THE ALLIANCE'S DEIJ JOURNEY

FALL 2015
FIRST DEMOGRAPHIC SURVEY
The Alliance conducted its first demographic survey of Chesapeake Watershed Forum attendees to get a baseline understanding of who is and is not part of the Forum conversation. Demographic surveying continues annually at each Forum, with the results informing our outreach and engagement efforts each year and the Forum Planning Team’s 2025 DEIJ metric goals.

WINTER 2017
RESOLUTION ADOPTED
Board of Directors and staff wrote a DEI Resolution for the organization.

WINTER 2017
INTERNAL DEIJ TEAM ESTABLISHED
The Alliance established a staff-led DEIJ Team with full support from the Alliance’s leadership and Board of Directors. The DEIJ Team’s mission is to make diversity, equity, and inclusion integral in our organizational structure, policies, Board of Directors, staff, strategic goals, and program delivery.

FALL 2016
COLLABORATING FOR CHANGE
Fora full list of our future DEIJ goals, visit allianceforthebay.org/DEIJ.

FALL 2017
FIRST STAFF TRAINING
The Alliance held its first all-staff DEIJ training.

WINTER 2017
FORUM INTEGRATION
DEIJ was formally integrated as a session track at the Chesapeake Watershed Forum for the first time.

WINTER 2017
COMMUNICATIONS GUIDE
The Alliance’s DEIJ Team and Communications Team published a Diversity, Equity, Inclusion, & Justice Terminology Communications Guide. This guide is intended to provide communicative guidance on commonly used DEIJ terms for organizations operating within the environmental field. It is not meant to be exhaustive, but we hope it will help address some of the common hurdles we all face in working to create inclusive content. The guide is re-evaluated and updated annually to build as language is continuously evolving.

SUMMER 2020
ALLIANCE STAFF SURVEY SUPPLIED
The fall Demographics Survey was administered to staff annually with the results informing DEIJ planning, educational and training opportunities for staff and leadership, and efforts to improve hiring positions.

SUMMER 2020
CONSULTANT HIRED
The Alliance hired a DEIJ consultant to perform an Equity Audit of the organization. The consultant expanded the Alliance’s Demographics Survey in 2021 to more intentionally capture staff belonging.

SPRING 2021
CONSULTANT HIRE
The Alliance hired a consultant to perform an Equity Audit of the organization. The consultant expanded the Alliance’s Demographics Survey in 2022 to more intentionally capture staff belonging.

SPRING 2020
GOAL SETTING
The Alliance’s DEIJ Team established goals, a workplan, and the organization’s first DEI statement. Goal setting has continued annually or biannually, both for the team and organizational strategic planning iterations.

SPRING 2018
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2017
BOARD COMMITMENTS
The Alliance’s Board of Directors established a Board Diversity, Equity, Inclusion, & Justice Committee through unanimous resolution. The Board is committed to supporting these efforts at the staff level, as well as throughout Board initiatives and campaigns.

SPRING 2017
FIRST STAFF TRAINING
The Alliance held its first all-staff DEIJ training.

SPRING 2017
BOARD COMMITMENTS
The Alliance’s Board of Directors established a Board Diversity, Equity, Inclusion, & Justice Committee through unanimous resolution. The Board is committed to supporting these efforts at the staff level, as well as throughout Board initiatives and campaigns.

SPRING 2017
BOARD COMMITMENTS
The Alliance’s Board of Directors established a Board Diversity, Equity, Inclusion, & Justice Committee through unanimous resolution. The Board is committed to supporting these efforts at the staff level, as well as throughout Board initiatives and campaigns.

SPRING 2017
BOARD COMMITMENTS
The Alliance’s Board of Directors established a Board Diversity, Equity, Inclusion, & Justice Committee through unanimous resolution. The Board is committed to supporting these efforts at the staff level, as well as throughout Board initiatives and campaigns.

SPRING 2022
STRATEGIC PLANNING
The Alliance began the research process for the 2023-2028 strategic plan, with DEIJ as a prioritized framework to view our work through. Information gathered from the Equity Audit and 2022 Demographics and Belonging Survey provided a baseline for DEIJ strategic priorities.

SPRING 2018
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

SPRING 2022
EQUITY AUDIT
With the completion of the Alliance’s Equity Audit and Demographics and Belonging Survey, an in-depth assessment of the organization and 15 recommended priorities reflecting 5 areas of governance were presented to leadership. This information helped establish a new DEIJ strategic workplan for Alliance staff and Board members to implement on a unified team.

2023 AND BEYOND
Our DEIJ team will continue to be instrumental in training and consulting staff on programmatic DEIJ activities, advising on critical organizational documents, implementing DEIJ strategies, and working in partnership with Alliance leadership and internal Staff and Board teams.

For a full list of our future DEIJ goals, visit allianceforthebay.org/DEIJ.