



# Diversity, Equity, Inclusion, and Justice Assessment Overview



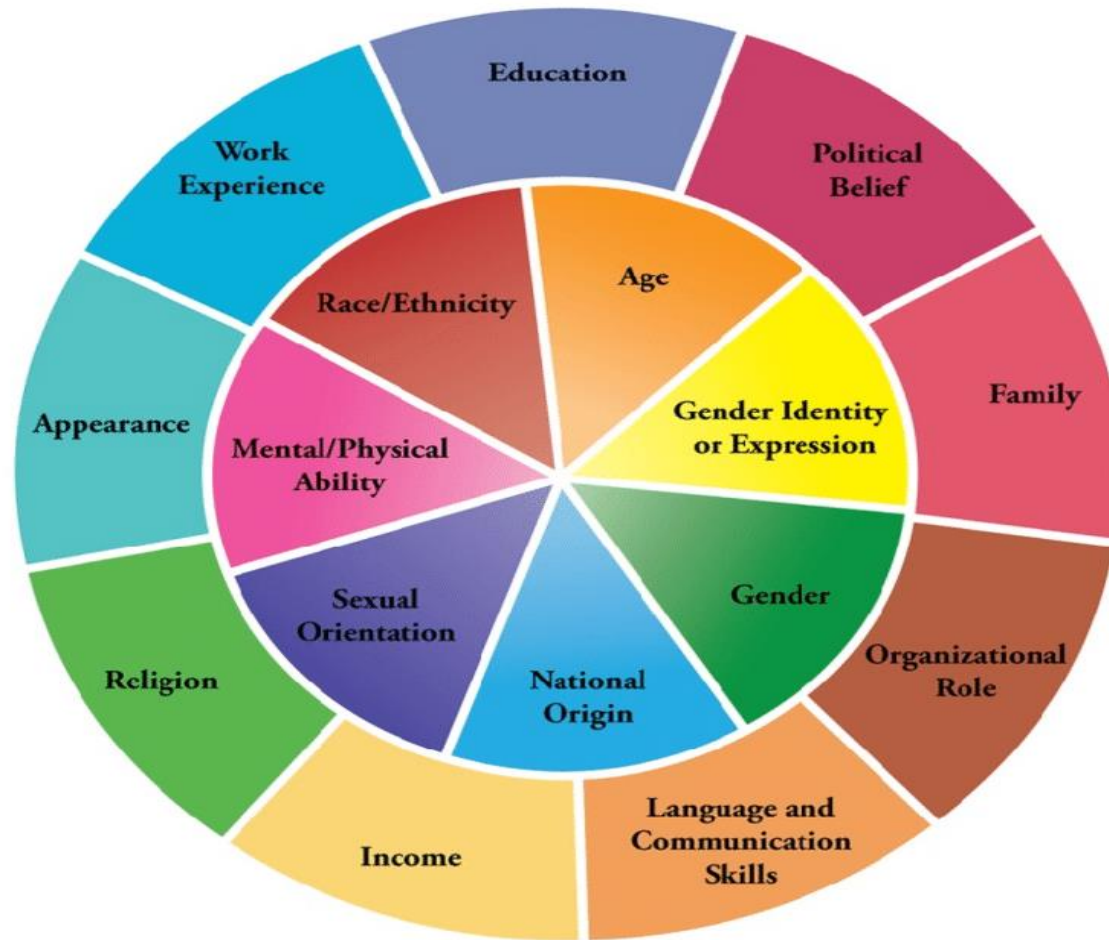
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Choose Clean Water Coalition



# Agenda

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1. Overview of Assessment
2. DEIJ Action Guide
3. What it IS - What it ISN'T
4. DEIJ Guide - sub-set of recommendations



