

# Diversity Outcome

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# Completed Science Needs

Incorporation of tracking and/or targeting component with DEIJ lens to goals & outcomes

- **Actions Taken:** A question was added to SRS Process where other outcomes can report on DEIJ lens
- **Resources Used:** SRS narrative analysis
- **Helpful Resources for Future Needs:**
- **Follow Up Action:** Diversity workgroup would need to collect this information and review
- **May this need be archived:** yes

# Completed Progress Science Needs

Diversity Indicator Target/Goal for 2025 using American Community Survey Data  
(Overlaying state Demographic and Economic census block data over Chesapeake Bay Watershed)

- **Actions Taken:** Briana Yancy and Alex Gunnerson completed this science need
- **Resources Used:** GIS
- **Helpful Resources for Future Needs:**
- **Follow Up Action:** Recommended this is updated every 5 years
- **May this need be archived:** yes

# Ongoing/In Progress Science Needs

- **Need:** Identify measures of success toward outcome in addition to the diversity indicator
  - **Need Description:** Consider identifying ways to track inclusion, equity, justice in addition to diversity. We may also consider how to assess broader participation of underrepresented groups in Chesapeake Bay restoration activities at large.
  - **Please remove this science need (we have new and emerging needs that improve upon this work)**
- Status of the resource
- ☐ Full resources
  - ☒ Partial resources
  - ☐ No resources

# Ongoing/In Progress Science Needs

- **Need:** Integrate diversity, equity, inclusion, and justice (DEIJ) considerations across all science-based decisions in the CBP.
- **Needed Description:** **Can we have a conversation about placing this in another location, making it more specific or worded into an actual science need.**

Status of the resource

- ☐ Full resources
- ☒ Partial resources
- ☐ No resources

# New and Emerging Science Needs - Medium Priority

- **Need:** Identify measures of success toward outcome beyond our internal diversity indicator to help track stakeholder engagement
- **Need Description:** Consider identifying ways to track inclusion, equity, justice in addition to diversity. We may also consider how to assess broader participation of underrepresented groups in Chesapeake Bay restoration activities at large.
- **Why Needed:** Only tracking the number of people of color that participate in CBP is not adequate enough to fully assess progress towards increasing diversity and we are interested in tracking inclusion as well.

Status of the resource

- ☐ Full resources
- ☒ Partial resources
- ☐ No resources

# New and Emerging Science Needs - High Priority

- **Need:** Diversity Indicator target (determine what dataset is most accurate)
- **Need Description:** GIS Project
- **Why Needed:** The Diversity Indicator Target/Goal uses American Community Survey Data (Overlaying state Demographic and Economic census block data over Chesapeake Bay Watershed). We want to make sure we're using the most accurate dataset (ex: American community survey, department of education data, or other census data)
- **Current Resources:** American Community Survey Data
- **Potential Resources:** Other GIS data including schools, ten year census data etc.

Status of the resource

- ✓ Full resources
- ☐ Partial resources
- ☐ No resources

# New and Emerging Science Needs - Medium Priority

- **Need:** Develop a better understanding of effects from external factors such as climate change, public health, and economic inequity.
- **Need Description:** Synthesis, Literature Review
- **Why Needed:** By understanding the implications, we can then take steps to mitigate them. Develop a better understanding and connect with other organizations and CB groups who are at the forefront of these issues e.g., public health groups, climate change/resiliency groups.
- **Current Resources:** N/A
- **Potential Resources:** N/A

Status of the resource

- ☐ Full resources
- ☐ Partial resources
- ✓ No resources



# New and Emerging Science Needs - Low Priority

- **Need:** CBP Diversity Survey Analysis
- **Need Description:** Statistical Analysis
- **Why Needed:** Every two year the diversity workgroup issues a survey to CBP to collect various demographic data of CBP participants. The survey data is currently underutilized. A better understanding of ways to analyze the data collected and report on it could help improve diversity targets and even address other science needs but we lack the expertise to do so.

- **Current Resources:** CBP Diversity Survey (bi-annually)

Status of the resource

- **Potential Resources:** PAB Contract

- ✓ Full resources
- ☐ Partial resources
- ☐ No resources

# Questions?

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