



# Diversity Indicator Update 2022

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# DWG Outcome

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

# DWG Target/Indicator

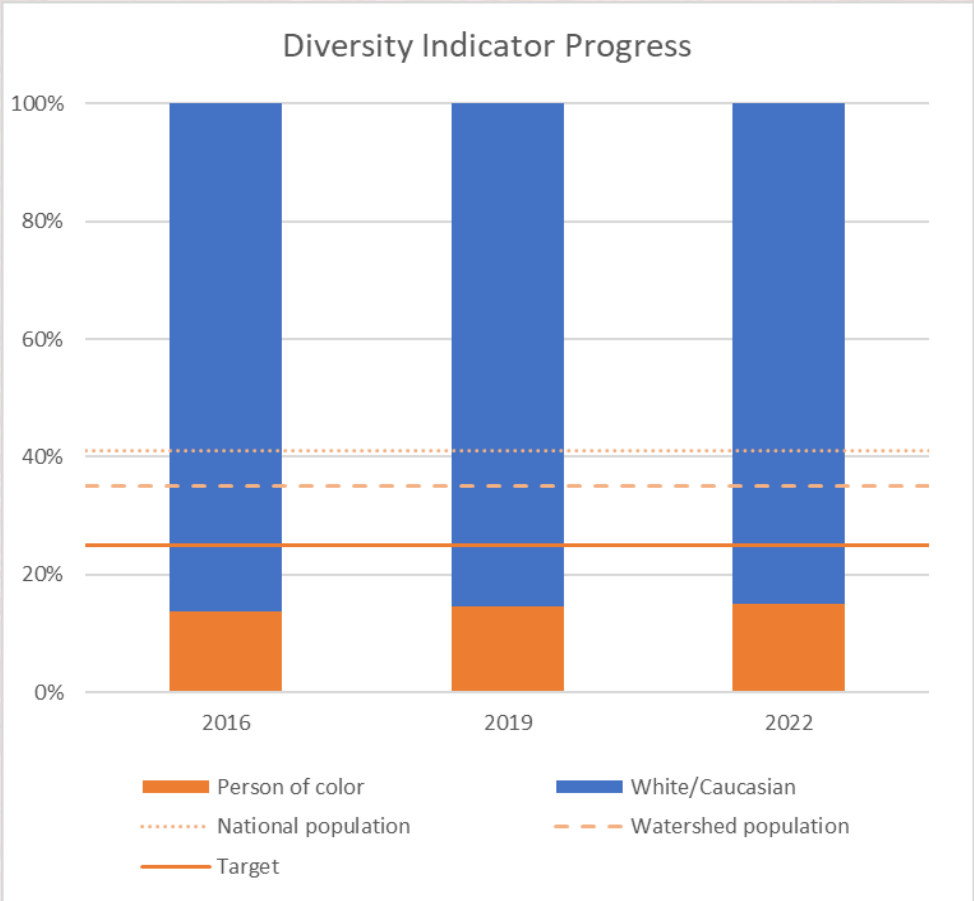
- Increase the percentage of people of color in the Chesapeake Bay Program to 25%.
- Increase the percentage of people of color in leadership positions (that is, the percentage of leadership roles filled by people of color) to 15%.

