BIENNIAL STRATEGY REVIEW SYSTEM
Chesapeake Bay Program

Logic and Action Plan: Post-Quarterly Progress Meeting

Stewardship Outcome – 2022-2023

Long-term Target: Increase the number and diversity of trained and mobilized citizen(*) volunteers(*) with the knowledge and skills needed to enhance the health of their local watersheds.

* As part of our commitment to and emphasis on diversity, equity, inclusion and justice (DEIJ), the Stewardship Workgroup is shifting the language used and approaches to our audiences. Making more opportunities for participation truly available to all demands improved approaches to stewardship that are more effective at engaging watershed residents in appropriate, meaningful ways. This will entail rethinking the reliance on volunteers and volunteerism, which can be exclusive to those who have the time and the means (not everyone is able to lend their time for free). It also includes changing the terminology used so as not to inadvertently turn away some of the people we intend to welcome, include and encourage to participate. For this reason, in 2021, wherever possible, the Stewardship Workgroup replaced the use of *citizen stewardship* with the more inclusive *stewardship*, reinforcing that all residents [regardless of citizenship status] who live in the Chesapeake Bay watershed can be good stewards.

Factor	Current Efforts	Gap	Actions	Metrics	Expected Response and Application	Learn/Adapt
What is impacting our ability to achieve our outcome?	*What current efforts are addressing this factor?*	*What further efforts or information are needed to fully address this factor?*	*What actions are essential (to help fill this gap) to achieve our outcome?*	*What will we measure or observe to determine progress in filling identified gap?*	*How and when do we expect these actions to address the identified gap? How might that affect our work going forward?*	*What did we learn from taking this action? How will this lesson impact our work?*
Organizational Capacity: Many existing programs are not designed for maximum impact.	Many programs exist that share information and build awareness on watershed restoration and protection topics; however, these programs are often not effective as a standalone	Promote awareness of the new website and provide training opportunities to aid its use. Make more technical support and training available in order to increase the knowledge and	1.1, 2.1, 2.2, 2.3, 2.4, 3.3, 4.3	Progress can be documented by an increase in the number of programs funded through grants that utilize audience input and data to design their program.	If more programs are designed for maximum impact then the effectiveness of social marketing and behavior change campaigns will significantly increase.	

	strategy in increasing behavioral adoption. The new (2022) Chesapeake Behavior Change website is providing a tool to assist with developing effective campaigns.	capacity of local governments and nonprofits to design effective programs that go beyond education and persuasive communications campaigns.			These results will become evident over time and continue to build (don't expect immediate results for most efforts).	
Organizational Capacity: Need additional capacity to recruit and train stewards and leaders.	Many organizations are recruiting and engaging volunteers. Recent awareness has led to increased efforts to provide compensation, as many people cannot serve as volunteers.	Building an effective pipeline that enables watershed residents to engage in multiple levels of stewardship requires sustained funding through public-private partnerships; organizational capacity building; promotion and replication of successful volunteer, community science and leadership development programs; and coordination and collaboration among groups who are working with stewards on many levels.	1.1, 1.2, 1.3, 2.2, 2.3, 3.1, 4.2	Track the number and diversity of individual stewards engaged in various activities (desired stewardship actions). Track organizations' reports of successful programs / efforts to engage stewards.	Building a sufficient base of funding, staff and other resources takes time - this will be an evolving process.	
Organizational Capacity: Lack of ability to measure impact and track progress of stewardship programs.	Public engagement, outreach and education are frequently included in restoration and conservation activities.	A consistent measure of the extent to which the public is engaged and its impact on resource related goals has not been adequately quantified or developed.	2.1	Further refine a method of measuring impact and tracking progress of stewardship programs. We will aim to show an increase in effectiveness as a result of improved ability to more effectively design programs for maximum impact.	The Stewardship Survey data from 2017 established a baseline indicator for stewardship actions and attitudes in the Chesapeake Bay watershed. The survey will be administered again in 2022, and the collected data used again and compared to 2017 to assess progress.	
Organizational Capacity: Lack of strategic coordination of the many programs implemented at the local level.	An impressive number of programs engage the public in towns and communities throughout the region. The workgroup is currently considering the adoption of a 'Network Development' subgroup to increase coordination and improve collective impact across the watershed.	There has not been an organized format or means to build significant synergy and intentional coordination among existing programs.	1.1, 1.2, 1.3, 1.4, 3.2, 3.6	Effective coordination among programs with increased capacity and effectiveness.	Coordinated regional efforts exist that allow for enhanced cooperation and increased effectiveness.	

