THE ALLIANCE'S DEJJOURNEY

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 unanimously adopted the Resolution on Building a Culture of Diversity and Inclusion.

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 2019

FORUM INTEGRATION DEIJ was formally integrated as a session track at the Chesapeake Watershed Forum, and a DEIJ Guide was provided to conference attendees for the first time.

SUMMER 2020

ALLIANCE STAFF SURVEYED The first Demographic Survey was administered to staff. A Demographic survey is administered annually with the results informing DEIJ planning, educational and training opportunities for staff and leadership, and efforts to improve HR practices.

FALL 2021

COMMUNICATIONS GUIDE The Alliances 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.



2023 AND BEYOND

Our DEIJ team will continue to be instrumental in training and consulting staff on programmatic DEIJ activites, 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.

FALL 2016

COLLABORATING FOR CHANGE

Board of Directors and staff wrote a DEI Resolution for the organization.

SPRING 2017

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



SPRING 2018

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 2020

BOARD COMMITTMENTS The Alliance's Board of Directors established a Board Diversity, Equity, Inclusion, and 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 2021

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 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.

SUMMER 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.

