CHESAPEAKE BAY PROGRAM'S DIVERSITY, EQUITY, INCLUSION AND JUSTICE (DEIJ) FRAMEWORK

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Outline for Today's Presentation

1. Overview of the Chesapeake Bay Program
2. Overview of DEIJ terminology
3. Why DEIJ is important in our work to restore the Chesapeake Bay watershed
4. Barriers and lessons learned in our work
5. How our DEIJ Strategy was developed
6. Recent accomplishments and next steps for us
7. Links and additional resources

Overview: The Chesapeake Bay Program

The Chesapeake Bay Program (CBP) is a regional partnership devoted to restoring and protecting the Chesapeake Bay and its watershed. The CBP partnership includes:

- 19 federal agencies

- Nearly 40 state agencies and programs in Delaware, Maryland, New York, Pennsylvania, Virginia, West Virginia and the District of Columbia

- Approximately 1,800 local governments, represented through the Local Government Advisory Committee

- More than 20 academic institutions, represented through the Scientific and Technical Advisory Committee

- More than 60 non-governmental organizations, including businesses, non-profits and advocacy groups.
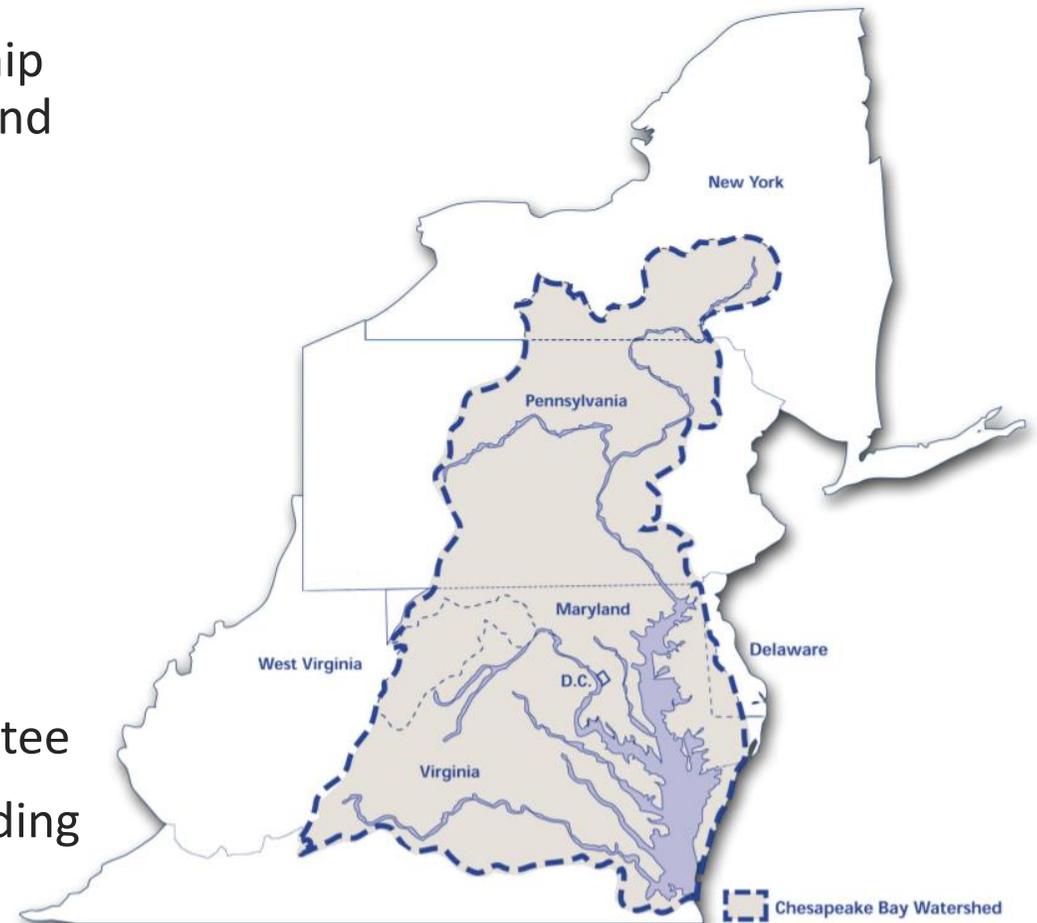
Chesapeake Bay Program Structure
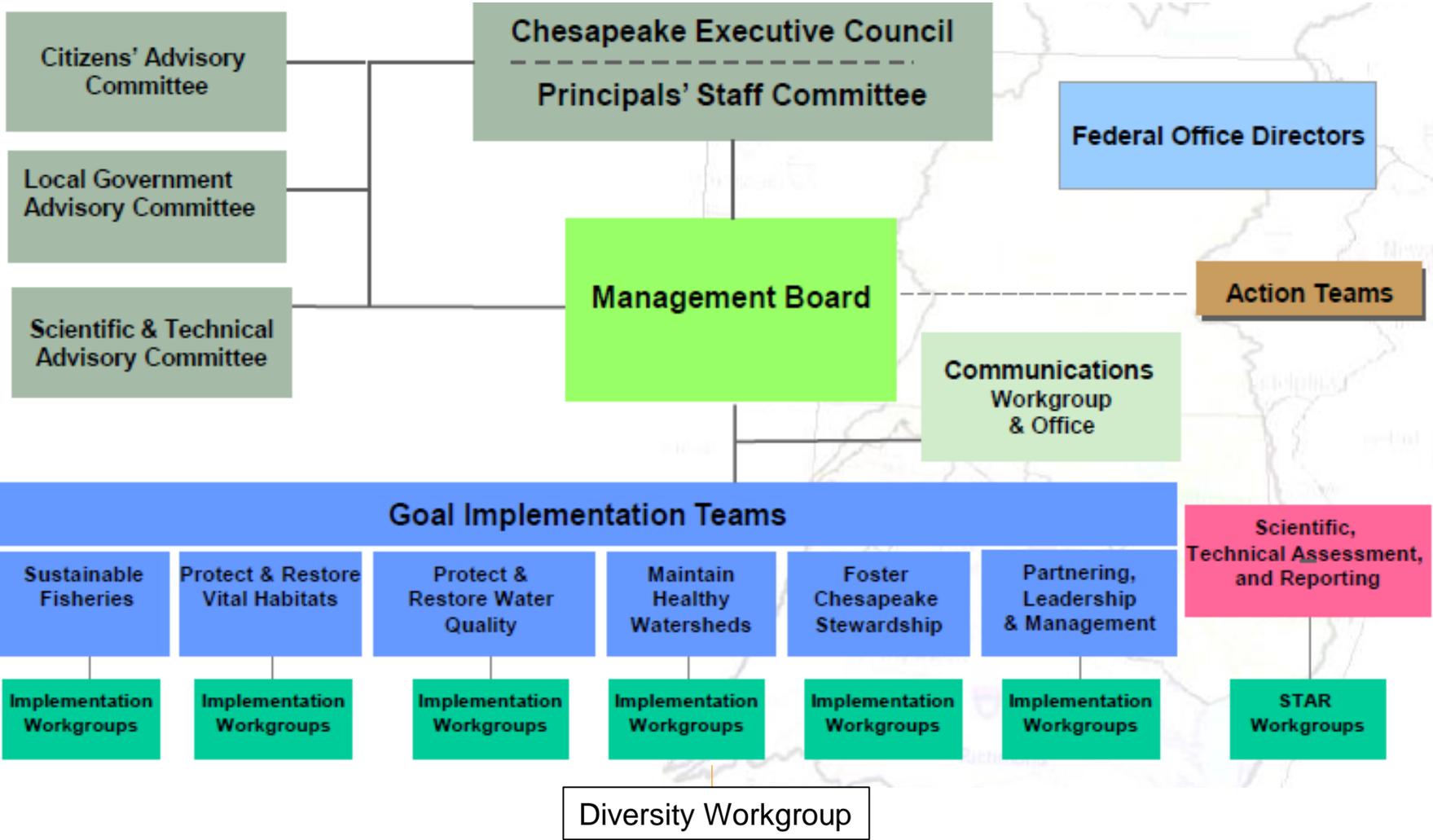
Our 10 Goals from the 2014 *Chesapeake Bay Watershed Agreement*

1. Sustainable Fisheries
2. Vital Habitats
3. Water Quality
4. Toxic Contaminants
5. Healthy Watersheds
6. Stewardship
7. Land Conservation
8. Public Access
9. Environmental Literacy
10. Climate Resiliency

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The Stewardship Goal has three outcomes. One of them is the diversity outcome, which reads:

Identify 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.

The Chesapeake Bay Program's Diversity Workgroup was formed in 2014 to achieve this outcome.

What are we talking about when we talk about DEIJ?

Diverse/diversity

The demographic mix of a specific collection of people, taking into account elements of human difference.

