



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

### **Why is this outcome important?**

The Chesapeake Bay watershed is a region of profound diversity, essential to the cultural and economic vitality of the nation. Chesapeake Bay history encompasses thousands of years of human settlement, from indigenous peoples and early colonists to new immigrants. Increasing diversity in our environmental restoration and protection efforts is critically important to the success of the Chesapeake Bay Program in an increasingly diverse watershed.

### **Current Conditions:**

The decision making involved in environmental policy and pollution source siting decisions continues to lack substantive input from diverse minority and low-income communities. Significant voluntary improvements in these communities are difficult to realize when these populations are not engaged. The existing partnership—the leadership making decisions and doing implementation—does not reflect the true diversity of our population in the watershed. This is what we recognize and seek to change.

### **How was the outcome derived? Who came up with it?**

Stakeholder input to the Agreement pointed out the importance of diversity. These partners, along with signatory representatives, developed the outcome. Bay Program partners are in the process of identifying mechanisms to identify and increase minority stakeholder groups who are not currently represented in the Bay Program partnership.

### **What was the basis or baseline?**

The outcome has not been developed; therefore currently there is not a baseline.