Organizational Capacity: Need region-wide stewardship programs to help build a more robust and diverse movement for clean water and related environmental goals.	Great progress has been made in recent years to broaden and diversify the individuals and groups engaged in Bay cleanup activities.	Grassroots organizations as well as governments (especially local governments) need to build their capacity and build a strong network to harness and maintain the engagement of those individuals in order to build a movement that can be mobilized to support important decisions about environmental policy at the local, state and federal level.	1.1, 1.4, 2.3, 3.1, 3.2, 3.5, 3.6, 4.3	Established number (TBD) of region wide programs.	Ultimately creating a more widespread, robust and diverse stewardship movement, "normalizing" stewardship actions so they become more accepted and routine, will take time but will help to provide a foundation for support and long term sustainability of our natural resources.	
Funding or Financial Resources: Lack of financial and regulatory incentives for effective stewardship programs.	The number and scale of resident stewardship programs continues to increase driven by the pressing need to engage private landowners in the voluntary adoption of best management practices and ongoing effort to build a base of public support for watershed protection and restoration. These programs are fueled by a combination of public and private funding, increasingly supported by local governments as a component of their MS4 Stormwater Programs.	Currently, many of the funding sources and regulatory programs lack adequate guidance or incentives to ensure outreach programs are designed after best practices based in social science or informed by successful models. Inadequate programs that are not based in social science best practice are often identified as having behavioral change goals with only education strategies in place.	1.4, 2.1, 2.4, 3.4	Funders track where and to whom the money is awarded and the activities and results achieved.

A Baywide compilation and analysis of this information would enable identifying gaps and growth [and would require funding to support assistance with the task, if it is not currently being done]. | Increase in funding programs that prioritize and incentivize developing and implementing outreach and behavioral adoption programs; and an increase in awards for such programs that are either standalone efforts or part of other conservation programs. Beginning in 2022. | |
| **Public Engagement:** Public opinion, perception and attitude about Bay clean up vary and pose both challenges and opportunities.

While clean water and a healthy Bay often rank among the top environmental priorities of communities in the region, the environment in general does not always rank as highly among the many other issues impacting people's lives. | Countless efforts exist to inform and involve watershed residents, with a variety of approaches of varying effectiveness. | Efforts to engage individuals in Bay cleanup activities are challenged by the fact that within each community, county or region there are a number of important and pressing needs that exist that may compete directly with actions needed for clean water. A better understanding of public opinion will offer opportunities to align those interests and issues to advance them together, rather than in competition. | 2.1, 2.3, 3.1, 3.3, 3.5 | Stewardship Indicator measures individual attitudes, engagement and volunteerism metrics.

The 2022 Public Access Workgroup project to research benefits and barriers to public access will examine attitudes about the *impact* of taking stewardship actions on the watershed. The Workgroup can make this data available and actionable to practitioners. | An indicator of success will be the prevalence of effective outreach and behavior adoption programs that are designed toward the particular audience they are serving. Increases are expected to be observed during the 2022-23 period as more partners utilize the behavior change web tool. | |