For example: racial and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment.

Credit: Skeo, adapted from the D5 Coalition

Inclusion

Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group.

While a truly "inclusive" group is necessarily diverse, a "diverse" group may or may not be "inclusive."

Credit: D5 Coalition

Diversity vs. Inclusion

It is possible to be diverse, without being inclusive!

To be successful in advancing DEIJ, we must have both diversity AND inclusion.

Equality

Equity

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Equity: Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources and rewards by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

(Credit: D5 Coalition)

Everyone gets what they need to thrive!

Justice

The quality of being just, impartial, or fair.

Credit: Merriam Webster

Directly dismantling barriers to resources and opportunities in society so that all individuals in communities can live a full and dignified life.

Credit: Avarna Group

Additional Terminology Guides

Living Glossary created by Skeo Solutions:

- https://www.chesapeakebay.net/channel_files/42308/1c_living_glossary.pdf

Alliance for the Chesapeake Bay DEIJ Terminology guide:

- https://drive.google.com/drive/u/0/folders/1cK-jgkRBn8Kk0MUVP6jU0ZzknumS2jq8

The Chesapeake Bay Program's DEIJ Framework

Why is DEIJ Important in Our Work to Restore and Protect the Chesapeake Bay Watershed?
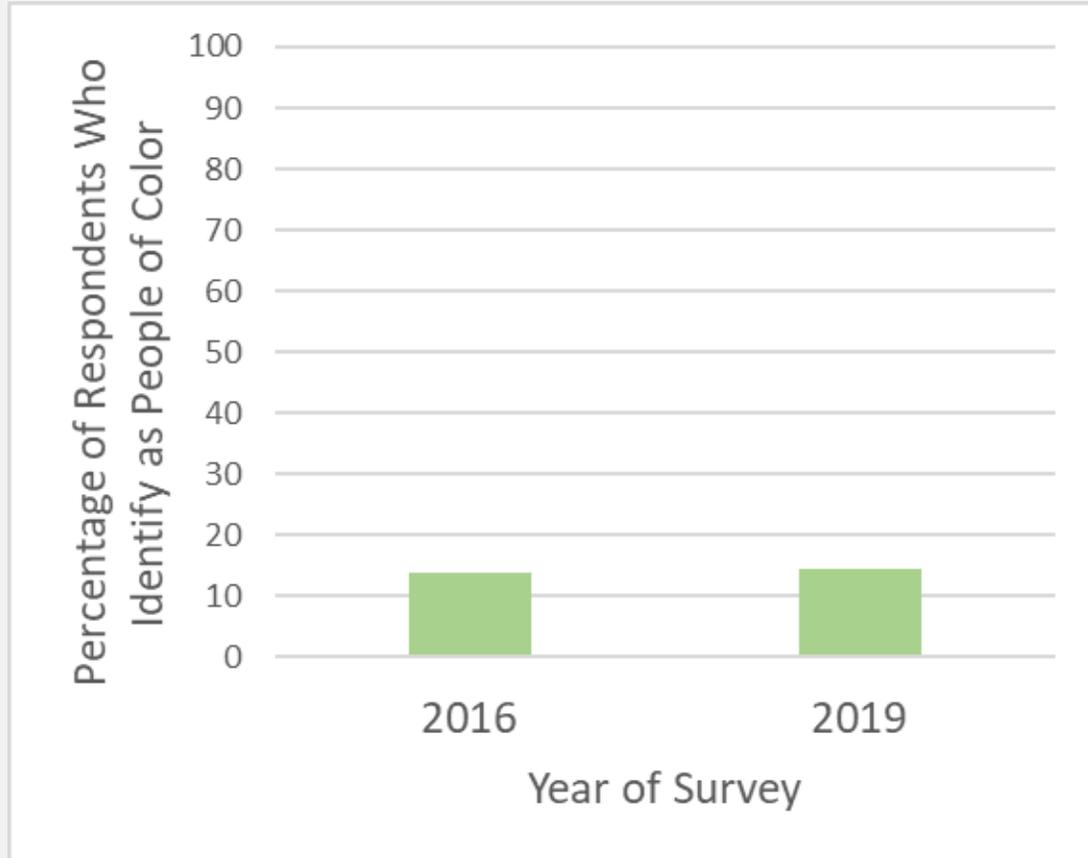
Results from diversity surveys show that the racial and ethnic diversity of people engaged in our partnership does not match the racial and ethnic diversity of people who live in the Chesapeake Bay watershed (35%).

