Based on what we've learned, we plan to...

1. Update our workgroup member list and distribute it to each jurisdiction for their input and usage in their outreach efforts.
2. Be more intentional in outreach efforts. Craft a communications strategy that targets the needs and priorities of underrepresented groups.



**Based on what we've
learned, we plan to...**

3. Creatively work to identify internship and citizen science opportunities for underrepresented communities in restoration priority areas.
4. Improve cross-GIT collaborations to promote environmental justice, diversity, equity and inclusivity.

Agreement Goals and Outcomes



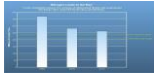
Sustainable Fisheries

- Blue Crab Abundance
- Blue Crab Management
- Oyster
- Forage Fish
- Fish Habitat



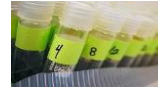
Vital Habitats Goal

- Wetlands
- Black Duck
- Stream Health
- Brook Trout
- Fish Passage
- Submerged Aquatic Vegetation (SAV)
- Forest Buffer
- Tree Canopy



Water Quality Goal

- 2017 Watershed Implementation Plans (WIP)
- 2025 WIP
- Water Quality Standards Attainment and Monitoring



Toxic Contaminants Goal

- Toxic Contaminants Research Toxic Contaminants Policy and Prevention



Healthy Watersheds Goal

- Healthy Waters



Stewardship Goal

- Citizen Stewardship
- Local Leadership
- Diversity



Land Conservation Goal

- Protected Lands
- Land Use Methods and Metrics Development
- Land Use Options Evaluation



Public Access Goal

- Public Access Site Development



Environmental Literacy Goal

- Student
- Sustainable Schools
- Environmental Literacy Planning



Climate Resiliency Goal

- Monitoring and Assessment
- Adaptation Outcome



**Based on what we've
learned, we plan to...**

Insert a MAP which could include the Restoration Composite overlaying EJ communities and highlight educational institutions close to these restoration priority data/EJ communities (if possible.)



What We Need from Management Board



Stronger communication with State and Federal partners

- Sharing networks and knowledge
- Broader representation on steering committee

Create a diversity task force or coordinator position within your agency

- Establish Diversity, Equity and Inclusion goals, strategies and outcomes

Identify scholarships, compensated internships and entry-level positions



What We Need from Management Board



Provide status updates on revised state grant guidance to address DEI/EJ

2025 target for CBP diversity indicator.

- Establish a target now?
- Wait until 2019? 2025?

Help us broaden our outreach efforts beyond Baltimore - Washington metro area

Remove term “minority” from outcome & management strategy

Discussion