

**Friends of Casco Bay
EJDEI Committee Meeting
3/13/2023 3:00-4:30 p.m. via Zoom**

Attendance

Board: Howard Gray, Pat Ianni, Sandy Marsters

Staff: Will Everitt, Ivy Frignoca, Robby Lewis-Nash

1. Finalized EJDEI definitions

Between last meeting and this, the committee shared ideas and comments on our draft EJDEI definitions. Our goal is to come up with easy-to-understand **and** operational definitions for these concepts as they apply to Friends of Casco Bay's work and mission. Following an in-depth conversation at this meeting, the committee agreed to the following:

**What Environmental Justice, Diversity, Equity, and Inclusion Mean to Friends of Casco Bay
(Draft 4, 3/10/2023)**

Environmental Justice is an equitable, safe, healthy, productive, and sustainable environment for those underserved populations who have disproportionately experienced the historic brunt of air and water pollution and the negative consequences of climate change.

Diversity is a broad demographic mix (including race, age, gender, sexual orientation, income, ethnicity, cultural background, and geography), within a group or organization, which reflects the makeup of the communities it serves.

Equity is fair access to resources and opportunities that will help ensure environmental justice for underserved and underrepresented populations.

Inclusion is the active, intentional, and continuous effort and process of creating opportunities for underserved and underrepresented populations to be heard and participate in the decision-making that affects their environmental well-being.

2. Drafting a new EJDEI statement

We had a follow up conversation about Pat's draft EJDEI statement. We decided that we will work on soon, following comments and input from the board about our definitions that we will suggest.

3. Friends and Casco Bay Estuary Partnership shared EJDEI work

Will shared that he had a conversation with Curtis about reaching out to organizations lead by and serving marginalized and historically underrepresented communities. They are sharing information and, when possible, will meet together. Howard shared that the Management Committee of CBEP is reaching out to members of the partnership to share more granular information. They are asking members what relationships they have and information they can share about demographic information and other information on underserved communities and communities of color. The goal is to develop a list of contacts and then do outreach with a shared message. The committee talked about doing something similar with our board. As a member of the Partnership, we can learn what information they collect and if this strategy is effect.

4. Reflections on issues that have come up through the strategic planning process.

The committee talked about topics concerning or adjacent to EJDEI topics that came up during the strategic planning process:

- **Board recruitment: how we do it and what representation do we want in the room.** This Committee cannot decide these two things but it can make recommendations. There was conversation about how there is a much larger picture than this. It is a question of the future: what kinds of individuals do you want on the board? Can we fulfill this wish if we use the same strategies as we have had in the past. Sandy shared that the board needs a meeting dedicated to governance.
- **Our Bylaws:** we operate more inclusively than our bylaws read. Do we want to make a recommendation to the board? The committee agreed to take a look at the bylaws to see if there were places to recommend EJDEI concepts.
- **Other board operations/EJDEI connections?**
There was a conversation about what other things the board can do? Ways to use purpose to provide opportunities to the community? Getting people out on board members boats, out on the Bay. Field trips? Things to bring people out on the Bay. The Board are ambassadors for us and our work.