



Documenting Modified Outcomes

Reflect Decision to Change Outcome on ChesapeakeDecisions

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chesapeakebay.net/decisions/management-decisions

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associated with data collection at its December 2017 meeting. The Citizen Stewardship Team reported that data collection costs around \$200,000 and should take place every three to five years. This decision will be ongoing based on funding availability.

Requesting GIT (or STAR): Fostering Chesapeake Stewardship Goal Implementation Team (GIT 5)
Responsible Parties: Management Board
Due Date: N/A





Diversity In Progress


Request: To remove the term "minority" from the Diversity outcome.
Decision: The Management Board agreed to recommend this decision to the Principals' Staff Committee in 2018.
Requesting GIT (or STAR): Fostering Chesapeake Stewardship Goal Implementation Team (GIT 5)
Responsible Parties: Management Board, Principals' Staff Committee
Due Date: N/A

Add "Principals' Staff Committee approved removing "minority" from the Diversity Outcome at Month Year meeting (hyperlinked to the calendar entry) and agreed that this was considered a minor change. Therefore, there is no need to send to the EC."

Resolved

Modified Outcome reflect on ChesapeakeProgress with link to original language and to ChesapeakeDecisions.





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Diversity


Identify ~~minority~~ stakeholder groups not currently represented in the leadership, decision-making or implementation of current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage these groups in the Partnership's efforts.

Progress

In the 2014 Chesapeake Bay Watershed Agreement, the Chesapeake Bay Program adopted for the first time a goal to increase the number and diversity of people who support and carry out conservation and restoration work. In 2016, the Alliance for the Chesapeake Bay distributed a [diversity profile](#) on behalf of the Chesapeake Bay Program to approximately 750 people who work for or with the partnership. More than 370 people responded. While some respondents declined to identify their race, 84 percent self-identified as white or Caucasian and about 13 percent self-identified as non-white or non-Caucasian. This is consistent with the “[green ceiling](#)” Green 2.0 has used to describe the decades-long racial composition in environmental organizations and agencies, despite increasing racial diversity in the United States. The partnership has set a target to increase the percentage of people of color in its program to 25 percent by 2025. →

Interactive Chart

Chesapeake Bay Program Diversity Profile (2016)



Group	Percentage
Leadership	84%
Non-leadership	13%

In December 2019 [\[link to https://www.chesapeakebay.net/decisions/management-decisions\]](https://www.chesapeakebay.net/decisions/management-decisions), the outcome was modified from the original language [\[link to https://www.chesapeakebay.net/what/goals/stewardship\]](https://www.chesapeakebay.net/what/goals/stewardship).



Lead Goal Implementation Team: Enhance Partnering, Leadership and Management Goal Implementation Team (GIT 6)

Contact: [Jennifer Starr](#) (443) 949-0575

Management Strategy: [Local Leadership Management Strategy \(PDF\)](#)

Logic & Action Plan: [2019-2020 Local Leadership Work Plan \(PDF\)](#)

Strategy Review System Update: [Logic Table](#) | [Narrative](#) | [Presentation](#)

[Track Progress](#)

Diversity

The Chesapeake Bay watershed is a region of profound diversity. Further involving diverse stakeholders not currently represented in our leadership, decision-making or restoration efforts is critical to the continued success of the Chesapeake Bay Program.

Outcome: Identify minority stakeholder groups that are not currently represented in the leadership, ~~decision making and implementation of current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage them in the Partnership's efforts.~~

Lead Goal Implementation Team: [Fostering Chesapeake Stewardship Goal Implementation Team \(GIT 5\)](#)

Lead Workgroup: [Diversity Workgroup](#)

Contact: [Tuana Phillips](#) (410) 267-5704

Management Strategy: [Diversity Management Strategy \(PDF\)](#)

Logic & Action Plan: [2018-2019 Diversity \(PDF\)](#)

[Track Progress](#)

Original

Add “Modified Outcome . . .” And link back to ChesapeakeDecisions