

Assessing Current Efforts by CBP Signatories to Advance DEIJ

Questions developed and organized by the Executive Council DEIJ Statement commitments

Commitment #1: Strengthen and improve diversity, equity, inclusion and justice in our organizational structure, leadership, policies, strategic goals, restoration and conservation activities, workplans and program delivery, including guidance on including DEIJ and environmental justice criteria in grant targeting and evaluations.

- Example question to ask: in your grant targeting, are you prioritizing or incentivizing restoration/conservation projects in environmental justice communities?

Commitment #2: Engage, recruit and retain leadership, staff, appointees, interns and volunteers that reflect the diversity of people living within the Chesapeake Bay region.

- Example question to ask: are you advertising positions in non-traditional locations and/or attending career fairs at HBCUs and other minority serving institutions?

Commitment #3: Foster a culture of inclusion, respect and mutual learning within the Chesapeake Bay Program by leading organizational change and empowering new voices and perspectives in our outreach, engagement and internal decision-making.

- Example question to ask: is your agency/organization investing or encouraging employees to take trainings on implicit bias and racial equity? Do you have affinity groups?

Commitment #4: Following consultation and coordination, determine how to best include federally recognized tribes in the Bay watershed in partnership activities.

- Example question to ask: is your agency/organization engaging with federally or state recognized tribes?

Commitment #5: Develop long-term relationships, partnerships and increased collaborative planning with organizations led by and primarily serving communities of color and other underrepresented populations that result in informed and mutually beneficial decisions and outcomes.

- Example question to ask: is your agency/organization prioritizing long-term relationships with underrepresented organizations?

Commitment #6: Ensure the benefits of our science, restoration and partnership programs are distributed in a fair and equitable manner without adverse, disproportionate impacts on vulnerable populations, especially those of lower economic status, indigenous, historically underrepresented communities and people of color.

- Example question to ask: is your agency/organization intentionally ensuring that the benefits of your programs and work are equitable?

Commitment #6: Continue to learn and share best practices as an organization in our evolving understanding of how best to promote diversity, equity, inclusion and justice.

- Example question to ask: is your agency/organization sharing best practices with other partners in the CBP?