



# Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2019



# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2019



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# Smithsonian Diversity and Inclusion Initiatives Report

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### OVERVIEW

Diversity and inclusion are integral to all aspects of the Smithsonian Institution's operations and key components of the Smithsonian Strategic Plan. OEEMA developed and published the Diversity and Inclusion Initiatives Report (DIIR) in an effort to capture and report on the multiplicity of diversity and inclusion related activities around the Institution. The data for this report was drawn from a SharePoint website that allowed units to submit any and all efforts they felt met the criteria of a diversity and inclusion initiative. To help units identify what can be included in this report, units were encouraged to consider programs, activities, recruitment, and outreach efforts that fall under the following three categories:

- Program Diversity
- Supplier Diversity
- Workforce Diversity

This report contains more than 530 entries from 20 Smithsonian units. While the Executive Summary is only 11 pages, the entire report consists of 123 pages of tables and text. For quick access to your unit's information, please reference the table of contents.

The Report demonstrates the Smithsonian's ongoing commitment to reflect the nation's pluralism in its workforce, programming and business relationships.

The OEEMA staff expresses their appreciation to all the units who participated in the development of this report and for their support of diversity and inclusion in all of the Smithsonian's operations.

# Smithsonian Diversity and Inclusion Initiatives Report

## Fiscal Year 2019

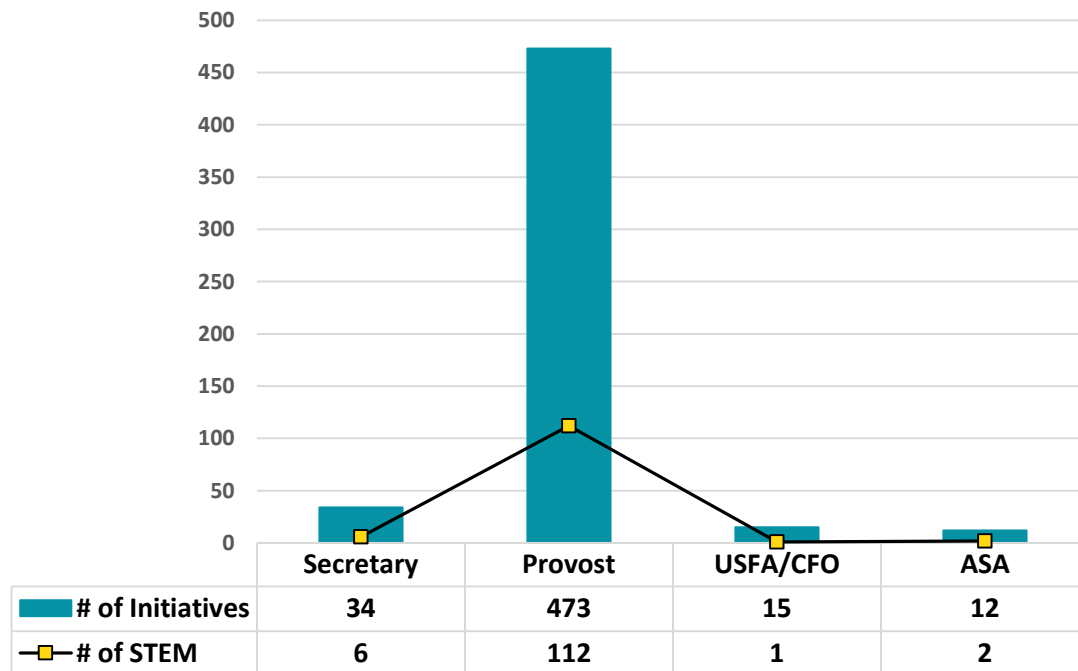


### EXECUTIVE SUMMARY

#### ALL SMITHSONIAN

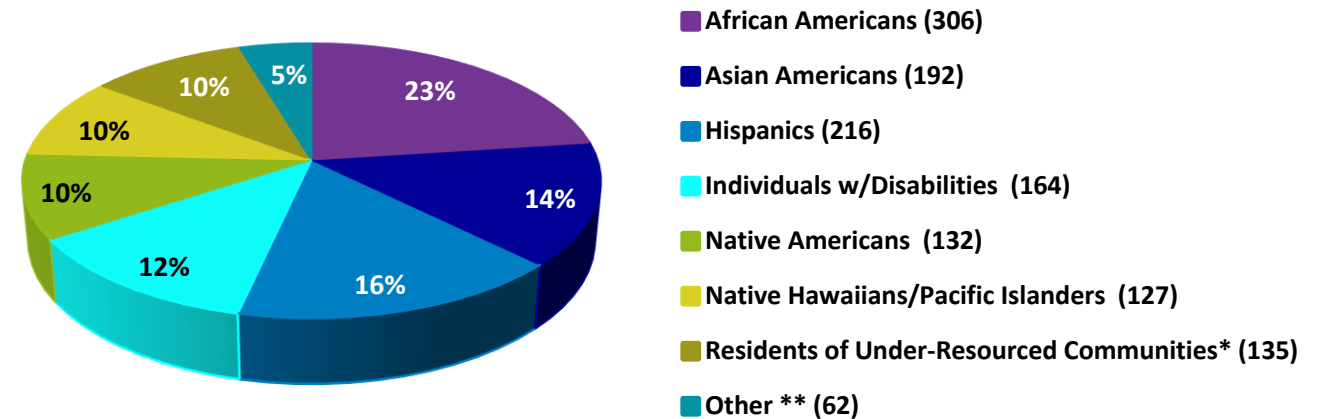
The goal was to increase the recognition of the Smithsonian brand to under-served communities and increase representation in the Smithsonian’s workforce, supplier base and public programming. More than 530 initiatives were submitted by 20 Smithsonian units with 121 classified as STEM initiatives. All historically underrepresented groups were represented in the diversity and inclusion initiatives. The highest percent of initiatives (23% and 16% respectively) targeted African Americans and Hispanics. The percentage of initiatives aimed at historically underrepresented groups greatly exceeded their representation in the Civilian Labor Force. This report also includes residents of under-resourced communities. While this group and others have no recognized percentage of reference, they are an important focus in the Smithsonian’s efforts to increase and diffuse knowledge across the United States and around the world.

**Initiatives by Direct Report**



**Percent Served by Race and Ethnicity**

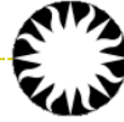
*(Units often target more than one group)*



\*Communities with limited and/or under-funded access to educational resources and technology.

\*\*Includes: LGBTQIA+ Community, Women, Veterans, Non-English Speaking Communities, Arab Americans, Newly Immigrated Citizens, Temporary Residents without Work Visas, Self-Taught, Panamanian Students, White, Italian

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2019



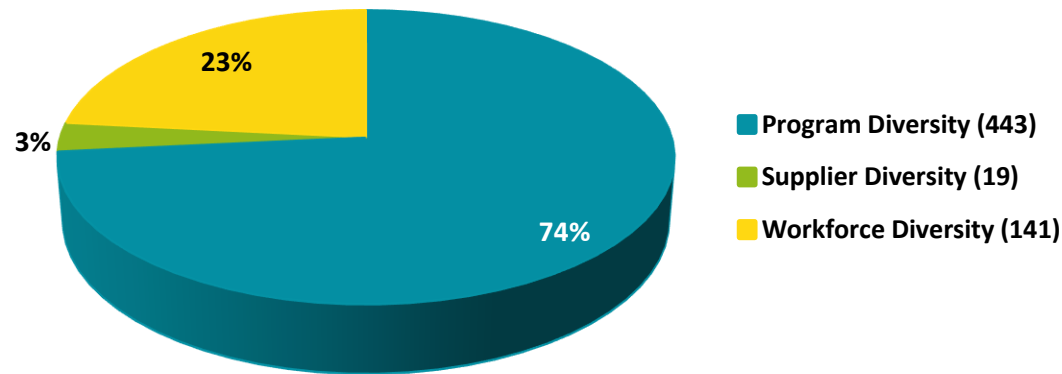
## EXECUTIVE SUMMARY

### ALL SMITHSONIAN (CONT.)

Diversity and inclusion are categorized into three areas: Program, Supplier and Workforce Diversity. All three categories were represented. At 74%, program diversity was the largest category. While only 3% of the reported initiatives fell under supplier diversity, the Smithsonian exceeded 4 of 6 of its established supplier diversity goals\*. Of the 38% awarded to small businesses, 3% was awarded to 8(a) small disadvantaged businesses, 14% was awarded to non-8(a) small disadvantaged businesses, and 15% was awarded to women-owned small businesses. The majority of initiatives targeted adults (31%).

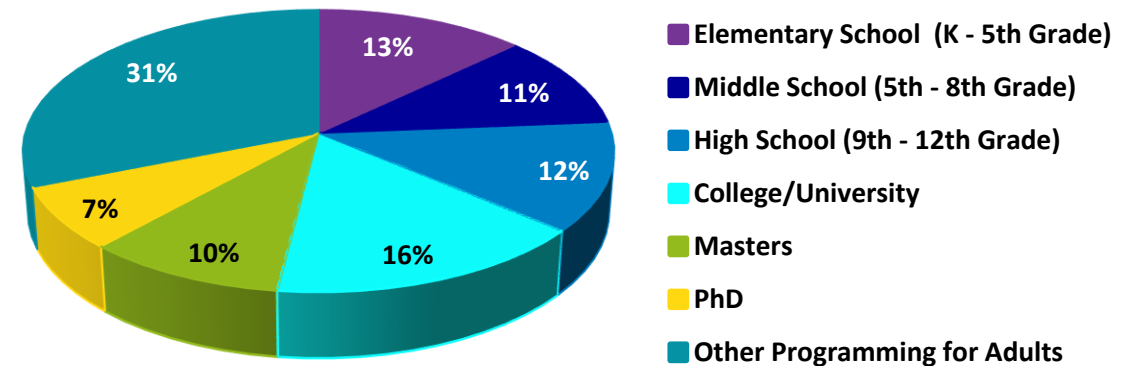
### Initiatives by Category

*(Units often choose more than one category)*



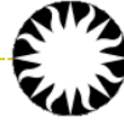
### Audience Age Groups

*(Units often target more than one group)*



\*The Smithsonian achieved 4 out of 6 goals when not including the NASM Revitalization Project.

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2019



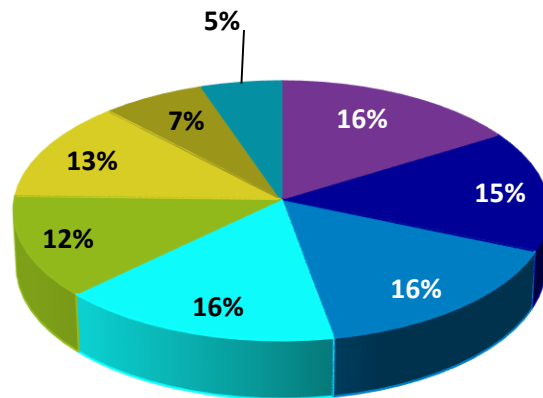
## EXECUTIVE SUMMARY

### OFFICE OF THE SECRETARY

More than 30 initiatives were submitted by OEEMA. Six were STEM initiatives. All three categories were represented. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (16%) were geared towards African Americans, Hispanics, and Individuals with Disabilities. At 49%, workforce diversity was the largest category. The majority of initiatives targeted adults (33%).

### Percent Served by Race and Ethnicity

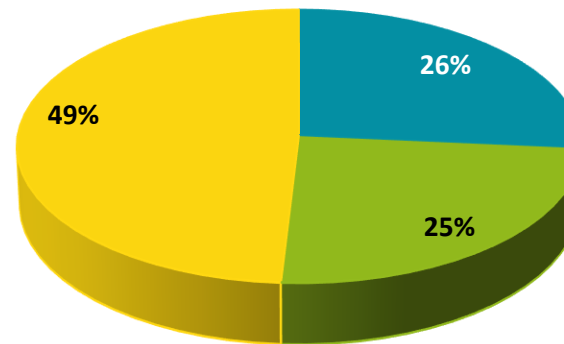
*(Units often target more than one group)*



- African Americans (31)
- Asian Americans (29)
- Hispanics (30)
- Individuals w/Disabilities (30)
- Native Americans (24)
- Native Hawaiians/Pacific Islanders (24)
- Residents of Under-Resourced Communities\* (13)
- Other \*\* (10)

### Initiatives by Category

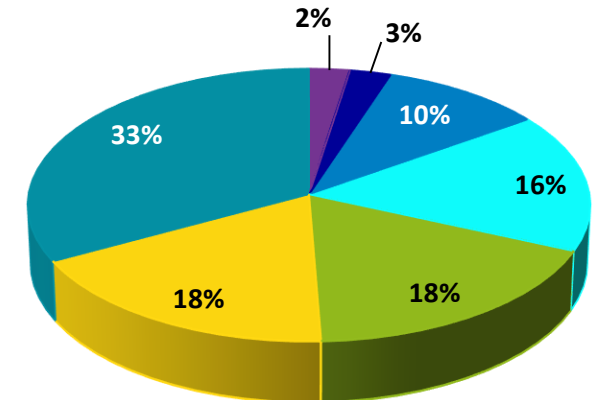
*(Units often choose more than one category)*



- Program Diversity (14)
- Supplier Diversity (13)
- Workforce Diversity (26)

### Audience Age Groups

*(Units often target more than one group)*

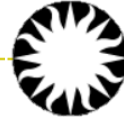


- Elementary School (K - 5th Grade)
- Middle School (5th - 8th Grade)
- High School (9th - 12th Grade)
- College/University
- Masters
- PhD
- Other Programming for Adults

\*Communities with limited and/or under-funded access to educational resources and technology.

\*\*Includes: LGBTQIA+ Community and Women

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2019

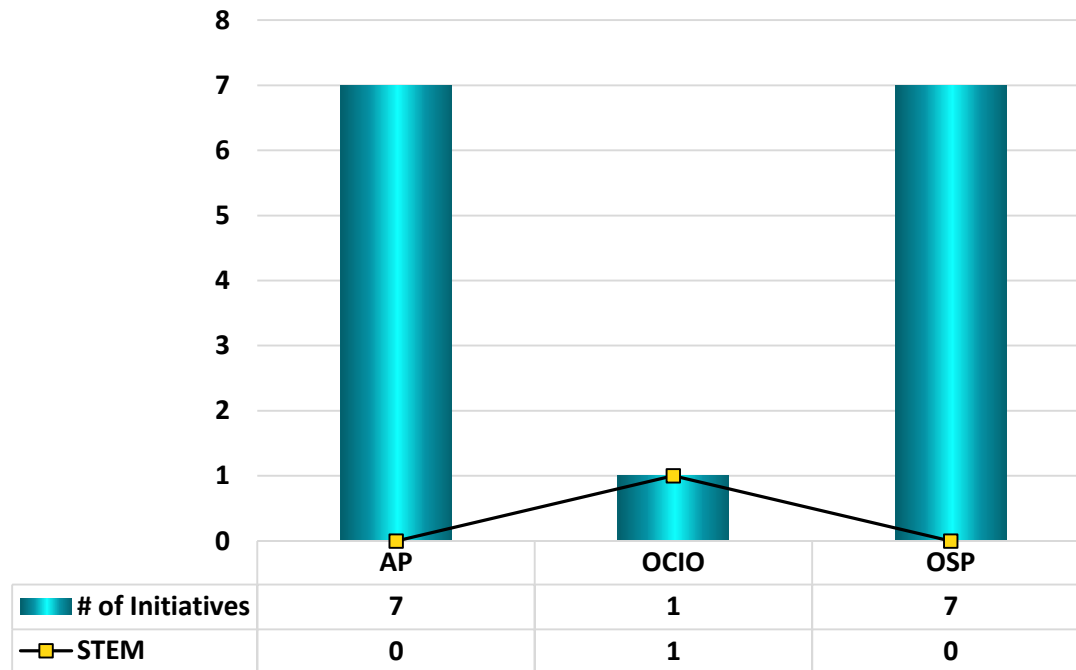


## EXECUTIVE SUMMARY

### UNDER SECRETARY FOR FINANCE & ADMINISTRATION/CHIEF FINANCIAL OFFICER

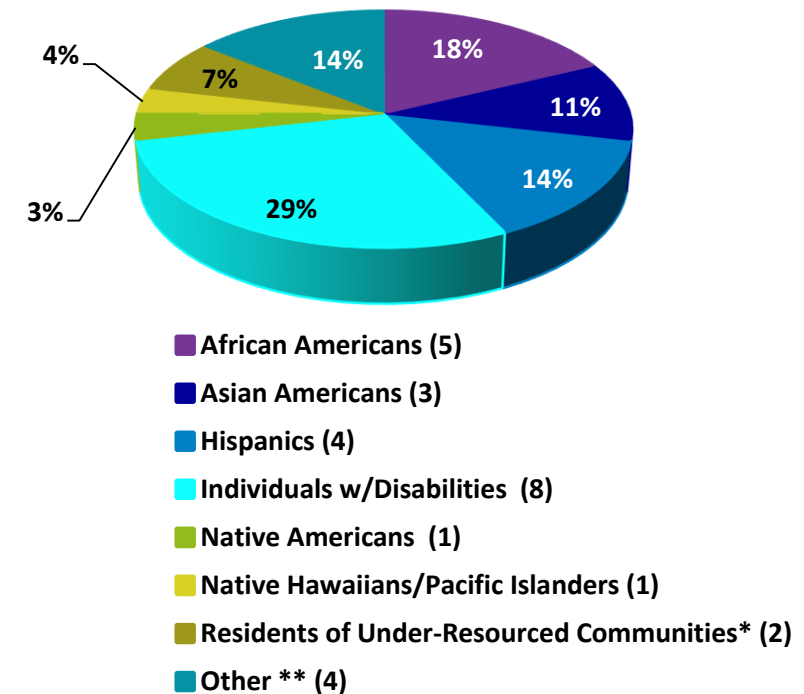
Fifteen initiatives were submitted the Accessibility Program Office of Sponsored Projects, with one a STEM initiative. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (29%) of initiatives were geared towards Individuals with Disabilities.

**Initiatives by Unit**



**Percent Served by Race and Ethnicity**

*(Units often target more than one group)*



\* Communities with limited and/or under-funded access to educational resources and technology.

\*\* Includes: Italian, White

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2019

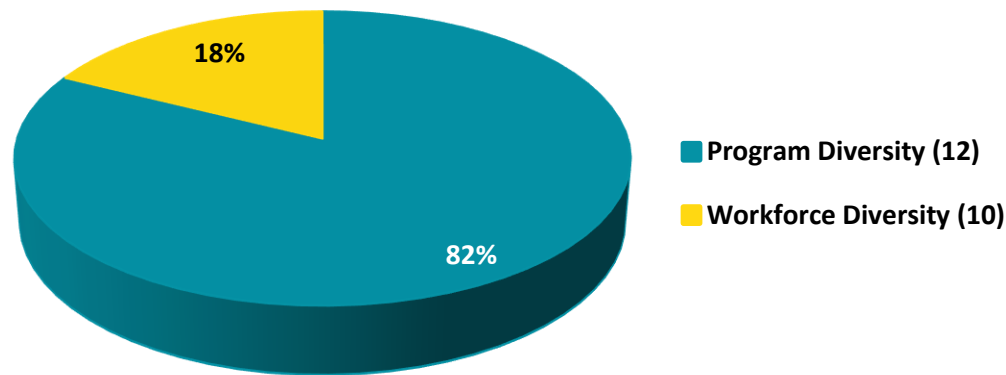


## UNDER SECRETARY FOR FINANCE & ADMINISTRATION/CHIEF FINANCIAL OFFICER (CONT.)

Both program and workforce diversity were represented. At 82%, program diversity was the largest category. While none of the reported initiatives fell under supplier diversity, the USFA/CFO exceeded 4 of 6 supplier diversity goals\*. Of the 37% awarded to small businesses, 4% was awarded to 8(a) small and disadvantaged businesses, 14% was awarded to non-8(a) small and disadvantaged businesses, and 13% was awarded to women-owned small businesses. The majority of initiatives targeted college/university students and adults (34%).

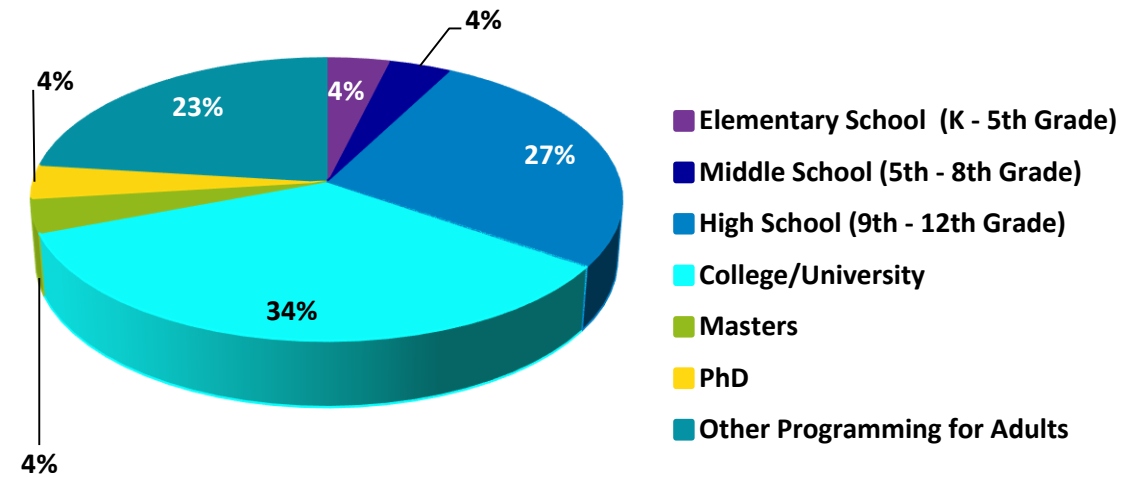
### Initiatives by Category

*(Units often choose more than one category)*



### Audience Age Group

*(Units often choose more than one group)*

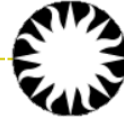


\*USFA achieved 4 out of 6 goals when not including the NASM Revitalization Project.



