



# 2019 Diversity Profile Results and How They Compare to 2016



The 2016 and 2019 profile surveys were distributed via email to all CBP groups as a Survey Monkey link

→ 375

The number of people who responded in 2016

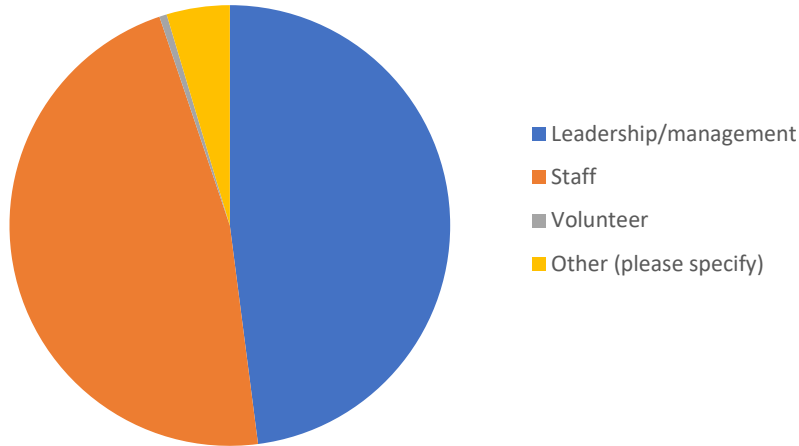
→ 282

The number of people who responded in 2019

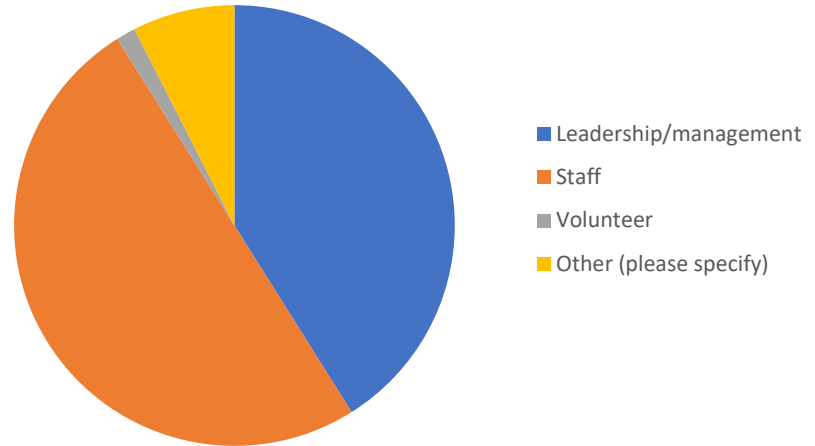
→ 750

The estimated number of people who participate in the CBP Partnership

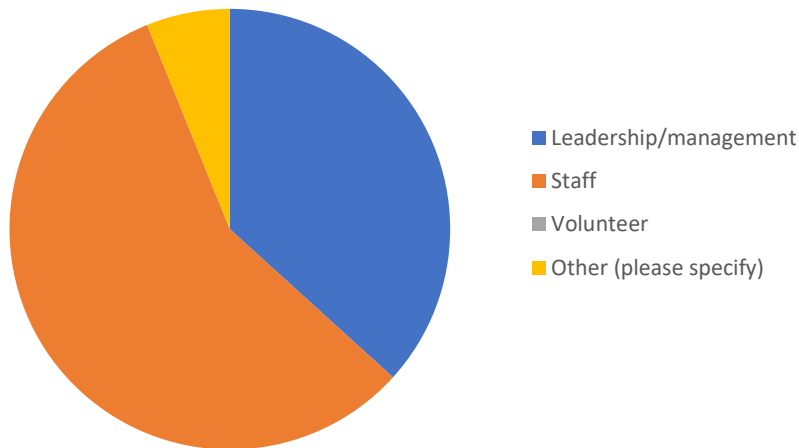
# In your organization, what is your role?



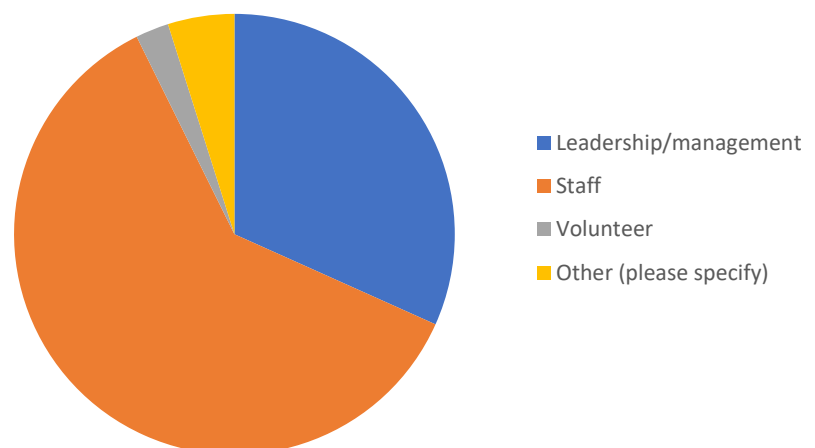
2016 All Respondents



2019 All Respondents

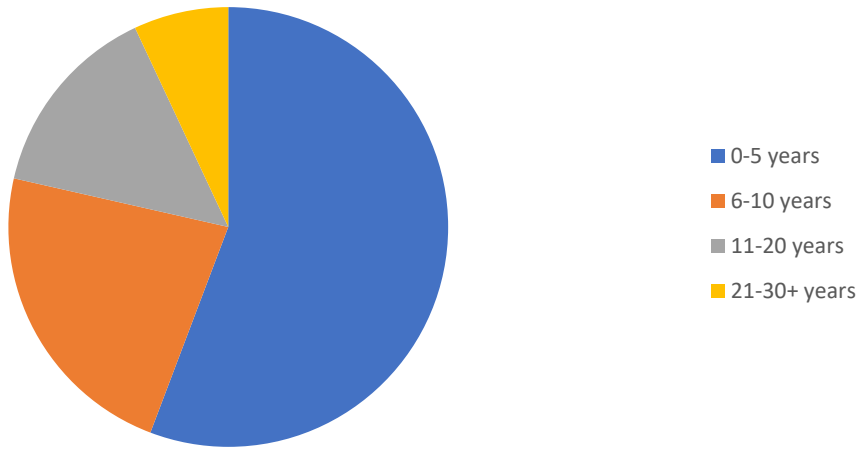


2016 POC Only

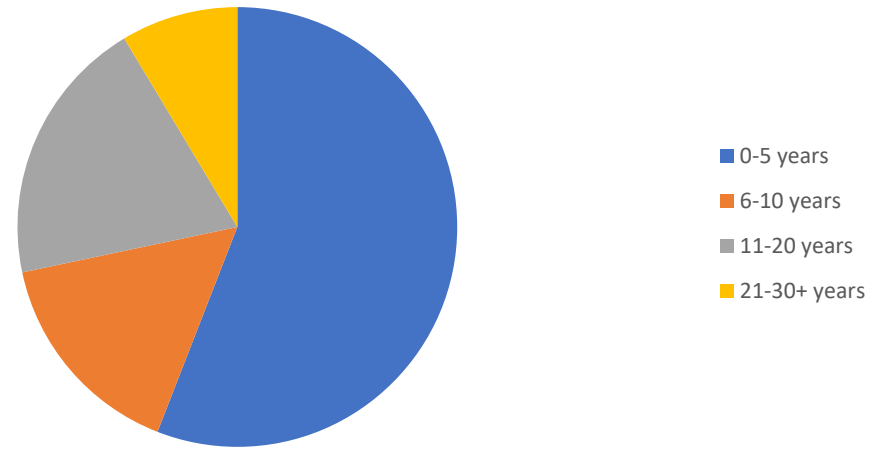


2019 POC Only

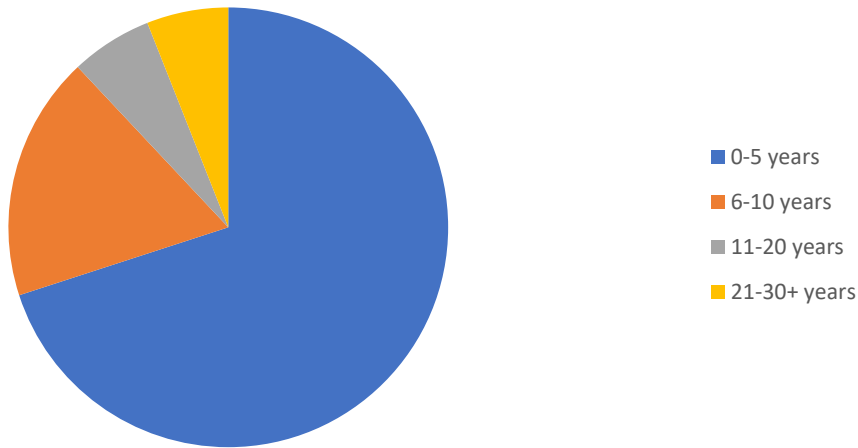
# How long have you been participating in the CBP?



