

# Development of the Diversity Progress Indicator

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EPA CHESAPEAKE BAY PROGRAM OFFICE

STATUS AND TRENDS WORKGROUP MEETING

NOVEMBER 8, 2016



# Diversity Outcome:

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Identify stakeholder groups that are not currently represented in the leadership, decision making and implementation of conservation and restoration activities, and create meaningful opportunities and programs to recruit and engage them in the partnership's efforts.

“Establish a **baseline** of the level of diversity in the CBP (staff, boards, programs and initiatives aimed at increasing internal diversity).” – Diversity Workplan

# Process & Timeline

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The Alliance for the Chesapeake Bay conducted the profiles on behalf of the Chesapeake Bay Program

The Program was sent to the Principal Staff Committee, Management Board, Advisory Committees, GITs, and workgroup members.



# About the Diversity Profile

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- Generated simple online demographic profile tool
- 11 Simple questions
- Voluntary and Anonymous
- “Self-Identify” responses
- Includes questions on management roles due to outcome language



# 11 Survey Questions

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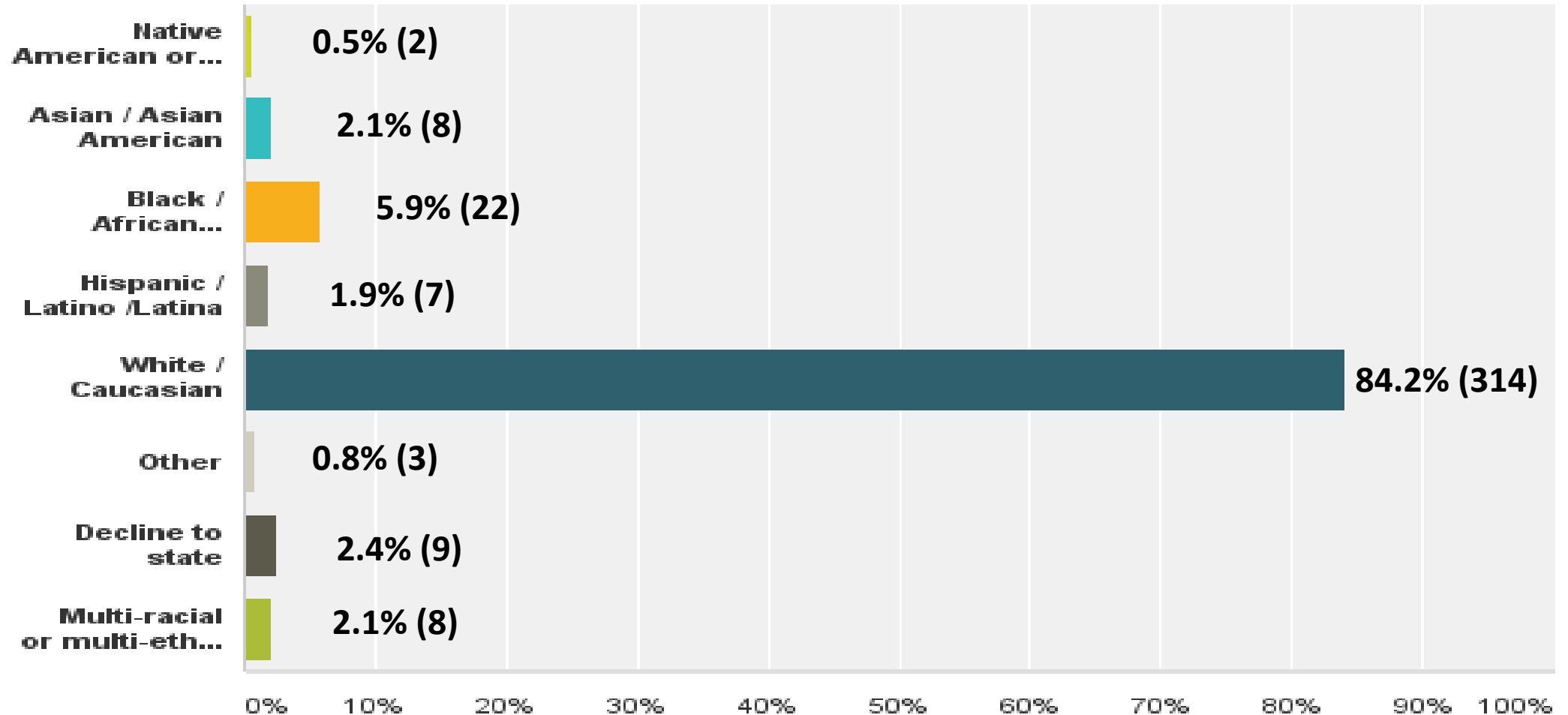
1. What type of organization do you currently work for?
2. Within your organization, what is your role? Please choose one.
3. Do you identify yourself as a member of CBP leadership? Choose one. If multiple roles, please list in other.
4. How long have you been participating in the CBP organization?
5. What is your gender?
6. What is your age?
7. Which category(s) best describe you?
8. Do you identify as a member of the Lesbian, Gay, Bisexual, Transgender or Gender Nonconforming community?
9. Do you identify as a person who is disabled?
10. What Chesapeake watershed jurisdiction do you live in?
11. What Chesapeake watershed jurisdiction do you live in?