# Smithsonian Diversity and Inclusion Initiatives Report

## Fiscal Year 2019

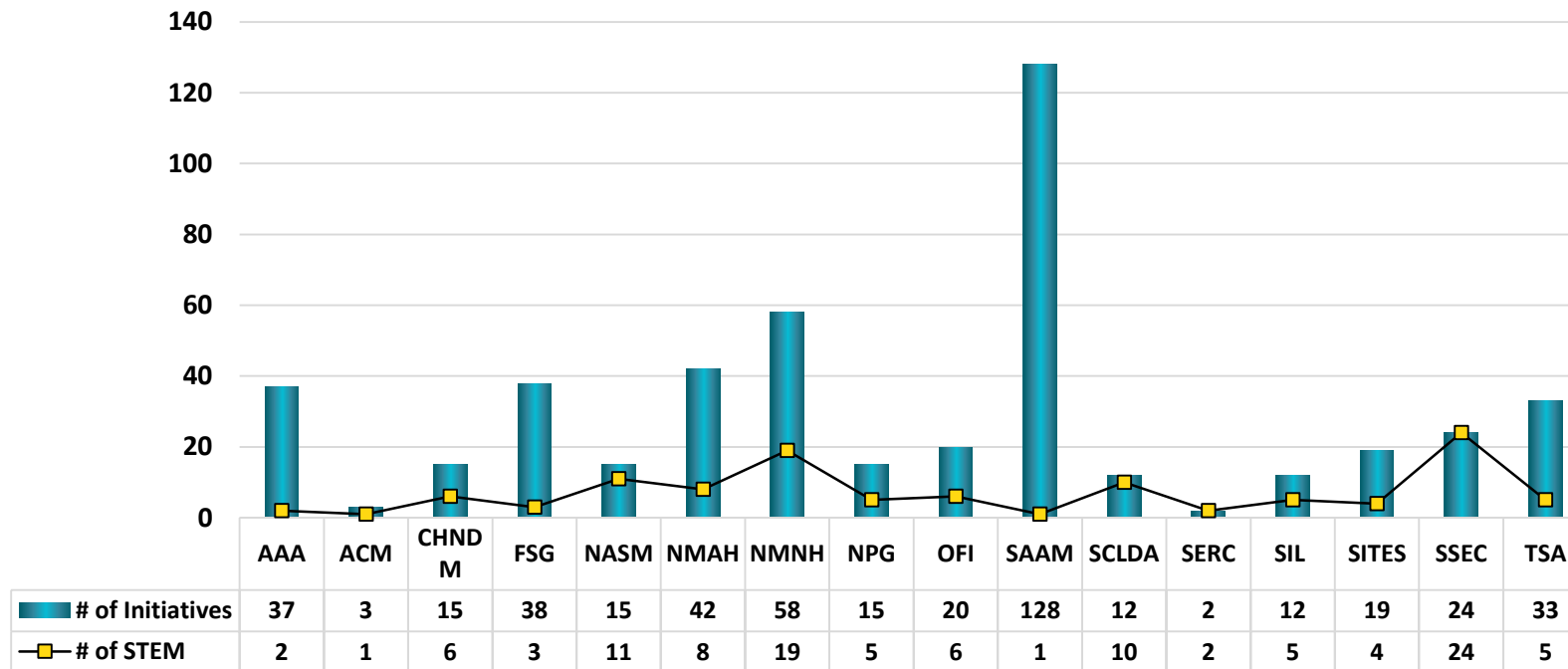


### EXECUTIVE SUMMARY

#### PROVOST/UNDER SECRETARY FOR MUSEUMS & RESEARCH

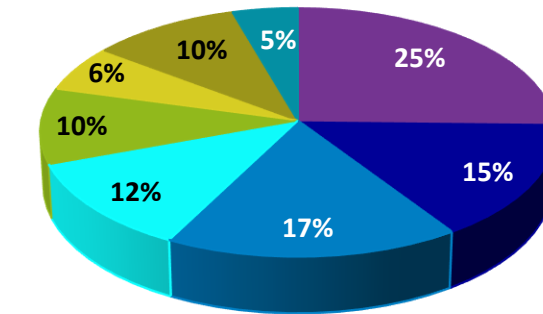
More than 470 initiatives were submitted by 16 Provost units (AAA, ACM, CHNDM, FSG, NASM, NMAH, NMNH, NPG, OFI, SAAM, SCLDA, SERC, SIL, SITES, SSEC, and TSA). One hundred twelve were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (25%) of initiatives were geared towards African Americans.

**Initiatives by Unit**



**Percent Served by Race and Ethnicity**

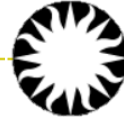
*(Units often target more than one group)*



- African Americans (260)
- Asian Americans (157)
- Hispanics (2174)
- Individuals w/Disabilities (121)
- Native Americans (101)
- Native Hawaiians/Pacific Islanders (62)
- Residents of Under-Resourced Communities\* (105)
- Other \*\* (46)

\* Communities with limited and/or under-funded access to educational resources and technology.  
 \*\* Includes: LBGTQIA+ Community, Women, Non-English Speaking Communities, Arab Americans, Newly Immigrated Citizens, Temporary Residents without Work Visas, Self-Taught, Panamanian Students

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2019



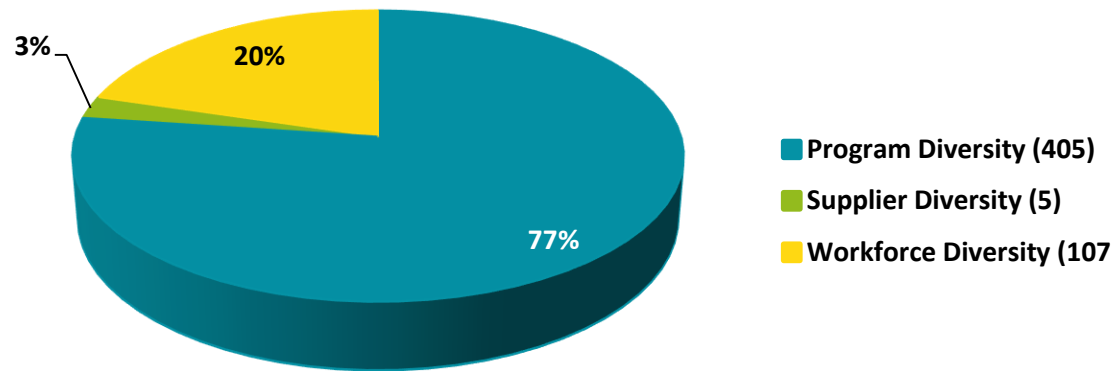
## EXECUTIVE SUMMARY

### PROVOST/UNDER SECRETARY FOR MUSEUMS & RESEARCH (CONT.)

All three categories were represented. At 77% program diversity was the largest category. While only 3% of reported initiatives fell under supplier diversity, the Provost exceeded 4 of 6 supplier diversity goals. Of the 46% awarded to small businesses, 7% was awarded to 8(a) small disadvantaged businesses, 21% was awarded to non-8(a) small disadvantaged businesses, and 11% was awarded to women-owned small businesses. The majority of initiatives targeted adults (31%).

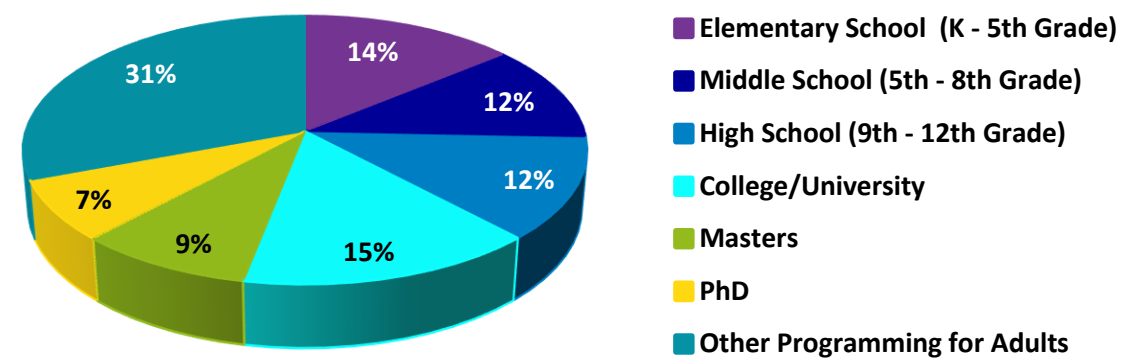
#### Initiatives by Category

*(Units often choose more than one category)*



#### Audience Age Group

*(Units often target more than one group)*



\*Provost achieved 4 out of 6 goals when not including the NASM Revitalization Project.

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2019



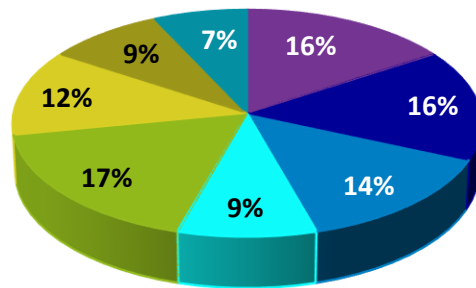
## EXECUTIVE SUMMARY

### ASSISTANT SECRETARY FOR ADVANCEMENT

The Office of the Assistant Secretary for Advancement submitted 12 initiatives. Two were STEM. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (16%) of initiatives were geared towards African Americans and Asian Americans. All three categories were represented. At 57%, workforce diversity was the largest category. The majority of initiatives targeted college/university adults (40%).

#### Percent Served by Race and Ethnicity

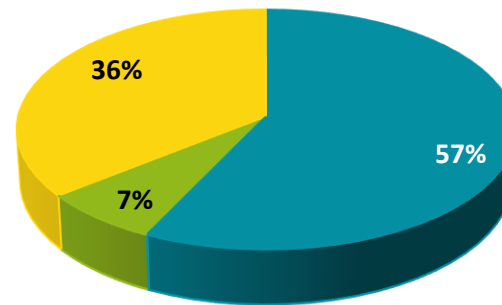
*(Units often target more than one group)*



- African Americans (9)
- Asian Americans (9)
- Hispanics (8)
- Individuals w/Disabilities (5)
- Native Americans (10)
- Native Hawaiians/Pacific Islanders (7)
- Residents of Under-Resourced Communities\* (5)
- Other \*\* (4)

#### Initiatives by Category

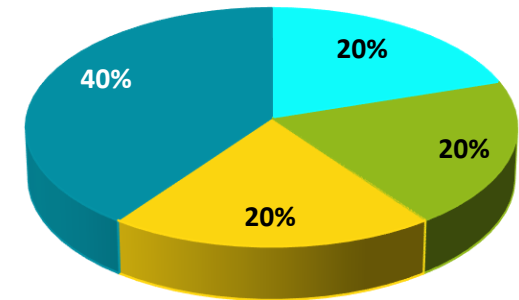
*(Units often choose more than one category)*



- Program Diversity (8)
- Supplier Diversity (1)
- Workforce Diversity (5)

#### Audience Age Groups

*(Units often target more than one group)*



- College/University
- Masters
- PhD
- Other Programming for Adults

\* Communities with limited and/or under-funded access to educational resources and technology.

\*\* Includes: Women

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	BELT Training for OPS Officers	Provided POWH training to incoming OPS officers at Pennsy MD facility to ensure they are aware of their rights and responsibilities as it relates to EEO	FY 2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	CAREERS & the disABLED Career Expo	Participated, along with staff from AP, OHR and OFI, in the CAREERS & the disABLED Career Expo. This pan-institutional outreach effort reached over 100 individuals with a disability. The Institution shared information regarding Schedule A hiring and Reasonable Accommodation practices. This resulted in numerous individuals with disabilities learning the Smithsonian is a place where they too can succeed and find careers or academic appointments.	11/16/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Fairs	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Secretary	OEEMA	Member of Academic Appointment Diversity and Publicity Taskforce (AADAPT)	As a member of AADAPT, OEEMA is dedicated to increasing diversity in all forms including but not limited to gender, race/ethnicity, socio-economic status, age, ability, and sexual orientation in Smithsonian Institution's internships and fellowships. AADAPT's pan-institutional team meets monthly. Members regularly participate in outreach events such as affinity-group conferences and internship/career fairs in Washington, DC and around the country to promote SI academic programs to diverse audiences.	FY 2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Community Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Internships Recruitment	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Secretary	OEEMA	2018 Post-Collegiate Seminar for Young Ambassadors Program (YAP)	OEEMA SEPM led a panel discussion on Jumping into the Workplace and Leveraging Affinity and Employee Resource Groups to promote equity, leadership, and networking	11/17/2018	Completed	Hispanics	No	Career Counseling Education	Program Diversity Workforce Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Addressing Equal Access and Discrimination	OEEMA hosted a delegation from Bulgaria under the auspices of the Department of State's International Visitor Leadership Program (IVLP), with the subject of Addressing Equal Access and Discrimination. The representatives from Bulgaria were from the Commission for Protection against Discrimination, which is a national independent quasi-judicial entity with direct oversight of discrimination cases. It has the authority to review complaints of discrimination practices and impose pecuniary sanctions on violators. During their visit with the Smithsonian, the Commission met with Mr. Shahin Nemazee, Special Emphasis Program Manager in OEEMA. Mr. Nemazee spoke about and provided information on the Smithsonian's EEO, diversity and inclusion programs, policies and procedures. The commission was especially interested in how Federal Agencies accommodate individuals with disabilities, processes discrimination complaints and how the Smithsonian works to prevent harassment through training and resources such as the Anti-Harassment program and Employee Assistance Program.	10/16/2018	Completed	Individuals with Disabilities	No	Education	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	National Science Foundation (NSF) Committee on Equal Opportunities in Science and Engineering	OEEMA represented the Smithsonian at NSF's Committee on Equal Opportunities in Science and Engineering (CEOSE) and presents information regarding SI's STEM related educational programs and initiatives to the committee. Participation is met with high praise and the Institution was commended by NSF for its efforts to further STEM education to underrepresented groups	FY 2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Education Diversity Committee	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Diversity Showcase	OEEMA continues the initiative entitled the “Diversity Showcase” that can be found on OEEMA’s internal website. Each quarter, OEEMA highlights initiatives that showcase the Smithsonian’s dedication to promote diversity and inclusion Institution-wide, as well as, across the Nation and globally. We hope that you find these initiatives informative, educational, and inspiring.	FY 2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Training Education	Program Diversity Supplier Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Affinity Group Council	OEEMA sits on Affinity Group Council made up of the Chairs of SI's Affinity Groups. Council meets to discuss outreach initiatives and diversity / inclusion related topics. The goal is to maximize collaboration.	FY 2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Community Native Americans Native Hawaiians/Pacific Islanders	No	Employee Affinity Groups	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Operation Warfighter Education and Employment Internship/Career Fair	Operation Warfighter (OWF) is a Department of Defense internship program that matches qualified wounded, ill and injured Service members with non-funded federal internships in order for them to gain valuable work experience during their recovery and rehabilitation. This process assists with the Service members’ reintegration to duty, or transition into the civilian work environment where they are able to employ their newly acquired skills in a non-military work setting.	FY 2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling Career Fairs Internships	Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	POWH Training Wilson Center Staff	Provided POWH training for Wilson Center Staff	6/6/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Training	Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Unconscious Bias Discussion	In collaboration with EAP and SI Ombuds, facilitated a discussion about unconscious biases and micro inequities for OUSFA managers and F&A employees and managers . Discussion was met with positivity and fostered great discussion on the topic.	FY 2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Community Native Americans Native Hawaiians/Pacific Islanders	No	Education	Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Capital PRIDE! Festival	The Smithsonian maintained its presence at Pride as exhibitors at the Capital Pride Festival. Employees and affiliated staff from several units reached out to thousands of attendees and echoed the Institution's commitment to equal opportunity, diversity and inclusion. Organized by the Office of Equal Employment and Minority Affairs, the Institution's participation in the Festival was a valuable opportunity for individuals throughout the Institution to come together, collaborate, and celebrate Pride. The Smithsonian provided festival attendees from all over the country and world with information on our programs, collections, jobs, and academic appointment opportunities.	6/9/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Community Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Public Programming Recruitment Outreach	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Secretary	OEEMA	Eleanor Holmes Norton Annual Job Fair	OEEMA participated in the Congresswoman Eleanor Holmes Norton Annual Job Fair. Representatives from OEEMA, OGR and the Zoo shared information about the Institution's career, volunteer and academic appointment opportunities with hundreds of local DC residents. The Institution was thrilled to meet with so many talented individuals from diverse backgrounds and share our opportunities.	8/1/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Community Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs	Workforce Diversity	College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Office of Advancement Diversity & Inclusion Panel Discussion	OEEMA participated in a panel discussion hosted by the Office of Advancement to discuss perspectives in SI's world of EEO, diversity and inclusion.	5/16/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Community Native Americans Native Hawaiians/Pacific Islanders	No	Panel discussion	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	POWH Training for NASM Suitland	Provided onsite POWH session for NASM Suitland staff to ensure compliance with SI mandated EEO training requirements	10/15/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Training	Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	POWH HAZY Explainers	Provided POWH session to HAZY Explainer Staff	4/6/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans	No	Training	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University
Secretary	OEEMA	POWH Hazy Explainer Program Staff	Provided POWH session to NASM Explainers at Hazy Center.	9/14/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Training	Workforce Diversity	High School (9th - 12th Grade) College/University
Secretary	OEEMA	POWH Session NASM (Mall location)	Provided POWH session for NASM Explainer staff	4/27/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Training	Workforce Diversity	High School (9th - 12th Grade) College/University