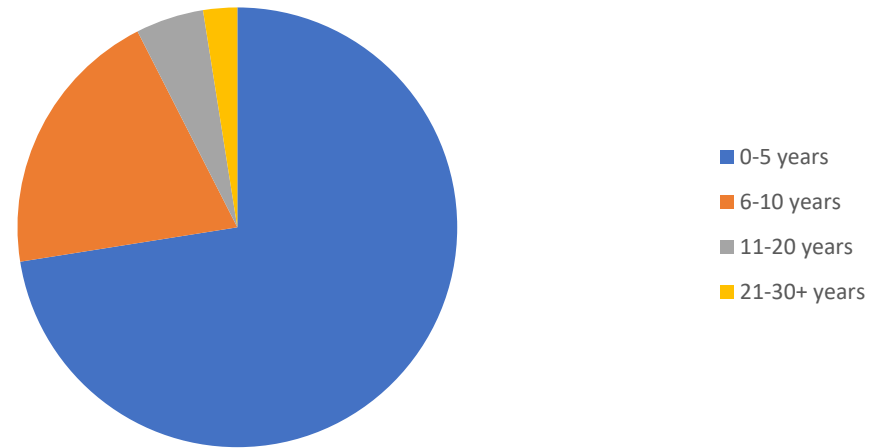
2016 All Respondents



2019 All Respondents

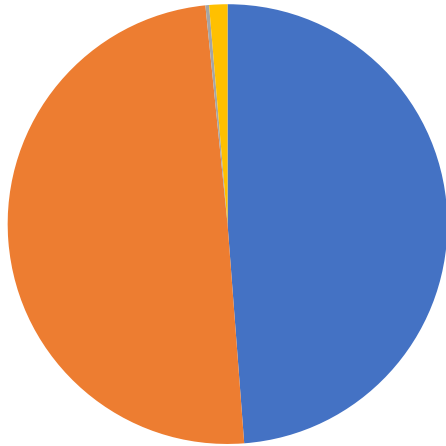


2016 POC Only

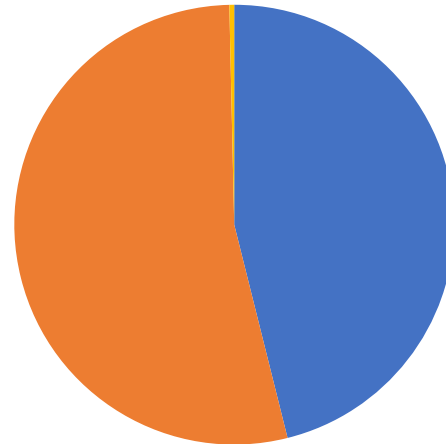
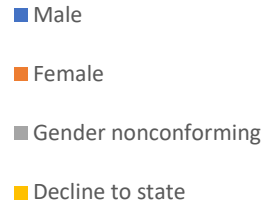


2019 POC Only

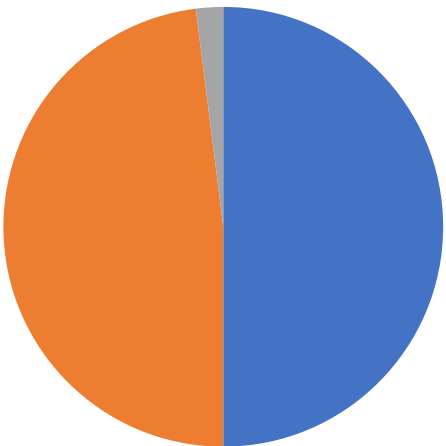
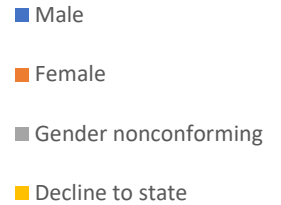
# Gender Identity



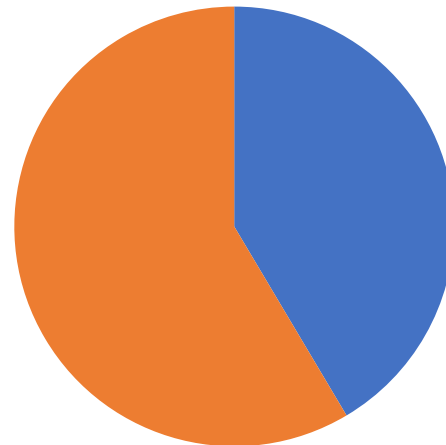
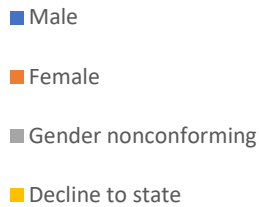
2016 All Respondents



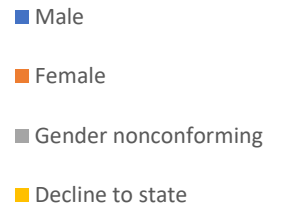
2019 All Respondents



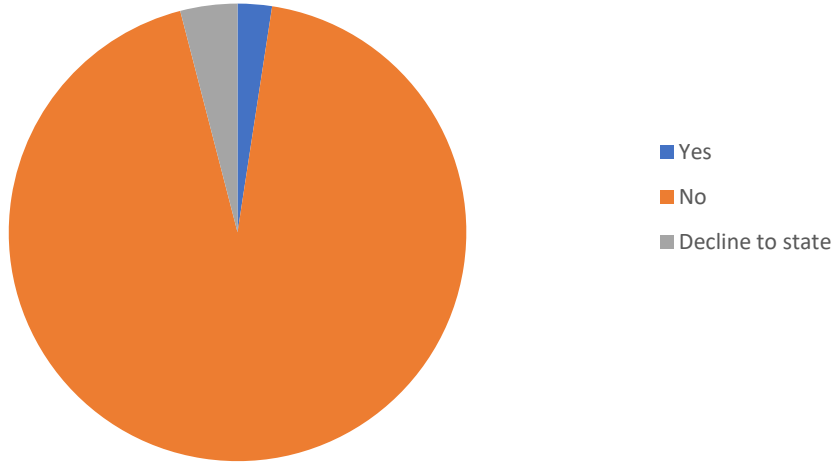
2016 POC Only



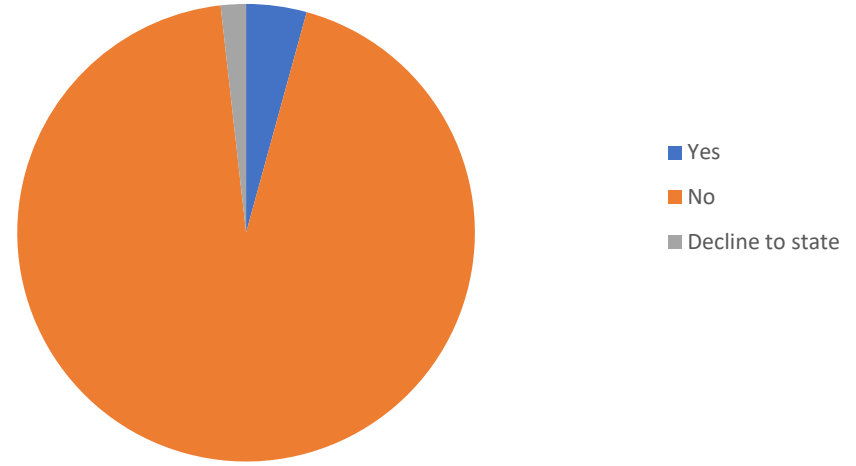
2019 POC Only



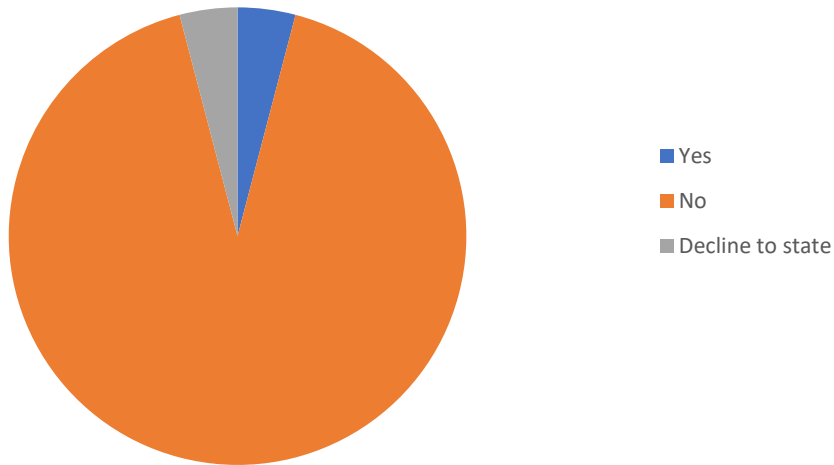
# Do you identify as part of the LGBTQ+ and/or gender nonconforming community?