Public Engagement: Lack of social norms that encourage adoption of helpful individual actions and behaviors.	Numerous outreach programs exist. For a variety of reasons many of the actions targeted by outreach programs are not considered the social norm and, as a result, face a number of barriers to implementation.	The public display of a behavior change by a growing percentage of a population can accelerate the adoption of these behaviors by others. Successful programs need to more effectively utilize this social science tool so desired actions are seen by others and begin a sea change of actions and behaviors for clean water. A more robust and coordinated understanding of the social norms that prevent and promote the adoption of stewardship actions is needed.	2.2, 2.3, 2.4, 3.2, 3.3, 3.5, 4.1, 4.3	Track numbers of population adopting behaviors following social norms that include more environmentally beneficial actions. [Outside technical assistance needed.]	Indicators of success would include increased population adopting behaviors with a clear perception of social norms; increased environmentally beneficial behaviors that are commonly practiced as social norms. This is a long term result.	
Public Engagement: Need to increase use of existing and expand access to water resources for all people.	Due to concerted federal, state and local efforts, public access sites are gradually increasing annually in each jurisdiction.\n\nAnalyzed results of the workgroup's 2022 research on the benefits and barriers to public access will reveal any applications there are to stewardship, and can be distributed as appropriate to aid planning.	The uses of existing sites, particularly in urban and low-income communities, contribute to challenges faced in further engaging many sectors of the public.\n\nExisting sites may be limited in the type of use available to the public.	1.1, 1.3, 1.4 (coordinate with Public Access WG), 2.1	Increased number and availability of access sites that provide programming to engage residents.	All residents able to access water resources and engage in stewardship activities. Increases could be realized in the short term; serving all residents is a long term target.	
Public Engagement: Existing markets are the major drivers of consumer choices and often create disincentives for stewardship actions.	Efforts to change products and services through regulation (e.g., lawn fertilizer application) and to ensure regulations governing consumer choices (e.g., HOA ordinances) exist and have had considerable influence on consumer choices.	Efforts to change products and services through regulation are often done in isolation and not as part of a comprehensive strategy that links regulatory or policy efforts with effective consumer outreach focused on behavior change and continued engagement.	2.1, 2.2, 2.3, 2.4, 3.3	The Chesapeake Behavior Change site includes data on stewardship actions that are influenced by existing markets. The workgroup will continue to host this data and share relevant case studies on the site.	Efforts to change products and services through regulation are done as part of a coordinated strategy that links regulatory or policy efforts with consumer outreach focused on behavior change and continued engagement.	

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<tr><td colspan="6" align="center">**ACTIONS – 2022-2023**</td></tr>
<tr>
<th>Action #</th>
<th>Action</th>
<th>Performance Target(s)</th>
<th>Responsible Party (or Parties)</th>
<th>Geographic Location</th>
<th>Expected Timeline</th>
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<td colspan="6">**Management Approach 1: Network Development –** Build a professional community through the growth and advancement of stewardship networks. Develop stewardship networks to increase novel and long-term partnerships.</td>
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<td>1.1</td>
<td>Establish, Reinforce and Grow Networks - Increase capacity among Workgroup partners, contribute to shared/ collaborative approaches, and begin to expand the network of professionals beyond the Workgroup itself.

Increase access to and participation in workgroup business, trainings, conferences, and discussions focused on stewardship best practices and lessons learned to show what is possible, scale up successful efforts more widely, and create a platform for problem-solving and support for practitioners. Provide practitioners with resources and opportunities to help expand their local networks to achieve greater stewardship.</td>
<td>a. Promote and share opportunities for training, conferences, and discussions focused on stewardship with workgroup members. Utilize and help expand existing resources to serve and connect stewardship partners (e.g., forward information about stewardship opportunities such as through Chesapeake Network to workgroup members via email).</td>
<td>Stewardship Workgroup (SWG)</td>
<td>Watershed</td>
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<td>b. Strategically diversify and grow the Stewardship Workgroup membership by recruiting professionals to participate as either members or interested parties. Work to assure representation from all of the watershed's jurisdictions, and that partners who work within diverse communities are well represented.</td>
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<td>c. Exchange best practices and stewardship successes via practitioner share-outs and interactive discussions during workgroup meetings; and establish a preferred means for regular communication and interaction between meetings (e.g., schedule brief presentations with discussion during workgroup meetings; set up a channel for routine collaboration and sharing resources, documents, etc.)</td>
<td>SWG</td>
<td>Watershed</td>
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		d. Translate the latest social science research concerning networks into digestible best practices and share with workgroup member networks (e.g., schedule short presentations during workgroup meetings for social science discussions).	SWG	Watershed	
		e. Define terms to establish shared understanding and help guide our approaches/ actions. Develop a one-page reference with key definitions for terms such as practitioner, steward, volunteer, behavior change, etc., to help align shared understanding.	SWG	Watershed	
1.2	Map Stewardship Networks – understand what networks exist within the workgroup or how workgroup members are connected to various networks, and develop a shared vision by framing the stewardship network to support partnerships, collaboration, and collective impact regionally.	a. Explore approaches and conceptual frameworks for operationalizing practitioner networks within the stewardship landscape.	SWG	Watershed	
		b. Conduct a network analysis focused on workgroup member networks working to support the goals and outcomes of the Chesapeake Bay Agreement.	SWG possibly with assistance from partners or contractor	Watershed	
		c. Create a shared vision for building Network Communities of Practice at local levels throughout the watershed, and determine what is needed to do so.	SWG	Watershed	
1.3	Support Building Network Communities of Practice at the Local Level – Take steps to better understand the needs of local networks related to network development and social science practice, and provide tools to assist local networks to become established and move forward.	a. Investigate how the Workgroup can support opportunities to formally establish Network Communities of Practice at the local level. Determine actions needed, pursue as feasible.	SWG with guidance from Education WG (following their network development models)	Watershed	2022
		b. Identify and convene existing and potential local network leaders to ground truth the network analysis, determine the value proposition for participants, and determine paths to move forward for building the networks and resources needed (such as partnership connections, funding sources/opportunities, guidance on how to build networks, etc.).	SWG with guidance/ assistance from Education WG (following their network development models)	Watershed	2023

