



STORMWATER SECTOR DEI SURVEY RESULTS

USWG MEETING – APRIL 20, 2021



CBPO DIVERSITY OUTCOME

- **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.
- Conducted DEIJ Readiness Assessment
- Established a Diversity Indicator
 - To increase people of color in the CBP to 25%, with 15% in leadership by 2025
 - Surveyed in 2016 and 2019

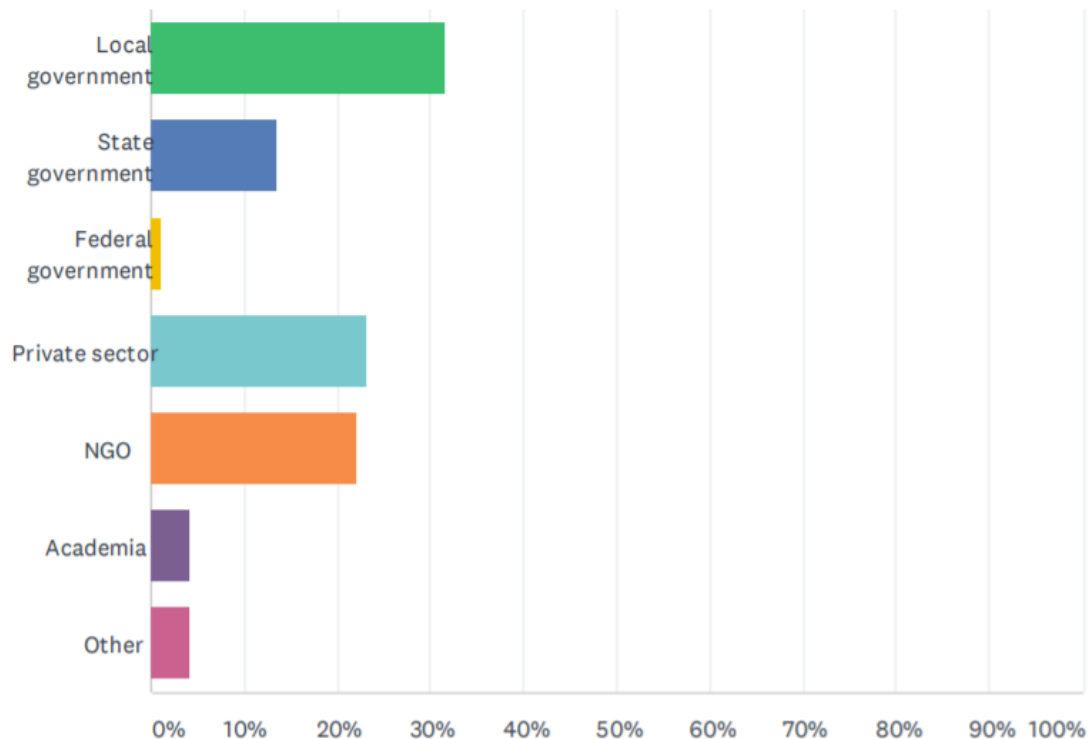
DEIJ DEFINITIONS

- **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.
- **Equity** Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.
- **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.”
- **Environmental Justice** The fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations and policies, and refers to “decisions [that] support sustainable communities where people can interact with confidence that their environment is safe, nurturing, and productive...”

WHO IS OUR NETWORK

Q1 What type of organization do you currently work for?

