

## Draft Chesapeake Bay Program DEIJ Statement

### CBP Vision from the 2014 Watershed Agreement

Chesapeake Bay Program partners envision an environmentally and economically sustainable Chesapeake Bay watershed with clean water, abundant life, conserved lands and access to the water, a vibrant cultural heritage, and a diversity of engaged citizens and stakeholders.

### Our Commitment to Diversity, Equity, Inclusion, and Justice

Just as natural ecosystems depend on biodiversity to thrive, the long-term success of the Chesapeake Bay restoration effort depends on equitable, just and inclusive engagement of all our communities living throughout the watershed regardless of race, ethnicity, socio-economic status, national origin, citizenship, religion, political affiliation, age, physical abilities, veteran-status, gender, sexual identity or other factors.

~~The impacts of Past~~ discrimination and continuing disparities disproportionately burden communities of color, indigenous ~~communities~~, and low-income communities both economically and environmentally, ~~limiting~~. ~~This limits their access to clean water, fish and wildlife and conserved lands and results in~~ disproportionate impacts from threats to human health and the environment, such as climate change ~~and pollution~~.

At the Chesapeake Bay Program, we believe the full diversity of people who live and work 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, abundant life, conserved lands, access to the water, and a vibrant cultural heritage.

We are committed to embracing diversity, equity, inclusion and justice in all areas of the Chesapeake Bay Program to achieve our mission. Specifically, we commit to:

- Intentionally ~~incorporate operationalizing~~ diversity, equity, ~~inclusion, and justice~~ ~~and inclusion~~ in our organizational structure, leadership, policies, strategic goals, workplans and program delivery, including grantmaking and funding decisions, restoration and conservation activities.
- ~~Actively e~~Engage~~ing~~, recruiting, and retaining leadership, staff, appointees, and volunteers that reflect the diversity of people living within the Chesapeake Bay region.
- Fostering a culture of inclusion, respect and mutual learning within the Chesapeake Bay Program by ~~seeking out~~empowering new voices and perspectives in our outreach, engagement and internal decision-making.
- ~~Developing~~ long-term relationships and partnerships with organizations run by and primarily serving communities of color and other underrepresented communities that result in increased collaborative planning to inform decision-making and generate co-benefits.
- ~~Ensuring~~Ensure the benefits of our science, restoration and partnership programs are equitably ~~and fairly~~ distributed and do not have adverse disproportionate impacts on vulnerable communities, especially low-income communities and people of color.
- ~~Continual~~Continue to learn mutual learning and sharing ~~share~~ best practices as an organization in our evolving understanding of how best to promote DEI ~~diversity, equity, inclusion, and justice~~.

**Commented [KF1]:** Diversity Workgroup suggests: to human health, the environment, and quality of life

**Commented [KF2]:** Diversity Workgroup suggests:

Develop long-term relationships, partnerships and increased collaborative planning with organizations led by and primarily serving communities of color and other underrepresented communities that result in co-benefits and mutually beneficial decisions and outcomes.