Alliance DEI Report Highlights:

Alliance DEI Work:

- **Passing of the board resolution** on Diversity and Inclusion on January 27, 2017

- **Creation of internal Alliance Diversity, Equity, and Inclusion Team** (January 2018)
  - **DEI database**: where the organization can access guides, case studies, and other relatable materials
  - **Monthly communication emails**: to the staff in an effort to continue these conversations throughout the year
  - **Hiring a DEI Consultant**: to assist with information gathering and dissemination to the staff in order to help us understand where the organization stands in our DEI understanding and how to get us to where we should be.
    - To be hired in summer 2019 and work completed by November 2019

Forum Demographics

- **The Chesapeake Watershed Forum** has seen an overall 10% increase in diverse attendance from 2015 to 2018 in regards to gender, age, race, sexual orientation, disability, state, and role.
  - **Young Professionals in Majority**: Attendance of peoples between the ages of 18 – 34 grew 10% from 2015 to 2018. Attendee age difference is relatively split evenly but young professionals are now in the majority.
  - **Racial diversity increasing**: The number of attendees identifying as White/European has decreased 11% from 2015 to 2018. The most drastic of this decrease being 10% from 2017 to 2018.
  - **LGBTQ attendance doubling each year**: going from 5% of attendees in 2015 to 14% in 2018.
  - **First-Time Attendees at a high**: Veterans usually drop off after attending about 4 Forums.

- **Forum attendee representation still needing work**:
  - **Over half attendees consistently from Maryland**: but a recent push in 2018 for more academic/student interest Virginia bumped up to 18% of Forum attendees.
  - **Half attendees from non-profits**: with government agencies (local, state, and federal) coming up as the second most represented.

EJ Screen

- The **Demographic Index** shown in the EJ map is based off the following equation and calculated from Census Bureau’s American Community Survey 2011-2015:
  - (%minority +% low-income)/ 2
  - Minority, low-income, or geographic locations in the U.S. experience disproportionate environmental harms and risks.

- **Environmental Justice communities** or “overburdened communities”, can be defined as:
  - a community with a higher potential to be prone to Environmental injustices (or)
  - Communities that are disproportionately burdened, exposed, or vulnerable to environmental hazards.

- **Richmond and DC** have the highest numbers of EJ Communities compared to all four offices