# Summary and demographic responses highlights

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- **Profile sent to approximately 750 CBP staff and partners**
- **374 total respondents**
- **49.8% response rate**
- **31.45% of respondents worked for state government**
- **48.26% of respondents reside in Maryland**

# Which category(s) best describe you?



# Data Analysis

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- Initial focus on ethnic diversity because from the results of the profile tool, it was identified as a major gap.
- Will continue to consult with diversity workgroup, MB, STAR, indicators workgroup, Green 2.0, etc.

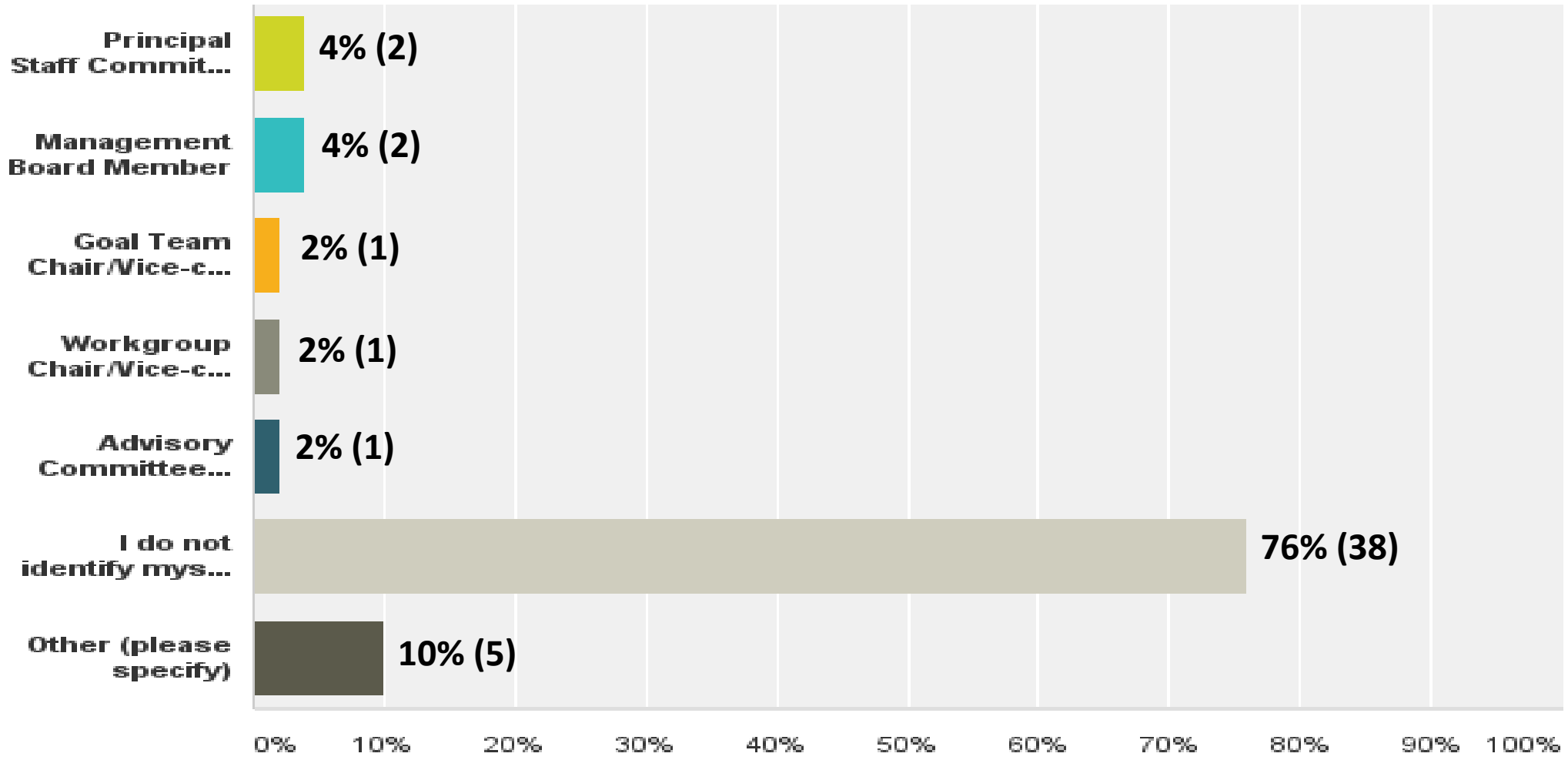


# Approach for data analysis

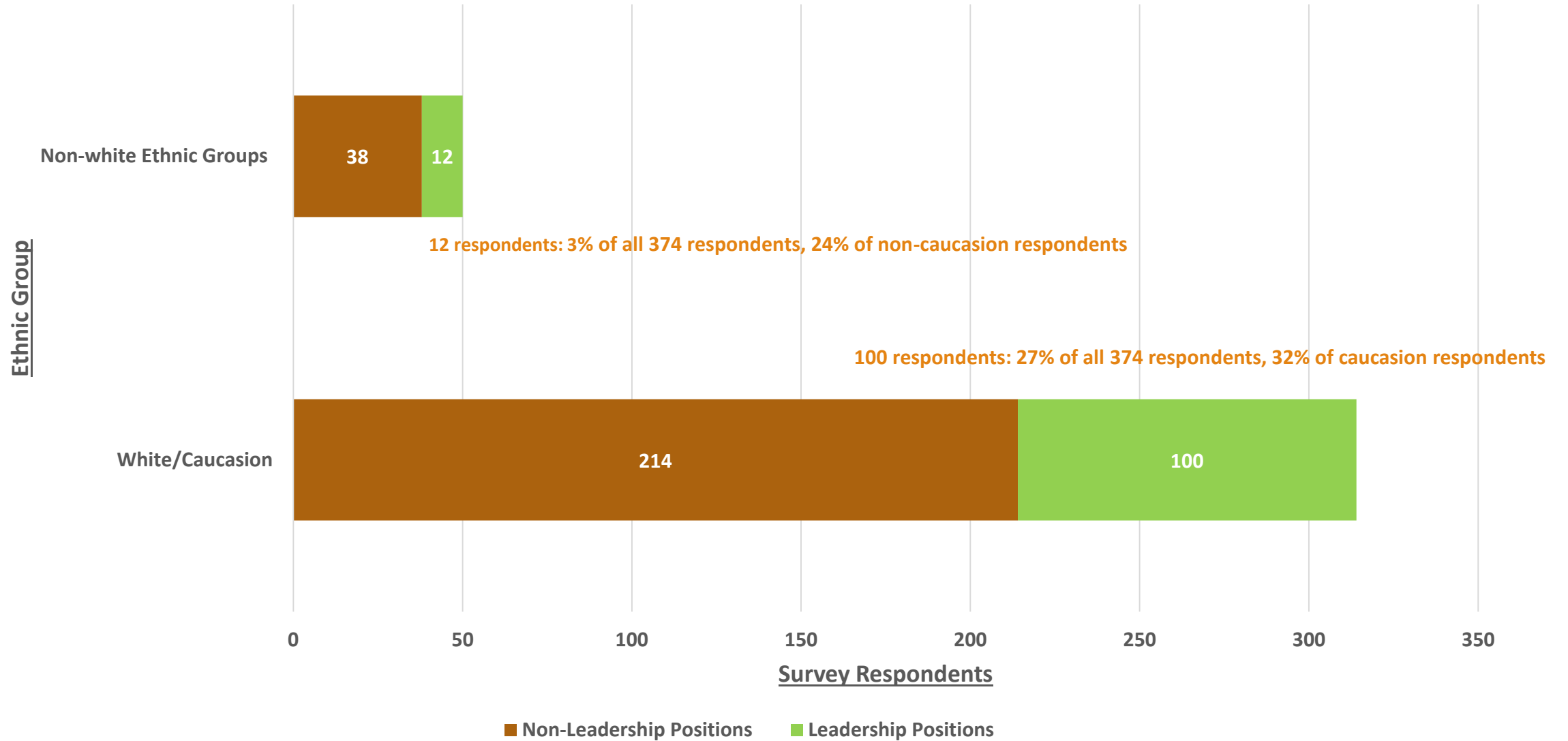
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- CBP profiles revealed 50 non-caucasian respondents: **13.4%**
- Out of the 50 non-caucasians, only 12 held leadership positions: **3% of all respondents, 24% of non-caucasian respondents**
- CBP profile further revealed 314 white/caucasian respondents: **84%**
- Out of the 314 white respondents, 100 identified themselves as CBP leadership: **31.8% of all respondents, 27% of white respondents**

