

Sent on Behalf of the CBP's Diversity Workgroup:

Many of you recently participated in a readiness assessment, sent out in February of this year, regarding Diversity, Equity, and Inclusion at the Chesapeake Bay Program (CBP).

This was a part of the ongoing work the CBP is undertaking with Skeo Solutions to help meet the CBP target of increasing racial and ethnic diversity representation in the partnership from 13% to 25%, with 15% in leadership positions, by 2025. This demographic profile was established thanks to data collected by The Alliance for the Chesapeake Bay in 2016. CBP and Skeo Solutions are now assessing the progress made thus far towards the goal of increasing racial and ethnic diversity representation by updating the demographic profile of the CBP and its partners.

The following link will take you to a form to fill out to help determine the 2019 demographic profile of individuals engaged on a regular basis in the Chesapeake Bay Program partnership, with a focus on diversity in leadership positions consistent with the Diversity Outcome. **You should fill this out if you are participating in one or more of the Workgroups, Goal Implementation Teams, Committees, etc. within the organizational structure of the Chesapeake Bay Program.** We are aiming for response from a full cross-section of the CBP, from Principles Staff Committee members to Workgroup members. There are 13 questions and it should take you about 3 minutes to complete.

<https://www.surveymonkey.com/r/H8RPH5V> - the link will be available until the close of business on Friday May 3rd!

We hope that Committee, Workgroup, and other Chairs will share this email with their memberships and encourage them to fill out the profile. We ask that Chairs consider setting aside a short time on upcoming meeting agendas to have members who are present answer the questions on their mobile devices.

These questions and their voluntary nature provide a simple way to further our knowledge of the diversity of CBP Program participants and assess the progress towards the goals of the Diversity Management Strategy. We are assisting the Stewardship Goal Implementation Team and the Diversity Workgroup in the collection of this information on behalf of the Chesapeake Bay Program partnership.

Answers to these questions are confidential and will only be used in summary form after you have filled out the Survey Monkey questions through the link provided below. Results cannot be traced to an individual. The information collected will assist us in our collective dialogue on diversity and inclusion in CBP.

<https://www.surveymonkey.com/r/H8RPH5V>

The Diversity Workgroup thanks you for your participation in this initiative! If you have any questions, please direct them to Francesca King, Diversity Workgroup Staffer (410-267-5717 or king.francesca@epa.gov)

Thank you,

Kate Fritz

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Kate Fritz, Executive Director



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