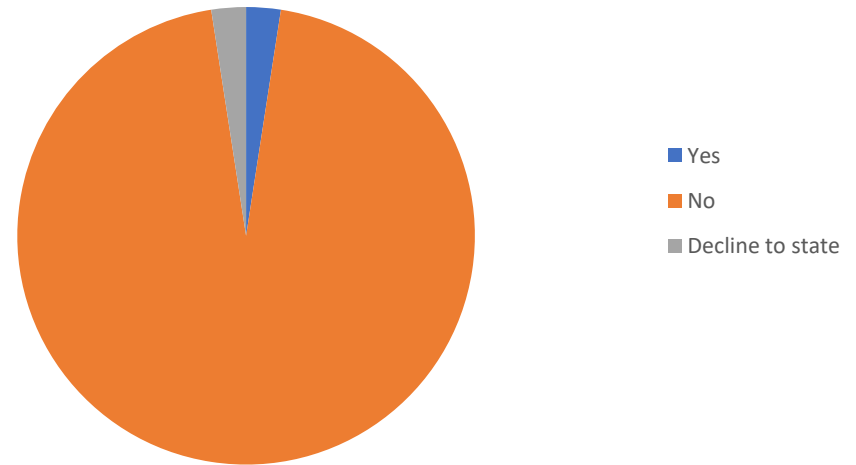
2016 All Respondents



2019 All Respondents

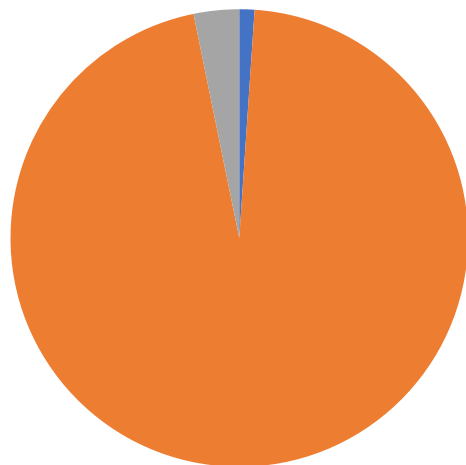


2016 POC Only



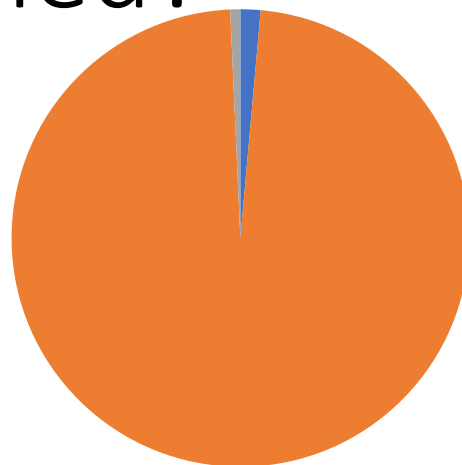
2019 POC Only

# Do you identify as a person who is disabled?



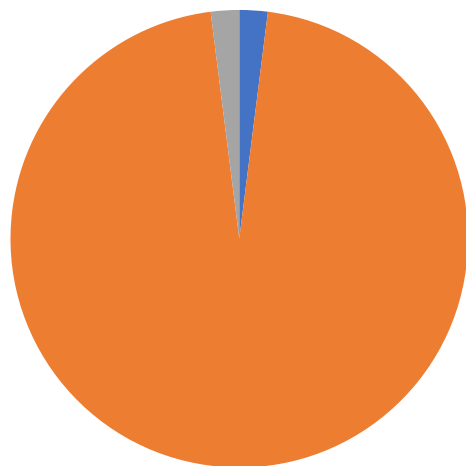
2016 All Respondents

■ Yes  
■ No  
■ Decline to state



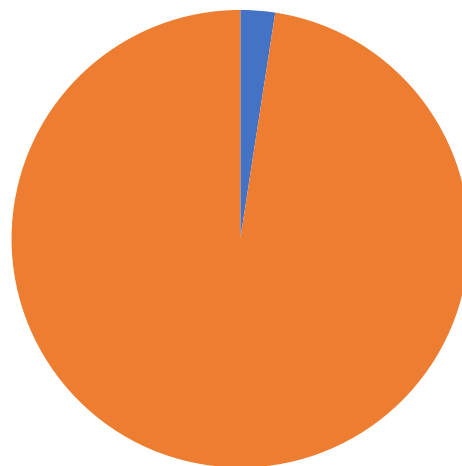
2019 All Respondents

■ Yes  
■ No  
■ Decline to state



2016 POC Only

■ Yes  
■ No  
■ Decline to state

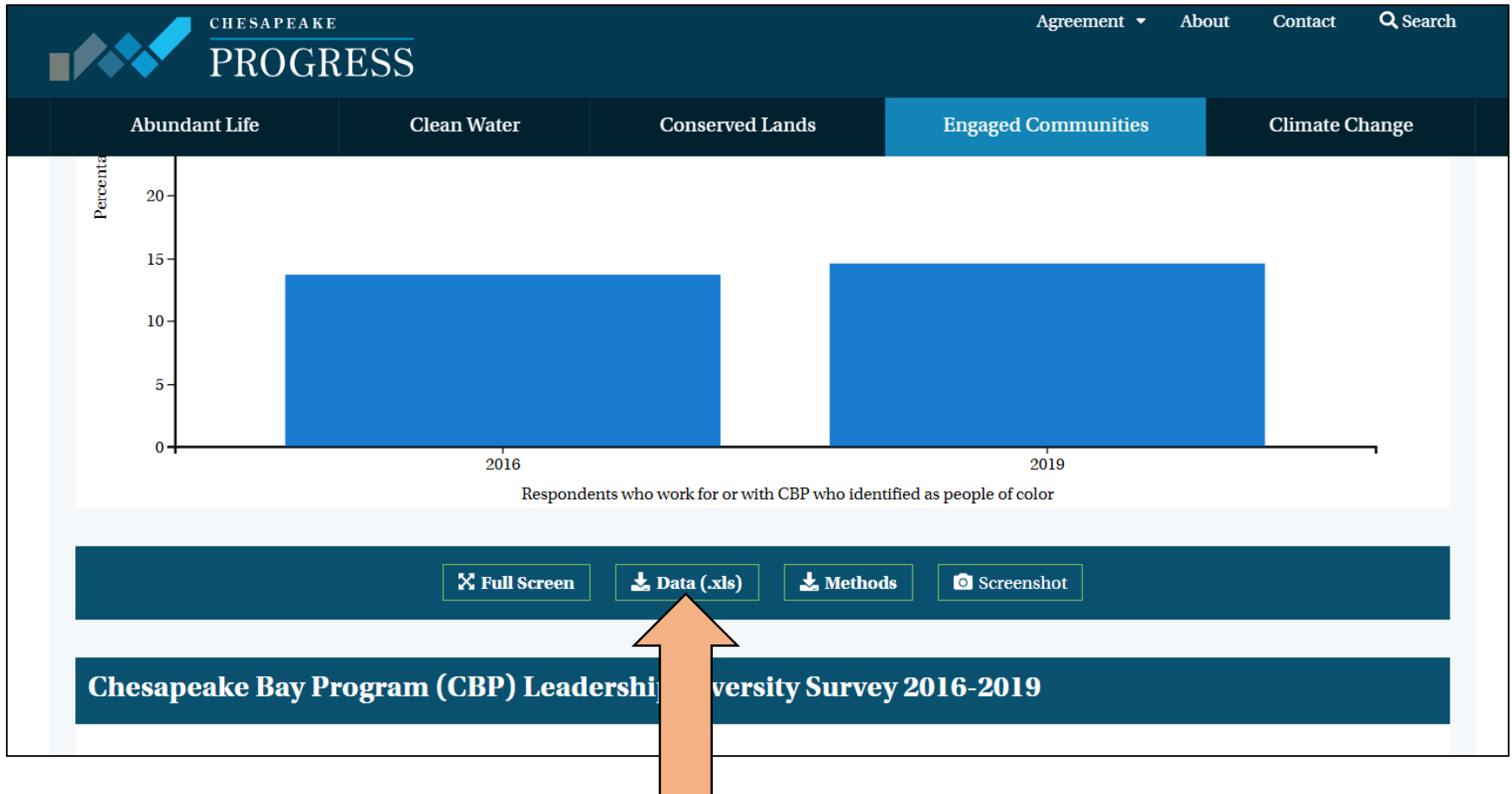


2019 POC Only

■ Yes  
■ No  
■ Decline to state

# If you want to see more...

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



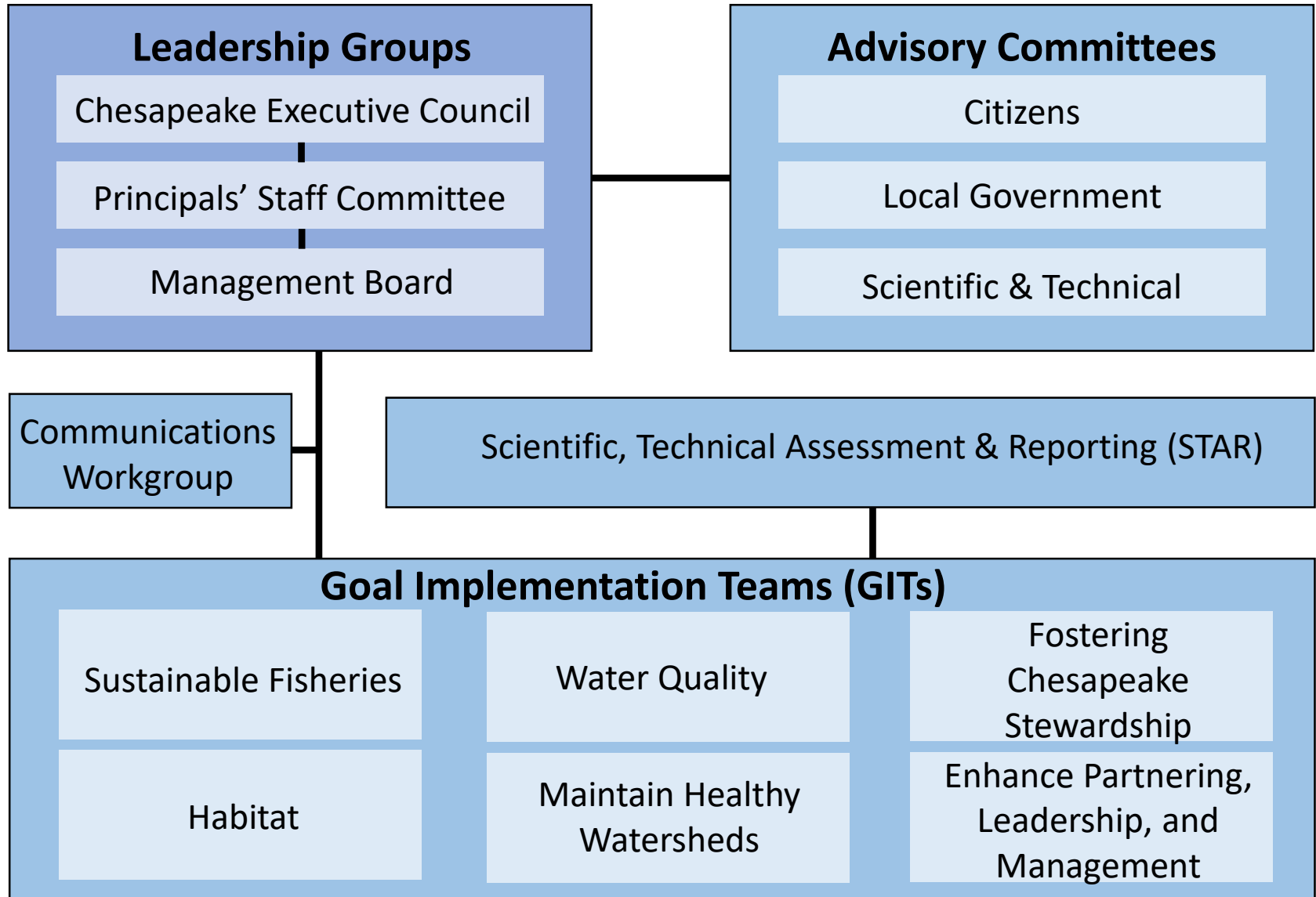
Scroll down and click here to see additional data and graphs



# What Chesapeake watershed jurisdiction do you live in?

Progress from 2016 to 2019		
	% of respondents who are a person of color	
Jurisdiction	2016	2019
Delaware	8.3%	16.7%
District of Columbia	37.9%	15.8%
Maryland	12.8%	18.6%
New York	10.0%	0.0%
Pennsylvania	8.9%	0.0%
Virginia	9.7%	10.2%
West Virginia	6.7%	0.0%
Outside of the Chesapeake Bay watershed (please specify)	18.2%	25.0%

