

STEWARDSHIP GOAL

Diversity Outcome



2025 PROGRESS
OFF COURSE

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.

PROGRESS AS OF 2021: The Diversity Outcome is currently off course. Diversity surveys conducted in 2016 and 2019 indicated a slight increase in the percentage of respondents who self-identified as people of color from 13.7% in 2016 to 14.6% in 2019, and an increase in the percentage of people of color in leadership positions from 9.1% to 10.3%. While diversity surveys issued in 2016 and 2019 tracked progress toward the target of increasing racial and ethnic diversity within the Chesapeake Bay Program partnership and leadership, meeting the overall outcome has not been tracked using a numeric indicator. Additional metric(s) should be explored to track these other components. An effective methodology for measuring success will need to be determined by the Diversity Workgroup in partnership with the Executive Council, Principals' Staff Committee and the Management Board.

BACKGROUND: Stakeholder feedback collected during the development of the most recent *Chesapeake Bay Watershed Agreement* pointed out a clear need for including diversity as an outcome. In 2018, the partnership set a target for this outcome to increase the racial and ethnic diversity representation in the partnership to 25% and increase the percentage of people of color in leadership positions to 15% by 2025. The Diversity Workgroup oversees progress toward meeting this outcome, as well as leads the effort to intentionally incorporate equity, inclusion and justice into the overall implementation of the *Chesapeake Bay Watershed Agreement*.

BASELINE: In 2016, a Diversity Survey found that 13.7% of respondents identified as people of color. Among those who identified as Chesapeake Bay Program leadership, 9.1% identified as people of color.

DATA SOURCE: The Diversity Survey is delivered to all partners of the Chesapeake Bay Program on a biennial basis. However, the response rate for the 2016 and 2019 surveys were low, and there is concern that the analysis does not truly capture data that assess the outcome, and that it does not effectively portray the full scope of diversity, equity, inclusion and justice work throughout the partnership. Prior to conducting future data collection, the process for distributing and explaining the survey will be evaluated in an effort to improve response rates and comparability of the data. The 2021 Diversity Survey has been delayed due to the federal approval process for conducting surveys.