

## Diversity

### Background

People of color make up 36 percent of the U.S. population and comprise 29 percent of the science and engineering workforce.

For decades, environmental organizations have stressed the value of diversity; however, the diversity composition of these organizations has not broken 16 percent.

In the 2014 *Chesapeake Bay Watershed Agreement*, for the first time in the partnership's 35-year history, Chesapeake Bay Program partners adopted a goal to increase the number and diversity of people who support and carry out conservation and restoration work.

Specifically, through the Diversity Outcome, they agreed to:

- Identify minority stakeholder groups that are not currently represented in the leadership, decision making and implementation of current conservation and restoration activities.
- Create meaningful opportunities and programs to recruit and engage minority groups in the partnership's efforts.

When diversity is taken into account in the planning and implementation of conservation and restoration work, this work is more likely to benefit underrepresented and underserved communities. Increasing the inclusion of previously underrepresented communities in our work fosters creativity, drives innovation and ensures all people in the watershed can share in the vibrancy of the region.

While age, gender, sexual orientation, religious faith, income level and other characteristics are important aspects of diversity, the Chesapeake Bay Program has decided to first focus on expanding ethnic diversity within the partnership.

### Progress

In order to meet commitments laid out in the management strategies and work plans, the Alliance for the Chesapeake Bay distributed a diversity profile on behalf of the Chesapeake Bay Program in 2016. They found:

- Percentage of people of color at the Chesapeake Bay Program: 13 percent (compared to 35 percent in the Chesapeake Bay watershed)
- Percentage of people of color in leadership at the Chesapeake Bay Program: three percent (leadership can include members of the Principals' Staff Committee or Management Board, as well as chairs, co-chairs and vice chairs of Goal Implementation Teams, workgroups and advisory committees)

This inaugural survey sets the baseline from which future surveys will be measured. The partnership will conduct the survey every two years.

In 2018, the Principals' Staff Committee approved specific targets for increasing diversity by 2025. These include:

- Increasing the percentage of people of color in the Chesapeake Bay Program to 25 percent
- Increasing the percentage of people of color in leadership positions to 15 percent