# Chesapeake Bay Program Organizational Structure



## **Leadership Groups**

Chesapeake Executive Council



Principals' Staff Committee



Management Board

## Leadership Groups

Chesapeake Executive Council

Principals' Staff Committee

Management Board



2014 Chesapeake Executive Council

## **Leadership Groups**

Chesapeake Executive Council



Principals' Staff Committee



Management Board

## **Leadership Groups**

Chesapeake Executive Council



Principals' Staff Committee



Management Board

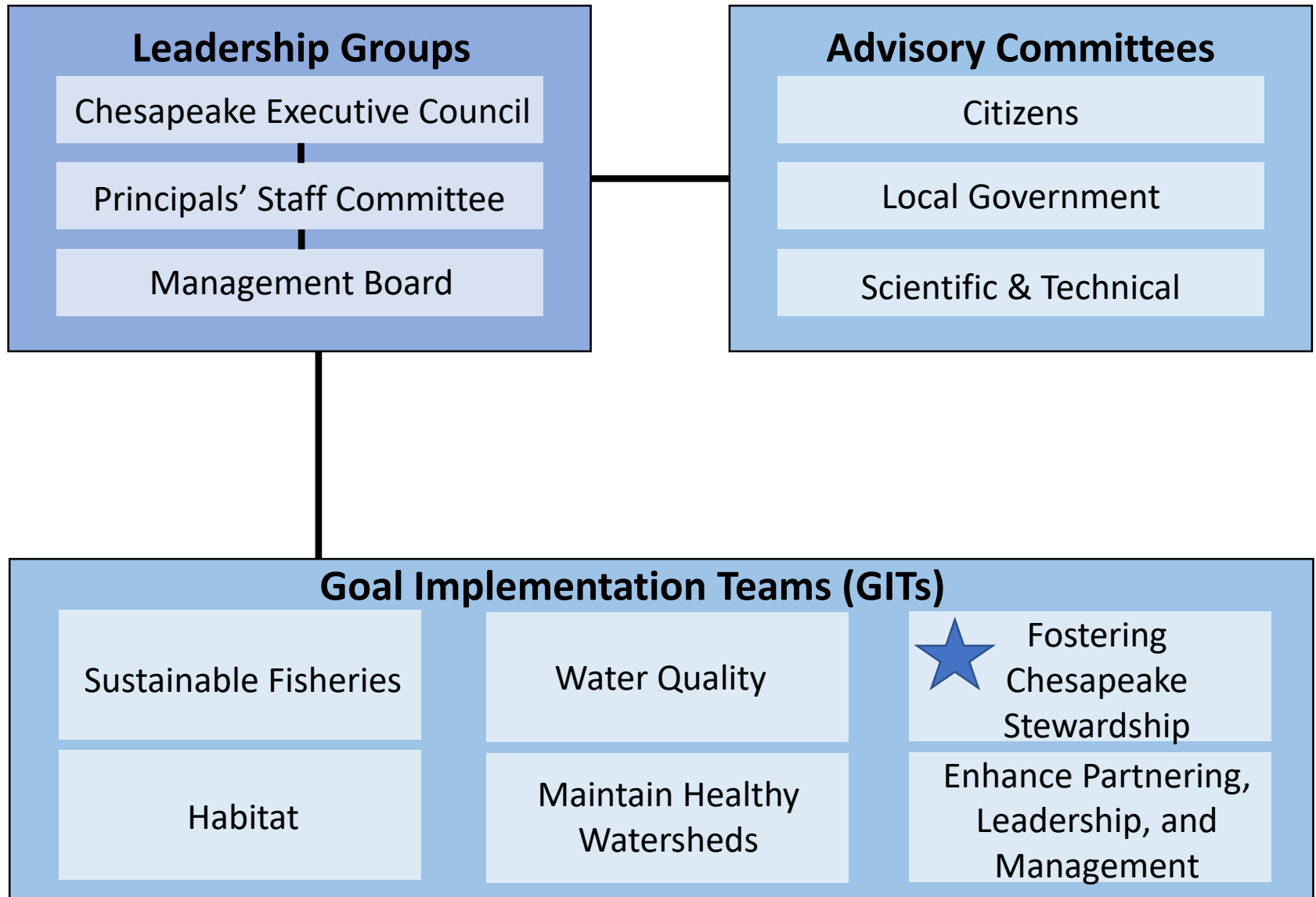
## **Advisory Committees**

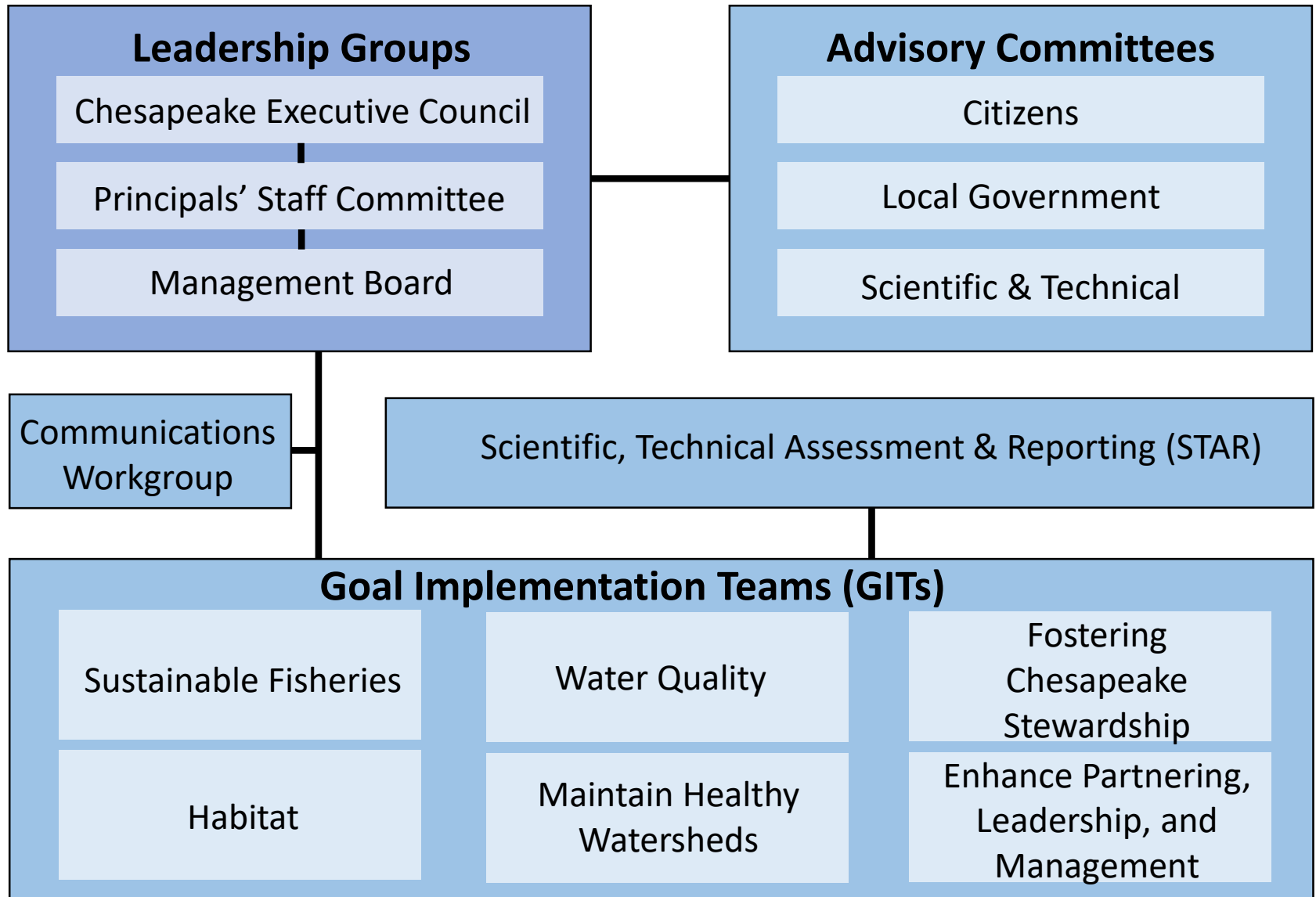
Citizens

Local Government