| 1.4 | Network within Chesapeake Bay Program – Establish regular coordination and collaboration with other workgroups within the CBP to assure more thorough integration of stewardship approaches. Seek to better understand how to align goals, maximize impact, and improve communication and coordination for most effective efforts to engage people in stewardship throughout the goals and outcomes. | a. Participate in methods to assist other CBP Outcomes in identifying actions they can take in their subject areas to engage people in stewardship. (e.g., SWG representatives can participate in the new step in the strategy review process that will provide Outcomes with support for identifying communications/ outreach, stewardship, and local engagement needs and solutions). Also explore options to add behaviors or actions to the stewardship index in the future that are linked to the other Outcomes. | Coordinators, staffers and WG leads of all named groups facilitate coordination / collaboration among the groups (e.g., attend other workgroup meetings and share relevant initiatives with Stewardship Workgroup members). | Watershed | |
| | | b. Work with the Local Leadership Workgroup and Local Government Advisory Committee (LGAC) to advise and assist with outreach to and appropriate coordination with local governments and decision makers who are designing programs. | Coordinators, staffers and WG leads of all named groups facilitate coordination / collaboration among the groups. | Watershed | |

Management Approach 2: Increase Individual Stewardship – Develop strategic means to significantly increase individual stewardship through collective approaches – with an emphasis in 2022-23 on building capacity for localities to implement effective outreach programs with behavioral outcomes.

Action #	Action	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline
2.1	Create a Behavior Change Hub **DATA** – Collect and analyze data to inform effective behavior change campaigns.	a. Revise and update the Stewardship Behavior Index.	EPA, SWG with contractor	Watershed	2022
		b. Collect, analyze and integrate the 2022 Baywide sample into Chesapeakebehaviorchange.org in a comparative manner.	SWG, EPA, contractor, CBP web team	Watershed	2022-2023
		c. Display and describe the data via the Chesapeake Bay Report Card.	SWG, EPA, contractor, UMCES, CBP Comms	Watershed	2023

		d. Create and execute a plan for collection for localized samples of the Stewardship Behavior Index data and integration into chesapeakebehaviorchange.org.	SWG, EPA, contractor	Watershed / selected localities	2023
		e. Explore additional datasets useful to supporting localized behavior change campaigns and create a plan for their use/ integration (if funding allows).	SWG, EPA, contractor	Watershed	2023
2.2	Create a Behavior Change Hub **TECHNICAL ASSISTANCE** – Provide technical assistance to local governments and nonprofits to support effective behavior change campaigns.	a. Improve (based on feedback) Chesapeakebehaviorchange.org and promote it to practitioners and local governments.	SWG, EPA, contractor	Watershed	
		b. Develop training resources to assist practitioners with utilizing chesapeakebeahviorchange.org.	SWG, EPA, contractor	Watershed	
		c. Create and launch a technical assistance hub/institute to include: ● Customization of localized data samples; ● Interpreting data, choosing behavior, prioritizing audience; ● Designing (and implementing?) audience research; ● Tool and Strategy Development; ● Evaluation.	Contractor(s) pending funding, with SWG partnership support	Watershed/ selected localities (4) in MD, VA, NY, pending funding	2023
		d. Build the case study database on chesapeakebehaviorchange.org by systematically documenting and sharing successful campaigns.	Contractor, various partners submit through the website; SWG encourage partners.	Watershed	2022-23, ongoing
2.3	Create a Behavior Change Hub **INNOVATION** – Explore opportunities for applying behavior change/ social science to advance key behavioral outcomes beyond the residential context and for residential behaviors that are less frequently applied.	a. Create regional campaigns that could be utilized throughout the watershed with appropriate audience customization.	SWG, EPA, contractor	Watershed	2022-23, ongoing as needed.
		b. Explore 2-3 strategic behaviors, beyond the individual context, to apply social science (community-based social marketing, other).	SWG, EPA, contractor	Watershed	2023