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	POWH NASM Explainer Staff (Mall)	Provided POWH session for Explainer staff.	8/13/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Training	Workforce Diversity	High School (9th - 12th Grade) College/University
Secretary	OEEMA	POWH at CHM and NMAI in NYC	OEEMA provided requested in-person POWH sessions for CHM and NMAI staff located in New York City.	1/2019 - 5/3/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Training	Program Diversity Supplier Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	New Employee Orientation for SE	During FY 19, OEEMA began participating in SE orientation session to ensure all new SE employees receive POWH training.	FY 2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	POWH SE	Smithsonian Enterprises requested in-person refresher session for several staff members.	6/19/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Video EEO for Supervisors Training CHM	OEEMA provided EEO for Supervisors training to CHM managers located in NYC via vidyo.	9/24/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Training	Program Diversity Supplier Diversity Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	One Smithsonian Video	In collaboration with ASCEA, OHR, OFI, Access Smithsonian, Smithsonian Affiliates and SE, OEEMA spearheaded the development and production of the One Smithsonian video that highlights the diversity of our staff and affiliated persons across the Institution. This video will be used to promote SI career and academic appointment opportunities as well as representing a pan-institutional collaboration.	FY 2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Community Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Internships Recruitment Virtual Programming Virtual Internships Volunteer Opportunities	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Secretary	OEEMA	Women's Business Enterprise National Council Conference (WBENC)	OEEMA participated at the WBENC Conference and provided advice and assistance to women-owned businesses on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	5/30/19 - 6/27/20	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Supporting Supplier Diversity Goals	Supplier Diversity	Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Elite SDVOSB National Conference	OEEMA participated in the Elite SDVOSB National Conference and provided advice and assistance to SDVOSBs on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	7/1/2019 - 8/23/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supporting Supplier Diversity Goals	Supplier Diversity	Masters PhD Other Programming for Adults
Secretary	OEEMA	National HUBZone Conference	OEEMA participated in the National HUBZone Conference and provided advice and assistance on how to do business with the Smithsonian during one-on-one matchmaking sessions. All firms were encouraged to register in the Smithsonian's Small Business Database.	8/4/2019 - 9/5/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supporting Supplier Diversity Goals	Supplier Diversity	Masters PhD Other Programming for Adults
Secretary	OEEMA	29th Annual Government Procurement Conference	OEEMA assisted in the planning and participated in the 28th Annual Government Procurement Conference and provided advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	4/15/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supporting Supplier Diversity Goals	Supplier Diversity	Masters PhD Other Programming for Adults
Secretary	OEEMA	USAID Small Business Fair	OEEMA participated at USAID's Small Business Fair and provided advice and assistance to local small businesses on how to do business with Smithsonian. This event also provided OEEMA's interns the opportunity to engage with small businesses on the Smithsonian's supplier diversity efforts.	5/16/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supporting Supplier Diversity Goals	Supplier Diversity	Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Congressional Black Caucus Foundation (CBCF) Annual Legislative Conference	Hosted a booth at the Congressional Black Caucus Foundation's Annual Legislative Conference. OEEMA participated in this outreach event with SDP Liaisons from AAA, HMSG, NMAAHC, OCEA, OCon&PPM, OF&A, OGR, OSHEM, and SIL.	2/2019 - 9/14/20	Completed	African Americans	No	Supporting Supplier Diversity Goals	Supplier Diversity	Masters PhD Other Programming for Adults
Secretary	OEEMA	Supplier Diversity Interns	OEEMA hosted two college interns who assisted the Supplier Diversity Program (SDP) in outreach to the small business community, improvements to SDP's vendor maintenance system, and educational visits to a variety of Smithsonian units to understand SI's business and procurement needs.	Spring 2019	Completed	Women	Yes	Internships Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity Workforce Diversity	College/University
Secretary	OEEMA	SAAA Internship Program	OEEMA hosted an intern through the SAAA internship program. This individual continued Supplier Diversity Program's mission of advocating for increased small business use by developing and implementing small business follow-up procedures, evaluating small business marketing materials, and updating databases with sources of prospective vendors. They also served as a point of contact for Supplier Diversity Program inquiries and continued to augment capability statement response procedures to ensure timely engagement with prospective small business partners.	Spring 2019	Completed	African Americans Residents of Under-resourced Communities	Yes	Internships Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity Workforce Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	GovConectx	OEEMA participated at the provided advice and assistance minority-owned small businesses on how to do business with the Smithsonian at the GovConectx small business conference. All firms were encouraged to register in the Smithsonian's Small Business Database.	10/13/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Supporting Supplier Diversity Goals	Supplier Diversity	Masters PhD Other Programming for Adults
Secretary	OEEMA	2019 OCon&PPM Share Fair	OEEMA collaborated with OCon&PPM to locate small businesses to participate in OCon&PPM's two-day Share Fair. This two-day event served as a power exchange of information among Smithsonian staff, OCon&PPM, SDP, and small businesses.	3/3/2019 - 4/4/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Women	No	Supporting Supplier Diversity Goals	Supplier Diversity	Masters PhD Other Programming for Adults
USFA	AP	Project SEARCH	Project SEARCH is a 10-month internship program for young adults with cognitive disabilities, which is sponsored by the Accessibility Program. Interns in 3 10-week internships during their tenure to increase their job readiness skills. In addition, interns gain experience in other job development areas, such as resume writing, interviewing and professional workplace behavior. Each year the Smithsonian hosts 10-12 interns. To date, SI has hired 27 interns with a 94% retention rate, further diversifying SI's workforce.	2013 - Present	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Internships	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University
USFA	AP	Morning at the Museum	Morning at the Museum is an ongoing initiative in which individuals with cognitive disabilities or sensory processing disorders and their families are invited to visit an SI museum one hour before it opens to the public. Families are given "pre-visit" materials to help them prepare (e.g., social stories, visual schedules, sensory tips, etc.) and are allowed to participate in theme-related activities that are developed for different learning types. In 2018, AP hosted 28 MATM programs. In addition, the AP manages the advisory committee for the program.	2011 - Present	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	AP	See Me at the Smithsonian	See Me is a program for adults with dementia and their caregivers. Managed by AP, programs take place in different SI museums each month. Participants engage in small group discussions about the museums' collections. Often multi-sensory elements are incorporated into the programs to enhance the experience.	10/2017 - Present	In Progress	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Other Programming for Adults
USFA	AP	User Experts Group	User Experts Group Individuals with disabilities participate in a variety of discussions, sessions, and charrettes to provide input on how to create accessible exhibitions and programs at the Smithsonian. User experts vary in age and in ability.	10/2017 - Present	In Progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Smithsonian Accessibility Network	AP staff coordinated the formation of the Smithsonian Accessibility Network in collaboration with educators and staff from around SI to promote accessibility best practices, provide staff training, and encourage community partnerships. The network hosts bimonthly workshops and training opportunities.	2017 - Present	In Progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Greater Washington Internship Coalition	As a member of the GWIC, the Accessibility Program is dedicated to increasing the number of internship and educational opportunities for individuals with disabilities at SI and in the community. The GWIC meets quarterly. Members regularly participate in outreach events such as affinity-group conferences and internship/career fairs in Washington, DC to promote SI academic programs to diverse audiences	2014 - Present	In Progress	Individuals with Disabilities	No	Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Education Fellowships Internships Recruitment Training	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	AP	Accessibility Training	AP staff trained multiple SI units' staff, volunteers, and interns on inclusive customer service, best practices, access services, and disability awareness.	Ongoing	In Progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	OCIO	Internships	OCIO hosted 20 interns of varied ethnicities and backgrounds.	FY 2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities	Yes	Internships	Program Diversity	High School (9th - 12th Grade) College/University
USFA	OSP	Internship	Identify candidate for unpaid internships	1/2019 - 8/2019	Completed	Hispanics	No	Internships	Workforce Diversity	High School (9th - 12th Grade)
USFA	OSP	Internship	Identify candidate for unpaid internship	7/2019 - 8/2019	Completed	White	No	Internships	Program Diversity	College/University
USFA	OSP	Internship	Identify candidate for unpaid internship	7/2019 - 8/2019	Completed	White	No	Internships	Program Diversity	College/University
USFA	OSP	Internship	Identify candidate for unpaid internship	6/2019 - 8/2019	Completed	White	No	Internships	Program Diversity	College/University
USFA	OSP	Internship	Identify candidate for unpaid internship	11/5/2019 - 11/14/2019	Completed	African Americans	No	Internships	Program Diversity	High School (9th - 12th Grade)
USFA	OSP	Internship	Identify candidate for unpaid internships	8/26/2019 - 12/9/2019	In Progress	African Americans	No	Internships	Program Diversity	College/University
USFA	OSP	Internship	Identify candidate for unpaid internship	1/2019 - 4/2019	In Progress	Italian	No	Internships	Program Diversity	College/University
Provost	AAA	Riffing on the Collection: Cheech Marin Encounters the Archives of American Art	Visitors joined Cheech Marin and Archives staff in an intimate setting to encounter, firsthand, original documents from the Archives of American Art, including letters from Frida Kahlo, sketchbooks from the papers of artists in Cheech's personal collection of Chicano art and other gems of American art history. The Archives gathered Cheech Marin's oral history in 2017.	12/6/2018	Completed	Hispanics	No	Collections	Program Diversity	Other Programming for Adults
Provost	AAA	Visual Arts and the AIDS Epidemic: An Oral History Project	On October 13, 2018, Liza Kirwin attended and lectured at the Oral History Association's annual meeting in Montreal, Canada, on Within Silence: HIV/AIDS and the Visual Arts Listening Session panel, with Theodore Kerr, about the Visual Arts and AIDS Epidemic Oral History Project.	10/13/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Public Programming Training	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Archives of American Art Journal	The fall 2018 issue of the Archives of American Art Journal (vol. 57, no. 2) is a special edition focused on Latino art and archives. The issue features research articles by Karen Mary Davalos, whose publications on Chicano art have helped define the field, and Tatiana Reinoza, a postdoctoral fellow preparing a book on Latino printmaking. To accompany this new research, we commissioned art historian Jennifer A. González to conduct interviews with academics and curators whose scholarship on Latino art engages deeply with archives at the Smithsonian and beyond. The Archives' national collector Josh T. Franco critically surveys the Smithsonian's engagement with Latino studies and the many collections he acquired for the Archives while overseeing our three-year focused Latino Collecting Initiative (2015–2017).	10/2018 - 10/2021	In Progress	Hispanics	No	Collections Education	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	AAA	Advisory Board of the Archives of American Art Journal	New appointments to the Advisory Board of the Archives of American Journal include Latino artist Ken Gonzales-Day and Asian American artist Mel Chin.	10/15/2018	Completed	Hispanics	No	Advisory Board Member Diversity	Program Diversity	Other Programming for Adults
Provost	AAA	African American Art Advisors Committee	In the first quarter of FY 2019, the Archives assembled a committee of distinguished scholars in the field of African American art to serve as advisors to our special collecting initiative documenting African American art, funded by the Luce Foundation.	11/2018	In Progress	African Americans	No	Education Employee Affinity Groups Collections	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	Funding for Underrepresented Groups	The Archives received a \$5M endowment from the Roy Lichtenstein Foundation to process and digitize material on art and artists from historically underrepresented groups in the Archives' collections and the American canon, making them broadly available online.	11/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Collections Education	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Other Programming for Adults



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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Women's Initiative	In the first quarter of FY 2019, the Archives has undertaken oral history initiatives in the art of African Americans and Latinos and has a pending proposal with the Smithsonian Women's Initiative for oral history interviews of Native American women.	10/2018 - 12/2018	In Progress	African Americans Hispanics Native Americans	No	Collections	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	Increased Minority Intern Applications	The Archives has made a conscious decision to pay all interns in order to lower financial barriers to participation across a wider range of applicants. We are now enrolled in "Handshake," an aggregated recruiting tool that has increased minority intern applications.	10/1/2018	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships Recruitment Training	Program Diversity Workforce Diversity	College/University Other Programming for Adults
Provost	AAA	Association of Research Institutes in Art History (ARIAH) Best Practices - Diversity and Inclusion Committee	Liza Kirwin continues to serve on the Best Practices (Diversity & Inclusion) committee of the Association of Research Institutes in Art History (ARIAH).	10/1/2018 - 3/31/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Collections Conferences w/Colleges or Universities Conferences w/Professional Organizations Education Fellowships Internships Public Programming Recruitment	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	African American Art Article - Henry Ossawa Tanner	Article written by Jeffrey Richmond-Moll - artist Henry Ossawa Tanner (1859–1937)	11/7/2018	Completed	African Americans	No	Collections	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Henry Luce Foundation - African American Collecting Initiative	Henry Luce Foundation African American Collecting Initiative Update: Funded by a grant from the Henry Luce Foundation, the goal of the Archives' multi-year African American Collecting Initiative is to increase the number of collections by and about African Americans to tell a broader and more diverse story of American visual art history. In the first year of the initiative, the Luce archivist processed 19 collections totaling 72.2 linear feet of primary source material. As a result, these collections now have an online, fully searchable finding aid, which increases their accessibility and usability by researchers worldwide. Among the collections processed in this first year were the papers of Elizabeth Catlett, Sam Gilliam, Hale Woodruff, and Jacob Lawrence and Gwendolyn Knight.	10/1/2018 - 3/31/2019	In Progress	African Americans	No	Collections Education Internships Public Programming	Program Diversity Workforce Diversity	College/University Masters
Provost	AAA	Plenary speaker at Latino Art Now!	Plenary speaker at Latino Art Now! 2019 arra-Frausto (April 4) conference with Roberto Tejada and Tomas Yb	4/4/2019	Completed	Hispanics	No	Conferences w/Professional Organizations; #Public Programming	Program Diversity	Other Programming for Adults
Provost	AAA	Presented Archive Live with Vincent Valdez at Latino Art Now! 2019	Presented Archive Live with Vincent Valdez at Latino Art Now! 2019	4/5/2019	Completed	Hispanics	No	Collections; #Conferences w/Professional Organizations; #Public Programming	Program Diversity	Other Programming for Adults
Provost	AAA	Interviewed for West Texas Talk on Marfa Public Radio	Interviewed for West Texas Talk on Marfa Public Radio regarding the Virgin of Guadalupe and art in Marfa, Texas	4/30/2019	Completed	Hispanics	No	Collections; #Research Associates	Program Diversity	Other Programming for Adults
Provost	AAA	Performed 'Procession: Mayahuel Meets Guadalupe' - Agave Festival in Texas	Performed 'Procession: Mayahuel Meets Guadalupe' with Santa Barraza and Kay Turner as part of Agave Festival in Marfa, Texas	6/2/2019	Completed	Hispanics	No	Collections; #Public Programming; #Research Associates	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Provided tour of AAA to Elizabeth Goizueta and Hortensia Soriano	Provided tour of AAA to Elizabeth Goizueta and Hortensia Soriano	6/21/2019	Completed	Hispanics	No	Collections	Program Diversity	Other Programming for Adults
Provost	AAA	Tour and Presentation to Latinx Collections to 2019 cohort of SI Latino Museum Studies Program	Provided tour and presentation on Latinx collections to 2019 cohort of SI Latino Museum Studies Program (LMSP) Fellows (July 30)	7/30/2019	Completed	Hispanics	No	Please choose all that apply:	Workforce Diversity	Other Programming for Adults
Provost	AAA	Elizabeth Catlett's Papers for 'Students Aspire' and the (Black) Artist as Engineer	AAA Blog: In 1974, twenty artists were invited by Howard University's School of Engineering to submit design proposals for a sculpture contest. The winning work was to be featured on the historically Black university's newly minted chemical engineering building. Of the eight artists who submitted sketches, seven finalists were invited to send in models or maquettes and present them to an art committee for approval. In the end of the two-year process, the decision came to a vote. Howard alumna and renowned artist, Elizabeth Catlett was chosen to bring art to the science wing. Just a few years after she'd been honored with an individual art exhibition at the university in 1972, Catlett was handpicked by her alma mater once more.	2/26/2019	Completed	African Americans	No	Collections;#Internships;#Research Associates	Workforce Diversity	Other Programming for Adults

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Provost	AAA	Val Laigo, José Rizal Park, and the Mosaic of Filipino America	AAA Blog: What is now Dr. José Rizal Park, an outdoor space for the local Beacon Hill community in Seattle, Washington, was once a condemned land. Inaccessible to the public until it was acquired in 1971 by the City of Seattle Parks Department, the land would not be dedicated until 1979. Taking the name of Filipino nationalist Dr. José Rizal, an ophthalmologist-turned-anticolonial writer who was executed by the Spanish colonial government for sedition, the park would take on a political life of its own following years of suppression. By 1981, with the completion of Filipino artist Val Laigo's outdoor mosaic East is West, the park had acquired an artistic addition to its original attractions.	3/13/2019	Completed	Asian Americans	No	Collections;#Education	Program Diversity Workforce Diversity	College/University Other Programming for Adults
Provost	AAA	Board Member Appointee	Hiroko Ikegami was appointed to the Archives of American Art Journal advisory board for a three-year term.	7/2019	Completed	Asian Americans	No	Public Programming;#Recruitment	Workforce Diversity	Other Programming for Adults
Provost	AAA	Oral History Interviews with American Indians	Archives received funding from the Leon Polk Smith Foundation to conduct oral history interviews of five American Indians, in partnership with NMAI.	7/2019	Planned	Native Americans	No	Collections;#Public Programming;#Research Associates	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	Interviewing African American Artists	The Archives has an ongoing initiative (2019–2020) to interview African American Artists	7/2019	In Progress	African Americans	No	Collections;#Education	Program Diversity	Other Programming for Adults
Provost	AAA	Interviewing Latino artists	The Archives has an ongoing initiative (2019–2020) to interview Latino artists (2019–2020) funded by the Latino Initiatives Pool.	7/2019	In Progress	Hispanics	No	Collections;#Education	Program Diversity Workforce Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Participation in a Diversity Committee	Liza Kirwin, deputy director, is participating in a diversity committee for the Association of Research Institutes in Art History.	9/6/2019	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Conferences w/Colleges or Universities;#Conferences w/Professional Organizations;#Education	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	Interview with Muralist Louise Jones	<p>American Art exhibition Bloom: Flowers from the Archives of American Art, curator Mary Savig invited the artist Louise Jones (née Chen) to create a mural for the Lawrence A. Fleischman Gallery space. Jones, who goes by the artist name Ouizi, has gathered admirers and accolades for her luminous murals, which are often flower-themed. The mural she created for the Archives is titled Adaptation Nocturne and it incorporates roses, irises, clover, and other flowers, along with inspiration drawn from Orchids: Amazing Adaptations on view through April 27 in the Kogod Courtyard, adjoining the exhibition space.</p> <p>Jones was born and raised in Los Angeles and studied drawing and printmaking at the University of California, Santa Cruz. She moved to Detroit in 2014 and has made over fifty murals—many of which are in the city; across the country in North Carolina, New York, Virginia, Arkansas, Illinois, Hawaii, and other places; and abroad in China and New Zealand. A gifted multitasker, Jones answered some questions about her process and influences, all while deftly painting the clovers on the bottom left corner of the mural in the gallery.</p>	3/28/2019	Completed	Asian Americans	No	Public Programming;#Education	Program Diversity Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Interview with Muralist Louise Jones	<p>Interview with Muralist Louise Jones                      Jones, who goes by the artist name Ouizi, has gathered admirers and accolades for her luminous murals, which are often flower-themed. The mural she created for the Archives is titled Adaptation Nocturne and it incorporates roses, irises, clover, and other flowers, along with inspiration drawn from Orchids: Amazing Adaptations on view through April 27 in the Kogod Courtyard, adjoining the exhibition space.</p> <p>Jones was born and raised in Los Angeles and studied drawing and printmaking at the University of California, Santa Cruz. She moved to Detroit in 2014 and has made over fifty murals—many of which are in the city; across the country in North Carolina, New York, Virginia, Arkansas, Illinois, Hawaii, and other places; and abroad in China and New Zealand. A gifted multitasker, Jones answered some questions about her process and influences, all while deftly painting the clovers on the bottom left corner of the mural in the gallery.                      Read more: <a href="https://www.aaa.si.edu/blog/2019/03/interview-with-muralist-louise-jones#EM1c4pGzCIViwgZk.99">https://www.aaa.si.edu/blog/2019/03/interview-with-muralist-louise-jones#EM1c4pGzCIViwgZk.99</a>                      Give the gift of Smithsonian magazine for only \$12! <a href="http://bit.ly/1cGUIGv">http://bit.ly/1cGUIGv</a>                      Follow us: @Smithsonian Magazine on Twitter</p>	4/4/2019	Completed	Asian Americans	No	Education;#Public Programming	Program Diversity Workforce Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Acquisitions: Senga Nengudi Papers	<p>Blog: This entry is part of an ongoing series highlighting new acquisitions. The Archives of American Art collects primary source materials—original letters, writings, preliminary sketches, scrapbooks, photographs, financial records, and the like—that have significant research value for the study of art in the United States. A version of this essay was originally published in the Spring 2018 issue (vol. 58, no. 1) of the Archives of American Art Journal. More information about the journal can be found at <a href="http://www.journals.uchicago.edu/toc/aaa/current">http://www.journals.uchicago.edu/toc/aaa/current</a>.</p> <p>African American conceptual artist Senga Nengudi was born Sue Irons in 1943 in Chicago. In 1975 she adopted the African name Senga Nengudi. The Archives' acquisition of her papers secures Nengudi's legacy as a pioneer of post minimalism and performance art and as a political activist. The papers recount decades of experimentation with materials, as well as efforts to expand the expressive potential of sculpture and dance. They also chronicle Nengudi's exploration of the exhibition possibilities for African American artists outside of traditional museum and gallery spaces.</p> <p>Nengudi's papers document her studies in both the US and Japan. They contain essays, term papers, sketches, and scores from her years at California State University, Los Angeles, where she earned a bachelor of fine arts with a minor in dance (1966) and a master of arts in sculpture (1971). In 1966–67, Nengudi studied Japanese culture at Waseda University in Tokyo. There she shifted her artistic focus from material and physical conditions to a more philosophical approach oriented toward the immaterial and metaphysical. She explored the relationship between time and space, lines and light, improvisation and choreographed movement, ritual and revolution. Representing her time in Tokyo is a Pan Am bag stuffed with airmailed postcards, letters, and stamped tags from boxes that passed through customs. The letters from her mother, her brother, and her beau, Elliot Fittz, kept Nengudi connected to racial tensions in the US at the time.</p>	5/22/2019	Completed	African Americans	No	Collections;#Education	Program Diversity Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Elizabeth Catlett and the (Black) Artist as Engineer	<p>Blog: In 1974, twenty artists were invited by Howard University's School of Engineering to submit design proposals for a sculpture contest. The winning work was to be featured on the historically Black university's newly minted chemical engineering building. Of the eight artists who submitted sketches, seven finalists were invited to send in models or maquettes and present them to an art committee for approval</p> <p>Howard alumna and renowned artist, Elizabeth Catlett was chosen to bring art to the science wing. Just a few years after she'd been honored with an individual art exhibition at the university in 1972, Catlett was handpicked by her alma mater once more. Over four decades after graduating in 1935, African-American lithograph artist and sculptor Elizabeth Catlett returned to Howard, not as a former student led by nostalgia, but as a contracted artist.</p> <p>Read more: <a href="https://www.aaa.si.edu/blog/2019/02/elizabeth-catletts-students-aspirer-and-the-black-artist-engineer#Ala9SvzuUM4RIG4K.99">https://www.aaa.si.edu/blog/2019/02/elizabeth-catletts-students-aspirer-and-the-black-artist-engineer#Ala9SvzuUM4RIG4K.99</a></p> <p>Give the gift of Smithsonian magazine for only \$12! <a href="http://bit.ly/1cGUiGv">http://bit.ly/1cGUiGv</a></p> <p>Follow us: @Smithsonian Magazine on Twitter</p>	5/31/2019	Completed	African Americans	Yes	Collections;#Education;#Public Programming	Program Diversity Workforce Diversity	Other Programming for Adults