# Diversity Survey

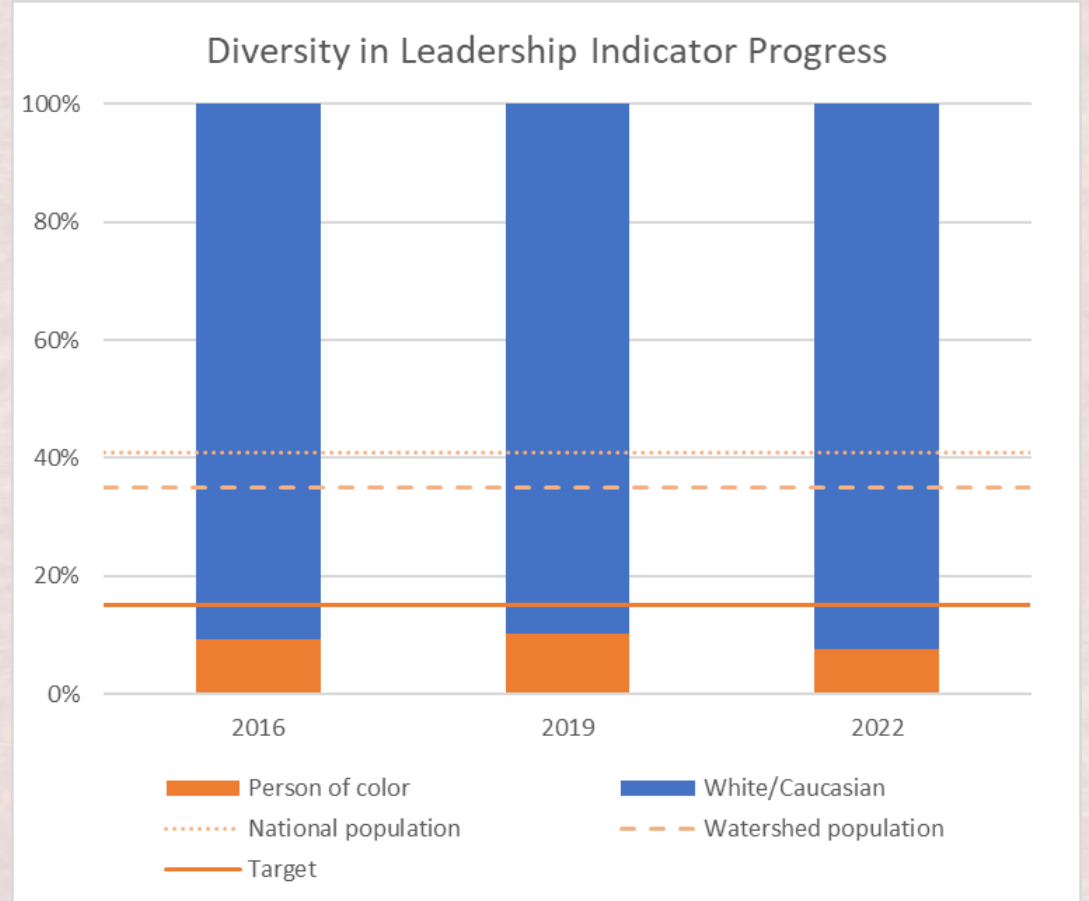
- Distributed via email to all members of CBP entities, May-June 2022
- Over 1000 people received the survey
- 594 people responded; 82 leaders and 512 members/participants
- Response rate was >50%; statistically significant



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# Behind the Graphs

- **Did the actual of numbers of leadership change impacting the percentage?** Yes. We had MORE people respond overall, and more leaders. In 2016, 77 people identified as leaders, and 7 were people of color; in 2019 only 39 leaders responded, with 4 people of color; and in 2022 82 leaders responded and only 6 were people of color. It is notable that 4 people in this category declined to state this year. In 2019, there was no one who declined to state, and 1 who declined to state in 2016.
- **What defines a leadership position?** All members of EC, PSC, MB; plus Workgroup/ GIT/ committee Chairs, Cochairs, and vice chairs were considered leaders.
- **Did that change throughout the survey years?** – No, but it used to be a fill in the blank and now we're pre-assigning based on our records. CBPO has records of all people who fall into the leadership category.



# Where do you reside?

Progress Over Time				
	% of respondents who are a person of color			Total # respondents in 2022
Jurisdiction	2016	2019	2022	2022
Delaware	8.3%	16.7%	<b>25.9%</b>	27
District of Columbia	37.9%	15.8%	22.6%	31
Maryland**	12.8%	18.6%	14.6%	261
New York	10.0%	0.0%	20.0%	15
Pennsylvania	8.9%	0.0%	3.6%	83
Virginia	9.7%	10.2%	18.4%	125
West Virginia	6.7%	0.0%	0.0%	26
Outside CB watershed	18.2%	25.0%	9.5%	21

## What have we learned?

- Individuals recruited to Program roles in the last 10 years are **twice as likely to be people of color** than those who've been involved for 11 years or more.
- The LGBTQIA+ population is more than **twice as prevalent** in the last 5 years' recruits as it was in older cohorts.
- Female representation has increased over time; it has consistently accounted for more than half of participants recruited over the past 20 years.





# Discussion