

# Chesapeake Bay Program Partnership: Diversity Update

Anacostia Watershed Restoration  
Partnership Meeting  
March 12, 2015

*Reggie Parrish, March 12, 2015*



**Chesapeake Bay Program**  
*Science. Restoration. Partnership.*

[www.Chesapeakebay.net](http://www.Chesapeakebay.net)

# 2014 Chesapeake Bay Watershed Agreement

## Chesapeake Bay Watershed Agreement 2014

Comprehensive agreement addressing sustainable fisheries, vital habitats, water quality, **toxic contaminants**, healthy watershed, **stewardship**, land conservation, public access, **environmental literacy and climate resiliency**

**Numerous public comments received concerning diversity and environmental justice**

# 2014 Chesapeake Bay Watershed Agreement

## Chesapeake Bay Watershed Agreement 2014

### Public comments:

- ....increase appropriations to agencies that deal with environmental justice, toxics and urban blight..
- ....increase outreach and funding for education programs in under-represented communities
- .....expand efforts to recruit qualified minority and low income community representatives

# 2014 Chesapeake Bay Watershed Agreement

## Chesapeake Bay Watershed Agreement 2014

Principles – core values that guide goals and outcomes

Promote environmental justice through the meaningful involvement and fair treatment of all people, regardless of race, color, national origin or income, in the implementation of this Agreement.

# What is our Goal?

**Stewardship Goal:** Increase number and diversity of local; citizen stewards and local governments that actively support and carry out the conservation and restoration activities that achieve healthy local streams, rivers and a vibrant Chesapeake Bay.

**Diversity Outcome:** 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.

# Why is this goal important?

- ❑ Increasing diversity in our environmental restoration and protection efforts is critically important to the success of cleaning the Chesapeake Bay. (participation and location of restoration and protection efforts)
- ❑ The environmental workforce continues to lack substantive representation from diverse minority and low-income communities.
- ❑ The existing partnership—the leadership making decisions and doing implementation—does not reflect the true diversity of our population in the watershed. This is what we recognize and seek to change.

# Defining Diversity

For the purposes of the diversity outcome it is our goal to expand the diversity of the **workforce** and **participants in restoration and conservation** activities based on **race, age, income levels, faith, gender, sexual orientation, disability, and other diverse groups**. For this effort to be successful it will require us to honor the **culture, history, and social concerns** of local populations and communities.

# Environmental Justice Principle

Promote environmental justice through the meaningful involvement and fair treatment of all people regardless of race, color, national origin or income, in implementation of this agreement.



# Who is Participating?

**Participating Jurisdictions:** State of Delaware, District of Columbia, State of Maryland, Commonwealth of Pennsylvania, Commonwealth of Virginia, Chesapeake Bay Commission, and the Federal Government .

- **Local Governments:** Use as a link to local communities and cultures to better understand what tools are needed to increase diversity in the environmental workforce.
- **Nonprofits:** What are they currently doing programmatically, structurally and measurably that we can learn from to model our management strategies after?
- **Private Sector:** What are they currently doing programmatically, structurally and measurably that we can learn from to model our management strategies after?