[for non-caucasian respondents] Do you identify yourself as a member of CBP leadership?  
Choose one. If multiple roles, please list in other.



# CBP Leadership vs. Non-Leadership Staff



# Potential Diversity Indicator Options

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1. Set a specific 2025 goal for increasing diversity representation in the CBP.  
(currently 13.4%)
2. Track progress in achieving diversity representation overall and within leadership positions within the Chesapeake Bay Program, compared to national and regional percentage thresholds. National 36%. CBW x %.
3. Set a specific 2025 goal for diversity representation in CBP leadership positions  
(currently 3%)
4. Set goals for both overall CBP diversity and diversity in CBP leadership.

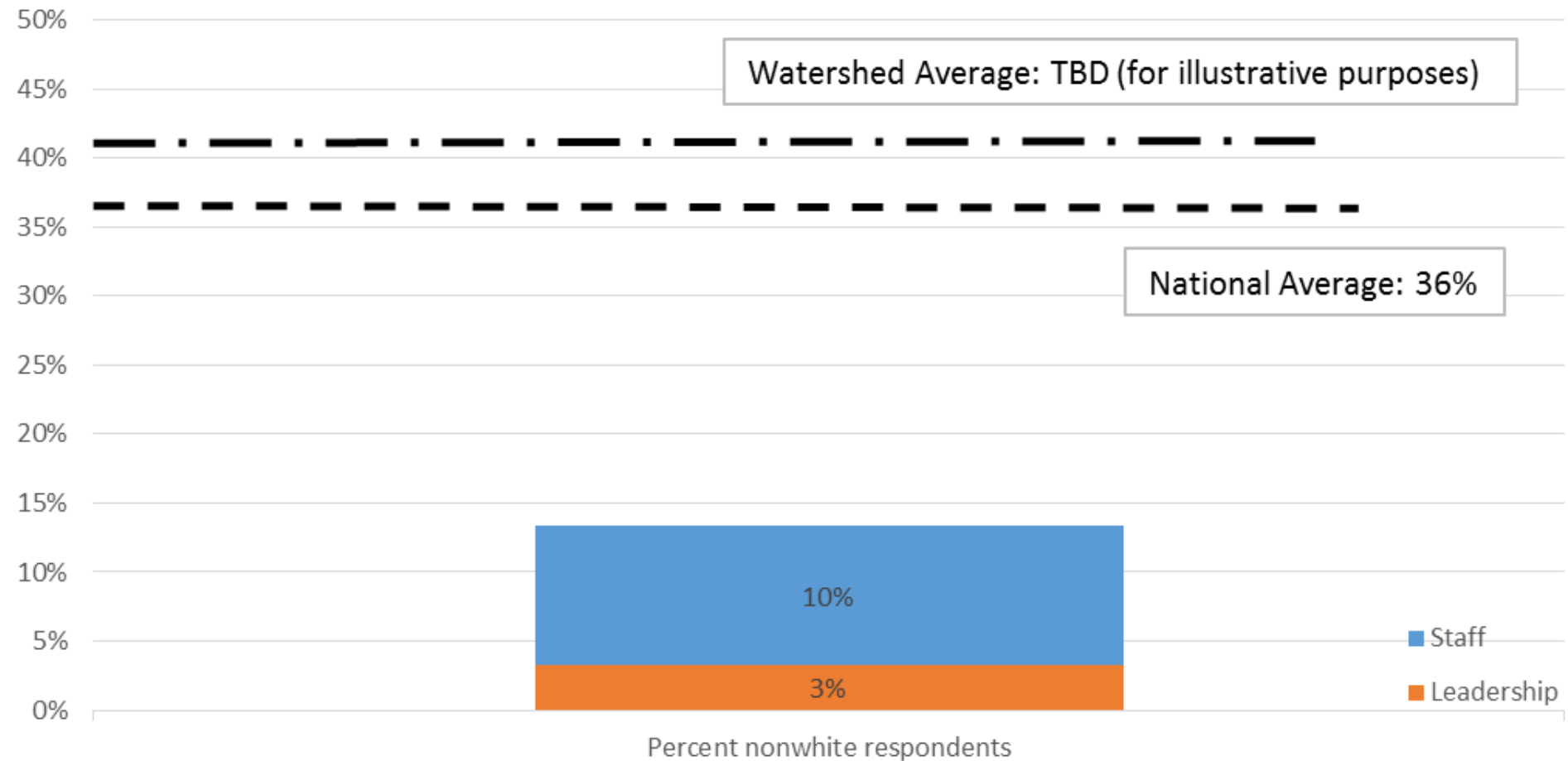
# Potential Diversity Indicator Preferred Option

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Track progress in achieving diversity representation overall and within leadership positions within the Chesapeake Bay Program, compared to national and regional percentage thresholds. National 36%. CBW x %.

INTERNALLY, Set goals for both overall CBP diversity and diversity in CBP leadership.

## Diversity at the Chesapeake Bay Program



# Communicating the Data

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**GOAL:** Increase diversity among leadership and the decision making process across Chesapeake Bay restoration initiatives.

