



PRINCIPALS' STAFF COMMITTEE

Endorsement Statement

Diversity, Equity, Inclusion, and Justice Strategy for the Chesapeake Bay Program

The Chesapeake Bay watershed is home to diverse communities with a rich variation in culture, demographics and perspectives. To achieve healthy local streams, rivers and a vibrant Chesapeake Bay that is shared by all people throughout the watershed, it is important to embrace this diversity and promote the meaningful involvement, treatment and inclusiveness of all people regardless of race, color, national origin or income in the implementation of the 2014 Chesapeake Bay Watershed Agreement. Recognizing this, the Chesapeake Bay Program has set a path forward to endorse the recommendations of the Chesapeake Bay Program Diversity, Equity, Inclusion and Justice—or DEIJ—Strategy, finalized in 2020. The Diversity Workgroup of the Chesapeake Bay Program worked with a DEIJ consultant to conduct a DEIJ Readiness Assessment of the Chesapeake Bay Program partnership and develop the tailored DEIJ Strategy that helps the partnership to:

- Grow racial and ethnic diversity from 13% to 25% (including 15% of leadership).
- Help partners to develop as DEIJ leaders who understand, respect and embrace cultural diversity.
- Provide partners with the tools to continually assess progress towards diversity goals.

The recommendations in the DEIJ Strategy were provided by the consultant to the Chesapeake Bay Program to be used by CBP leadership, Goal Implementation Teams, Workgroups and other components of the CBP to inform the activities in the biennial workplans and integrate DEIJ in the implementation of management strategies to help achieve the outcomes of the Chesapeake Bay Watershed Agreement. They are grouped into four DEIJ Framework focus areas:

1. Strengthen CBP's Authorizing Environment

By adopting a succinct DEIJ statement for the CBP and updating authorizing and governance documents (e.g. the Governance and Management Framework) as well as management strategies to include language that reflects DEIJ priorities.

2. Advance DEIJ Internally

By increasing diversity and inclusion for staff, appointees, and volunteer bodies, building a common understanding of and expanded capacity for DEIJ and institutionalizing efforts to advance DEIJ internally.

3. Advance DEIJ through Mission-Related Work

By building relationships with communities of color, low income communities and other underrepresented groups, and incorporating these leaders into decision-making and implementation, advancing DEIJ in management strategies and workplans, implementation and grantmaking and strengthening DEIJ in watershed restoration outreach, materials, activities and events.

4. *Advance DEIJ Performance of Partners*

By sharing CBP's DEIJ statement or policy with CPB partners, increasing access to DEIJ training and capacity building, developing and distributing guidance on including DEIJ and environmental justice criteria in grant targets and evaluations as well as in communications, distribution, tracking and reporting.

Continuing our path toward embracing the human diversity in the Chesapeake Bay Watershed and promoting diversity, equity, inclusion and justice in our work to restore the Bay, we hereby endorse the recommendations in the Chesapeake Bay Program DEIJ Strategy.

Enter date here

CHESAPEAKE BAY PROGRAM PRINCIPALS' STAFF COMMITTEE

FOR THE CHESAPEAKE BAY COMMISSION

FOR THE STATE OF DELAWARE

FOR THE DISRICT OF COLUMBIA

FOR THE STATE OF MARYLAND

FOR THE COMMONWEALTH OF PENNSYLVANIA

FOR THE STATE OF NEW YORK

FOR THE COMMONWEALTH OF VIRGINIA

FOR THE STATE OF WEST VIRGINIA

FOR THE UNITED STATE OF AMERICA

on behalf of the Federal Government and the
Federal Leadership Committee for the Chesapeake Bay:

U.S. Environmental Protection Agency

U.S Department of Agriculture

U.S. Department of Commerce

U.S. Department of Defense

U.S. Department of Homeland Security

U.S. Department of the Interior

U.S. Department of Transportation
