



## **Chesapeake StREAM Internship Diversity, Equity, Inclusion and Justice Analysis**

### **Project Description**

The Chesapeake Bay Program ([www.chesapeakebay.net](http://www.chesapeakebay.net)) and Chesapeake Research Consortium ([www.chesapeake.org](http://www.chesapeake.org)) seek a summer intern for late May through mid-August (12 weeks) to provide support to Chesapeake Bay Program (CBP) partnership goal implementation teams and workgroups. The Chesapeake Bay Program brings together leaders from state, federal and local government, as well as academia and the watershed's many communities, to collaborate on creating the best strategies and tools for cleaning up the Bay and the rivers and streams that flow into it. The Chesapeake Bay Program is fueled by science and driven by partnership.

The Diversity Workgroup of the Chesapeake Bay Program seeks an intern to support the workgroup's efforts in achieving specific action items set forth in the 2020-2021 Diversity Logic and Action Plan. The Diversity Workgroup leads efforts to intentionally incorporate equity, inclusion and justice in addition to diversity—known collectively as diversity, equity, inclusion and justice (DEIJ)—into the implementation of the Chesapeake Bay Watershed Agreement. In order to achieve these goals, the workgroup has developed a Diversity Logic and Action Plan and Management Strategy, which can be found here:

<https://www.chesapeakebay.net/managementstrategies/strategy/diversity>

This intern will be tasked with conducting a jurisdiction by jurisdiction inventory of the current job market to establish opportunities for careers in the environmental field and their potential growth and salaries (action # 2.2). Additionally, the intern will conduct a literature review and collect qualitative and quantitative data to examine the economical and societal benefits of incorporating DEIJ considerations in restoration and conservation activities (action # 3.7). The intern will present findings to the partnership, funders and others involved in decision-making.

### **Opportunities**

This internship will provide a unique opportunity to contribute to large-scale, long-term natural resource management and policy development critical to understanding new ways to improve Chesapeake Bay water quality and manage Chesapeake Bay living resources most effectively and efficiently across the 64,000 square mile Chesapeake Bay watershed. The C-StREAM student will gain experience in natural resource management, restoration science, and environmental policy. In addition, this internship experience will provide insights into careers in natural resource management, policy development and science beyond those applied for and

allows students to make connections with established environmental management and science professionals.

### **Deliverables**

- Jurisdictional inventory of the current job market.
- Literature review and data collection to examine societal benefits of incorporating DEIJ considerations in restoration and conservation activities.
- Presentation of findings to the partners, funders, and others involved in decision-making.
- Presentation at the C-StREAM end of summer student symposium.

### **Requirements**

- Desire to learn skills in conducting literature reviews, data collection and analysis, experience not required.
- Motivated self-starter with ability to work and reason independently.
- Must be a college-level student entering sophomore, junior, or senior year of undergraduate study. Students are also eligible to participate during the immediate summer following their graduation if they are pursuing graduate studies in the fall.
- Must be a U.S. Citizen and willing to undergo a security background check.

### **Work Location and Duration**

Due to health concerns, as well as CRC and EPA-CBP policies guiding us during COVID-19 we have not yet determined if this position will be virtual or in person. Currently, we are planning for both possibilities. If we are able to offer this position as an in-person opportunity it will be based out of the EPA's Chesapeake Bay Program Office in Annapolis, Maryland.

The internship is scheduled to begin Monday, May 24, 2021 and end Friday, August 13, 2021. These are our preferred dates, but the dates can be adjusted to accommodate a student's school schedule if required. We plan on providing interns with access to an EPA computer, email and phone services if this internship is offered in person. If the internship is virtual, interns will need to have access to a suitable internet, computer and communication resources.

### **Compensation**

The intern will be reimbursed at the end of each month (June, July, and August), for a total of up to \$6,000 (\$500/week) for the equivalent of 12 weeks (480 hours) of full-time activities. Candidates should expect to follow a normal weekday work schedule (roughly 9-5, M-F) with occasional variations for possible field work or other activities. No benefits are provided. We offer assistance in arranging local housing if the position is an in-person opportunity if desired. A one-time housing and transportation allowance of \$1,000 is available to each intern to assist with living and transportation expenses. Funds are also available to compensate interns for occasional work-related travel and professional development activities.

**Diversity and Inclusion**

The Chesapeake Research Consortium and EPA Chesapeake Bay Program are committed to supporting a diverse and inclusive science-oriented workforce. Our internship program endeavors to recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from all segments of American society. CRC and CBP are strongly supportive of broadening the participation of historically Black colleges and universities, Hispanic serving institutions, Tribal colleges and universities, and institutions that work in underserved areas. We highly encourage applications from students at any of the above institutions as well as students that identify as Black, Indigenous, person of color or 1st generation college student.

**Application Instructions**

Application instructions, required materials, and the C-StREAM application portal can be found on the C-StREAM website (<http://chesapeake.org/c-stream/>).

**The deadline for applications is February 20, 2021.**