

Draft Chesapeake Bay Program DEIJ Statement

CBP Vision from the 2014 Watershed Agreement

Chesapeake Bay Program partners envision an environmentally and economically sustainable Chesapeake Bay watershed with clean water, abundant life, conserved lands and access to the water, a vibrant cultural heritage, and a diversity of engaged citizens and stakeholders.

Our Commitment to Diversity, Equity, Inclusion, and Justice

Just as natural ecosystems depend on biodiversity to thrive, the long-term success of the Chesapeake Bay restoration effort depends on equitable, just and inclusive engagement of all our communities living throughout the watershed that engages all dimensions of diversity, including of race, ethnicity, socio-economic status, national origin, citizenship, religion, political affiliation, age, physical abilities, veteran-status, gender, sexual identity or other factors.

The impacts of discrimination and continuing disparities disproportionately burden communities of color, indigenous and low-income communities both economically and environmentally. This limits access to clean water and clean air, fish and wildlife and conserved lands and results in disproportionate impacts from threats to human health and the environment, such as climate change and pollution.

At the Chesapeake Bay Program, we believe the full diversity of people who live and work in the Chesapeake Bay watershed have a right to benefit from and help guide the future of an environmentally and economically sustainable Chesapeake Bay watershed with clean water, abundant fish and wildlife, conserved lands, access to the water, and a vibrant cultural heritage.

We are committed to embracing diversity, equity, inclusion and justice in all areas of the Chesapeake Bay Program to achieve our mission. Specifically, we commit to:

- Intentionally incorporate diversity, equity, inclusion, and justice in our organizational structure, leadership, policies, strategic goals, workplans and program delivery, including grantmaking and funding decisions, restoration and conservation activities.
- Engage, recruit, and retain leadership, staff, appointees, and volunteers that reflect the diversity of people living within the Chesapeake Bay region.
- Foster a culture of inclusion, respect and mutual learning within the Chesapeake Bay Program by empowering new voices and perspectives in our outreach, engagement and internal decision-making.
- Develop long-term relationships and partnerships with organizations run by and primarily serving communities of color and other underrepresented communities that result in increased collaborative planning to inform decision-making and generate co-benefits.
- Ensure the benefits of our science, restoration and partnership programs are equitably and fairly distributed and do not have adverse disproportionate impacts on vulnerable communities, especially low-income and historically underrepresented communities and people of color.
- Continue to learn and share best practices as an organization in our evolving understanding of how best to promote diversity, equity, inclusion, and justice.