

**Friends of Casco Bay**  
**Environmental Justice, Diversity, Equity, and Inclusion Committee – Minutes**  
**Online via Zoom**  
**Monday, May 8, 2023, 3-4 p.m.**

**In Attendance**

Board: Sandy Marsters (President), Howard Gray, Pat Ianni, Joan Samuelson

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

**1. Intros and a very quick review of our work so far and review of this agenda.**

Update on how far we have come: Will shared that this Committee started meeting in November and although it may feel like it is moving slowly, we have gotten a lot done since then.

- We began having EJDEI conversations through strategic planning process.
- We have gotten EJDEI elements into our Strategic Plan and our annual operating plan
- We worked hard on understandable and operations-focused definitions of EJDEI.
- The EJDEI definitions were passed unanimously at the April board meeting.

**2. Preparing for the May board meeting:**

In May, Sandy will be asking the board about representation and skills the board would like to see at the table in preparation for future board recruitment and what our recruitment would need to look like in order to get those skills and that kind of representation. This could be a moment for the committee to share thoughts. What do we want to say? Is there anything this committee wants to recommend for the board think about?

There was a wide-ranging discussion of ideas, including: recruiting non-board members for committee work as a way to be more diverse, using an advisory committee/advisory board as a way to “sound out” our work with diverse populations in the Bay, and looking more closely at our bylaws.

Pat shared that, for her, there are two important populations to consider as we recruit our next board: young people and those who cannot see the Bay from their window. Joanie agreed. These elements are in our definition of diversity that we adopted last month (“age” and “geography”).

It was also brought up that crucial to the effort to diversify is keeping in mind what reasons people may want to join us, our conversations, our committees, our board, and/or our organization. “What’s in it for them?”

Following the discussion, the Committee recommends that as we discuss recruitment, the Board should consider the following:

- **That we work to become more diverse as a Board.** According to our definition of diversity:

**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.

- **That if a Governance or Recruitment Committee is eventually formed, it does its work with an eye toward environmental justice, diversity, equity, and inclusion.**
- **That thinking about skills we want at the table is important.**
- **Think about beneficial interactions between board and staff toward our mission.** What ways can we have more interaction and more meaningful interaction between our board and staff to move our mission forward?

### **3. Draft EJDEI statement:**

The EJ statement we have on our website is out of date.

The purpose of the statement is to be transparent with ourselves and our public about our stance on environmental justice, diversity, equity, and inclusion relative to our mission and organization.

The Committee reviewed the attached DRAFT statement. This was based on Pat's initial draft and was edited by Will and Robby.

Comments on the draft included:

- We need to remove what is not in our control. We need to focus on what we have authority and control over.
- The conclusion of this draft is mission drift.
- There are parts that are over-promising.
- We need to build a stronger connection between this work and our mission to advocate for healthy water as its connection with Bay and watershed.
- Action numbers 2 and 4 need to be revised in scope
- Second paragraph does not emphasize environmental racism, the EPA's original emphasis with environmental justice.

It was decided this draft needed more work. Robby, Will, Pat, and Howard will meet to edit the next version.

The meeting was adjourned.