Scientific & Technical







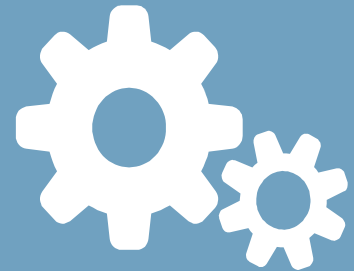


# What CBP groups do you engage with?

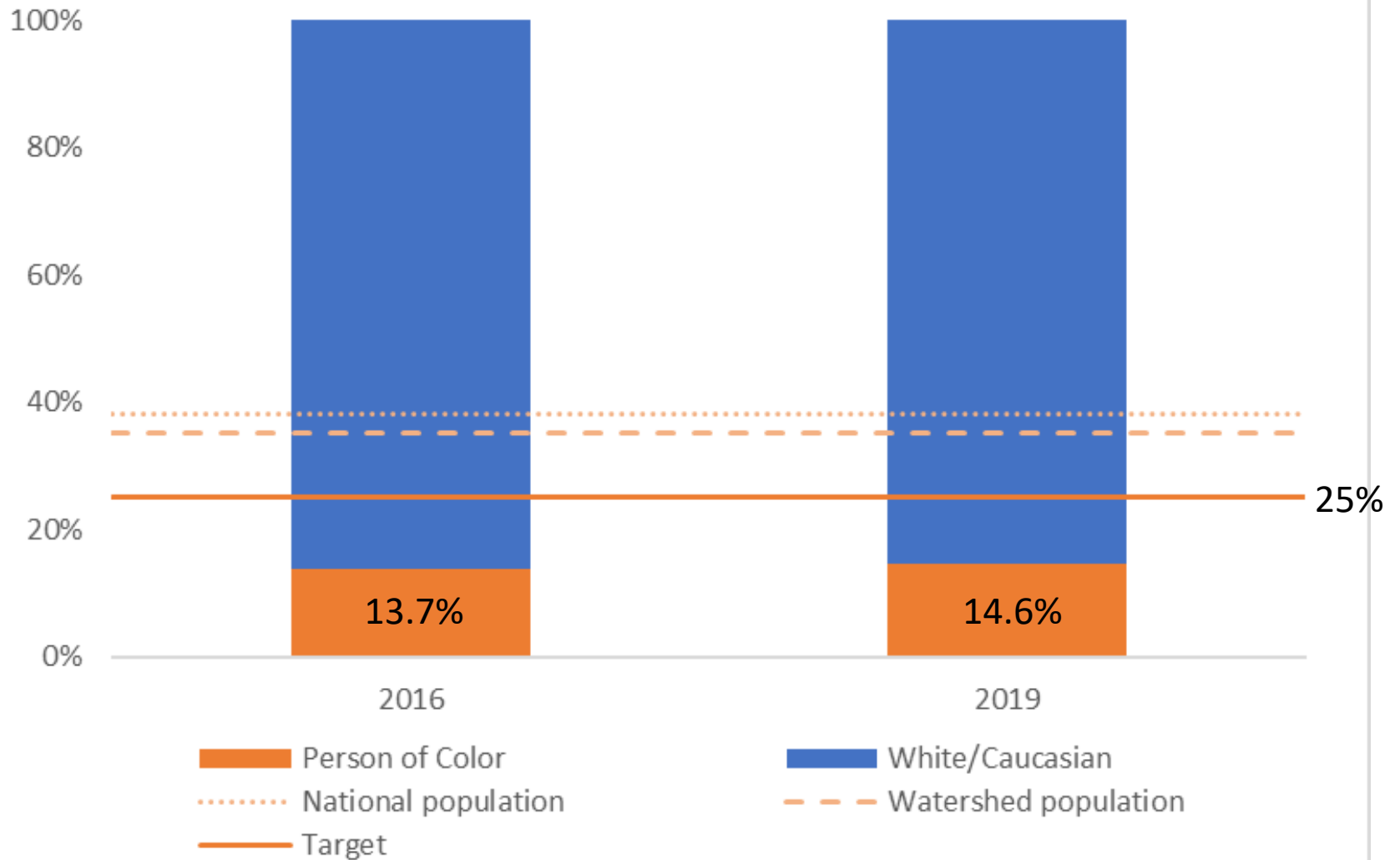
Group	Total respondents	Respondents who are a person of color	% of respondents who are a person of color
Leadership Groups	27	3	11.1%
Advisory Committees	33	4	12.1%
Sustainable Fisheries GIT	18	1	5.6%
Habitat GIT	51	0	0.0%
Water Quality GIT	79	8	10.1%
Maintain Healthy Watersheds GIT	17	2	11.8%
Fostering Chesapeake Stewardship	55	15	27.3%
Enhance Partnering, Leadership, and Management	25	2	8.0%
Scientific, Technical Assessment & Reporting (STAR)	64	7	10.9%
Communications Workgroup	27	3	11.1%

