



Diversity Outcome

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Through the Chesapeake Bay Watershed Agreement, the Chesapeake Bay Program has committed to...



Goal: Stewardship

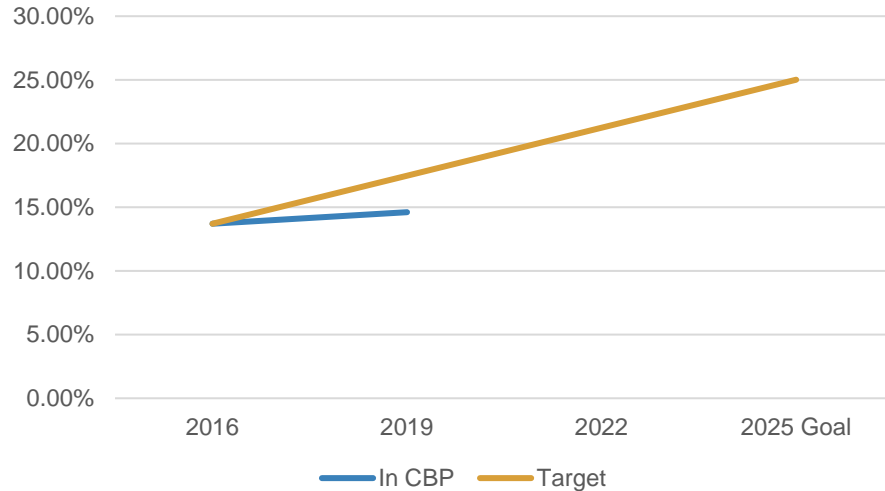
Outcome:

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.

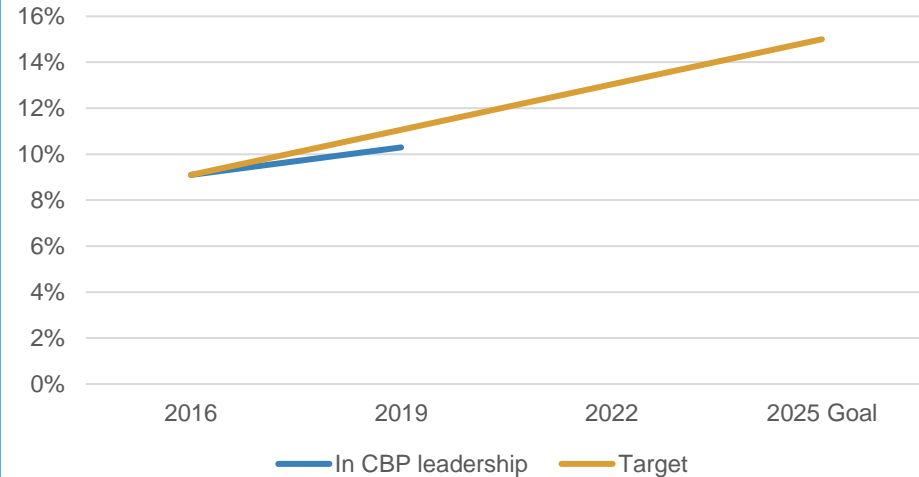


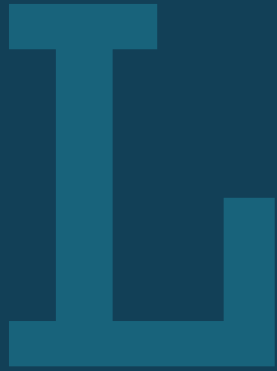
What is our Expected and Actual Progress?

Performance against target:
Percent of Respondents
who work for or with CBP
who identified as people of color



Performance against target:
Percent of Respondents who work for or with
CBP in a leadership position
who identified as people of color





Learn

What have we learned in the last two years?



Successes and Challenges

- Actions within our locus of control, including communicating with stakeholders and internal organizational culture, progressed in line with our plan.

Major successes:

- Established steering committee that includes all jurisdictions in addition to stakeholder organizations
 - SRS narrative question 5
 - DEIJ Statement, Strategy & Implementation Plan
- External facing actions, including activities focused on environmental justice, faced barriers.



On the Horizon

- Increasing interest and funding to address Environmental Justice needs and equitable distribution of non-EJ funding opportunities.
- Organizational diversity and environmental justice are priorities for the current presidential Administration.
- Improve data collection for our current indicator and develop new indicator(s).
- Develop unified stakeholder engagement approach, appropriate for CBP, to building meaningful, long-term relationships that result in sustainable benefits to stakeholder communities.

A large, stylized, blue letter 'A' is centered on a dark blue background. The letter has a thick, blocky font with a slight shadow effect. The background is divided into three horizontal bands: a dark blue band at the top, a medium blue band in the middle, and a light green band at the bottom.

Adapt

How does this impact our work?



Based on what we learned, we plan to ...

- Analyze Bay funding opportunities to assess who benefits environmentally and financially -- and who is left out. Evaluate next steps based on what we learn.
- Establish annual workplans with HBCUs with whom we have an MOU.
- Work with communications team to identify opportunities to improve stakeholder engagement through formal CBP communications.



Equitable and inclusive restoration ...

- Increase outreach to organizations through webinars:
“Diversity Workgroup Presents”
- Conduct a pilot project working with stakeholder groups such as individuals with prior justice system involvement.



Help

*How can the Management Board
lead the Program to adapt?*



Help Needed

- 1. Improve DEIJ considerations when making appointments to participate in the Bay Program**
 - Revise governance documents
 - Consider people from diverse backgrounds



Help Needed

- 2. Report demographic information of participants in the Bay Program from signatories to improve accuracy and reliability of current Diversity Indicator data.**
 - Each signatory agency provide data on the diversity of their representatives participating in the CBP
 - Data collected by agency HR and sent to DWG coordinator by June 30 (annually)

Help Needed

3. Support development of new tracking initiative

- Submit narrative responses annually
- Report out semi-annually at MB meetings on efforts to address DEIJ



Help Needed (Recap)

1. Improve DEIJ considerations when making appointments to participate in the Bay Program.
2. Report demographic information of participants in the Bay Program from signatories to improve accuracy and reliability of current Diversity Indicator data.
3. Support development of new tracking initiative to measure signatories' Diversity Outcome-related activities. This will contribute to tracking progress toward Diversity Indicator(s).



Discussion