# Who is Participating?

## **State and local government agencies:**

Local Government Advisory Committee

Maryland Department of the Environment

District Department of the Environment

Annapolis Parks and Recreation

Anne Arundel County Public Schools

Maryland Department of Natural Resources

Fairfax County, Virginia, Board of Supervisors

Capital Region Water

University of Maryland, School of Public Health

Pennsylvania Department of Environmental Protection

Delaware Department of Natural Resources and Environmental Control

# Who is Participating?

## **Nonprofits, NGO's and Foundations:**

Maryland League of Conservation Voters

Groundworks Anacostia River DC

Interfaith Partners for the Chesapeake

Black is the New Green

Choose Clean Water Coalition

Alliance for the Chesapeake Bay

Maryland Coastal Bays Program

Green Latinos

Chesapeake Climate Action Network

Environmental Professionals of Color DC

Patuxent Riverkeeper

Virginia Conservation Network

Anacostia Watershed Society

Court Services and Offender Supervision Agency DC

NSPIRE Green

Alice Ferguson Foundation

Chesapeake Bay Trust

National Parks Conservation Association

# What have we done?

- ❑ Diversity Action Team Kickoff meeting for watershed wide signatories and interested parties on October 24, 2014
- ❑ Diversity Action Team December 2, 2014 meeting to identify obstacles and solutions to fulfilling the Diversity Outcome
- ❑ Developed inventory of ongoing activities which focus on diversity in the watershed – both in the public and private sectors. Ongoing
- ❑ Created 4 workgroups to develop and implement the management strategies. Workgroups will fill the gaps and help reach goal.
- ❑ Started discussion across other important outcomes and completed draft strategy for public input

# Workgroups

- ❑ **Communications and Outreach:** Improve communication and outreach efforts throughout the watershed to diverse audiences.
- ❑ **Employment and Professional Development:** Create and expand employment opportunities for under represented groups by providing a better connection to existing resources and created new avenues for career building.
- ❑ **Environmental Justice and Social Issues:** Focus the management strategy not only on bay restoration objectives but on benefits to communities or ways to reduce or improve other challenges facing them.
- ❑ **Tracking and Assessment:** Develop and adopt appropriate assessment and tracking tools and metrics for evaluating the success of the Diversity Management Strategy, both quantitative and qualitative.

# Draft Diversity Management Strategy

## Sample management approaches

### **Communications outreach**

- Engage and assist partnership on engaging diverse communities in public comment period for strategy.
- Identify key leaders in underrepresented communities and establish forums to discuss community values and links to restoration.
- Establish communication strategy with specific actions for outreach to radio, t.v., print media as well as techniques to reach various ethnicities

### **Employment Professional Development**

- Work with partners to target state and local environmental literacy curricula and include focus on career paths
- Increase environmental degree programs and environmental career outreach with focus on minority focused universities
- Each CBP partnering jurisdiction to explore designating a diversity engagement coordinator

# Draft Diversity Management Strategy

## Sample management approaches

### **Environmental Justice**

- EPA, other federal agencies, Bay jurisdictions and CBP partners to review and revise respective grant guidance documents to address equity in targeting under represented communities for restoration resources.
- Consider how to tie funding criteria to active participation in EJ communities – EPA EJ Screening Tool
- Conduct a needs assessment for further community driven and participatory studies in targeted communities

### **Tracking and assessment**

- Identify trackable metrics and approaches for assessing how we meet our goals
- Identify and share with other organizations approaches and consideration for tracking and assessment.
- Explore creation of a diversity dashboard

# Management Strategies

## *Schedule for Review and Completion*

- ❑ **Mar. 2** – GITs/workgroups send revised strategies to the management board for sufficiency review
- ❑ **Mar. 6** – Management Board deadline for submitting final fatal flaw comments to GITs/workgroups
- ❑ **Mar. 16** – Post/release management strategies for public input
- ❑ **Apr. 20** – Public input period closes (likely extended by 15 days)
- ❑ **May 4** – GITs/workgroups revise strategies and provide to management board for final review
- ❑ **June 15** – Final management strategies completed
- ❑ **December 15** – First biennial workplans due



# What's next and how can Anacostia Partners get involved?

- Invite **Anacostia Partners to review strategy and submit comments** to Bay Program partnership.
- Diversity Action Team will continue to expand base of engaged stakeholders - **Anacostia partners recommendations welcomed.**
- Diversity Action Team would like to start identifying key leaders and ongoing/planned forums to engage these key leaders of under represented communities – **Anacostia partner recommendations welcomed.**
- Diversity Action Team would be willing to plan a more in depth forum with partners to further explore any of these issues and could include broader stakeholder and public participation.**

Please see the link below for accessing the management strategies can commenting

- <http://www.chesapeakebay.net/managementstrategies>