Before we move on to  
talk about our diversity  
targets...

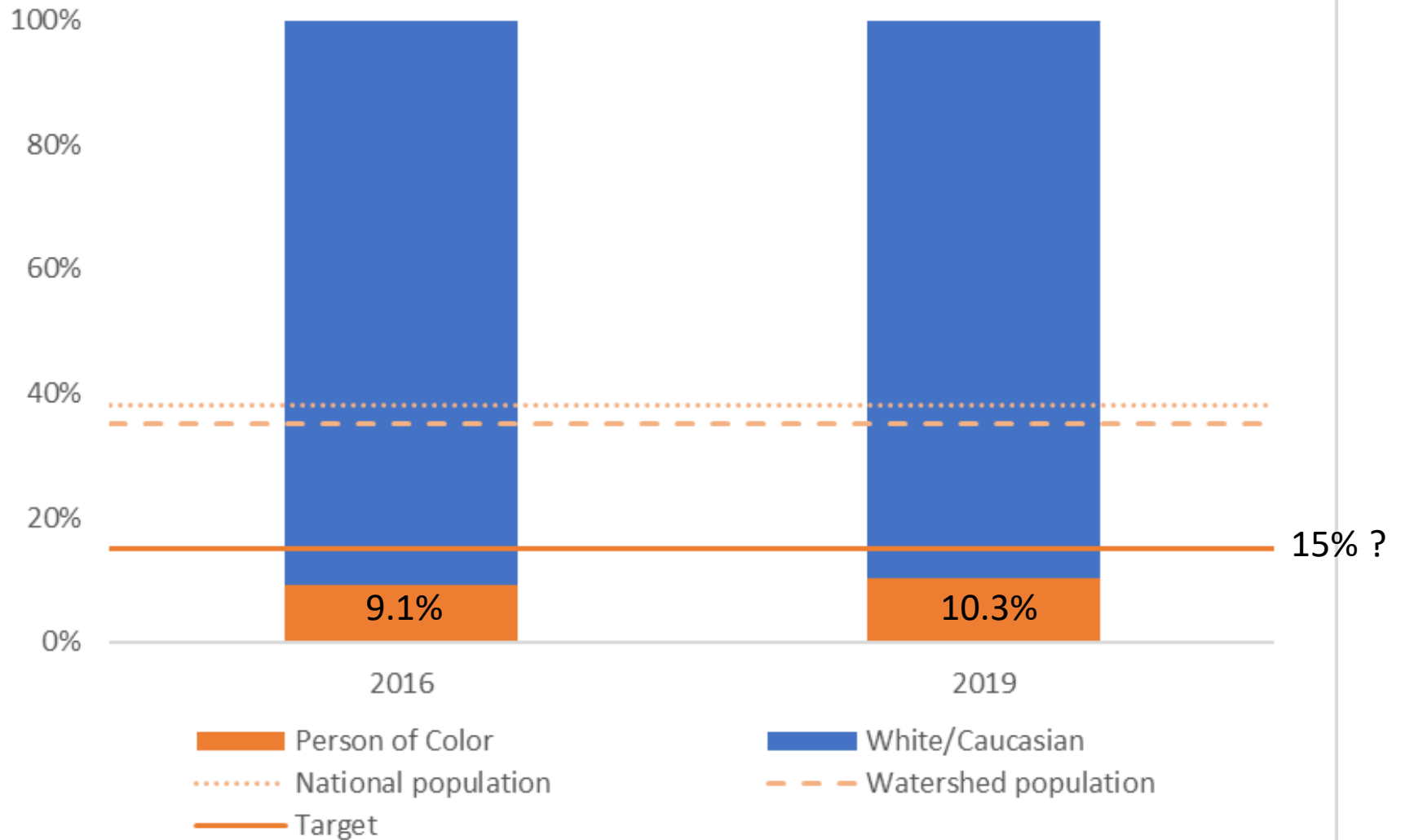
**Any questions?**  
**Thoughts?**  
**Reactions?**