**CURRENT STATUS:** 374 CBP / Chesapeake Alliance Diversity Profiles

Will need to make Goal and Current Status information very transparent through Chesapeake Progress and Bay Barometer.

**KEY STORY:** Cultural and geographical diversity amongst CBP and Partner organizations can assist other restoration goals through new ideas, new perspectives, and broader range of outreach/awareness

**CHANGES SINCE LAST REPORTING:** This is the first proposed diversity indicator

# Adaptive Management Strategy

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Five Jurisdictions (DC, DE, MD, PA, VA) have committed to ensure an increase diversity amongst across the Chesapeake Watershed through four management approaches:

1. Enhancing Outreach and Communications
2. Employment and Professional Engagement
3. Promoting and Integrating Environmental Justice
4. Tracking and Assessment of Diversity

Through tracking this progress, we can adapt our indicator as we see fit.



# Levels of Uncertainty

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Number of participants from Survey

Equal participation from each Jurisdiction outside of Maryland that has committed

Equal tracking methods amongst Jurisdictions

# Next Steps

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1. In 2017, the diversity workgroup will reevaluate indicator and potentially propose a revised indicator with a goal target along with a 2025 goal.
2. Diversity workgroup may also propose additional indicators that measures diversity participation for partners outside of the Chesapeake Bay Program