Action #	Action	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline
		c. Explore network development framework to amplify adoption of engagement programs with behavioral outcomes.	SWG		2023
2.4	Promote use of the Behavior Change Hub	a. Follow the established communications plan for chesapeakebehaviorchange.org; enlist additional Workgroup members as messengers and translators.	SWG with CBP Communications Team and Local Leadership Workgroup	Watershed	2022- 23, ongoing
		b. Seek consultation with granting organizations to determine if and how the Hub can be incorporated into future programs (for grants with behavior change elements) to serve as a consistent technical assistance resource across the watershed.	SWG with granting organizations such as National Fish & Wildlife Foundation, Ches. Bay Trust, and federal and state agencies.	Watershed	2023
		c. Coordinate with the CBP local government outreach and engagement efforts to encourage use of the behavior change hub as a means for pursuing opportunities to adopt policies, best practices, programs, partners, incentives, etc. at the local level to help more people become good environmental stewards.	Stewardship WG and CBP Local Leadership Workgroup	Watershed / select localities as appropriate	2022-23

Management Approach 3: Game Changers – Seek out and activate catalytic innovation that will ultimately significantly increase the number and diversity of stewards, effectiveness of programs, and other measures on a larger scale throughout the watershed.

Action #	Action	Performance Target(s)	Responsible Party (or Parties)	Geographic Location	Expected Timeline
3.1	Amplify and expand engagement of community leaders as valuable resources for building stewards. Encourage more programs to build champions from within communities. Define and promote what constitutes a good model (best practices) for community leaders to be champions.	a. Inspire – Identify and share examples of relatable champions from different arenas to foster a clearer picture of the different kinds of champions that can be enlisted.	SWG	Watershed	2022-2023
		b. Build – Share and replicate what works well to enlist and engage local leaders and champions, and for them to be successful.	SWG	Watershed	2022-2023

		c. Empower and Expand – Determine how the Workgroup can provide needed support for stewardship programs to enlist local champions at the community level as well as working with local governments.	Stewardship WG, CBP Local Leadership Workgroup, and CBP Citizens' Advisory Committee	Watershed	2023
3.2	Demonstrate the power of collective action throughout the watershed to drive transformational results of stewardship efforts.	a. Mobilize partners through the Workgroup toward a coordinated, large scale pilot effort to meet specific outcomes such as planting trees. Design and implement a bold, united social marketing campaign built using the behavior change hub.	SWG in coordination with the Greater Baltimore Wilderness Coalition's "Planting the Future" initiative, CBP Forestry WG and other partners.	Watershed	2022-2023
		b. Share lessons learned from 3.2.a. with a broader network of stewardship practitioners and partner agencies/ organizations – online and through presentations and other networking opportunities.		Watershed	2023
3.3	Select and share truly memorable, high impact behavior change case studies from within and/or outside the environmental arena.	a. Offer a workshop on primary drivers that motivate people to take action (priorities such as safety, health, family, economics).	SWG with partners	Watershed	2022
		b. Gather examples from community members (what has affected them or compelled them to act). [Seek funding to support]	Contractor if funding is secured.	Watershed	2023
		c. Share examples in the workshop and on the behavior change hub.	SWG	Watershed	2023
3.4	Identify and prioritize solutions that yield the greatest number of ecosystem services and other co-benefits.	a. Expand current behavior change matrix that prioritizes and ranks actions, so that it includes and accounts for a wider range of co-benefits (ecosystem services, financial or social benefits).	SWG with contractor also implementing the 2022 Stewardship survey.	Watershed	2022
		b. Recruit research partners to conduct rigorous analyses of opportunities from environmental, social, and economic perspectives.	CBP / STAC / STAR	Watershed	2023