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	The Black Art Historian and the Visual Legacy of Revlon's "Polished Ambers"	<p>In the summer of 1980, art historian and critic Judith Wilson was commissioned by Essence magazine, a Black women's publication founded in 1970, to conduct interviews with Black women visual artists working in the new decade. An Essence typescript memo in the Judith Wilson papers, dated September of the same year, shows a request for Wilson's expertise in the formation of a list of Black women artists, a list that would be forwarded to none other than the multinational cosmetics powerhouse Revlon. In anticipation of a possible "Polished Ambers" promotion set to run in 1981, Essence positioned itself in collaboration with Revlon and its efforts to craft a campaign that was slated to "involve Black women artists across the country."</p> <p>Polished Ambers, Revlon's cosmetic line for Black women, was a short-lived campaign that began in 1975 in an effort to "capture the upscale ethnic market." Highly artistic, the brand largely introduced itself to its target audience through eye-catching visuals rather than product testimonials. Harnessing the power of affirming imagery, Polished Ambers advertisements featured Black models like Iman, Peggy Dillard-Toone, and Gail Kendrick. Signing an unprecedented two-year, six-figure deal with Iman, Revlon's campaign gave Black beauty the commercial treatment which, as Black Enterprise pointed out in 1978, Black-owned cosmetics businesses had long been denied. Adopting a refined aesthetic and trafficking in emotional appeals, a few of the ads for Polished Ambers featured Black women in mink coats and/or corporate wear, their images fixed alongside slogans that suggested a knowledge of the racial beauty politics facing African Americans. "You don't have to borrow anybody else's beauty," one ad declares.</p>	6/4/2019	Completed	African Americans	No	Collections;#Education	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	Book Review "Emerging Trends in Archival Science"	Rayna Andrews wrote a review for Mid-Atlantic Archivist, entitled "Emerging Trends in Archival Science", published in the spring 2019 issue.	2/3/2019	Completed	African Americans	No	Education;#Research Associates	Workforce Diversity	Other Programming for Adults
Provost	AAA	Presentation about archival processing and the Henry Luce Foundation	Rayna Andrews gave a presentation about archival processing and the Henry Luce Foundation African American Collecting Initiative to the National Board Member Spouses and to members of the Office of Advancement	2/1/2019	Completed	African Americans	No	Collections;#Conferences w/Professional Organizations;#Education;#Public Programming	Program Diversity Workforce Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Collective Responsibility Forum in Pittsburgh, PA	<p>Rayna Andrews attended the first of two planned forums discussing contingent and precarious labor practices in libraries and archives. The first forum focused on sharing experiences and identifying ways we might create structural change. More information here: <a href="http://laborforum.diglib.org/forum-1">http://laborforum.diglib.org/forum-1</a></p> <p>Goals for the forum were as follows:</p> <ol style="list-style-type: none"> <li>1.To provide a space for workers to share their experiences and thoughts.</li> <li>2.To better understand each other’s experiences and build solidarity.</li> <li>3.To identify commonly-shared negative experiences and reflect on which structures/systems perpetuate them.</li> <li>4.To identify structures which promoted wholeness or minimize harm.</li> <li>5.To reflect on how we may use what we’ve learned to create structural change.</li> </ol>	4/25/2019 - 4/26/2019	Completed	African Americans	No	Career Counseling;#Conferences w/Professional Organizations;#Education	Workforce Diversity	Other Programming for Adults
Provost	AAA	MARAC Diversity and Inclusion Committee	Rayna Andrews is a member of the MARAC's Diversity and Inclusion committee.	2/1/2019	In Progress	African Americans	No	Career Counseling;#Conferences w/Professional Organizations;#Education;#Public Programming	Workforce Diversity	Other Programming for Adults
Provost	AAA	MARAC Diversity and Inclusion Committee	Rayna Andrews is on the planning committee for the upcoming MARAC fall meeting in Cambridge, MD (ongoing, the meeting is in November). She will be coordinating sessions related to mentorship and advocacy.	10/2018	Planned	African Americans	No	Conferences w/Professional Organizations;#Education;#Public Programming	Workforce Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Steering Committee for SAA's Women Archivists Section	Rayna Andrews is on the Steering Committee for SAA's Women Archivists Section	2/1/2019	In Progress	Residents of Under-resourced Communities	No	Career Counseling;#Conferences w/Professional Organizations;#Public Programming	Workforce Diversity	Other Programming for Adults
Provost	AAA	Ad hoc group of SAA leaders	Rayna Andrews is working on an ad hoc group to update guidelines for job posting procedures with the goal of promoting transparency and pay equity in the field.	2/1/2019	In Progress	Residents of Under-resourced Communities	No	Career Counseling;#Conferences w/Professional Organizations;#Education;#Digital Promotion of Job Opportunities	Workforce Diversity	Other Programming for Adults
Provost	AAA	Course on Developing and Administering Ethnic & Cultural Heritage Resources	Rayna Andrews attended the California Rare Book School course Developing and Administering Ethnic & Cultural Heritage Resources.	8/12/2019 - 8/16/2019	Completed	Residents of Under-resourced Communities	No	Career Counseling;#Conferences w/Professional Organizations;#Education;#Supplier Diversity Outreach	Workforce Diversity	Other Programming for Adults
Provost	ACM	Reach all DCPS Schools	ACM, through its student and teacher programs seeks to advance its outreach to DCPS students and teachers through its student and teacher programs. These include teacher workshops for current exhibitions; student career day programs; school tours; family day programs; and off-site art workshops.	2018/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Urban Waterways' Women's Environmental Leadership Initiative	In conjunction with the SI American Women's History Initiative (AWHI), ACM received a grant from AWHI (\$37,000) to conduct a project focusing on environmental and social justice including an oral history series; dinner and discussion programs, and a publication	2019 - December 2020	In Progress	Women	Yes	Education Heritage Month Programming Internships Memorandums of Understanding Informal Memorandums of Understanding Formal Public Programming Research Associates	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Broadening Audience Scope	ACM is broadening access to its brand by making concerted efforts to take elements of its exhibitions and programming into the many communities it serves. A recent partnership with DC Public Libraries is allowing ACM to cross-collaborate on public programming as well as have satellite exhibitory in several DC public library branches during the run of ACM's current exhibition, "A Right to the City".	2019 - Ongoing	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Heritage Month Programming Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	CHNDM	Morning at the Museum	Morning at the Museum is a project of the Smithsonian Institution's Accessibility Program and the Smithsonian Museums. Guided by a Community Advisory Committee comprised of museum educators, exhibit designers, professionals who work with children with cognitive or sensory processing disabilities, parents, and self-advocates, the Smithsonian has developed a series of pre-visit materials designed to help children with cognitive and sensory processing disabilities and their families enjoy a visit to the Smithsonian Museums.	10/1/2018 - 9/30/2019	Completed	Individuals with Disabilities	Yes	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	CHNDM	Design Dialogues	Free program for individuals with Alzheimer's or other dementias and their care partners to experience and discuss design objects and exhibitions in a small group.	3/31/2019 5/19/2019 7/14/2019	Completed	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	CHNDM	Verbal Description + Sensory Tours	Verbal description tours of exhibitions are offered the first Friday of every month.	10/01/2018 - 9/30/2019	Completed	Individuals with Disabilities	Yes	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	CHNDM	Teen Design Access Workshop + Fair	Workshop for teens with autism on the design process, visit to exhibitions, and participation in the National Design Week's Teen Design Fair.	10/16/2018	Completed	Individuals with Disabilities	Yes	Education Public Programming	Program Diversity	High School (9th - 12th Grade) College/University
Provost	CHNDM	Inclusive Design Fashion Workshops and Panel	Panel discussion held in collaboration with ReelAbilities Film Festival: NY, featuring designers working in adaptive fashion, Open Style Lab and Target's Design for All.	4/06/2019	Completed	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	CHNDM	Global Accessibility Awareness Day	Workshop led by Microsoft for artists with intellectual or developmental disabilities, in partnership with YAI and Land Gallery.	5/16/2019	Completed	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	CHNDM	Large Print Labels	Large-print labels have been produced for all exhibitions during the year.	10/01/2018 - 9/30/2019	Completed	Individuals with Disabilities	No	Exhibitions	Program Diversity	Other Programming for Adults
Provost	CHNDM	Audio Description for Exhibition Media	Audio description was made available for all videos featured in exhibitions during FY19. This included the creation of new content through a contractor, in-house content creation, and designer-driven adaptations.	10/01/2018 - 9/30/2019	Completed	Individuals with Disabilities	Yes	Exhibitions	Program Diversity	Other Programming for Adults
Provost	CHNDM	Focus Groups and Accessibility Advisory Committee	CHSDM organized an advisory group convening twice each year with ongoing support to various projects and informing on priorities for accessibility initiatives at CH. Specific focus groups were organized around gallery engagement tools and exhibition installations.	10/25/2018	Completed	Individuals with Disabilities	Yes	Exhibitions	Program Diversity	Other Programming for Adults
Provost	CHNDM	Supporting Transitions Internship	Supporting Transitions is a program led by the Museum, Arts and Culture Access Consortium (MAC), a network of cultural practitioners and advocates in the NY Metro Area. ST aims to address the pipeline of employment for adults with autism in cultural organizations.	3/1/2019 - 6/1/2019	Completed	Individuals with Disabilities	No	Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	CHNDM	Image Description Training Materials	Through a Smithsonian Accessibility Innovation Fund (SAIF) grant, CHSDM partnered with Freer   Sackler and Hirshhorn to produce a series of training modules on the topic of website accessibility and image descriptions. The project also resulted in the creation of image description guidelines which can be used across SI.	11/12/2018-04/24/2019	Completed	Individuals with Disabilities	Yes	Training	Program Diversity	Other Programming for Adults
Provost	CHNDM	Alexa Voice Interface Prototype	CHSDM in collaboration with Prime Access Consulting and Alley Interactive developed a prototype voice interface delivering a virtual tour of a Cooper Hewitt exhibition Tablescapes for remote visitors.	5/1/2019	Completed	Individuals with Disabilities	No	Virtual Programming	Program Diversity	Other Programming for Adults
Provost	CHNDM	ePub The Senses: Design Beyond Vision publication	CHSDM converged the publication for The Senses: Design Beyond Vision into an e-pub, a format accessible to individuals who are blind or have low-vision, and distributed free of charge.	10/24/2018	Completed	Individuals with Disabilities	No	Virtual Programming	Program Diversity	Other Programming for Adults
Provost	CHNDM	Pay-What-You-Wish Saturdays	Saturdays from 6:00 p.m. to 9:00 p.m., pay-what-you-wish admission.	10/01/2018 - 9/30/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders Native Americans	No	Admissions Policy	Program Diversity	Other Programming for Adults
Provost	CHNDM	Diseno Lecture Series	Free workshop and lecture DISEÑO series, which focuses on design and Latino Identity.	11/05/2018	Completed	Hispanics	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	See Me at Smithsonian	An interactive tour of the museums monthly that is tailored to individuals with dementia and their care partners	2/2018 to Present	In Progress	Individuals with Disabilities	Yes	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Interactive Cosmic Buddha	Interactive exhibit for visitors with vision loss. Uses digital printing and touch activated audio prompts to provide in-depth information about museum's artwork.	10/2018 - Present	In Progress	Individuals with Disabilities	Yes	Public Programming Collections	Program Diversity	Other Programming for Adults
Provost	FSG	Accessibility Toolkit	Toolkit designed for museum professionals wishing to implement accessibility programs at their museums	5/1/2019	Completed	Individuals with Disabilities	Yes	Training Education	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	FSG	Accessibility Training	F S staff worked with the Accessibility Office to develop a series of trainings to both new docents and continuing docents about making tours accessible for all visitors and working with diverse learners	5/21/2019 - 9/25/2019	In Progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
Provost	FSG	Tours in Other Languages	F S staff organized docents who speak Japanese, Korean, Chinese and Spanish to provide 40 tours to 782 visitors	10/1/2018 - Present	In Progress	Asian Americans Hispanics	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Reserved Tours for K-12 Students and Adults	F S offers free reserved docent-led tours to K-12 school groups as well as university and adult groups. Some of these groups self-identify as a historically underrepresented group.	10/1/2018 - Present	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	FSG	Outreach Educator Program	Contractor staff visit select DC Public and Public Charter schools one week prior to their museum visit	10/11/2018 - Present	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	FSG	DC Arts and Humanities Education Collaborative Museum Visit Program	Reserved tours for schools selected through a membership program with the DC Arts and Humanities Education Collaborative. A free bus is provided for each visit.	10/21/2016 - Present	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	FSG	Monthly Supplier Diversity Emails	The Freer Sackler sends out a monthly all-staff email update that includes a section on supplier diversity vendors. This includes providing vendor information, sharing capability statements, or pointing staff to the supplier diversity database.	10/1/2018 - Present	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Advanced Procurement Plan Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults

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Provost	FSG	Chinese Object Study Workshops	Two one week workshops held for graduate students, for the study of Chinese art, with some Asian American instructors	6/2019 and 8/2019	Completed	Asian Americans	No	Education Public Programming	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	FSG	Sufi Arts	Full day program exploring the arts of Sufism, with a focus on South Asia and Asian American speakers	10/13/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	The Sogdians: Influencers Along the Silk Roads	A historical overview and introduction of new online exhibition focused on the Sogdians (based in Central Asia and China), followed by a gallery tour and 3D printing demo of Sogdian objects.	6/30/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Internships	In FY19, Freer and Sackler hosted interns, of whom 24 belonged to underserved groups	10/1/2018 - Present	In Progress	African Americans Asian Americans Hispanics	No	Education	Workforce Diversity	College/University Masters
Provost	FSG	Freer Sackler Teen Council	The Freer Sackler Teen council is an afterschool program throughout the academic year that introduces teens from across the DC, Maryland and Virginia region to Asian art and culture, and museum careers. 15 students participated in the program in FY18, and 500 additional teens were served through programs created by the core group of teens, including a teens take over the museum event. The group is very diverse and includes teens of different races, cultural backgrounds, and income levels.	10/2018 - 5/2019	Completed	African Americans Asian Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	High School (9th - 12th Grade)
Provost	FSG	Asian Pacific American Heritage Month Celebration	A rich day of activities for all ages, exploring aspects of Asian and Asian American culture, including film, music, and art making.	5/18/2019	Completed	Asian Americans Buddhist community	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults



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Provost	FSG	African Diaspora Heritage Film Screening and Talk: Guangzhou Dream Factory	Documentary screening about African migrants in China, co-presented with the National Museum of African Art	10/3/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Nowruz	Ringling in the Persian New Year at our tenth annual Nowruz celebration featured free attractions for all ages and welcomed 8,400 visitors. Activities included a Haft sin table display, storytelling by Xanthe Gresham, calligraphy, hands-on art activities, live music, and food. The featured exhibitions were: Engaging the Senses and Feast Your Eyes.	3/16/2019	Completed	African Americans Asian Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	FSG	Empresses Opening Day Festival	Welcoming the return of spring and the annual blossoming of the Tidal Basin's cherry trees, 10,000 visitors explored Asian art at the Freer and Sackler Galleries with family-friendly tours and learned about Empresses of China's last dynasty. This year's events included a daylong celebration featuring pop-up art-making activities and artist demonstrations inspired by the spring season and the launch of our new Chinese Empresses exhibition.	3/20/2019	Completed	Asian Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	FSG	Indian Food Festival	Food festival featuring six local Indian restaurants in collaboration with the Embassy of India.	6/15/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Asian American Literature Festival	Evening event featuring poetry readings, performances, food, and music in collaboration with the Smithsonian Asia Pacific American Center. 690 people attended.	8/2/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Smithsonian African American Film Festival	As part of a festival co-presented with the National Museum of African American History and Culture, FSG presented two films involving Asian American and African American communities.	10/25/2018 - 10/26/2019	Completed	African Americans Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Iranian Film Festival	Annual festival of films from Iran.	2/8/2019 - 2/24/2019	Completed	Asian Americans Iranian Americans	No	Public Programming	Program Diversity	Other Programming for Adults

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Provost	FSG	Smithsonian Year of Music Film Screening: Flower Drum Song	FSG presented a screening of the first Hollywood movie to feature an entirely Asian American cast.	5/6/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Made in Hong Kong Film Festival: Men on the Dragon	Film screening attended by a blind and sight-impaired dragon boat racing team, with live audio description.	7/28/2019	Completed	Individuals with Disabilities Blind/Low Vision	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Film Screening: The Ito Sisters	Documentary screening about a Japanese American family the suffered internment during World War II, co-presented with the Smithsonian Asian Pacific American Center	9/20/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Hafez Kotain Ensemble	Classical and popular Arab music	10/20/2018	Completed	Asian Americans Arab Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Music from China Ensemble	Works by living Chinese and Chinese American composers	11/8/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Performance: Buddha Overcomes All Obstacles	Reconstructed classical Khmer dance drama with live music	11/10/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Aeolus Quartet and Mark Morris Dancers	Works by Akira Miyoshi, Toru Takemitsu, and others	12/1/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Shanghai Quartet	String quartet with three Chinese American members performing works of Tan Dun and others	3/7/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert and lecture-demos: Hamid Al-Saadi, vocals; Safaafir ensemble	Classical Iraqi/Arab music	3/8/2019	Completed	Asian Americans Arab Americans	No	Public Programming	Program Diversity	Other Programming for Adults

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Provost	FSG	Concert: The Tale of Genji: A Musical Narrative	Original musical setting of classic Japanese story, with violinist Ikuko Kawai and ensemble	3/24/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Jasper String Quartet	Music by Akira Nishimura and others	4/4/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Performance: Darpana Performing Group	Original dances in modern/bharatanatyam style on themes of women's rights in India	4/18/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Performance: Mahidol Faculty Quartet	Jazz standards and original music by quartet from Thailand	4/26/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Shanghai Kunqu Troupe	Legend of the Jade Hairpin (classical Chinese music theater)	6/8/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Performance: Ravi Kulur and Spilling Ink	Classical south Indian music with dance on themes of Freer ragamala paintings exhibition	7/13/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Performances: Meetings Along the Silk Road	Gao Hong, pipa; Issam Rafea, 'ud	9/14/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	NASM	Heritage Months social media	Social media postings throughout months that have a heritage designation commemorating people from that heritage group who are connected to the museum and its collections.	Ongoing	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Advanced Procurement Plan Digital Promotion of Academic Appointments	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University

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Provost	NASM	African American Pioneers in Aviation and Space Family Day	This day long program acknowledges African Americans that have made, and continue to make, significant contributions to flight and space exploration despite the overwhelming obstacles they had to overcome. The program includes guest speakers who share their personal tales of triumph, hands-on activities that will challenge families to be pioneers in space and aviation, and inspiring stories of African Americans who have overcome challenges and refused to be hidden figures.	2/9/2019 - Present	Completed	African Americans	No	Education Heritage Month Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	NASM	Aero Club Program	Program that partners with the Aero Club of Washington, DC and DC Public Schools to bring diverse middle school students to NASM and other locations to teach them about careers in STEM and educate students on STEM content.	September 2018 - May 2019	Completed	African Americans Residents of Under-resourced Communities	Yes	Education	Workforce Diversity	Middle School (6th - 8th Grade)
Provost	NASM	Holt Scholars	Educational program that provides resources for DC Public School students to come to NASM on field trips and teach STEM content. Offers teacher professional development in STEM.	10/2018 - 3/2019	Completed	African Americans	Yes	Education	Program Diversity	Other Programming for Adults
Provost	NASM	DC Public Schools Night at the Museum	Evening program for DC Public School students and their families visit the Museum after hours - by invitation - to participate in hands-on STEM activities. Buses provided for families and groups of students and their teachers from DC wards that do not typically visit NASM. Dinner provided.	3/15/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NASM	Special Needs Tours	Tours tailored to the needs of visitors with special needs. Staff and volunteers provide additional experiences and support - such as tactile for blind or low vision visitors.	Ongoing	In Progress	Individuals with Disabilities	Yes	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

