

Documenting Modified Outcomes

Follow-up to Management Board Request


Doreen Vetter, GIT6

January 16, 2020

Background

- The Chesapeake Bay Watershed Agreement is a signed document reflecting a moment in time and will not change.
- The signatories anticipated that changes to Goals and Outcomes would be needed as we learn through adaptive management. Those recommended changes are to be approved by the PSC or EC.
- Since the Goals and Outcomes are described in multiple Partnership web products, GIT6 was asked to demonstrate how those anticipated changes would be clearly documented for the public.
- Several changes will be presented for approval in the coming months, so GIT6 discussed and agreed to the following approach using a minor change to the Diversity outcome as an example.

Current Outcome Page | ChesapeakeProgress

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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.

Current Goal & Outcome Page | Chesapeakebay.net



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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](#)

Requested Outcome Change | ChesapeakeDecisions



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Management Decisions

At each Quarterly Progress Meeting, Goal Implementation Teams (GITs) ask the Management Board to take an action or provide assistance in making progress toward their *Chesapeake Bay Watershed Agreement* outcomes. Use the tool below to view these requests, the Management Board's decisions and other decisions related to document deadline extensions.



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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

If Principals' Staff Committee agrees with Management Board recommendation...

GIT6 has agreed to:

- Document the decision on ChesapeakeDecisions.
- Reflect the change on ChesapeakeProgress and Chesapeakebay.net.
- Provide links to the relevant decision.
- Include record of the original language.

Decision Documented | ChesapeakeDecisions

Diversity

Resolved

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.

The Principals’ Staff Committee approved removing “minority” from the Diversity Outcome at [January 2020 meeting](#). PSC agreed that this was considered a minor change and did not need to be sent to the Executive Council.

Requesting GIT (or STAR): Fostering Chesapeake Stewardship Goal Implementation Team (GIT 5)

Responsible Parties: Management Board, Principals’ Staff Committee

Due Date: N/A

Outcome Language Revised | ChesapeakeProgress



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. ★

In [January 2020](#), the outcome was modified from the [original language](#).

Revised and Documented | Chesapeakebay.net



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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.

The outcome was [modified by the Principals' Staff Committee](#) on January 2020.

Current Outcome: Identify 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.

Original 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.

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

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

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

Questions?



Email me at Vetter.Doreen@epa.gov