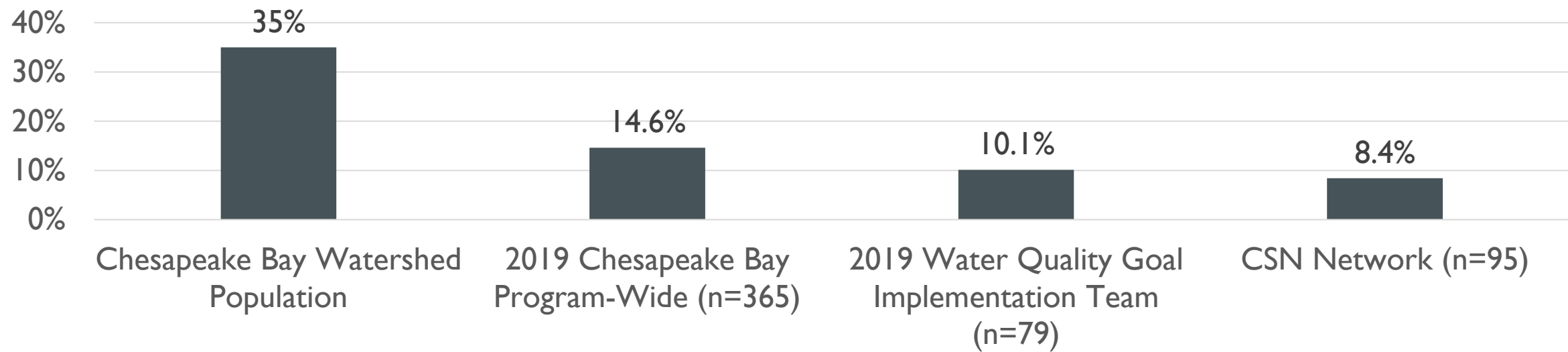
Answered: 95 Skipped: 0



- 47% Identify as “Staff”
- 44% Identify as “Leadership/Management”
- 49% have been in stormwater management field for 11+ years



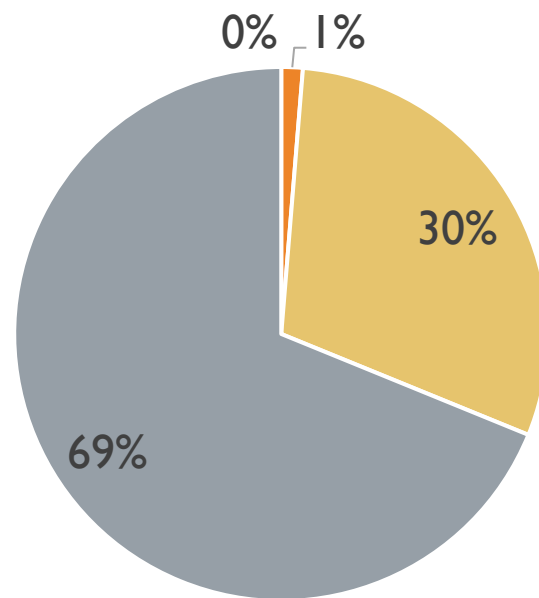
Percent of respondents who identified as persons of color



RACIAL
DIVERSITY

Only 4.8% of respondents in leadership/management positions (n=41) identify as persons of color.

DEI practices can result in an improved environment in the communities in which you work



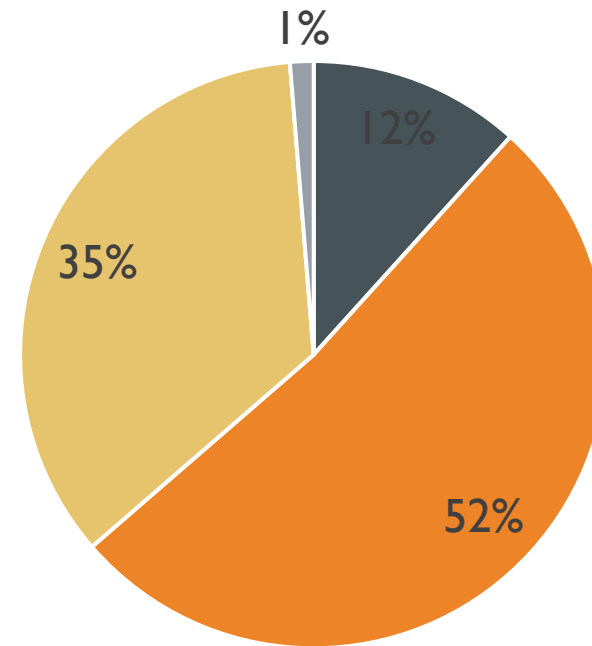
■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

DEIJ READINESS INDICATORS

WATERSHED PLANNING

- 32% Agree that DEI practices are currently a factor in the prioritization of restoration and flood control project locations
- 48% Agree that funding is currently being utilized to support relationship building and authentic community engagement in diverse and underserved communities

Urban watershed plans are reflective of the needs and priorities of the diverse communities they are designed to serve (n=77)



■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

96%

- Our Organization Values DEI

Translating Readiness to Progress

61%

- Our Organization has Clearly Articulated DEI Goals and Policies

33%

- Our Organization has an Effective Monitoring Process for Meeting DEI Goals

WHAT'S COMING NEXT

Implementing feedback from survey and Runoff Rendezvous discussion

- Reviewing and updating CSN internal processes and governance docs
- Future webcasts on equity and community engagement in stormwater planning
- Exploring partnerships to promote opportunities for underrepresented groups in the stormwater profession



QUESTIONS?