# Green 2.0: The Green Ceiling

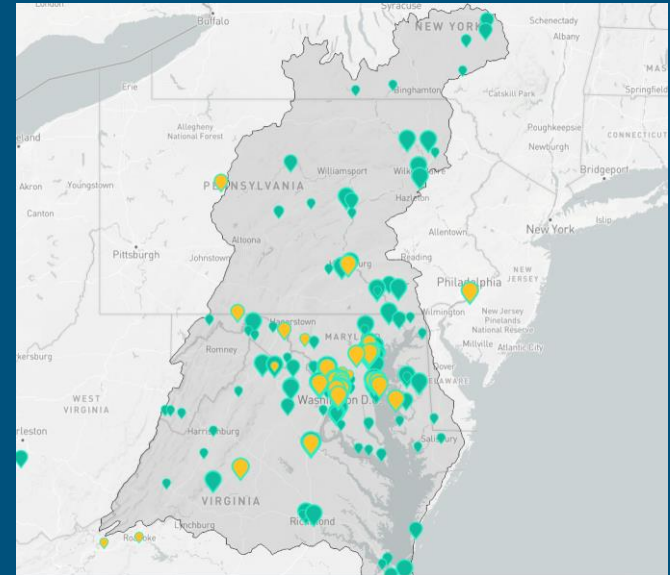
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- People of color make up 36% of the US population, which increases every year
- Decades long “Green Ceiling” - racial composition of environmental organizations and agencies has not broken the 12-16%
- People of color support environmental protection at a higher rate than white people



# Overview of the Process

- Project is a partnership between the Chesapeake Bay Trust, Chesapeake Bay Funders Network, and Choose Clean Water Coalition.
- EJ listening session
- Two surveys were conducted to reach:
  - Funders (members and partners of CBFN)
  - Non-funders (members of CCWC and grantees of CBFN funders)
- Final Product - Diversity, Equity, Inclusion, and Justice Guide for the Environmental Community



# Key Findings from the Survey

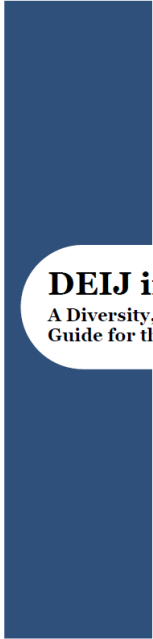
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- Nonprofits and funders believe in the value of DEIJ to environmental work
- Significant dichotomies exist between the degree to which respondents value DEIJ and the degree to which organizations are operationalizing DEIJ
- Most respondents do not believe their organization's senior management reflects the region's racial diversity
- Lower-level staff feel differently than more senior levels
- Opinions rarely differed based on ethnicity of the respondent, but differ based on age, gender, management role, and to some degree socioeconomics

# What it IS...

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1. Product of a partnership between CBT, CBFN, and CCWC
2. Based on EJ listening session and survey of funders, grantees, and coalition members
3. A list of key recommendations for environmental non-profits and funders working in the Chesapeake region
4. A tool for planning and tracking organizational progress
5. Version 1

The image shows the cover of a guide titled 'DEIJ in Action: A Diversity, Equity, Inclusion, and Justice Guide for the Chesapeake Bay Watershed'. The cover features a large, dark blue, stylized letter 'E' on the left side. The title and subtitle are positioned to the right of the 'E', with the title in bold and the subtitle in a smaller font.

## **DEIJ in Action:**

A Diversity, Equity, Inclusion, and Justice  
Guide for the Chesapeake Bay Watershed

# What it **ISN'T**...

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1. A one size fits all, how to manual
2. A chronological list of recommendations
3. A measure of success
4. Flawless



# How to use the Guide

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1. Read the whole thing start to finish - it is *only* 62 pages!  
(just kidding)
2. Review the summary and table
3. Be realistic
4. Identify recommendations to read in full
5. Pursue additional resources
6. Take Action!

# High Level Recommendations

## Advancing DEIJ Outcomes within Organizations

1. Institutionalize DEIJ within your organizational culture.
2. Increase diversity among board and staff.
3. Increase DEIJ capacity at all levels of the organization (e.g., board, senior management, staff, and volunteers).

## Advancing DEIJ Outcomes in Environmental Work

1. Build long-term relationships with underrepresented communities to address community identified needs.
2. Increase capacity for partnerships with diverse and underserved communities.

## Advancing DEIJ Outcomes through Grantmaking

1. Build support and clarity for DEIJ grantmaking goals, evaluation, and process.
2. Build the internal DEIJ capacity of environmental grantees.
3. Build the capacity of low-capacity groups to receive grants directly.
4. Prioritize funding for projects that advance benefits to and equitable partnerships with communities of color and underserved communities (over projects that simply advance engagement of these communities).

# Looking Forward

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Moving forward CBT, CBFN, AND CCWC have committed to continuing to learn together as a means to advance future DEIJ initiatives.

To download the DEIJ Action Guide visit  
[www.choosecleanwater.org/Equity](http://www.choosecleanwater.org/Equity)

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