Our goal = 25% by 2025

"We believe the full diversity of people who live, work and recreate in the Chesapeake Bay watershed have a right to benefit from, and help guide, the future of an environmentally and economically sustainable Chesapeake Bay watershed with clean water and air, abundant fish and wildlife, conserved lands, access to the water and a vibrant cultural heritage."

-*Chesapeake Executive Council DEIJ Statement*

Barriers and Lessons Learned in Our Work

Our Diversity Workgroup identified funding, organizational culture, and workforce (e.g. hiring & retention) as key barriers in our work to achieve the diversity outcome.
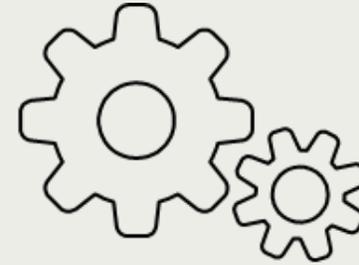
We realized we will never be successful if DEIJ efforts live solely within the Diversity Workgroup.

We must apply a DEIJ lens to all conservation and restoration activities and decisions.

A DEIJ Strategy would help us accomplish this.

How was our DEIJ Strategy Developed?

1) EPA-funded project awarded to independent consultant

2) DEIJ Readiness Assessment of CBP
   - Interviews
   - Focus Groups
   - Survey
   - Review of policy documents

3) Draft DEIJ Strategy developed and reviewed by Diversity Workgroup before finalized in April 2020

Our DEIJ Strategy

Restoration from the Inside Out:

A Diversity, Equity, Inclusion and Justice Strategy for the Chesapeake Bay Program

Developed by Skeo Solutions, April 2020

59 pages long; 20 broad recommendations;

detailed action plans with 48 actions

The Chesapeake Bay Program DEIJ Strategy Recommendations

Recommendations are organized by four focus areas:

Focus Area 1: Strengthen CBP's Authorizing Environment

Focus Area 2: Advance DEIJ Internally

Focus Area 3: Advance DEIJ through Mission-Related Work

Focus Area 4: Advance DEIJ Performance of All Partners

The Chesapeake Bay Program DEIJ Strategy Recommendations

Focus Area 1: Strengthen CBP's Authorizing Environment

By **adopting a succinct DEIJ statement for the CBP** and updating authorizing and governance documents (e.g., the Governance and Management Framework) as well as management strategies to **include language that reflects DEIJ priorities**.

The Chesapeake Bay Program DEIJ Strategy Recommendations

Focus Area 2: Advance DEIJ Internally

By **increasing diversity and inclusion** for staff, appointees, and volunteer bodies, **building a common understanding of and expanded capacity for DEIJ** and institutionalizing efforts to advance DEIJ internally.

The Chesapeake Bay Program DEIJ Strategy Recommendations

Focus Area 3: Advance DEIJ through Mission-Related Work

By **building relationships with communities of color, low-income communities and other underrepresented groups**, and incorporating these leaders into decision-making and implementation, advancing DEIJ in **management strategies and workplans, implementation and grantmaking** and strengthening DEIJ in watershed restoration **outreach, materials, activities and events**.

The Chesapeake Bay Program DEIJ Strategy Recommendations

Focus Area 4: Advance DEIJ Performance of All Partners

By increasing access to **DEIJ training and capacity building**, sharing the CBP's DEIJ statement and **communications**, and developing and distributing straightforward, **accessible guidance on including DEIJ and EJ criteria in grants, tracking, and reporting**.

The Chesapeake Bay Program DEIJ Strategy versus the DEIJ in Action Guide

- The Chesapeake Bay Program DEIJ Strategy's recommendations are tailored to our unique partnership, our organizational structure, and work to achieve the 2014 *Chesapeake Bay Watershed Agreement.*

     Link to CBP DEIJ Strategy:

     https://www.chesapeakebay.net/channel_files/41354/cbp_deij_strategy_final_v2.pdf

- In 2019, the Chesapeake Bay Trust, Chesapeake Bay Funders Network, and Choose Clean Water Coalition released the *DEIJ in Action Guide* to provide a path forward on DEIJ for organizations working on environmental issues in the Chesapeake Bay Watershed. While this guide is not as granular as a 'how to' document, [it serves] as a pathway with which to advance DEIJ strategies within individual organizations and regionally.