3.5	Identify innovative/alternative models, partners and solutions outside of our traditional thought and geographic arenas.	a. Identify new sources/info-sharing platforms to monitor/mine for new ideas. Encourage exploring beyond the environmental/ conservation and environmental justice arenas for entirely new ways of envisioning and tackling our environmental challenges.	SWG	Watershed	2022-2023
		b. Help enable practitioners to focus efforts and resources on communities previously overlooked, to shift stewardship work to be more meaningful and effective for those residents. Encourage the use of existing tools to identify communities of environmental justice concern (e.g., CBP Diversity Dashboard, EJ Screen, and similar mapping resources) for additional decision-making about where to equitably distribute stewardship programming, identify and enlist champions, etc.	SWG and partners	Watershed	2022-2023
3.6	Tap into site-based partners such as local, state and national parks to enable more stewardship actions, both at their sites and in the surrounding community.	a. Explore ways to increase hands-on stewardship projects at National Parks and National Wildlife Refuges, through the regional network of NPS Community Volunteer Ambassadors (CVAs) serving parks, youth programs such as the Youth Conservation Corps (YCC), and through the developing Civilian Climate Conservation Corps.	National Park Service with other federal partners	Watershed	2022-2023
		b. Convene jurisdiction partners to exchange information on what is happening through state and local parks, and consider how efforts might be supported more widely.	SWG, jurisdiction representatives, and Local Leadership WG	Watershed	2023

Management Approach 4: Prioritize Equity – Create a more inclusive, welcoming approach to building stewardship by tending to terminology/language, practices, and systems that can help to remove barriers to participation and result in more effective means to engage a more significant portion of the watershed's population in appropriate, meaningful ways.					
Action #	**Action**	**Performance Target(s)**	**Responsible Party (or Parties)**	**Geographic Location**	**Expected Timeline**
4.1	Address use of terminology to establish more inclusive shared vernacular among CBP partners, particularly for stewardship and outreach-related efforts.	a. Remove and avoid future use of the word "citizen" when referring to intended audiences, and choose instead more inclusive terms. Explore/pursue changes to the Stewardship Goal and Outcome language, Workgroup name, governance document and the full Watershed Agreement (current or future); assure that changes made are also reflected in the CBP website(s).	SWG with the CBP Enhance Partnering, Leadership and Management Goal Implementation Team (GIT 6) and the Citizens Advisory Committee (CAC)	Watershed	2022
		b. Provide learning/informational resources for CBP partners to understand the importance and significance of making these changes.	SWG with CBP GIT 6 and CAC	Watershed	2022
		c. Identify other similar terms that should be considered for updating.	SWG with CBP GIT 6 and CAC	Watershed	2022-2023
4.2	Explore the equity of "volunteerism" (which can be exclusive to those who have the time and the means) and seek to activate a new definition of "individual stewardship" that includes expanded options to involve more people in stewardship.	a. Rethink the reliance on volunteers and volunteerism. Identify how to build in more opportunities for paid participation and workforce development.	SWG with Diversity Workgroup	Watershed	2022-2023
		b. Work with partners to facilitate and/or promote opportunities to expand training programs that support stewardship efforts. One example: seek support for offering more [or more entry level] sessions of Chesapeake Conservation Landscaping Council's Chesapeake Bay Landscape Professionals training.	SWG with outside partners	Watershed	2022-2023

4.3	Encourage, model and share best practices for developing more inclusive stewardship programs.	a. Showcase/ share case studies of existing programs that have successfully been developed with input from and involvement of various audiences to account for their needs and preferences, to amplify and elevate their voices in decision-making, and to assure effective strategies, especially in previously marginalized communities and/or communities of environmental justice concern.	SWG	Watershed	2022-2023
		b. Seek opportunities to work with groups that provide services for overburdened communities, to exchange knowledge that helps these groups to identify and make available more accessible, supported, meaningful ways for community members to participate in stewardship – for those willing but lacking the means. (examples: SERCAP, Habitat for Humanity, state Departments of Housing and Community Development, local community development corporations)	SWG with outside partners	Watershed	2023
		c. Coordinate with and seek consultation of the Diversity Workgroup to address ongoing needs to improve equitable, inclusive approaches to stewardship.	Coordinators, staffers and WG leads from both Stewardship and Diversity WGs	Watershed	2022-23, ongoing