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Provost	NASM	Mornings at the Museum	A program designed to help children with cognitive or sensory processing disabilities enjoy a visit to Smithsonian museums. Children and their families register, are allowed to enter the Museum before opening, are provided materials before the program, and are provided additional support to understand programs.	4/17/2019	Completed	Individuals with Disabilities	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NASM	Interactive Video Conferences	Connects 5th - 8th grade students and their teachers in Cincinnati, OH to NASM through video conferencing. Staff teacher interactive lessons, and provide pre-work to students to support learning.	10/2018 - 3/2019	Completed	Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	NASM	Explainers	Part time employment opportunity for high school and college students to teach STEM education in the Museum. Staff recruit diverse candidates to the program.	Ongoing	In Progress	African Americans Asian Americans Residents of Under-resourced Communities	Yes	Education Public Programming	Workforce Diversity	High School (9th - 12th Grade) College/University
Provost	NASM	Women in Aviation and Space Family Day	This day long program acknowledges women have made, and continue to make, significant contributions to flight and space exploration despite the overwhelming obstacles they had to overcome. The program includes guest speakers who share their personal tales of triumph, hands-on activities that will challenge families engage with STEM content, and inspiring stories of women who have overcome challenges to become successful in various STEM fields.	4/9/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Public Programming Training	Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	GE Aviation Lecture	The guest speaker is Shaesta Waiz, an Afghan-American female pilot who was the youngest woman to fly around the world. The lecture is scheduled earlier to encourage families to participate, and the speaker will talk about women in aviation careers.	Ongoing	In Progress	Women	Yes	Education Public Programming Training	Workforce Diversity	High School (9th - 12th Grade) College/University
Provost	NASM	She Can STEM Camp	Free STEM and aviation day camp for girls. Preference for students from Title I schools and on free or on reduced lunch meals program.	7/2019 - 8/2019	In Progress	African Americans Asian Americans Residents of Under-resourced Communities	Yes	Education Public Programming	Workforce Diversity	Middle School (6th - 8th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	Afrofuturism	This is a collaborative project involving NASM, NMAfA, and NMAAHC to explore Afrofuturism in art, music, literature, and film. It will involve public events and a scholarly workshop.	Ongoing	Planned	African Americans	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	Hiring by contract of African American scholar Monica Smith, affiliated with Goucher College.	Conduct Women in Military Aviation Oral History Interviews, a joint initiative of Aeronautics and Space History Departments.	Ongoing	In Progress	African Americans	No	Collections	Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	NASA's OPTIMUS PRIME	NASM Advancement and the Aerospace Industries Association partnered to bring the girls and their families to the Museum for a private tour followed by a round table discussion with the Museum and AIA Directors to show their support and to let the girls know that aerospace is fun and inclusive.	Ongoing	In Progress	African Americans	Yes	Education	Program Diversity	High School (9th - 12th Grade)
Provost	NMAH	Native Studies Fellowship	NMAH and NMAI, in cooperation with the Association of Tribal Archives, Libraries, & Museums (ATALM), hosted a new Fellowship in Native American Studies, focused on researching and interpreting NMAH collections from a Native perspective and identifying and developing links between collections at NMAH, NMAI, and ATALM-member institutions.	6/2019 - 8/2019	Completed	Native Americans	No	Fellowships	Program Diversity	College/University Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	African American Social Justice History Internship	Focusing on African American collections in the Division of Political & Military History, this internship aims to expose future museum professionals to curatorial practice, collections management strategies, and African American holdings at NMAH.	9/2019 - 12/2019	In Progress	African Americans	No	Internships	Program Diversity	College/University Masters Other Programming for Adults
Provost	NMAH	Latinx Political History Internship	Focusing on the researching the innovative political organizing strategies developed and employed by undocumented youth to affected national policy, this internship aimed to create a collaborative learning experience to build a Latinx political history collection and share it with a national audience.	6/2019 - 8/2019	Completed	Hispanics Residents of Under-resourced Communities	No	Internships	Program Diversity	College/University Masters Other Programming for Adults
Provost	NMAH	Illegal to be You: Gay History Beyond Stonewall, Artifact Walls Display	In June 1969, LGBTQ+ community members resisted a police raid at the Stonewall Inn, a bar in lower Manhattan. The museum will mark this 50th anniversary with a display featuring objects from its collections that put the history of that memorable event within a larger and longer experience of being gay.	Opened June 2019	Completed	LGBTQIA+ Community	No	Exhibition	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMAH	Guest Lecture	Curator Theo Gonzalves presented a lecture at George Washington University in honor of Filipino American History Month on October 23, 2018.	10/23/2018	Completed	Native Hawaiians/Pacific Islanders	No	Heritage Month Programming	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	NMAH	Symposium participation	Curator Theo Gonzalves participated in a conference sponsored by el Museo y Centro de Estudios Humanísticos (MCEH) at the Universidad del Turabo and the Smithsonian Latino Center titled "Dialogues across the Puerto Rican and Caribbean Diaspora" in Puerto Rico, Nov. 14-16.	11/14/2018 - 11/16/2018	Planned	Hispanics	No	Public Programming Conferences w/Colleges or Universities	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	NMAH	Presentation	On Nov. 20, 2018, Museum Specialist Norkio Sanefuji gave a presentation to staff and volunteers at the Japanese American National Museum, an affiliate in Los Angeles CA, about the Righting a Wrong exhibition.	11/20/2018	Completed	Asian Americans	No	Education	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	The DACA Collecting Initiative	Nancy Bercaw, Chair of Division of Political and Military History, and Patty Arteaga, Curatorial Assistant, "The DACA Collecting Initiative," With funding from the Smithsonian's Latino Center, the National Museum of American History has established a Deferred Action for Childhood Arrivals (DACA) Collecting Initiative to record undocumented youth activism over the past 20 years. Focusing on seven key geographical locations, the Initiative engages in community-based collecting of objects and oral histories in to capture the innovation and progression of the movement. The collections build upon existing collections and highlight undocumented activism is part of the trajectory of American democracy; once gathered, the collections will provide a national repository for scholars, educators, and the public.	Started in 2018	In Progress	African Americans Asian Americans Hispanics	No	Collections	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMAH	Presentation	Robert Horton, Assistant Director, Collections and Archives, presented on LGBTQ+ digital hub project at Queer Histories Conference	6/2019	Completed	LGBTQIA+ Community	No	Conferences w/Professional Organizations Conferences w/Colleges or Universities	Program Diversity	Masters College/University PhD
Provost	NMAH	Univision Collecting	NMAH museum staff spent four days in Miami, FL collecting from Univision national network and gathered over 20 oral histories. NMAH staff involved in this collecting trip where Kathy Franz, Chair of the Division of Work and Industry; Melinda Machado, Director, Office of Communications and Marketing; Mireya Loza, Curator; and Daniela Jimenez, Archivist.	6/2019	Completed	Hispanics	No	Collections	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	SCLDA Video Project	Smithsonian Center for Learning and Digital Access interviewed Curator Theo Gonzalves for a video project that features Smithsonian curators speaking about objects in SI's collections. Gonzalves spoke about the portrait of Joe Bataan in the NPG and upcoming programming concerning Filipino American, African American, and Latinx cultures at NMAH. The project is funded by an LIP grant and the videos will be used in Texas, high-school courses focused on ethnic studies.	7/2019	Completed	African Americans Hispanics Native Hawaiians/Pacific Islanders	No	Education	Program Diversity	High School (9th - 12th Grade)
Provost	NMAH	Conference Panel	Curator Katherine Ott attended OAH annual meeting in Philadelphia for which she organized and chaired a panel: State of the Field: Ableism and Disability	4/2019	Completed	Individuals with Disabilities	No	Conferences w/Professional Organizations	Program Diversity	College/University Masters PhD
Provost	NMAH	Presentations	Curator Theo Gonzalves gave two presentations at the University of Hawai'i at Mānoa (one to the Department of American Studies, the second to the Program in Museum Studies), about his work with NMAH's APA Collection.	2/25/2019 - 2/26/2019	Completed	Asian Americans Native Hawaiians/Pacific Islanders	Yes	Collections Education	Program Diversity	College/University Masters PhD
Provost	NMAH	Interview and Collecting-Kari Kondabolu	Curator Theo Gonzalves interviewed comedian Kari Kondabolu on October 4, 2018. Asian Americans Advancing presented Kondabolu with its 22nd Annual American Courage Award at a ceremony in Washington, D.C. The audio and transcript of the interview will be deposited into the APA Collection at the NMAH Archives Center	10/4/2018	Completed	Asian Americans	No	Collections	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	NMAH	Beyond Stonewall documentary	Curator Katherine Ott served as the PI for an SI-Channel pan-institutional documentary, Beyond Stonewall, that aired June 24. In relation to the film, she attended as speaker at screenings at NMAH, CBS in Los Angeles, and CBS in San Francisco.	6/2019	Completed	LGBTQIA+ Community	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Virtual Info Session on Internships	The NMAH Intern Office hosted a virtual info session with St. Mary's College of California, aimed at students who otherwise might not be able to participate in an internship, to inform students about the application process and to collaborate with staff on internship scholarships at the college.	9/2019	Completed	Residents of Under-resourced Communities	No	Digital Promotion of Academic Appointments	Program Diversity	College/University
Provost	NMAH	Stonewall 50: A Panel Discussion on LGBTQ+ Research	Franklin Robinson, Archives Specialist, participated in the Stonewall 50: A Panel Discussion on LGBTQ+ Research at the Library of Congress.	6/21/2019	Completed	LGBTQIA+ Community	No	Education Public Programming	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	NMAH	Class Lecture	Curator Katherine Ott taught a University of Delaware class of 30 students on LGBTQ+ history.	4/2019	Completed	LGBTQIA+ Community	Yes	Education	Program Diversity	College/University
Provost	NMAH	Presentation	Ashley Rose Young, Historian, gave a talk about the racial and gender dynamics of New Orleans' 20th-century food economy through the life and labor of chef Lena Richard. She gave this talk at the Library of Congress in front of the LOC "Cooking Club" on March 19.	3/19/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	NMAH	Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee Internship	The IDEA Committee Internship provides an opportunity for an intern to learn about cultural institution practices and contribute to the IDEA Council at NMAH.	2/2019 - 5/2019 and 8/2019 - 12/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Program Diversity	College/University Masters Other Programming for Adults
Provost	NMAH	Memorandum of Understanding (MOU) with Colby College	Colby College and NMAH created an MOU to support Colby students in accessing and participating in internships at the Museum. The MOU dictates that Colby will financially support their students as needed to decrease barriers of access for internships at the Museum.	4/2019 - Present	In Progress	Residents of Under-resourced Communities	No	Memorandums of Understanding Formal Internships	Program Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Internship through AnBryce Foundation's Pillors of Excellence Internship Program	Maggie Crawford in the Programs and Audience Development team as well as Priya Menzies, Special Assistant, and the whole Director's Council mentored a high school intern through the AnBryce Foundation's Pillors of Excellence Internship Program.	7/2019 - 8/2019	Completed	Residents of Under-resourced Communities	No	Internships	Program Diversity	High School (9th - 12th Grade)
Provost	NMAH	Increased Transparency of Internship Programs and Equitable Recruitment	The Museum's internship program created a more effective process and increased transparency regarding how mentors request internships for public recruitment and review applications equitably. Updating the website to include stipend information also allows applicants to make informed decisions about opportunities that are accessible to them, and there is also a purposeful increase in the frequency that stipends are given.	6/2019 - Present	In Progress	Residents of Under-resourced Communities	No	Internships	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	NMAH	See Me at the Museum	See Me at the Museum is a monthly interactive gallery program designed for people with dementia and their care partners. Monthly audiences alternate between people in home care and people living in care facilities.	7/12/2019 and 9/19/2019 – Ongoing Once a Month	In Progress	Individuals with Disabilities	No	Public Programming Monthly museum-based program supported by the SI Office of Accessibility	Program Diversity	Other Programming for Adults
Provost	NMAH	Morning at The Museum	Morning at the Museum is a pre-opening program for children with neurocognitive disabilities, their siblings, and adults. Welcoming these visitors to the Museum while it is quieter and less crowded makes the experience less overwhelming. Many families go onto visit museums on their own.	Ongoing- Approximately Once a Year	In Progress	Individuals with Disabilities	No	Public Programming Monthly SI-wide program supported by the SI Office of Accessibility	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Inclusion Infusion	Inclusion Infusion is a collaborative project between Access Smithsonian and the National Museum of American History that offers an innovative package of tools and services to provide an autonomous, content-rich experience to visitors who are blind or have low vision. Inclusion Infusion includes raised line floor plans featuring braille-audio-text screen, Braille and large print take-away guides, Aira– an accessibility service now available in the museum, and online verbal description tours.	6/2018 - Present	In Progress	Individuals with Disabilities Blind/Low Vision	No	Wayfinding and visitor experience	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMAH	Volunteer Recruitment	Through an internal connection, we have gone to the Washington English Center (WEC) to talk about volunteer opportunities here at NMAH. Through the Ambassador program we are able to provide not only the exciting opportunity to be a part of the Smithsonian and all the volunteer enrichments that go with it, but applicants bring with them their multilingual skills to the museum floor where they are able to assist visitors in their own languages. Successful applicants have expressed the additional appeal and success in volunteering with the Ambassador Corp as a way of practicing their English skills that they are learning through classes at the WEC.	Winter 2018 and Winter 2019 Classes	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Newly Immigrated Citizens and Temporary Residents without a Work Visa	No	Volunteer Opportunities Language Resources	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Innovative Lives: James West and Ellington West	Dr. James West, professor of engineering at Johns Hopkins University and inventor of the electret microphone used in over 90 percent of electronics today, alongside his daughter and business partner Ellington West, CEO of Sonavi Labs, a company developing medical products that analyze body sounds for the diagnosis of disease, were invited to speak at The Lemelson Center's signature public program series, Innovative Lives, which brings diverse audiences face-to-face with inventors and innovation leaders. Typically held on a weekday evening in Coulter Plaza at the National Museum of American History, Innovative Lives programs feature inventors, innovators, and entrepreneurs from diverse technical and business fields speaking about their pioneering work and careers, including inspirations, successes, and challenges, all while framing a discussion around how members of the public can participate in innovation. Programs are intentionally informal, with the featured inventor(s) on stage with a moderator in a dialogue and discussion with the audience.	3/6/2019	Completed	African Americans	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMAH	Innovative Lives: Merry Lynn Morris	Dr. Merry Lynn Morris, Assistant Director for the Dance Program at the University of South Florida and inventor of the Rolling Dance Chair for people with disabilities, was invited to speak at The Lemelson Center's signature public program series, Innovative Lives, which brings diverse audiences face-to-face with inventors and innovation leaders. Typically held on a weekday evening in Coulter Plaza at the National Museum of American History, Innovative Lives programs feature inventors, innovators, and entrepreneurs from diverse technical and business fields speaking about their pioneering work and careers, including inspirations, successes, and challenges, all while framing a discussion around how members of the public can participate in innovation. Programs are intentionally informal, with the featured inventor(s) on stage with a moderator in a dialogue and discussion with the audience. This panel was moderated by Beth Ziebarth, director of the Smithsonian Accessibility Programs.	5/1/2019	Completed	Individuals with Disabilities	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Innovative Lives: Impacts of Hip-Hop Culture and Innovation	DJ J Rawls, instructor of Hip Hop, producer, DJ, and author of Youth Culture Power, and Martha Diaz, community organizer, media producer, archivist, curator, social entrepreneur, and adjunct professor at New York University's Gallatin School, were invited to speak at The Lemelson Center's signature public program series, Innovative Lives, which brings diverse audiences face-to-face with inventors and innovation leaders. Typically held on a weekday evening in Coulter Plaza at the National Museum of American History, Innovative Lives programs feature inventors, innovators, and entrepreneurs from diverse technical and business fields speaking about their pioneering work and careers, including inspirations, successes, and challenges, all while framing a discussion around how members of the public can participate in innovation. Programs are intentionally informal, with the featured inventor(s) on stage with a moderator in a dialogue and discussion with the audience. This program was moderated by Jon West-Bey, independent curator and museum consultant, and was presented in conjunction with the America Now festival celebrating Hip-Hop Culture.	6/22/2019	Completed	African Americans	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMAH	Innovative Lives: Kathryn Sullivan	Kathryn Sullivan, astronaut and inventor, in conjunction with publication of Handprints on Hubble: An Astronaut's Story of Invention, part of the Lemelson-MIT Press series, has been invited to speak at The Lemelson Center's signature public program series, Innovative Lives, which brings diverse audiences face-to-face with inventors and innovation leaders. Typically held on a weekday evening in Coulter Plaza at the National Museum of American History, Innovative Lives programs feature inventors, innovators, and entrepreneurs from diverse technical and business fields speaking about their pioneering work and careers, including inspirations, successes, and challenges, all while framing a discussion around how members of the public can participate in innovation. Programs are intentionally informal, with the featured inventor(s) on stage with a moderator in a dialogue and discussion with the audience.	12/4/2019	Planned	Women	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Innoskate 2019 - London	The Innoskate education and outreach program is a unique and successful collaboration between the Lemelson Center for the Study of Invention and Innovation, leaders of the skateboard community, and museum and university partners committed to inspiring diverse audiences to unleash their inherent creativity and inventive thinking. At the core of this dynamic education program are large, public Innoskate festivals that celebrate skateboarding's history and culture to spark the imaginations of young people. Key elements include presentations and discussions with legendary skaters, inventors, scientists, engineers, and artists on topics ranging from neuroscience to street art; family-friendly hands-on invention and STEAM activities; art education projects; learn-to-skate clinics and skate demonstrations; acquisition of skate artifacts for museum collections; and of course, a live best-trick contest. The inaugural Innoskate festival took place in 2013 on the 10th anniversary of global Go Skateboarding Day. For 2019, the Smithsonian's Lemelson Center is creating its 7th Innoskate festival to be held at Queen Elizabeth Olympic Park, London, England on May 24-25 to complement the professional Street League Skateboarding Olympic Qualifying event at the Copper Box Arena. Aligning the Innoskate program with the SLS event provides a powerful opportunity to enhance the connection between SLS and the skateboarding community with the Queen Elizabeth Olympic Park area – an emerging dynamic center of cultural and educational activity. Innoskate showcases the value of integrating an Olympic-level skateboarding competition with a cultural festival: it engages both skaters and non-skaters, of any age, in skateboarding's innovative culture that make it so much more than just a sport. This special Innoskate program features the collective energy and expertise of its multiple collaborators including Autodesk, University College of London's Bartlett School of Architecture, Here East, the London Legacy Development Corporation, the Chelsea and West Ham Football Clubs, and leaders of the skate community from the United States and England. We gratefully acknowledge the financial support of the U.S. Embassy in London, Autodesk, and the Smithsonian to make this event possible. The Innoskate team is excited to inspire young audiences, with a particular emphasis on engaging the youth of east London, to be active contributors to their society driven by technological change and to appreciate invention and innovation happen every day, often in unexpected places.	5/24/2019 - 5/25/2019	Completed	Individuals with Disabilities Residents of Under-resourced Communities	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Recovering Diverse Voices in the History of Invention	<p>The word “inventor” may conjure images of men like Thomas Edison and Alexander Graham Bell, but in reality inventors have and continue to come from every segment of society. Yet the stories of women, people of color, immigrants, people with disabilities, and others often have been overlooked, undervalued, and sometimes lost. This project focuses on these “hidden figures” in the history of invention, combining scholarly research and collecting with public outreach through exhibitions, programming, and publications to increase understanding of the work of diverse and underrepresented inventors. The goal is to create a replicable documentation strategy that can be used broadly to study various groups of inventors.</p> <p>Recovering Diverse Voices in the History of Invention will bring to light the important stories of inventors who have changed our lives in myriad ways and who illustrate a central tenet of the Lemelson Center: Everyone is inventive.</p>	Spring 2019 – Ongoing	In Progress	<p>African Americans</p> <p>Asian Americans</p> <p>Hispanics</p> <p>Individuals with Disabilities</p> <p>Native Americans</p> <p>Native Hawaiians/Pacific Islanders</p> <p>Residents of Under-resourced Communities</p>	No	Research and outreach	Program Diversity	<p>Elementary School (K - 5th Grade)</p> <p>Middle School (6th - 8th Grade)</p> <p>High School (9th - 12th Grade)</p> <p>College/University</p> <p>Masters</p> <p>PhD</p> <p>Other Programming for Adults</p>
Provost	NMAH	Picturing Women Inventors	<p>The word “inventor” may conjure images of men like Thomas Edison and Alexander Graham Bell, but in reality inventors and innovators have and continue to come from every segment of society. Yet the stories of women, people of color, immigrants, people with disabilities, and others often have been overlooked, undervalued, and sometimes lost. This exhibition focuses on one segment of these underrepresented groups—women—to bring to light the important stories of these “hidden figures” who have changed our lives in myriad ways through their inventions and innovations.</p>	3/2019 – Exhibition Opening May 2020	In Progress	<p>African Americans</p> <p>Asian Americans</p> <p>Hispanics</p> <p>Individuals with Disabilities</p> <p>Women</p>	No	Traveling Exhibitions Exhibitions	Program Diversity	<p>Elementary School (K - 5th Grade)</p> <p>Middle School (6th - 8th Grade)</p> <p>High School (9th - 12th Grade)</p> <p>Other Programming for Adults</p>



