

# How Does Your Jurisdiction or Organization Measure DEIJ Success?

We don't!

We are actively trying to define our metrics. But nothing concrete :(

I don't know of a measure within the NPS currently

Geographic diversity--making sure our activities are equitably distributed around the District

We have always struggled with this.

We focus on getting any and all projects in the watershed, but there are too few opportunities to focus on DEIJ and EJ areas.

<https://ecoreportcard.org/report-cards/chesapeake-bay/>

Haven't started yet, to my knowledge

<https://www.chesapeakeprogress.com/engaged-communities/citizen-stewardship>



# How Does Your Jurisdiction or Organization Measure DEIJ Success?

We don't! We are currently developing metrics based on specific program goals such as diversity in membership or applications received, etc. We have not begun to explore a metric for general organizational success.

I am honestly not sure. HR definitely does employment tracking, but I don't know what else

EJ metrics are part of monthly reporting thru EPA -HQ. Although they don't always capture everything we do.

State agencies that get Fed funding (for example through Sport Fish Restoration Funding) have to track demographics of the people they serve.

Within NPS Chesapeake we have a new strategic plan with key actions focus on DEIJ that we will be tracking



# What New Indicators Could We Use To Better Track Success In Our Workgroup Efforts?

Qualitative data cannot be ignored here; numbers will only tell a part of the story

% of total grant funding awarded for the year

Grant funding

Uses of EJ Dash

Through the stewardship indicator, can we look at demographic crosstabs to look at behavior changes by population type?

Trainings and DEIJ workshops

I'm honestly not sure. I struggle because sometimes the pressure to meet metrics leads to more "check in the box" type actions and we really want to build long term relationships. I'm not sure how to measure that.

Quality engagement with partners, not just counting engagement, meetings, etc.

Number of grants awarded to EJ and/or community-based organizations



# What New Indicators Could We Use To Better Track Success In Our Workgroup Efforts?

How many Goal Implementation Teams/workgroups are incorporating DEIJ into their work

Pay attention to when these populations reach out to us, separate from when we reach out to them

Need some means to be sure we are comparing "apples to apples"

Focus group/surveys assessments of DEIJ readiness and/or effectiveness of engagement

Bay Program-wide survey that collates responses

DEIJ is broad. Diversity can be (somewhat simply) tracked using demographics of staff, board members, etc. Environmental justice and equity outcomes seem to be much more challenging and nuanced.

\*collates responses from community groups that were engaged.

Long-term change in behavior our outcome

survey/research assessment on projects being funded vs. projects/problems underserved communities have defined



# What New Indicators Could We Use To Better Track Success In Our Workgroup Efforts?

Measure effectiveness of efforts after they have been put in place - hearing lots of efforts to put equity measures in place for funding programs, recruitment, etc. Are these efforts having the effect intended? Are they working?

how many new perspectives/representation in leadership- are we creating a pipeline to encourage representation at the top?

To develop better metrics, perhaps we need more specific goals to measure against.