## Diversity Indicator Progress

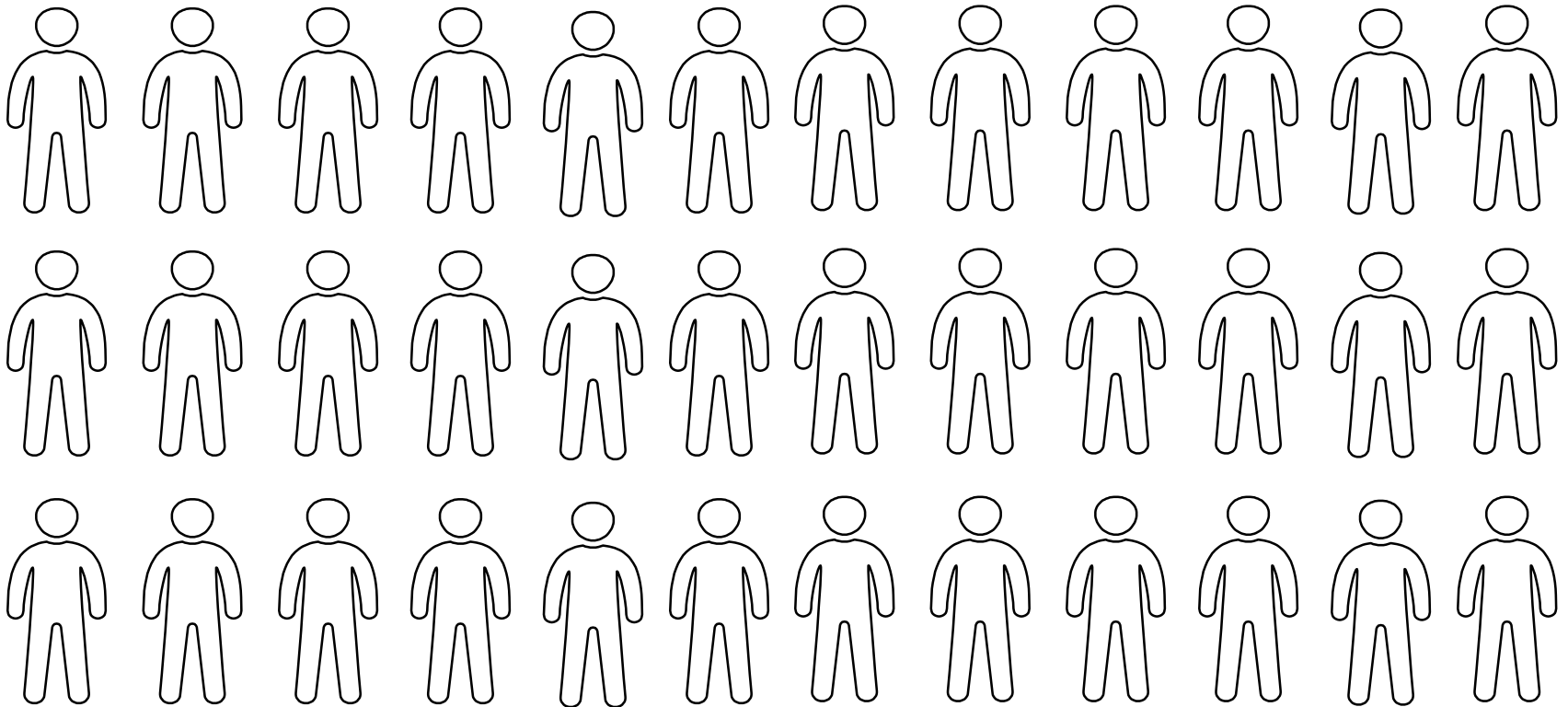


## Diversity in Leadership Indicator Progress



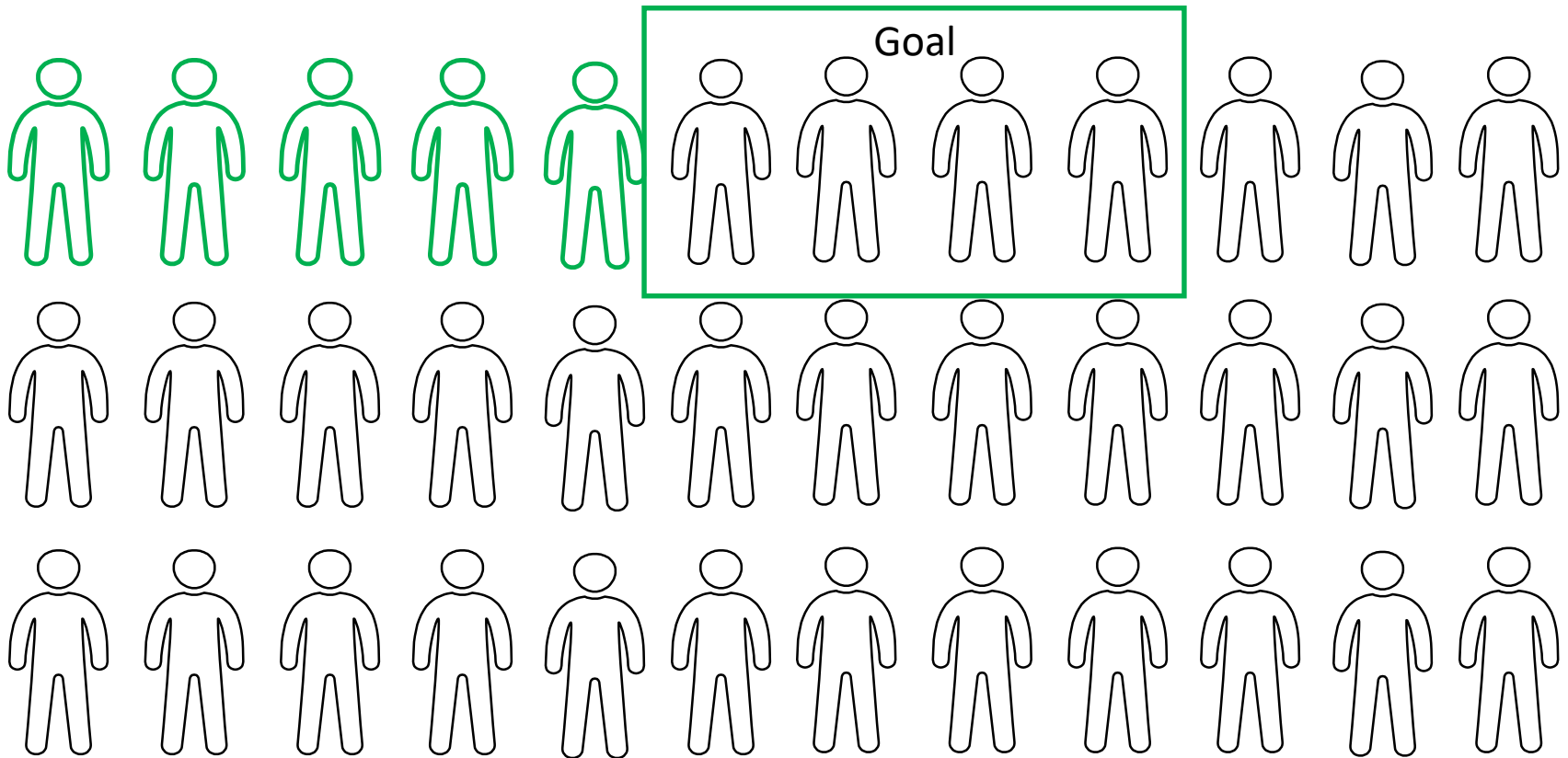
# Let's look at numbers

In 2016 there were 364 respondents who indicated their race/ethnicity, but let's say there were 36.



