

# Introduction to DEIJ at the Chesapeake Bay Program

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What do we mean when we say DEI?



## Diverse/Diversity

The demographic mix of a specific collection of people, taking into account elements of human difference.

For example: racial and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment.

*Credit: Skeo, adapted from the [D5 Coalition](#)*



# Inclusion

Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group.

While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

*Credit: [D5 Coalition](#)*



## Diversity vs. Inclusion

**It is possible to be diverse,  
without being inclusive!**

*To be successful in advancing  
DEIJ, we must have both  
diversity AND inclusion.*

# Equality



# Equity



**Equity:** Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources and rewards by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

(Credit: D5 Coalition)



**Everyone gets what  
they need to thrive!**







# Justice

The quality of being just,  
impartial, or fair.

*Credit: [Merriam Webster](#)*

Directly dismantling barriers to  
resources and opportunities in  
society so that all individuals in  
communities can live a full and  
dignified life.

*Credit: [Avarna Group](#)*

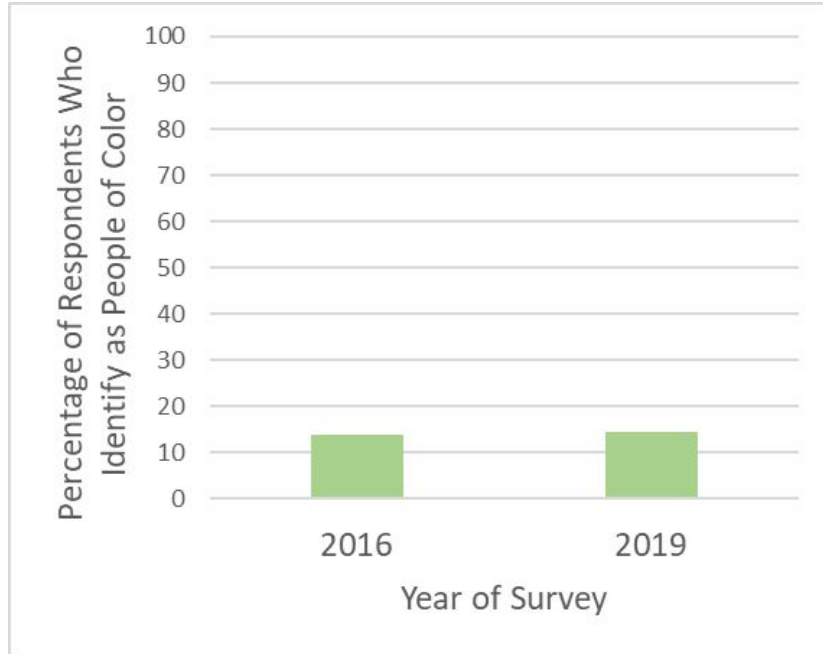
# Overview of DEIJ in the Chesapeake Bay Program Partnership

# Diversity and Environmental Justice In the *2014 Chesapeake Bay Watershed Agreement*

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- ▶ **Diversity Outcome:** 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.
  - ▷ The Diversity Workgroup was formed in 2014 and tasked with meeting this outcome.
- ▶ **Environmental Justice (EJ) Principle:** Promote environmental justice through the meaningful involvement and fair treatment of all people, regardless of race, color, national origin or income in the implementation of this Agreement.

# Chesapeake Bay Program Diversity Surveys



Results from diversity surveys show that the racial and ethnic diversity of people engaged in our partnership does not match the racial and ethnic diversity of people who live in the Chesapeake Bay watershed (35%).

Our goal = 25% by 2025

# Chesapeake Bay Program DEIJ Readiness Assessment (2019)

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97% of survey respondents agreed or strongly agreed that DEIJ practices will benefit the CBP.

However, respondents were not yet convinced that CBP is actively demonstrating a commitment to DEIJ.

Only 35% of respondents agreed or strongly agreed the CBP is actively demonstrating a commitment.

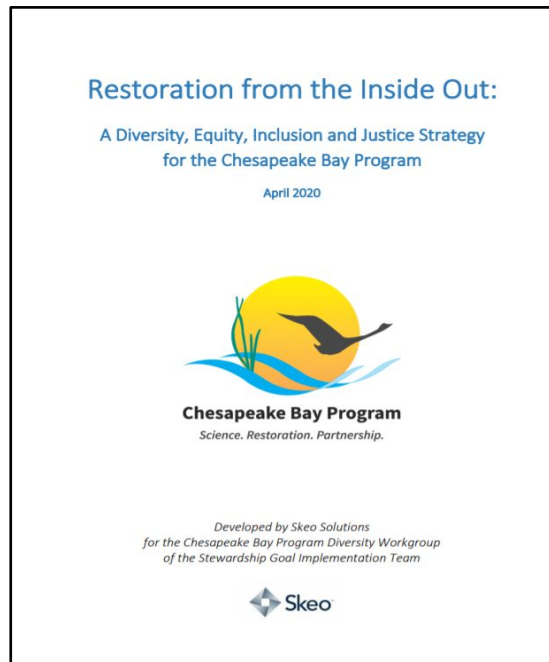
# Chesapeake Bay Program DEIJ Strategy

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*Restoration from the Inside Out:  
A Diversity, Equity, Inclusion and Justice  
Strategy for the Chesapeake Bay Program*

**Developed by Skeo Solutions, April 2020**

59 pages long; 20 broad recommendations;  
detailed action plans with 48 actions





# The Chesapeake Bay Program DEIJ Strategy Recommendations

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Recommendations are organized by four focus areas:

Focus Area 1: Strengthen CBP's Authorizing Environment

Focus Area 2: Advance DEIJ Internally

Focus Area 3: Advance DEIJ through Mission-Related Work

Focus Area 4: Advance DEIJ Performance of All Partners

# August 2020 Executive Council and Principals' Staff Committee Statements in Support of DEIJ

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The CBP Executive Council announced a [DEIJ Statement](#) that affirms our commitment to embrace DEIJ in all areas of the Chesapeake Bay Program.