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Inventive Minds: Women Inventors	The word "inventor" may conjure images of men like Thomas Edison and Alexander Graham Bell, but the history of women inventors is as long as that of their male counterparts. The stories in this exhibition illustrate the creativity of women inventors over more than a century.	9/2019 – 12/2019	In Progress	African Americans Individuals with Disabilities Women	No	Exhibition	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NMAH	Shout! (part of the History Alive! Theatre Program)	Visitors sing along with ring shouts of the Carolina and Georgia Lowcountry, which nourished the souls and buoyed the spirits of enslaved African Americans on rice plantations in the 19th century and inspired new forms of religious and secular music.	6/2019 - 9/2019 (6 Times a Week)	In Progress	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NMAH	Join the Student Sit-Ins (part of the History Alive! Theatre Program)	This program transports visitors to a nonviolent protest training session a few weeks after the sit-in that occurred at the Woolworth store in Greensboro, North Carolina on February 1, 1960.	9/2018 - 9/2019 (6 Times a Week)	In Progress	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NMAH	NMAH All-Staff Meeting with Chris Taylor	The NMAH Inclusion, Diversity, Equity, and Accessibility (IDEA) Council invited Mr. Chris Taylor, then Chief Inclusion Officer at the Minnesota Historical Society, to present at an NMAH all-staff meeting the diversity, equity, inclusion and accessibility work he led at his organization and the state of inclusion work in museums. He met afterwards with the IDEA council and the museum's senior leadership to further share his experiences.	10/04/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Presentation	Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	NMAH Inclusion, Diversity, Equity and Accessibility Council	The NMAH Diversity Advisory Council was renamed the Inclusion, Diversity, Equity and Accessibility Council (IDEA) this year. Along with the name change, the Council updated its charter and issued a survey to gather information from staff and building tenants on the issues surrounding IDEA.	FY 2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Community Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Employee Affinity Groups	Workforce Diversity	Other Programming for Adults
Provost	NMAH	Donation of APA Object	Donation presentation of the Marchesa dress from the movie "Crazy Rich Asians" at the first APAC fund raiser in Los Angeles. Office of Communications and Marketing worked on the media materials, collaborated on the run of show and worked with the PR firm on all publicity outreach.	5/18/2019	Completed	Asian Americans	No	Collections	Program Diversity	Other Programming for Adults
Provost	NMAH	Transcontinental Railroad Event	Office of Communications and Marketing set up a media event with a Congressional member that brought to life the stories of the Chinese railroad workers through the family history shared by descendants. This event was in conjunction with the opening of the Transcontinental Railroad display.	5/10/2019	Completed	Asian Americans	Yes	Media event	Program Diversity	Other Programming for Adults
Provost	NMAH	External Ads	Posting external job ads to attract diverse candidates for curatorial positions. For example, ads were posted to the Association of African American Museums, American Association for People with Disabilities, Latin American Studies Association, League of United Latin American Citizens.	FY 2019	Completed	African Americans Hispanics Individuals with Disabilities	No	Recruitment	Workforce Diversity	Masters PhD
Provost	NMNH	Volunteer Program	1000 Public engagement and behind-the-scenes volunteers	Ongoing	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Collections Education Public Programming Recruitment Training Volunteer Opportunities	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Tactile Highlights Tours for Visitors who are Blind or have Low Vision	Tactile tours are privately arranged tours led by specially trained volunteers that incorporate audio description techniques and objects that visitors who are blind or have low vision can touch.	FY 2019 - Ongoing	Planned	Individuals with Disabilities	No	Education Public Programming Volunteer Opportunities	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMNH	non-English maps	Maps of the Museum are printed in languages other than English. Maps are now available in Chinese, Japanese, and Spanish. First maps were available in spring 2017.	FY 2019 - Ongoing	In Progress	Hispanics Non-English Speaking Visitors	No	Visitor Engagement	Program Diversity	Other Programming for Adults
Provost	NMNH	Insect Zoo Audio Description Project	NMNH Accessibility Program is overseeing the creation and use of an audio described tour of the Insect Zoo for visitors who are blind or have low vision	FY 2019 - Ongoing	In Progress	Individuals with Disabilities	Yes	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMNH	Conscious Inclusive Leadership Training Program	Provides training to NMNH managers to help them curtail unconscious bias and cultivate a more inclusive, equitable, diverse, and accessible workplace environment.	Ongoing	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Diversity, Inclusion, Accessibility, and Equity Advisory Council	An advisory council is being created to advise the executive team on any and all topics related to diversity, inclusion, accessibility, and equity regarding the museum.	FY 2019 - Ongoing	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Employee Affinity Groups	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	NMNH	Big Ideas	Encourages creativity and inclusion within the museum from all levels of staff. In FY 2019 over 30 proposals were submitted, a large portion of which addressed the topic of diversity through research, hiring, education, and other methods.	FY 2019 - Ongoing	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Staff Input Program	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	NMNH	Hiring Manager Diversification Toolkit	Ongoing creation of a toolkit to provide hiring managers with sources that will help them focus on diversity and avoid unconscious bias in every step of the hiring process.	FY 2019 - Ongoing	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Recruitment	Workforce Diversity	College/University Masters PhD
Provost	NMNH	Diversity, Inclusion, Accessibility and Equity Internship	Creation of an internship that focuses on increasing diversity, inclusion, accessibility, and equity within the museum by working with HR and hiring managers to identify challenges and address them through a variety of strategies.	FY 2019 - Ongoing	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Program Diversity Workforce Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	I2F Diversity, Inclusion, Accessibility, and Equity Position	Creation of an internship to fellowship position that focuses on increasing diversity, inclusion, accessibility, and equity within the museum by working with HR and hiring managers to identify challenges and address them through a variety of strategies.	FY 2019 - Ongoing	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Fellowships Internships	Program Diversity Workforce Diversity	College/University Masters
Provost	NMNH	Diversity and Inclusion Education	A four module foundational educational program in the Museum's Diversity and Inclusion Initiative. Strengthen leadership skills for increasing staff diversity and promote a culture of inclusiveness. Set out future uses as a part of the staff orientation with emphasis on leadership skills	2011 - Ongoing Program runs through 3 months a year	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Training Recruitment	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	NMNH	Natural History Research Experiences (NHRE)	Natural History Research Experiences (NHRE) pairs undergraduate students with science mentors from natural history disciplines to complete an independent research project over a 10-week summer internship. The program has historically had success in placing individuals from groups otherwise under-represented in science.	5/28/2019 - 8/2/2019	Completed	African Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Yes	Internships	Program Diversity	College/University
Provost	NMNH	Cultural Awareness and Humility and Implicit Bias sessions	NMNH development team completed the program, which explored self awareness, understanding of self, and discussion of terminology, and definitions. Workshop also builds on awareness on the continuum of cultural understanding, work on norms, and introduce concepts of implicit bias and microaggressions using interactive tools.	FY2019 - Ongoing	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Training	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Diversity Recruitment	Through the NMNH partnership with the Veterans Collections Program several veterans apply for collections jobs and filled one museum technician position with a veteran. Hired a Asian American Woman into the NMNH collections program. We continue to employ one person with developmental disabilities.	FY2019 - Ongoing	Planned	Asian Americans Individuals with Disabilities Veterans	Yes	Recruitment	Workforce Diversity	College/University Other Programming for Adults
Provost	NMNH	Outbreak Intern	Internship to report on the demographics cultural aspects of the Latino community in DC.	6/10/2019 - 7/26/2019	Completed	Hispanics	No	Internships	Workforce Diversity	College/University
Provost	NMNH	Latino Community Liaison	The liaison facilitates close working relationships with Latino organizations to accomplish a number of objectives: 1) facilitating the creation and installation of Outbreak DIY exhibits at public venues, 2) recruiting museum internships for students, 3) promoting NMNH programs to the Latino community, 4) assisting NMNH staff on developing and implementing programs that are bilingual and culturally appropriate, both for Outbreak and school, youth, family, and adult programs.	10/28/2019 - Ongoing	In-Progress	Hispanics	Yes	Education	Workforce Diversity	Other Programming for Adults
Provost	NMNH	City Nature Challenge	Bilingual citizen science bioblitz in DC	4/28/2019	Completed	Hispanics	Yes	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	NMNH	Internship 2 Fellowship Education and Outreach position	This new academic program from Office of Fellowships and Internships is a one- to two-semester opportunity for students who have recently completed a bachelors degree to come to the Smithsonian as an intern. This program offers a unique experience where part of the internship is learning to develop a fellowship proposal – with the intention that interns will return for a second semester as fellows. We hope this program helps to support the pipeline of museum studies/administration and research professionals as they explore what a career in this field requires. This program is supported by the Latino Center and the Asian Pacific American Center.	9/2019 - 5/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Career Counseling Education Fellowships Internships Public Programming Recruitment	Program Diversity Workforce Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Spanish-English bilingual family programs	As part of a strategy to engage local Washington DC area families, Education and Outreach offers Family Days in both English and Spanish language to support engagement of Latino families. These programs include bilingual volunteers and staff, bilingual signage and handouts, and targeted promotion.	2018 - 2019	In-Progress	Hispanics	Yes	Education Public Programming Volunteer Opportunities	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	NMNH	Smithsonian Science How	The SSH program puts scientists and natural history collections “into” classrooms nationwide and broadens access to students who otherwise might not visit the museum or have access to these Smithsonian resources. Priority audiences for the SSH program include underserved youth from Title I schools and students from under-resourced communities, including rural communities and states with the lowest performing school districts. Our most recent data indicates at least 74% of registered students are from Title I schools.	10/2018 - 6/2019	In-Progress	Residents of Under-resourced Communities	Yes	Education Public Programming Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NMNH	After Hours	NMNH's After Hours programming series offers a range of public programs to engage local adult audiences in natural history related topics. Programs are marketed to diverse audiences to expand engagement with under-served and under-represented communities. NMNH accessibility offerings are also clearly promoted to audiences and accessibility request are handled immediately.	10/2018 - 9/2019	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs Collections Education Public Programming Virtual Programming	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	NMNH	After Hours Public Programs Volunteer	Volunteer opportunity for behind-the-scenes program assistance and assistance at After Hours public programs.	10/2018 - 9/2019	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Education Recruitment Volunteer Opportunities Public Programming	Program Diversity Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Q?Crew Volunteer Program	Q?Crew teen volunteers are the passionate and enthusiastic face of the Museum, greeting and orienting visitors from around the world to Q?rius, the Coralyn W. Whitney Science Education Center at the National Museum of Natural History. Q?Crew teen volunteers encourage visitor exploration of natural history science and culture with fun, experimental and creative hands-on activities, and a collection of 6,000 objects. This program is a way for teens to obtain community service credit in an environment that allows them to connect with peers who share similar interests, learn more about the research that goes on behind the scenes in the Museum, and gain valuable public speaking and leadership skills. Each new Q?Crew teen is provided with training in communication techniques, science and natural history collections, and can participate in behind-the-scenes opportunities, workshops for skill-building, and teen socials.	6/2013 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education Public Programming Training Volunteer Opportunities	Program Diversity	High School (9th - 12th Grades)
Provost	NMNH	YES! Internship	YES! is a highly competitive, paid internship program that connects local teens with Smithsonian collections, experts, technology, and training. The program provides youth from communities in the Washington, D.C. Metro area that are traditionally underrepresented in science careers with the resources needed to familiarize them with science and to assist them in achieving the goal of attending college. For the past eight years, YES! has immersed teens in science research across the Smithsonian, and exposed them to a variety of STEM careers by giving them an opportunity to work side-by-side with Smithsonian science staff, researchers, and educators.	2010 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Career Counseling Education Internships Public Programming Training	Program Diversity	High School (9th - 12th Grades)



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Q?rius School Programs	Q?rius offers 60-minute pre-registered classes for students in grades 6-12 led by experienced Museum Educators for up to 35 students at a time. Using objects, data, scientific equipment, and digital media, students complete a series of activities based on Smithsonian research. In the process, they investigate core ideas in nature and culture related to classroom curriculum. They gain critical skills in the practices of science by observing, documenting results, and justifying their conclusions with evidence.	12/2013 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	Program Diversity	Middle School (6th - 8th Grades) High School (9th - 12th Grades)
Provost	NMNH	Q?rius yr.: a discovery room school programs	Q?rius yr. is a hands-on room featuring real Museum objects and artifacts. During the school year, Q?rius yr.: a discovery room offers programs for student groups in grades K-5 on Tuesdays, Thursdays, and Fridays at 10:15 and 11:30. All Q?rius yr. : a discovery room school programs are led by Museum staff, and designed to keep students on task for 45 minutes. Programs require a minimum of 15 students present to run, with a maximum of 30 students per program slot.	early 2000s - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grades)
Provost	NMNH	Natural History Investigations: After School Programs for High School Students	The workshop series is an immersive introduction to natural history science, technology and careers. Students who complete the series will gain a deeper understanding of how science works, knowledge of basic collections research, and broadened perspectives about museums and informal learning. They will be able to demonstrate practical science skills, and come away with an awareness of the diversity of STEM career pathways.	1/2018-ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	Program Diversity	High School (9th - 12th Grades)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Teen Night Out @Natural History	“Teen Night Out @Natural History” is a free after-hours event for Teens Only, after the museum has closed! The event provides high school students from the Washington, D.C. area with free food, musical entertainment, hands-on science stations run by Museum researchers, and booths advertising opportunities to get involved at Natural History. We encourage all teens to come early and stay as long as they like.	Annual 2017 2018 2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Public Programming	Program Diversity	High School (9th - 12th Grades)
Provost	NMNH	Q?Crew Captains	Q?Crew Captains train and mentor the new cohort of Q?Crew volunteers, as well as current members of the Q?Crew program. Q?Crew Captains also assist the Youth Programs and Q?rius staff on the floor during both high and low volume days in Q?rius, The Coralyn W. Whitney Science Education Center. Q?Crew Captains work closely with a mentor from the Department of Education and Outreach on a special project related to activity or program design in Q?rius. Each Q?Crew Captain will sharpen their science and communication skills in the Q?rius Youth Leadership Training.	FY 2016 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	Other Programming for Adults
Provost	NMNH	Blue Morpho Activity (Bilingual Spanish/English)	A guided activity about the scientific process carried out in the museum using a blue morpho butterfly. It describes the research done using many different scientific tools and fields. It finishes by giving examples of the findings and their application of technology and engineering.	FY 2019	In-Progress	Hispanics	Yes	Education Public Programming	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	NMNH	Morning at the Museum	Morning at the Museum is a special program designed to help children with cognitive or sensory processing disabilities enjoy a visit to Smithsonian museums. The program allows access to collections and activities before the museums open to the public.	9/14/2019	Completed	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grades) Middle School (6th - 8th Grades) High School (9th - 12th Grades) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Repatriation Consultation	The NMNH Repatriation Office met with two members of the Munsee Delaware Nation, one member of the Stockbridge Munsee Band of the Mohican Indians, and one member each of the Delaware Tribe of Indians and the Delaware Nation of Oklahoma to discuss repatriation and visit collections.	10/17/2018	Planned	Native Americans	Yes	Collections Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Aleut Village Conference	Repatriation staff attended the Aleut Village conference in Anchorage, Alaska, when they met with two members of the Atka Native Village community members.	10/12/2018	Planned	Native Americans	No	Conference Hosted by Native Alaskan community	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with one member of the Munsee Delaware Nation, a member of the Stockbridge Munsee Band of Mohican Indians, the Delaware Tribe of Indians and a member of the Delaware Nation of Oklahoma.	10/17/2018	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	National NAGPRA Review Committee Meetings	NMNH Repatriation staff attended the National Native American Grave Protection and Repatriation Act meetings and met with members of the Muscogee (Creek) Nation, the Osage Nation, the Lac du Flambeau Tribe, the Delaware Tribe of Indians, the Stockbridge Munsee Band of Mohican Indians, the Wanapum Band of Priest Rapids, and the Confederated Tribes of the Colville Reservation.	10/17/2018 - 10/19/2018	Planned	Native Americans	No	Repatriation Discussions	Program Diversity	Other Programming for Adults
Provost	NMNH	AAIA Repatriation Conference, Milwaukee, WI	NMNH Repatriation Office staff attended the AAIA Repatriation Conference and met with members of the White Mountain Apache, the Gabrielino (Tongva), the Choctaw Nation of Oklahoma, the Chickasaw Nation, the Southern Ute Tribe and the Ho-Chunk Nation of Wisconsin.	11/12/2018 - 11/16/2018	Planned	Native Americans	Yes	Reparations Conference	Program Diversity	Other Programming for Adults
Provost	NMNH	Meeting with the Hoonah Tlingit	NMNH Repatriation Office staff met with members of the Hoonah Indian Association.	12/31/2018	Planned	Native Americans	No	Meeting with Native American Community Members	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with two members of the Nez Perce Tribe to discuss repatriation.	2/11/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with two members of the Aleutian Pribilof Islands Association to view collections and discuss repatriation..	2/12/2019 - 2/15/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation staff met with two members of the Upper Sioux Community to view collections and discuss repatriation.	2/12/2019 - 2/14/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with a member of the Hopi Nation to view collections and discussion repatriation.	2/12/2019 - 2/13/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation staff met with members of the Zuni Tribe to view collections and discuss repatriation.	2/12/2019 - 2/13/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the White Earth Nation to view collections and discuss repatriation.	2/12/2019 - 2/14/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Lac du Flambeau Band of Lake Superior Chippewa Indians to view collections and discuss repatriation.	2/12/2019 - 2/13/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Chippewa-Cree Indians of the Rocky Boy's Reservation to discuss repatriation	2/15/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with a member of the Lac du Flambeau Band of Lake Superior Chippewa Indians to discuss repatriation.	2/15/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Haida Nation to discuss repatriation.	2/22/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Graton Rancheria and the Cherokee Nation to view collections and discuss repatriation.	3/4/2019 - 3/5/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation in California	Archaeology curator Torben Rick and NMNH Repatriation Office staff met with members of the California Santa Ynez Band of Chumash Indians to discuss funerary collections at the SI.	3/19/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Seminole Tribe of Florida to view collections and discuss repatriation.	3/5/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Zuni Tribe to discuss repatriation	4/4/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Dokis First Nation/Nipissing First Nation to view collections.	4/8/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Unga Tribe to visit collections and discuss repatriation.	4/9/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office staff met with members of the Ague Caliente Bank of Cahuilla Indians to discuss repatriation and visit collections.	4/12/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office Staff met with members of the Confederated Tribes of Grand Ronde to view collections and discuss repatriation.	4/13/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office Staff met with members of the Coquille Tribe to view collections and discuss repatriation.	4/13/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office Staff met with members of the Santa Ana Pueblo to view collections and discuss repatriation.	4/2/2019	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation	NMNH Repatriation Office Staff met with members of the Agua Caliente Band of Cahuilla Indians, the Gabrielino (Tongva) Nation, the Chickasaw Nation and the Sherwood Valley Band of Pomo Indians at the Society for American Archaeology meetings. to view collections and discuss repatriation.	4/10/2019 - 4/13/2019	Planned	Native Americans	No	Repatriation Discussions	Program Diversity	Other Programming for Adults
Provost	NPG	Exhibition Brochures and Interactive Kiosks Translation	Translation of brochures and interactive kiosks accompanying temporary and permanent collection exhibitions	Ongoing - in FY 2019 for "In Mid-Sentence" and "One Life: Marian Anderson" exhibitions	In Progress	Hispanics	No	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NPG	Accessibility Booklets	Large print English and Spanish Booklets and American Braille Booklets containing temporary and permanent collection exhibition texts and labels	Ongoing	In Progress	Individuals with Disabilities	No	Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	NPG	Exhibition Labels Translation	Translation of Permanent Collection Galleries Exhibition Labels – Meserve Installation	Spring 2019	In Progress	Hispanics	No	Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NPG	Exhibition Labels Translation	Translation of Permanent Collection Galleries Exhibition Labels - Twentieth Century Galleries Cases and Pedestals	Summer 2019 (Postponed to Summer 2020 due to Government Shutdown)	In Progress	Hispanics	No	Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	NPG	Website Translation (Additional languages—French, German, Italian, Arabic, Mandarin)	Website is translated into additional languages through the use of the Google Translate API	FY 2020	Planned	French, German, Italian, Arabic and Mandarin-speaking Individuals	No	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	NPG	Bi-lingual mobile devices audio tours	Mobile devices audio tour for permanent installations, Struggle for Justice and 20th Century Americans. Tours available in English and Spanish.	FY 2019	Completed	Hispanics Individuals with Disabilities	Yes	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) College/University Masters Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NPG	Mobile devices audio tours	Mobile devices audio tours/verbal description tours (English only)	FY 2019	In Progress	Individuals with Disabilities	No	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NPG	Bi-lingual mobile devices tours (text)	Mobile device tours (text only) in English and Spanish: permanent and temporary exhibitions including: Votes for Women; Eye to I; Recent Acquisitions; The Struggle for Justice, 20th Century Americans; Bravo; Champions	FY 2019	Completed	Hispanics Individuals with Disabilities	Yes	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NPG	Internships	Various NPG departments accept OFI Minority Awards program interns as well additional OFI programs targeted to Applicants for the I2F (Internship to Fellowship) programs, and through regular internship opportunities.	Fall 2018 - Summer 2019	In Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Yes	Internships	Workforce Diversity	College/University
Provost	NPG	Docent Programs	Diversify existing docents corps by adding 30 new docents, 10 of which are bilingual English/Spanish by adding tours with the main focus on Spanish tours (other bilingual tours may follow in the future)	4/2019 - 4/2021	In Progress	African Americans Asian Americans Hispanics Southeast Asian Americans	No	Docent Programs	Program Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NPG	Historias De los Retratos Portrait Stories Partnership	This multi-visit program targets dual-language schools in DC. Teachers choose portraits sitters to be highlighted to coincide with a unit of study. Students choose an individual to write about and create a portrait of which are all compiled in a book. Each student receives a book at the end of the partnership.	Ongoing	In Progress	African Americans Asian Americans Southeast Asian Americans	No	Student Teacher Program	Program Diversity	Elementary School (K - 5th Grade)
Provost	NPG	Diversity & Inclusion	Hired Public Affairs Specialist	1/2019	Completed	Hispanics	Yes	Workforce	Workforce Diversity	College/University
Provost	NPG	Accessibility booklets	Large print English and Spanish Booklets and American Braille Booklets containing temporary and permanent collection exhibition texts and labels	Ongoing	In Progress	Individuals with Disabilities	Yes	booklets	Supplier Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	NPG	Morning at the Museum	Program for children with sensory and developmental disabilities and their families	Ongoing	In Progress	Individuals with Disabilities	No	Family programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	NPG	See Me at the Portrait Gallery	A monthly interactive tour of the museum that is tailored to individuals with dementia and their care partners.	Ongoing	In Progress	Individuals with Disabilities	No	Youth & Adults	Program Diversity	Other Programming for Adults
Provost	OFI	Hispanic Association of Colleges and Universities (HACU)32nd Annual Conference	OFI joined colleagues from around the institution to show the SI flag at the 32nd annual HACU National Conference in Atlanta, GA	10/6/2018 - 10/8/2018	Completed	Hispanics	No	Career Counseling Career Fairs Internships Fellowships	Workforce Diversity	College/University
Provost	OFI	Meeting with University of Notre Dame Students	OFI hosted and offered a talk a group of students visiting from the University of Notre Dame	10/16/2018	Completed	African Americans Asian Americans Hispanics	No	Career Counseling Fellowships Internships	Workforce Diversity	College/University



