DEIJ Definitions Used by the Chesapeake Bay Program

Definitions provided by Skeo Solutions, LLC

Diversity - The demographic mix of a specific collection of people, taking into account elements of human difference. For example: racial and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment.

Equity - Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

Inclusion - Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly "inclusive" group is necessarily diverse, a "diverse" group may or may not be "inclusive."

Justice - The quality of being just, impartial, or fair.

Environmental Justice - The fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations and policies, and refers to "decisions [that] support sustainable communities where people can interact with confidence that their environment is safe, nurturing, and productive..."

DEI = Diversity, Equity, and Inclusion

DEIJ = Diversity, Equity, Inclusion, and Justice.

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