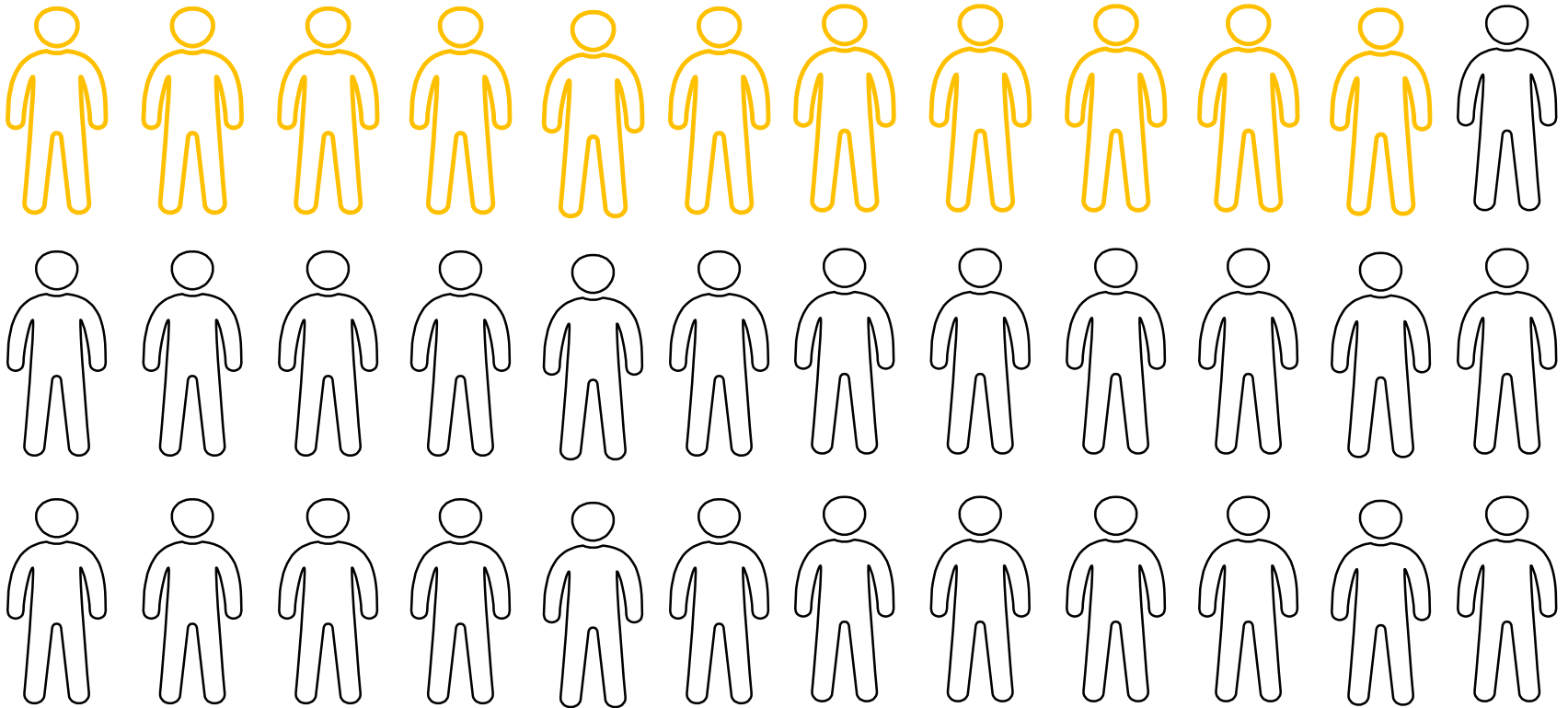
# Let's look at numbers

5 of the 36 identified as a POC, or about 13.7%



# Why did we decide on a 15% target for leadership?

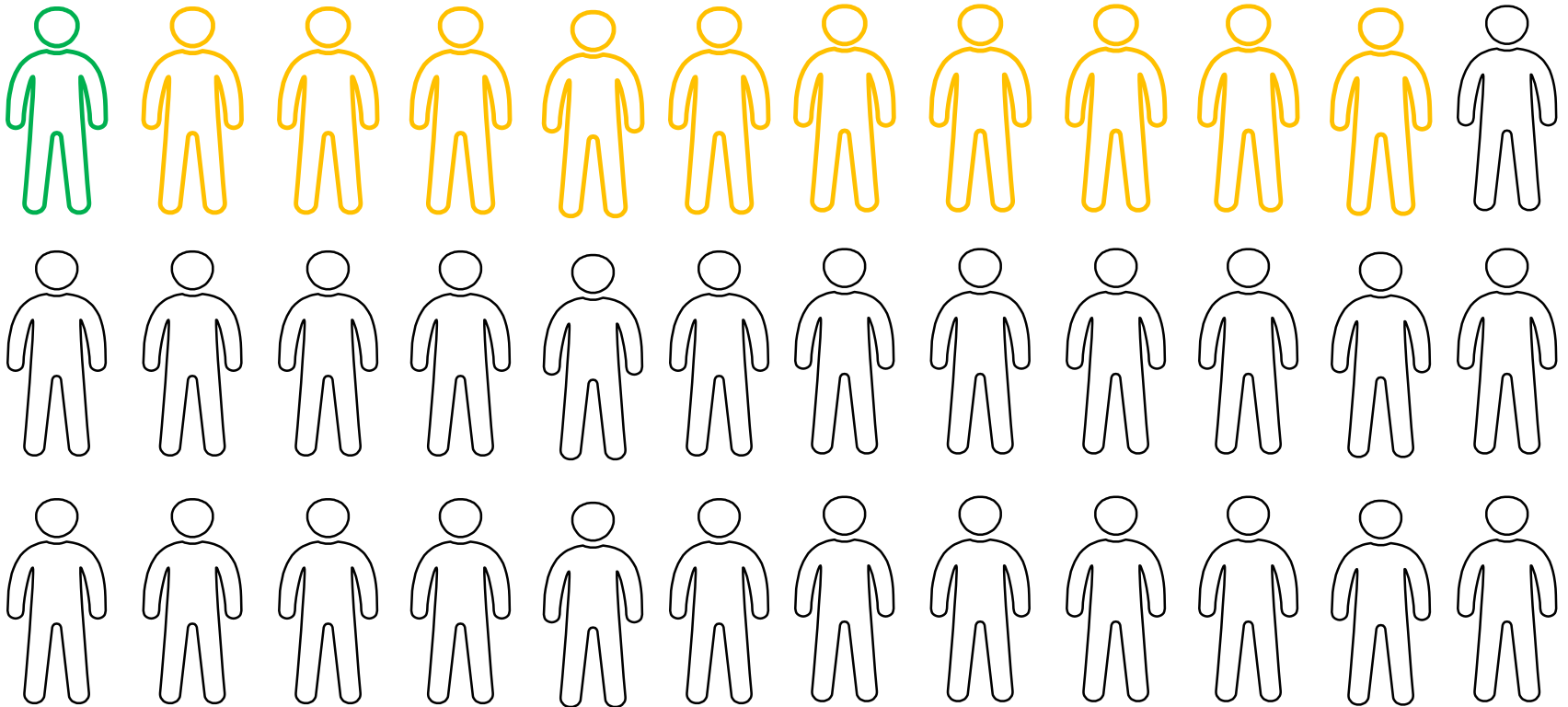
11 out of 36 people identified as leadership.



# Why did we decide on a 15% target for leadership?

1 person in leadership is a person of color

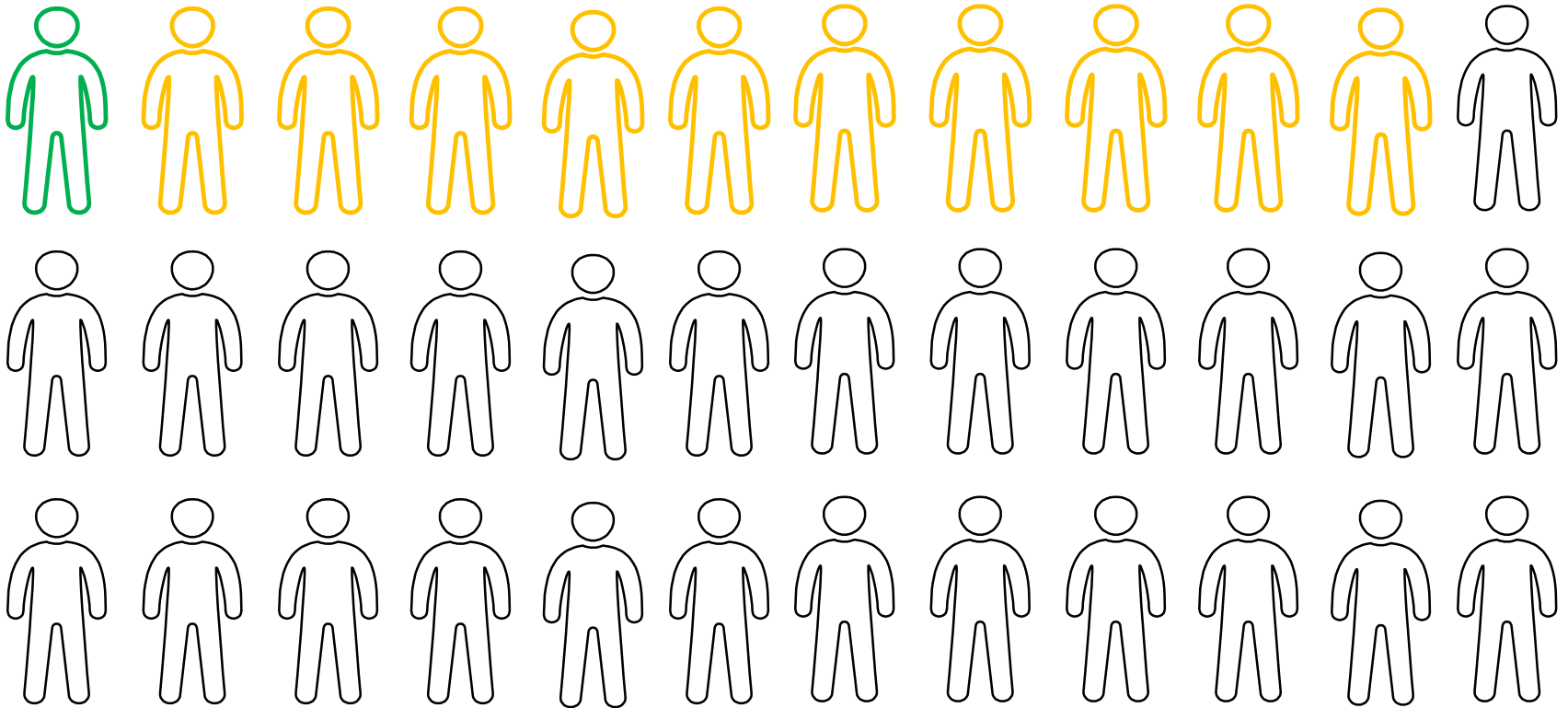
$1/36 = 0.028$  or  $\sim 3\%$ , which is what we used to establish our goal of 15%





# Why did we decide on a 15% target for leadership?

But what we really want to know is how many people of color are in leadership, or  $1/11$  people  
= 0.09 or 9%



## Diversity in Leadership Indicator Progress