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Presentation to NSF on Outreach	OFI staff presented at a meeting of the NSF about outreach	10/29/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Fairs Fellowships Internships Recruitment	Workforce Diversity	College/University Masters PhD
Provost	OFI	HBCU Career Development Marketplace	OFI Staff Participated in the HBCU Career Development Marketplace in Washington, DC	11/9/2018	Completed	African Americans	No	Career Counseling Career Fairs Fellowships Internships	Workforce Diversity	College/University Masters
Provost	OFI	Latino Initiatives Internship to Fellowship (I2F) Programming	With support from SLC, OFI managed programming for the 2018-2019 Latino Initiatives I2F Program	9/1/2018 - 5/30/2019	In Progress	Hispanics	No	Internships Fellowships	Workforce Diversity	College/University
Provost	OFI	Asian American Initiatives Internship to Fellowship (I2F) Programming	With support from APAC, OFI managed programming for the 2018-2019 Asian American Initiatives I2F Program	9/1/2018 - 5/30/2019	In Progress	Asian Americans	No	Internships Fellowships	Workforce Diversity	College/University
Provost	OFI	Support for Project SEARCH	OFI provided support for Project SEARCH interns, including hosting this year's cohort in our space during the partial government shutdown	1/2/2019 - 1/25/2019	In Progress	Individuals with Disabilities	No	Internships	Workforce Diversity	College/University
Provost	OFI	East Los Angeles College (ELAC) Open Doors Program	With colleagues from SLC, coordinated programming for a cohort of students doing internships at SI in January 2019 (in spite of the shutdown)	1/7/2019 - 1/25/2019	Completed	Hispanics	No	Internships	Workforce Diversity	College/University
Provost	OFI	Broadfutures Resume Workshop	OFI staff delivered a resume workshop to BroadFutures program participants.	2/5/2019	Completed	Individuals with Disabilities	No	Career Counseling Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Conservation Internship for Broadening Access (CIBA)	OFI spearheaded programming for the CIBA internship, a pan-SI program that offers internship experiences to a diversity of early professional conservationists	10/1/2018 - 9/30/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Internships Recruitment	Workforce Diversity	College/University Masters
Provost	OFI	SAAA Internship	OFI is working with the Smithsonian African American Association (SAAA) towards creating an SAAA Internship Program	Summer and Fall 2019	In Progress	African Americans	No	Internships Employee Affinity Groups	Workforce Diversity	College/University
Provost	OFI	Bowling Green State University Students	OFI hosted a group of students from Bowling Green State University to publicize various SI internship and fellowship opportunities	3/19/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Internships	Workforce Diversity	College/University
Provost	OFI	OAR Video	Worked with SE and OEEMA to produce a video highlighting diversity and inclusion at SI.	10/1/2018 - 9/30/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Fairs Fellowships Internships Supplier Diversity Outreach Volunteer Opportunities	Supplier Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	OFI	U.S. Department of Education HBCU Initiative Internship Placements	OFI is working to place students supported by the U.S. Department of Education HBCU Initiative into internships at SI	6/1/2019 - 8/30/2019	In Progress	African Americans Residents of Under-resourced Communities	Yes	Internships	Workforce Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	University of South Carolina Open Doors Program	Produced and managed program that brought a group of students to SI from the University of South Carolina for approximately 1 month of programming.	5/1/2019 - 6/30/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Workforce Diversity	College/University
Provost	OFI	University of Houston Grand Challenge Internship Program	Initiated and managed program that brought a group of students from the University of Houston for the purpose of conducting a short term internship	5/1/2019 - 6/30/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Internships	Workforce Diversity	College/University
Provost	OFI	The Minority Awards Internship and Fellowship Program	OFI managed program aimed at bringing interns and fellows from under represented communities to SI	FY 2019	In Progress	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders Native Americans	No	Internships	Workforce Diversity	College/University
Provost	OFI	Convening of the Academic Appointment Diversity and Publicity Taskforce (AADAPT)	Spearheading activities of AADAPT, a pan-SI group that works to bring diversity to SI through academic appointments	10/1/2018 - 9/30/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Fairs Fellowships Internships Virtual Internships	Workforce Diversity	High School (9th - 12th Grade) College/University
Provost	OFI	Meeting with Arizona State University	Meeting with ASU officials to explore potential SI-ASU partnerships.	5/30/2019	Completed	Native Americans	No	Memorandums of Understanding Informal	Workforce Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	HBCU White House Initiatives Conference	OFI joined other SI units in representing SI opportunities during the White House HBCU Conference	9/9/2019 - 9/10/2019	Completed	African Americans	Yes	Career Counseling Career Fairs Conferences w/Colleges or Universities	Workforce Diversity	College/University
Provost	SAAM	Love, Lilyan backpacks for students	Funded by an endowment from a former docent. Provides backpacks full of art supplies for underserved students in Title 1 and FERS programs in DC, MA and VA schools.	2013 - Ongoing	In Progress	African Americans Hispanics Historically Under-Sources	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SAAM	Art Signs	Lively ongoing series of gallery conversations in American Sign Language (ASL) led by deaf gallery guides.	2013 - Ongoing	In Progress	Individuals with Disabilities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Student Bus Grants	Buses provided to bring students to the museum for field trips. Donor Funded. [do not confuse with Hearst program]	2014 - Ongoing	In Progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SAAM	Direct Carving	Exhibition by Karen Lemmey, curator of sculpture. Includes 24 sculptures from across the twentieth century that showcase the direct carving method. Included are works by artists of diverse backgrounds, including African American and Native American.	2015 - Ongoing	In Progress	African Americans Native Americans	No	Exhibition	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	American InSight: Verbal Description Tours	Ongoing series of tours for blind and visually impaired visitors, incorporating touch and verbal description.	2015 - Ongoing	In Progress	Individuals with Disabilities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Creating American Stories	On-going program of Hearst bus funding that enables school visits from under-represented areas. During this reporting period, included multi-visit school program with students from Capital City Public Charter School (47% Hispanic; 37% African American students).	2015 - Ongoing	In Progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education	Program Diversity	Middle School (6th - 8th Grade)
Provost	SAAM	Harlem Heroes Teaching Resource	To accompany the exhibition: 16-page guide for teachers has chapters on Debating Black Identity and Recording Black History. An in-depth look at the cultural history behind the creation of Van Vechten's photographs and sitters. Printed and added as an online resource.	2016 - Ongoing	In Progress	African Americans	No	Education Online program	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SAAM	Poster Set: The American Experience	18 x 24 teaching poster set. Printed and added as an online resource. Three of the ten posters feature works that highlight African American and Latino artists: Jacob Lawrence (2) and Antonio Martorell.	2017 - Ongoing	In Progress	African Americans Hispanics	No	Education Online program	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Museum Loan	Museum loan to exhibition "William L. Hawkins-An Imaginary Geography. Artwork lent to Columbus Museum of Art, Ohio (exhibition also traveling to Mingei International Museum, San Diego, Figge Art Museum, Davenport, IA, and The Columbus Museum, GA. Figge is organizer). Exhibition dates: 1/27/2018 – 4/28/2019. Lent Hawkins: "Ohio State University Stadium."	1/27/2018 - 4/28/2019	In Progress	Self-taught	No	Exhibition	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Curatorial position	SAAM and the NMAI are the recipients of a new five-year term shared curatorial position, funded through the Smithsonian's Women's History Initiative. The curator will explore the historic relationship between gender and craft and how it informed two converging episodes of late 19th and early 20th century American art history. In particular the curator will explore the emergence of American Arts and Crafts as an aesthetic and social movement and a period of increasingly professionalized artistic practice and the recognition and promotion of female Native artists as exemplars of distinctively "American" craft production.	6/2018 - Ongoing	In Progress	Native Americans Women	No	workforce	Workforce Diversity	Other Programming for Adults
Provost	SAAM	Museum loan	Lent Charles White's drawing "Untitled" to Art Institute of Chicago's exhibition, "Charles White: A Retrospective;" and lent Walter Rosenblum photograph of Charles White, from the photo archives, to MOMA for this traveling exhibition.	6/8/2018 - 6/9/2019	In Progress	African Americans	No	Other	Program Diversity	Other Programming for Adults
Provost	SAAM	Fellowship Program Diversity Statistics	For class of 2018/2019, achieved diversity rate of 33%. Of the 18 fellows, there is 1 Asian American; 2 African American; and 3 Latino.	6/2018 - 9/2019	In Progress	African Americans Asian Americans Hispanics	No	Fellowships	Workforce Diversity	College/University
Provost	SAAM	Museum loan	William H. Johnson painting titled "I Baptize Thee," lent to Georgia Museum of Art (Athens, GA) for their exhibition: "Vernacular Modernism: The Photography of Doris Ulmann," 8/25/2018-5/31/2019.	8/25/2018-5/31/2019	In Progress	African Americans	Yes	Exhibition	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Pre-program Conservation Interns	Previous CIBA interns Tamara Dissi and Kiera Hammond served as pre-program volunteers to complete treatment of Tuskegee University 1940 diorama at Lunder.	9/1/2018 - 10/31/2018	Completed	African Americans	No	Education Internships	Workforce Diversity	College/University
Provost	SAAM	Museum loan	Sam Gilliam painting titled "April 4," lent to the Brooklyn Museum (NY) for their exhibition "Soul of a Nation: Art in the Age of Black Power," 9/7/2018-2/3/2019.	9/7/2018 - 2/3/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Intern Program	For Advanced Level Program, achieved diversity rate of 31%. Of the 19 interns, 1 is African-American; 3 are Asian-American; and 2 are Hispanic.	8/10/2018 - 4/12/2019	In Progress	African Americans Asian Americans Hispanics	No	Internships	Workforce Diversity	College/University
Provost	SAAM	Down These Mean Streets	E. Carmen Ramos, SAAM's Curator of Latino Art, organized this exhibition which explores the work of ten photographers—Manuel Acevedo, Oscar Castillo, Frank Espada, Anthony Hernandez, Perla de Leon, Hiram Maristany, Ruben Ochoa, John Valadez, Winston Vargas, and Camilo José Vergara. The exhibition is currently on view at the Museo del Barrio in NYC from 9/13/2018 through 1/6/2019. Ramos provided educator training and a VIP tour at the museum on 9/12/2018.	9/13/2018 - 1/6/2019	In Progress	Hispanics	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Between Worlds: The Art of Bill Traylor	This exhibition, organized by Leslie Umberger, Curator of Folk and Self-Taught Art, is the first major retrospective organized for the artist Bill Traylor (ca. 1853-1949). Traylor is the only known person born into slavery to make a significant collection of paintings and drawings.	9/28/2018-3/17/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Between Worlds: The Art of Bill Traylor Teaching Resource	To accompany the exhibition: guide for teachers has biographical information on the artist as well as historical context. The activities in this resource help students consider possible multiple readings of Traylor's work and challenge students to question the perspectives and stories hidden within or missing from the telling of American history. Online resource.	9/2018 - Ongoing	In Progress	African Americans	No	Education Online resource	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Conservation for works by Alma Thomas	Conservation has been awarded \$35,000 to conduct innovative research on the process behind the abstract paintings by renowned artist Alma Thomas (1891-1978). Chief of Conservation Amber Kerr and Paintings Conservator Gwen Manthey have met with both researchers and Friends of Alma Thomas donor group to share the research as it develops.	10/1/2018 - Ongoing	In Progress	African Americans	No	Collections Education	Program Diversity	Other Programming for Adults
Provost	SAAM	See Me at SAAM	Ongoing series of tours for visitors with memory loss and their care partners; Wednesday afternoons at 2 pm.	10/3/2018 - Ongoing	In Progress	Individuals with Disabilities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Diorama All Staff Presentation	Lunder Program Coordinator Laura Hoffman presented Lunder's conservation work and outreach efforts to treat the 1940 diorama on the contributions of African Americans from the Tuskegee University collection in SAAM's October all staff meeting.	10/3/2018	Completed	African Americans	No	Education Internships	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SAAM	Triple Take: Gallery Talk	Three Smithsonian experts, Karen Lemmey, Paul Marinari and Emil Her Many Horses, discuss the natural history of the buffalo, its significance to native people and its place in American art.	10/9/2018	Completed	Native Hawaiians/Pacific Islanders	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	TBMA Lunder Fellowship	Time-Based Media Lunder Conservation Fellowship awarded to Shu-Wen Lin.	10/15/2018 - 10/14/2019	In Progress	Asian Americans	No	Education	Workforce Diversity	Masters
Provost	SAAM	Museum loan	Paul Crite, Malvin Gray Johnson, and 3 William H. Johnson works lent to Columbus Museum of Art (Columbus, Ohio) for exhibition "I, Too, Sing America: The Harlem Renaissance at 100."	10/19/2018 - 1/20/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum loan	Laura Wheeler Waring and 3 William H. Johnson works to Musee D'Orsay for exhibition "The Black Model."	10/24/2018 - 7/14/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults



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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Dia de los Muertos Family Day	Celebration of Day of the Dead, with Mexican folk dance performances and handmade craft offerings.	10/28/2019	Completed	Hispanics	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Disrupting Craft: Renwick Invitational 2018	This exhibition and accompanying publication presents the work of four artists who are challenging conventional definitions of craft, imbuing it with a renewed sense of emotional purpose, inclusiveness, and activism. The show features a number of artists of color: Sharif Bey (African American); Tanya Aguiniga (Latinx); Stephanie Syjuco (Asian American).	11/2018 - 5/5/2019	In Progress	African Americans Asian Americans Hispanics	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Double Take: Gallery Talk	On the occasion of the exhibition, Between Worlds: The Art of Bill Traylor, SAAM curator Leslie Umberger and folklorist Diana N'Diaye discuss the significance that clothing and personal adornment play in Traylor's work and in African American history and culture.	11/6/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Edmonia Lewis sculpture tour	Karen Lemmey, curator of sculpture, led a tour of Edmonia Lewis's works at SAAM for 20 National Gallery of Art employees for Native American Heritage month.	11/14/2018	Completed	African Americans Native Americans	No	Other	Program Diversity	Other Programming for Adults
Provost	SAAM	Extended CIBA Internship	CIBA intern Miguel Resendiz completed paintings rotation at Lunder as part of funded extension of CIBA internship to continue his pre-program conservation training.	11/1/2018 - 12/31/2018	Completed	Hispanics	No	Internships	Workforce Diversity	College/University
Provost	SAAM	Museum loan	Gordon Parks photo to National Gallery of Art for exhibition: Gordon Parks: The New Tide, 1940-1950.	11/4/2018 - 4/26/2020	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Museum loan	William H. Johnson painting titled Street Life, Harlem, lent to Wallraf-Richartz-Museum and Foundation, Corboud, Koln, Germany for exhibition: "Once Upon A Time in America: Three Centuries of American Art."	11/23/2018 - 3/24/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Gallery Talk	Joanna Marsh led this gallery talk focusing on a recent acquisition by African American artist Fred Wilson, titled: I Saw Othello's Visage in his Mind (2013).	11/28/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Bill Traylor - Tour for Justice Department	Curatorial tour led by Leslie Umberger of Between Worlds: The Art of Bill Traylor, for staff of the U.S. Dept. of Justice, Civil Rights Division, Educational Opportunities Section, who "work(s) to ensure educational opportunities for African-American students whose families have often been written off for generations as lacking intellectual potential. Understanding the complex interior emotions that actuated Bill Traylor, who came from a similar background, is very important to our work."	12/4/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	21st Century Consort: Between Worlds: The Art of Bill Traylor	The 21st Century Consort, SAAM's musicians-in-residence, performed new and original works inspired by the exhibition, Between Worlds: The Art of Bill Traylor, including music infused with cultural influences of Traylor's era such as David Baker and Thomas Jefferson Anderson. The Consort performed an original composition by 13 year old Isai Rabiou who drew inspiration from Traylor's family's experience of slavery.	12/8/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Conservation Gallery Talk: The Art of Bill Traylor	Paper Conservator Catherine Maynor details treating Bill Traylor's painting and drawings on discarded paperboard in two gallery talks.	12/14/2018 and 2/1/2019	In Progress	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Saturday Academy Family Visit	Students and parents from DCPS's Bancroft Elementary school were invited to the Renwick Gallery to learn about the different reading strategies to implement at home in both English and Spanish.	12/15/2018	Completed	Hispanics Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Disrupting Craft with Global Kids	Global Kids serves 4 DCPS high schools with programming focused on global learning and youth development that works to ensure that youth from underserved areas have the knowledge, skills, experiences and values they need to succeed in school, participate effectively in the democratic process, and achieve leadership in their communities and in the world. GK reports a typical student population of 50% Black, 30% Hispanic, 9% Asian. 60-minute, after school tour.	12/20/2018	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	No	Education	Program Diversity	High School (9th - 12th Grade)
Provost	SAAM	Extended CIBA Internship	Extension of CIBA internship award to Tamara Dissi, who will be working at Lunder and Freer/Sackler to continue her pre-program conservation training.	1/1/2019 - 7/30/2019	In Progress	Residents of Under-resourced Communities	No	Internships	Workforce Diversity	College/University
Provost	SAAM	Between Worlds: The Art of Bill Traylor - Symposium	Exhibition curator Leslie Umberger leads a distinguished group of scholars who provides new insight and information about how Traylor's visual record of African American life gives larger meaning to the story of the nation.	2/22/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Wikipedia Edit-a-thon	Group of Wikipedia volunteers created new articles on African American artists represented in SAAM's collection.	2/17/2019	Completed	African Americans	No	Collections Heritage Month Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Film: Black is the Color	Film documentary that looks at African American art from 1867 to today, including Edmonia Lewis's 1867 sculpture "Forever Free," and the work of Kerry James Marshall and Jean-Michel Basquiat. Before the film, Jason Nichols, hip-hop artist and lecturer at the University of Maryland performs an opening rap. Following the screening, Myrtis Bedolla, Founder and Director of Myrtis Galerie Baltimore, Tuliza Fleming, Curator of American Art at the National Museum of African American History and Culture, and Curlee Holton, Executive Director, David C. Driskell Center and Distinguished Artist in Residence discuss the film.	2/9/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Museum loan	William H. Johnson: Jitterbugs I, Blind Musician, and Jitterbugs III, all three oil on plywood to Addison Gallery of American Art, Andover, MA, for their show "Harlem: In-Situ"	3/30/2019 - 7/31/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Teacher Resource	"Between Two Worlds: The Art of Bill Traylor," a new 36-page guide for teachers, available on SAAM's website.	3/2019	In Progress	African Americans	No	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SAAM	Student Programming	Hear Me: Speaking Up in a World in Motion, explores migration themes. Bilingual (English/Spanish) performance of Óyeme, the Beautiful explores the experience of two teens who have escaped violence in Central America to pursue their dreams in the United States. Pre-performance exhibition gallery activities in the exhibition Tiffany Ching: Vietnam, Past is Prologue considers how one contemporary artist draws on her own South Vietnamese family's experience of the Vietnam War to amplify refugees' voices today.	3/22/2019	Completed	Asian Americans Hispanics	No	Education;#Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SAAM	Distance Learning: Artful Connections: African American Artists	Videoconference programs, 301 participants	1/1/2019 - 3/31/2019	Completed	African Americans	No	Education Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	SAAM	Distance Learning: Artful Connections: American Indians	Videoconference programs, 110 participants	1/1/2019 - 3/31/2019	Completed	Native Americans	No	Education Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Distance Learning: Artful Connections: Latino Art and Culture	Videoconference programs, 107 participants	1/1/2019 - 3/31/2019	Completed	Hispanics	No	Education Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	SAAM	African American art in the 20th Century from the Smithsonian American Art Museum	African American Art in the 20th Century, a traveling exhibition organized by SAAM's Chief Curator Virginia Mecklenberg and drawn largely from SAAM's permanent collection, presents a selection of 50 paintings, sculpture, and prints by thirty-six black artists who explored the African American experience from the Harlem Renaissance through the Civil Rights era. On Feb. 22nd, in conjunction with the opening, Virginia Mecklenberg presented a lecture at the Dubuque Museum of Art (Iowa). The show travels to cities across the United States, including Dubuque and the Cornell Fine Arts Museum, Winter Park, Florida, 9/20/2019-12/29/2019. Partial funding for the project was provided by Art Bridges.	1/19/2019 - 12/29/2019	In Progress	African Americans	No	Traveling Exhibitions	Program Diversity	Other Programming for Adults
Provost	SAAM	Women Directors Film Festival: Visionaries, Then and Now	In celebration of Women's History month, an all-day film festival highlighting the visionary work of women film directors across time, space and creative contexts.	3/30/2019	Completed	Women	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Bill Traylor: Chasing Ghost Film Screening	Documentary film on the life and work of artist Bill Traylor who was born into an enslaved family in rural Alabama.	3/2/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Tiffany Chung: Vietnam, Past is Prologue	Exhibition of artwork that responds to the Vietnam War and its legacy on the culture and population of the United States. The exhibition features a new series of video interviews with former Vietnamese refugees in Houston, Texas, Southern California, and Northern Virginia.	3/15/2019 - 9/2/2019	In Progress	African Americans Asian Americans Hispanics	No	Exhibition	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Double Take with Melissa Ho and Harry Rubenstein	Gallery Program on the influence of mass media on American art and politics during the Vietnam War era, presented in association with the exhibition "Artists Respond: American Art and the Vietnam War."	4/9/2019	Completed	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Film Screening: The Anderson Platoon	Documentary film focusing on American soldiers and their adjustment to a profoundly foreign environment and the day-to-day realities of war against an often unseen adversary. Post-film conversation with Joseph Anderson, one of the military officers featured in the film.	4/17/2019	Completed	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Art Bites	Gallery talk on Joe Minter's "The Dreamer" (2005)	4/26/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Wikipedia Edit-a-Thon on Feminism and the Arts	Wikipedia volunteers improve coverage of women artists in Wikipedia. Participants took part in a tour of the remarkable women artists in SAAM's collection.	3/10/2019	Completed	Women	No	Public Programming Education Collections	Program Diversity	Other Programming for Adults
Provost	SAAM	Artists Respond: American Art and the Vietnam War, 1965-1975	Exhibition on how the Vietnam War changed American Art	3/15/2019 - 8/18/2019	In Progress	African Americans Asian Americans Hispanics	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Artists Respond: A Symposium	A Day of discussions and lectures on topics related to the exhibition "Artists Respond: American Art and the Vietnam War, 1965-1975." Six artists in the exhibition discuss their experiences during the Vietnam War period, and scholars provide insight on how Vietnam era artists sought to engage the public sphere.	3/15/2019	Completed	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Gallery talk with Melissa Ho	Curator guides visitors through the exhibition "Artists Respond: American Art and Vietnam War, 1965-1975," describing the contemporary impact of the Vietnam War on American Art.	3/28/2019	Completed	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Cherry Blossom Celebration	Celebration of Japanese culture with a talk and drumming performance followed by Japanese music and performances.	3/23/2019	Completed	Asian Americans	No	Heritage Month Programming Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	SAAM	Art Bites	Gallery talk on Jaune Quick-to-See-Smith's "State Names" (2000)	3/22/2019	Completed	Native Americans Women	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Film Screening: In the Year of the Pig	Documentary film featuring archival footage, interviews, and historical images to convey the colonial involvement in Vietnam. It examines the war's historical roots to chronicle America's escalating involvement in this divisive conflict.	5/10/2019	Completed	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Dicke Contemporary Artist Lecture with Tiffany Chung	Artist Tiffany Chung explores conflict and migration in the wake of political and natural upheavals.	5/2/2019	Completed	Asian Americans Women	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Returns, Refugees, and Refusal: Art, War Memory, and the Politics of Representation with Viet Le	Assistant professor of visual studies at California College of Arts Viet Le discusses representation and memory, offering his perspective on contemporary art and the legacy of the Vietnam War,	5/23/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Double Take with Sarah Newman and Lawrence -Minh Bui Davis	Gallery Program on the lasting impact of the Vietnam War on Southeast Asian Americans, presented in association with exhibition "Tiffany Chung: Vietnam, Past Is Prologue."	5/9/2019	Completed	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Fellows 2019 Lecture	"Incendiary Pictures: The Radical Visual Rhetoric of American Abolition in the 1830s"	5/22/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Fellows 2019 Lecture	"Free Here: Contingent Emancipation in Thomas Waterman Wood's Baltimore Paintings"	5/22/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Fellows 2019 Lecture	"Free on Carolina's Shore: Xanthus Smith's Picturesque Reconstruction in the Sea Islands"	5/22/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Fellows 2019 Lecture	"Set in Stone: Civil War Monuments and the Paradox of Permanence"	5/22/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Fellows 2019 Lecture	"Healing, Forgiveness, and Reconciliation: Remembering Slavery in the Republic of Benin, Richmond, and Liverpool"	5/22/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Fellows 2019 Lecture	"Song of the Soil: Horace Pippin's I's Comin'"	5/23/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Fellows 2019 Lecture	"Masked Moderns: Northwest Coast Native Art beyond Revival"	5/23/2019	Completed	Native Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Art Bites	Gallery talk on Frank Romero's "Death of Ruben Salazar" (1986)	5/31/2019	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	"American Art" (Spring 2019)	Vanessa Meikle Schulman's article "Visualizing Race at the Polling Place: Thomas Waterman Wood's American Citizens"	Spring 2019	Completed	African Americans	No	Publication	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SAAM	Countdown: Pride celebration Kick-Off Party	SAAM BYT and the Capital Pride Alliance celebrate out LGBTQ+ communities and launch the 2019 Capital Pride celebration with music, dancing, and art activities.	5/31/2019	Completed	LGBTQIA+ Community	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Pride @ SAAM	A full day of LGBTQ+ inspired art, performances, music, painting, video, and oral histories. Featured in gallery collection talks by curator Saisha Grayson and curatorial researcher Claudia Zapata, performance about Pulse Nightclub shooting by Brenden Fernandes, and screenings of lesbian film icon Barbara Hammer and gender-fluid artists Wu Tsang and Sadie Benning.	6/9/2019	Completed	LGBTQIA+ Community	No	Public Programming	Program Diversity	Other Programming for Adults



