

Forum JEDI Master Guide

The Alliance for the Chesapeake Bay's Watershed Forum *Justice, Equity, Diversity, and Inclusion Guide*

Co-created by the Chesapeake Collective, Alliance DEI Team, and Forum planning members.

Official Alliance DEI Statement:

At the Alliance for the Chesapeake Bay, we recognize that diversity is an asset and we welcome people of all backgrounds regardless of race, religion, political affiliation, age, disability, veteran-status, socio-economic status, gender variance, or sexual identity. We are committed to making diversity and inclusion integral in our organizational structure, policies, board of directors, staff, strategic goals, and program delivery. The Alliance believes a broad base of participation and partners reflecting all of society is needed to be successful in the Chesapeake Bay watershed restoration effort.

We at the Alliance commit to holding ourselves accountable to this statement. We hope those individuals in attendance at the Chesapeake Watershed Forum will do the same and strive to meet the standards below. We plan to share, discuss, and adapt these standards over time with our bay community.

1. ***We set a table for all.*** We believe a more diverse Forum improves the experience of all attendees. We strive for the Forum to look, feel, and sound like all of our Bay communities. The Forum is a welcoming, inclusive space for all attendees.
2. ***We walk the walk.*** We will all model change by demonstrating the statement and principles of the JEDI Guide in our actions and decisions. For example, each year we try to increase representation from previously underrepresented communities through the Forum scholarship and by utilizing the Demographic Survey data to fully understand who is not at Forum.
3. ***We listen and participate with intention.*** Listen to your peers with the intent to understand not respond. Reflect on their ideas before responding. Allow peers who have not spoken up a chance to be heard. By lifting the voices of the silent, we will fully understand an issue. We are aware of our voices and quiet them if necessary. We value learning from different points of view; diverse perspectives foster richer discussions, creative partnerships, and a more inclusive restorative environmental movement.
4. ***We respect the presenters and Forum planners.*** It takes courage and a willingness to be vulnerable when planning and presenting on sometimes challenging topics. Please be prompt in your arrival to sessions or speaking events. If you are late, try to enter silently without disrupting the presentation. Be respectful of their presentation, experience, and story. Be prepared to contribute to the session and other Forum events, be that through networking, session participation, intensive seminars, or other activities.
5. ***We will challenge the program, not the person.*** Respectfully challenge the idea, not the person. Blame or judgement will get you further from a solution; honest and constructive discussions will create stronger results. Recognize and respect shared differences of opinion with a commitment to understand any sources of disagreement and work cooperatively toward a common solution.