**CBP DEIJ Implementation Plan Performance Tracking and Accountability Framework**

**Draft**

**Reporting Structure:**

**Tracking and Implementation Lead** (entity or entities leading tracking effort and information collection/compilation):

* *Option A:* Diversity Workgroup (coordinator and staffer) w/ Management Board support.
* *Option B:* Cohort of representatives from across partnership w/Management Board support.
* *Option C*: Management Board.
* *Option D*: Community Advisory Board, pending response.

**Frequency of Reporting** (how often will information be reported and by whom):

* *Option A*: Progress/activities and needs submitted by Goal Implementation Teams (GITs) and Workgroups based on the [Strategy Review System](https://www.chesapeakebay.net/decisions/srs) (SRS) schedule. Other entities outside of SRS process, including jurisdictions and advisory committees, report on regular basis (e.g., annually). Note: could mean that lead is tracking 4 times a year unless request goes out annually to SRS cohorts.
* *Option B*: Progress/activities and DEIJ-specific needs are submitted by GITs and Workgroups based on SRS schedule. Other entities outside of SRS process, including jurisdictions and advisory committees, report on rolling basis as information becomes available.
* *Option C:* Progress/activities and DEIJ-specific needs are submitted by actions leads directly to plan on rolling basis.
* *Option D*: Progress/activities and DEIJ-specific needs are submitted by action leads on regular interval (e.g., 6 months, annually, biennially).

**Process/Schedule for Updating Implementation Plan** (how progress will be assessed, and new priorities, actions, and timeframes defined):

* *Option A*: Tracking/Implementation Lead completes biennial assessment of priorities and updates plan, with input from partnership.
* *Option B*: Tracking/Implementation Lead collects information/lessons learned during first year of implementation and reevaluates options for updating plan, with input from partnership.

**Performance Measures** (see options spreadsheet for additional information)**:**

* *Option A:* Utilize existing Diversity Workgroup metrics and indicator(s) only.
* *Option B*: Identify metric(s) for DEIJ Implementation Plan (e.g., for each plan Objective), utilizing existing Diversity Workgroup metrics and indicators where appropriate.
* *Option C*: On regular interval, retake DEIJ Readiness Assessment.