The CBP Principals' Staff Committee announced an accompanying [DEIJ Action Statement](#) articulating our commitment to implement the recommendations in the [CBP DEIJ Strategy](#). This action statement included five specific commitments, including one to “[advance] the DEIJ Strategy through work plan development and implementation **for all GITs and Workgroups on their respective strategy review system schedules.**”



# Example Projects and Resources

# Strengthening and Building Partnerships GIT-Funding Project

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## **Project Outcomes:**

- Through focus groups, develop a better understanding of how organizations led by and primarily serving communities of color and/or other underrepresented communities view the CBP and how they envision participating in successful, long-term partnerships with CBP partners.
- Develop a better understanding of capacity related needs, priorities, and barriers for participation in Chesapeake Bay restoration and conservation efforts. Understand the community currencies that are valued and would incentivize and result in meaningful relationships and engagement.
- Initiate relationship building between CBP partners and historically underrepresented communities; e.g., through a one-day conference or forum.
- Develop and provide three resources, tools, and/or workshops tailored towards addressing needs, barriers, and priorities.

# Environmental Justice and Equity Dashboard

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The Environmental Justice and Equity Dashboard provides access to a variety of spatial data layers pertinent to addressing environmental issues in areas with underrepresented populations, which include communities of color, low income, and linguistically isolated communities. These data reflect demographic data of underrepresented populations, environmental justice and public health issues, quality of life concerns, and other data important for other Outcomes of the Chesapeake Bay Watershed Agreement of 2014.

<https://gis.chesapeakebay.net/diversity/dashboard/>

# Dashboard

Home  
Overview  
Demographic  
Socioeconomic  
Environmental  
Programmatic  
About



Sign In



Overview

Demographic

Socioeconomic

Environmental

Programmatic

About

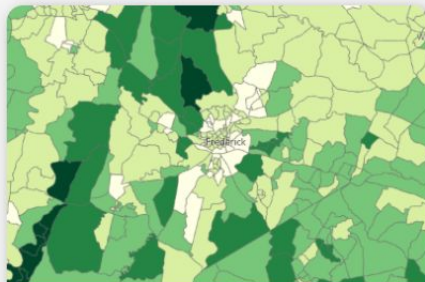
## Environmental Applications Gallery



### Healthy Watersheds Outcome

Source: Chesapeake Bay Program  
Healthy Watersheds Goal  
Implementation Team

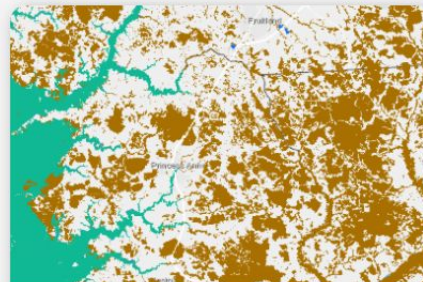
Explore



### Tree Canopy Outcome

Source: Chesapeake Bay Program,  
Chesapeake Conservancy (High-  
Resolution Land Cover 2013/2014)

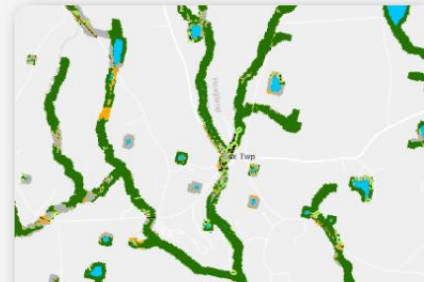
Explore



### Wetlands Outcome

Source: USFWS (National Wetlands  
Inventory), EPA (Watershed  
Resources Registry)

Explore



### Forest Buffers Outcome

Source: CBP, Chesapeake  
Conservancy (High-Resolution Land  
Use), EPA (Watershed Resources...)

Explore

# Links and Resources

CBP Executive Council **DEIJ Statement:**

[https://www.chesapeakebay.net/documents/41279/deij\\_statement\\_final\\_all\\_signatures.pdf](https://www.chesapeakebay.net/documents/41279/deij_statement_final_all_signatures.pdf)

CBP Principals' Staff Committee **DEIJ Action Statement:**

[https://www.chesapeakebay.net/documents/PSC\\_DEIJ\\_Action\\_Statement\\_FINAL\\_With\\_Signatures.pdf](https://www.chesapeakebay.net/documents/PSC_DEIJ_Action_Statement_FINAL_With_Signatures.pdf)

CBP Diversity Workgroup webpage with **resources:**

[https://www.chesapeakebay.net/who/group/diversity\\_workgroup](https://www.chesapeakebay.net/who/group/diversity_workgroup)

Choose Clean Water Coalition **Tools and Resources:**

<https://www.choosecleanwater.org/our-commitment-to-deij>

Choose Clean Water Coalition Equity Workgroup **Tools:** <https://www.choosecleanwater.org/equity>

Alliance for the Chesapeake Bay **Terminology Guide:**

<https://pawatersheds.org/wp-content/uploads/2021/01/Alliance-DEIJ-Terminology-Guide.pdf>



“We believe the full diversity of people who live, work and recreate 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 and air, abundant fish and wildlife, conserved lands, access to the water and a vibrant cultural heritage.”

*-Chesapeake Executive Council DEI Statement*



Thank you!  
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Photos courtesy of Chesapeake Bay Program flickr