     Link to DEIJ in Action Guide:

     https://cbtrust.org/wp-content/uploads/CB-Watershed-DEIJ-Guide_May-2019.pdf

Recent Accomplishments at the Chesapeake Bay Program

Statements from Leadership in Support of DEIJ and the CBP DEIJ Strategy:

- In August, the CBP Executive Council announced a **DEIJ Statement** that affirms our commitment to embrace DEIJ in all areas of the Chesapeake Bay Program.

- In August, the CBP Principals' Staff Committee announced an accompanying **DEIJ Action Statement** articulating our commitment to implement the recommendations in the CBP DEIJ Strategy to the extent consistent with applicable state and federal law and policy.

Cultural Humility Trainings:

- In the fall of 2020, Skeo Solutions provided Cultural Humility trainings to approximately 70 members of the partnership. Materials from the training can be found on the Diversity Workgroup webpage.

Ongoing and Next Steps

- A new DEIJ Action Team has been formed to draft **an implementation plan for the Chesapeake Bay Program DEIJ Strategy**. The development of this plan will include direct outreach to underrepresented communities.

- We are exploring a process for a **community advisory board** composed of environmental justice leaders and representatives from organizations led by people of color or other underrepresented groups.

- The Diversity Workgroup is currently seeking consultant services for a project that will conduct focus groups, organize a one-day forum or event to initiate relationship-building, and develop recommendations for **long-term and mutually beneficial relationships** with organizations led by and primarily serving communities of color and other underrepresented communities

Links and Resources

CBP Executive Council ***DEIJ Statement***:
https://www.chesapeakebay.net/documents/41279/deij_statement_final_all_signatures.pdf

CBP Principals' Staff Committee ***DEIJ Action Statement***:
https://www.chesapeakebay.net/documents/PSC_DEIJ_Action_Statement_FINAL_With_Signatures.pdf

CBP Diversity Workgroup webpage with **resources**:
https://www.chesapeakebay.net/who/group/diversity_workgroup

Choose Clean Water Coalition **Tools and Resources**:
https://www.choosecleanwater.org/our-commitment-to-deij

Choose Clean Water Coalition Equity Workgroup **Tools**: https://www.choosecleanwater.org/equity

DEIJ Consultants

Choose Clean Water Coalition DEIJ Consultant list:

- https://docs.google.com/spreadsheets/d/1QRy3u7DolrXeeO9uwgkcwXdoiX35kVisqFghoTfOVO4/edit?usp=sharing

The Avarna Group Referral Resource list:

- https://docs.google.com/document/d/1AS3mk8bVXcAeH6n4NmUpnrwzNfuHSFffC4PmyJhQwpA/edit?ts=5dcb46d5#heading=h.7d6z6qghy3p6

Resources to Mitigate Bias in Recruitment & Hiring

Avarna Group Toolkit to Mitigate Bias in Recruitment & Hiring
- https://theavarnagroup.com/resources/hiring-practice-better-practices/

Choose Clean Water Coalition Diversity Toolkit - see "Hiring" section
- https://www.choosecleanwater.org/coalition-successes/2015/9/9/coalition-releases-diversity-toolkit

Anti-Racism Resources

Anti-racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions. Anti-racism is rooted in action. It is about taking steps to eliminate racism at the individual, institutional, and structural levels. (Source: Very Well Mind)

Learning materials and other resources on how to be anti-racist can be found:

- https://www.chesapeakebay.net/channel_files/41355/anti-racism_resources_080520_2.pdf
- https://drive.google.com/drive/u/0/folders/1cK-jgkRBn8Kk0MUVP6jU0ZzknumS2jq8
- https://www.chesapeakebay.net/channel_files/41355/restorative_practices_for_this_moment--resources_for_nps_leaders.pdf

Welcome to the Chesapeake Bay Environmental Justice and Equity Dashboard

| What is the dashboard? | What can you do with it? | How can I get started? |

What is the dashboard?

The Environmental Justice and Equity Dashboard provides access to a variety of spatial data layers pertinent to addressing environmental issues in areas with populations of underrepresented communities. These data reflect demographic data of underrepresented populations, environmental justice and public health issues, quality of life concerns, and other data important for other Outcomes of the Chesapeake Bay Watershed Agreement of 2014. Integrated outcomes include:

- Wetlands
- Forest Buffers
- Tree Canopy
- Stream Health
- Watershed Implementation Plans
- Toxic Contaminants
- Healthy Watersheds
- Public Access

https://gis.chesapeakebay.net/diversity/dashboard/

esri A Story Map

Thank you!

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Photos in presentation courtesy
of Chesapeake Bay Program flickr