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Gallery talk with Sarah Newman	Curator guides visitors through the exhibition "Tiffany Chung: Vietnam, Past Is Prologue," describing how Chung's multimedia works explore migration, conflict, and shifting geographies in the wake of the Vietnam War.	6/26/2019	Planned	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Wikipedia Edit-a-Thon: LGBTQ+ Edition	Wikipedia volunteers improve coverage of LGBTQ+ artists. Participants take part in a special tour of work in SAAM's collection by LGBTQ+ artists.	6/15/2019	Planned	LGBTQIA+ Community	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Art Bites	Gallery talk on Paul Thek's "Warrior's Leg" from the series Technological Reliquaries (1966-67) on loan from the Hirshhorn Museum and Sculpture Garden	6/28.2019	Planned	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Intern Program	Summer interns (30 students): African American 3%, Asian American 13%, Latinx 27%	6/10/2019 - 8/2/2019	In Progress	African Americans Asian Americans Hispanics	No	Education Internships	Workforce Diversity	College/University
Provost	SAAM	Ginny Ruffner: Reforestation of the Imagination	Immersive installation featuring drawings, glass, and augmented reality components by artist Ginny Ruffner	6/28/2019 - 1/5/2020	Planned	Individuals with Disabilities	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Michael Sherrill: Retrospective	Retrospective exhibition on the work of North Carolina artist Michael Sherrill	6/28/2019- 1/5/2020	Planned	Individuals with Disabilities	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	William H. Johnson in Scandinavia and African American Art in the 20th Century Exhibition Planning	Director Stephanie Stebich and Chief Curator Virginia Mecklenburg met with officials of Danish and Norwegian museums to discuss collaborations on traveling shows including a William H. Johnson and African American Art in the 20th Century	6/17/2019 - 6/21/2019	Planned	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Skin Deep: Race and American Sculpture Exhibition Planning Workshop	Sculpture curator Karen Lemmey hosted 49 scholars from around the country for a workshop devoted to the subject of race and sculpture in preparation for an upcoming exhibition.	6/10/2019	Completed	African Americans Asian Americans Hispanics Native Americans	No	Exhibition	Program Diversity	Masters PhD Other Programming for Adults
Provost	SAAM	Museum Loan	Melesio Casas' "Humanscape 62" and Judith Baca's "Las Tres Maria" lent to the Nasher Museum of Art at Duke University, Durham, NC for their exhibition "Pop America: Contesting Freedom, 1965-1975." (Tour: McNay Art Museum, San Antonio, TX and Block Museum of Art, Evanston, IL)	10/4/2018 - 12/8/2019	In Progress	Hispanics	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	Gordon Parks' "Untitled, Chicago, Illinois" lent to Cleveland Museum of Art, Cleveland, OH for the exhibition "Gordon Parks: The New Tide, 1940-1950."	3/16/2019 - 6/9/2019	Completed	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	Sam Gilliam's "April 4" lent to The Broad Museum, Los Angeles, CA for their exhibition "Soul of a Nation: Art in the Age of Black Power."	3/23/2019 - 9/1/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	William H. Johnson's "Blind Musician," Jitterbugs III" and "Jitterbugs I," lent to the Addison Gallery of American Art, Andover, MA for their exhibition "Harlem; In Situ."	3/29/2019 - 7/31/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	Felrath Hines' "Yellow and Gray" lent to the Indiana State Museum, Indianapolis, IN for their exhibition "A Universal Language: The Art of Felrath Hines."	6/22/2019 - 9/29/2019	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	William H. Johnson's "Marian Anderson" lent to the National Portrait Gallery, Washington, DC for their exhibition "One Life: Marian Anderson."	6/6/2019 - 6/17/2020	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Mornings at the Museum	A sensory-friendly program for children, teenagers, and young adults with disabilities. The program includes early entry into the museum, facilitated and thematic activities, a take-a-break space, and pre-visit materials like social narratives and sensory maps.	2019 - Ongoing	In Progress	Individuals with Disabilities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Film Screening: A Not So Still Life	Documentary film on glass artist Ginny Ruffner who survived a near-fatal car accident and two-month long coma. The film explores her life and work before the accident, her recovery, her reinvention, and renewed success in the art world.	7/11/2019	Completed	Individuals with Disabilities	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Film Screening: North Star	Documentary film about artist Mark di Suvero as he create his sculptures reflecting on the Vietnam War.	7/13/2019	Completed	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Take 5! Jazz Performances	Vocalist Integriti Reeves celebrates the music of Nat "King" Cole who would have turned 100 this year.	7/18/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Film Screening in the Year of the Pig	Documentary film combining historical footage of the Vietnam War and interviews with prominent figures of the time.	7/24/2019	Completed	African Americans Asian Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	American Art (Summer 2019)	Charles Brock's article "Toward a History of Modernism in Washington: The 1933 Display of Art by African Americans at the Smithsonian Institution's National Gallery of Art"	Summer 2019	Completed	African Americans	No	Publication	Program Diversity	College/University Masters PhD
Provost	SAAM	American Art (Summer 2019)	Tobias Wofford's article "Perspectives on the 1933 Exhibition: Herring, Locke, and Porter"	Summer 2019	Completed	African Americans	No	Publication	Program Diversity	College/University Masters PhD
Provost	SAAM	American Art (Summer 2019)	Michele Gates Moresi's article "Exhibiting the Negro: Art and Anthropology in the National Museum, 1929-33"	Summer 2019	In Progress	African Americans	No	Publication	Program Diversity	College/University Masters PhD
Provost	SAAM	American Art (Summer 2019)	Seth Feman's article "Student Art in the United States National Museum: Progressive Education on Display"	Summer 2019	Completed	African Americans	No	Publication	Program Diversity	College/University Masters PhD
Provost	SAAM	American Art (Summer 2019)	John A. Tyson's "Politics of the Press: Newspapers and the Representation of Art by African Americans in the Nation's Capitol"	Summer 2019	Completed	African Americans	No	Publication	Program Diversity	College/University Masters PhD

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	SAAM Arcade 2019	This year's theme "breaking barriers" within the gaming industry and beyond highlights diverse and inclusive games from underrepresented creators. In the keynote address, Tonya De Pass spoke about the importance of diversity in gaming.	8/4/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Take 5! Jazz Performances	Bassist Tyrone Allen celebrates the 80th birthday of legendary DC bassist Butch Warren	8/15/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Art Bites	Gallery talk on "Death of Cleopatra" (1876) by Edmonia Lewis	8/23/2019	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Artist Talk with Michael Sherrill	Discussion with Michael Sherrill about his work on view in the exhibition "Michael Sherrill Retrospective"	9/12/2019	Completed	Individuals with Disabilities	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Conservation Talk	Lunder Conservation Fellow Shu-Wen Lin discusses the technical challenges in documenting and preserving SAAM's collection of video games	9/13/2019	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Nature Walk with Michael Sherrill, Golden Triangle BID, and Smithsonian Gardens	Walking tour around the Renwick Gallery's Golden Triangle neighborhood with artist Michael Sherrill, horticulturist James Gagliardi from Smithsonian Gardens, and David Suls, senior director of planning and policy at the Golden Triangle BID. The tour will examine the innovative rain garden landscaping in the neighborhood.	9/13/2019	Completed	Individuals with Disabilities	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Intern Program	Advanced Level Internship Program 2019/2020 (20 interns): African American 10%, Asian American 20%; Latinx 5%	9/6/2019 - 4/13/2020	In Progress	African Americans Asian Americans Hispanics	No	Internships	Workforce Diversity	College/University
Provost	SAAM	Fellowship Program	Class of 2019/2020 (22 fellows): African American 5%, Asian American 9%; Latinx 9%	9/3/2019 - 8/31/2020	In Progress	African Americans Asian Americans Hispanics	No	Fellowships	Workforce Diversity	College/University Masters PhD

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Museum Profession Day	The Smithsonian American Art Museum is partnering with the American Alliance of Museums for a free, table-top museum career fair. Network with professionals from more than 20 Smithsonian museums and other organizations in the mid-Atlantic region to learn about the wide array of career possibilities in a museum – from being a curator to a lighting designer to a financial analyst, and more. From 3 to 5PM, museum professionals will critique participants' resumes in five minute increments on a first come, first served basis. The keynote address will be given by Dr. Tonya Matthews, Interim Director of Inclusion at the American Alliance of Museums.	9/16/2019	Completed	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities	No	Career Fairs;#Career Counseling	Workforce Diversity	College/University Masters
Provost	SAAM	Modern American Realism Gallery Talk	Curator Virginia Mecklenburg presented a talk at the Nantucket Historical Association in conjunction with the touring exhibition "Modern American Realism, Selections from the Sara Roby Foundation Collection." The talk featured the work of Jacob Lawrence, Paul Cadmus, Bernard Perlman, and Nancy Grossman.	8/13/2019	Completed	African Americans LGBTQIA+ Community	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	African American Art in the 20th Century	African American Art in the 20th Century, a traveling exhibition organized by SAAM's Chief Curator Virginia Mecklenberg and drawn from SAAM's permanent collection, presents a selection of 50 paintings, sculpture, and prints by thirty-six black artists who explored the African American experience from the Harlem Renaissance through the Civil Rights era. Traveling exhibition opens at the Cornell Fine Arts Museum at Rollins College, Winter Park, Florida on Sept 20th.	9/20/2019 - 12/29/2019	In Progress	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Poster Set: A Woman's Place Is in the Curriculum	A joint initiative with NPG, this AWHI-funded teaching poster set highlights the stories of six women of color.	9/2019 - 12/2019	In Progress	African Americans Hispanics Native Americans Women	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Art + Text Activity, Summer Teacher Institutes	Four, one hour teacher trainings focused on pairing artwork by Mickalene Thomas with "A Reason in the Sun" by Lorraine Hansberry	7/9/2019 & 7/23/2019	Completed	African Americans	No	Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SAAM	Art + Text Activity, WISSIT Program	Two, two hour teacher trainings focused on pairing artworks by Miriam Schapiro with "Poet X" by Elizabeth Acevedo.	7/31/2019	Completed	African Americans Hispanics	No	Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SAAM	DC Public Schools, Adverse Childhood Experiences (ACE) Fellows Program	One hour teacher training with DC public school teachers dedicated to exercising social emotional learning skills and strategies in support of students with Adverse Childhood Experiences	8/5/2019	Completed	African Americans Individuals with Disabilities	No	Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SAAM	PG County Public Schools, In-Service Program	Four, one hour teacher trainings focused on Renwick collection items. PG County public school student demographics are Black or African American (57%) and Hispanic/Latino (34%) with the art teacher population mirroring the student population.	8/23/2019	Completed	African Americans Hispanics	No	Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SAAM	Minority Awards Internship Program	The time-based media curator Saisha Grayson supervised a gender-nonconforming MA student as part of MAPS program	6/4/2019 - 8/9/2019	Completed	LGBTQIA+ Community	No	Internships	Program Diversity	College/University
Provost	SAAM	Lecture on Saya Woolfalk	The time-based media curator Saisha Grayson delivered a lecture at the Nelson-Atkins Museum of Art in Kansas City on Saya Woolfalk, whose work engages her Japanese and African American hybrid identity	8/29/2019	Completed	African Americans Asian Americans Women	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Distance Learning Program: Artful Connections, African American Artists	Classroom Videoconference program on African American Artists, 13 participants	7/1/2019 - 9/30/2019	Completed	African Americans	No	Education Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Distance Learning Program: Artful Connections, American Indians	Classroom Videoconference program on American Indians, 53 participants	7/1/2019 - 9/30/2019	Completed	Native Americans	No	Education Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	SAAM	Distance Learning Program: Artful Connections, Latino Art and Culture	Classroom Videoconference program on Latino Art and Culture, 30 participants	7/1/2019 - 9/30/2019	Completed	Hispanics	No	Education Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	SAAM	Universal Design Discussion	Presentation on making museum spaces more welcoming for all visitors. Featured speakers were Valerie Fletcher, Executive Director of the Institute for Human Centered Design, and Scott Rosenfeld, Lighting Designer, SAAM.	9/17/2019	Completed	Individuals with Disabilities	No	Education	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	Alexander Maldonado's painting "San Francisco to New York in One Hour" was lent to the Bundeskunsthalle in Bonn, Germany for the exhibition "San Francisco. Californian Dreams"	9/13/2019 - 1/12/2020	In Progress	Hispanics	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	Two Alma Thomas paintings, "Wind and Crepe Myrtle Concerto" and "Arboretum Presents White Dogwood" were lent to the Baltimore Museum of Art for the exhibition "Solidarity & Solitary: The Joyner/Giuffrida Collection"	9/29/2019 - 1/5/2020	In Progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Access Brochure	Joint Access brochure for SAAM/NPG information desks. The brochure provides information about access to the Donald W. Reynolds Center, and special programs available at SAAM and NPG.	8/2019	Completed	Individuals with Disabilities	No	Education Brochure	Program Diversity	Other Programming for Adults
Provost	SAAM	Intern Program	SAAM's Lunder Conservation Center hosted a resume building workshop for interns in the Smithsonian's Mellon-funded Conservation Internship for Broadening Access (CIBA) program.	6/14/2019	Completed	African Americans Asian Americans Hispanics	No	Internships	Workforce Diversity	Masters

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Alma Thomas Research Project	Research project undertaken by SAAM's Lunder Conservation Center to examine the paintings of Alma Thomas. The project will include public and private programming	9/6/2019 - 1/3/2020	In Progress	African Americans	No	Education Public Programming	Program Diversity	Masters
Provost	SCLDA	Smithsonian Secretary's Youth Advisory Council	In 2016, Secretary Skorton established the inaugural Smithsonian Secretary's Youth Advisory Council (SSYAC) to provide an organized youth perspective regarding various issues to the Smithsonian Secretary and his leadership. For 2018-2019, the program is comprised of 10 DC-area teens and 11 national teens associated with 5 Affiliates (Upcountry History Museum, Greenville, SC; National Underground Railroad Freedom Center, OH; The Rockwell Museum, Corning, NY; Arab American National Museum, Dearborn, MI; Fort Worth Museum of Science and History, TX).	10/24/2018 - 4/24/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education	Program Diversity	High School (9th - 12th Grade)
Provost	SCLDA	Teacher Creativity Studios: Fostering Global Competence in the Classroom	The Teacher Creativity Studios: Fostering Global Competence in the Classroom project is a collaborative nationwide education program designed to develop new instructional materials and content highlighting both Asian Pacific American and Latino experiences within K-12 humanities subject areas. Teacher participants create multimedia lessons integrating resources from Smithsonian and participating Affiliate museums, including new video resources created also from this project that feature Smithsonian experts and align with Harvard University's Project Zero Global Competencies. The project is designed to increase digital access to museum collections, to empower teachers to integrate these APA and Latino resources into their teaching and to inspire students to investigate the world, recognize perspectives, and communicate ideas effectively.	2/1/2018 - 5/8/2019	In Progress	Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Education Teacher Workshops	Program Diversity	Other Programming for Adults



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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	Museums Go Global	Working collaboratively, classroom teachers and museum educators will explicitly connect museum collections and global issues. Group will first learn about ways to leverage museum collections to educate for global competence, then build lessons using museum collections to be shared on the Smithsonian Learning Lab.	10/1/2018 - 9/30/2019	Completed	Residents of Under-resourced Communities DC Public Schools	Yes	Education Teacher Workshops	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SCLDA	PZ In Another Language: People, Place, and Time - Smithsonian Learning Lab Presentation	Presentation with two SCLDA teacher fellows that showcased three Smithsonian Learning Lab collections they developed during their fellowship and demonstrated how to implement Project Zero Global Thinking Routines to support student's critical thinking and language-learning skills.	2/15/2019	Completed	Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Teacher Workshops Fellowships	Program Diversity	High School (9th - 12th Grade)
Provost	SCLDA	2019 Anne Arundel County Public Schools' Curriculum Academy Conference	SCLDA presented four sessions highlighting the Smithsonian Learning and Project Zero Visible Thinking Routines at the Anne Arundel County Public Schools' Curriculum Academy Conference. The sessions included educators from across subject areas and disciplines, including science, social studies, visual and performing arts and ESOL. Examples from Fairfax County's Visual Arts pacing guides were shared as models of what's possible in integrating museum resources within K-12 curricula.	6/25/2019	Completed	Hispanics Residents of Under-resourced Communities ESOL - English for Speakers of Other Languages	Yes	Conferences w/Professional Organizations Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SCLDA	Smithsonian Learning Lab / Two Rivers Project	Set of two workshops for teachers participating in the Smithsonian Learning Lab / Two Rivers Project, a collaboration with the Two Rivers Public Charter School. In this project, participating teachers will build three Learning Lab teaching collections each, blending digital museum resources and instructional strategies, for use in expeditions in the Two Rivers curriculum. Participants teach science, Spanish, art, and humanities at the elementary and middle-school levels.	7/10/2019	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	NJPSA 2019 Arts Integration Leadership Institute - Smithsonian Learning Lab, Focus on Global Arts and Humanities	Workshop was presented at the New Jersey Principals and Supervisors Association - 2019 Arts Integration Leadership Institute. Participants learned how to spark cross-cultural conversations, support interdisciplinary learning, and develop critical thinking and observation skills with African art forms that inspired the film Black Panther. Included a tutorial on how to use the Learning Lab to access digital media resources. Participants had time to build their own teaching collections.	7/23/2019	Completed	African Americans	Yes	Education Conferences w/Professional Organizations	Program Diversity	High School (9th - 12th Grade)
Provost	SCLDA	STEM In The Classroom: How Technology Has Helped To Change Music Over Time	3rd-5th grade STEM teachers participates in an interactive week-long professional development workshop that uses the museums musical collections as teaching tools. Through direct instruction, guided practice, and cooperative exploration, participants will act as learners and leaders as they explore African American STEM contributions to music through innovation and technology. Participating teachers will engage in activities that demonstrate how music serves as a bridge between communities.	8/21/2019	Completed	African Americans	Yes	Education Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade)
Provost	SCLDA	2019 Smithsonian / Montgomery College Faculty Fellows Seminar Series	Professional development seminar series for the 2019 Smithsonian / Montgomery College Faculty Fellows. Seminar series consists of one opening panel and 5 focused seminars. Topic: The Search for an American Identity: Building a Nation Together Visits/SI representation includes: NMAH, NMAI, SLC, NMAAHC, NASM and NPG.	3/1/2019 - 8/30/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians Residents of Under-resourced Communities	No	Conferences w/Colleges or Universities Education Fellowships	Program Diversity	College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	Digital Storytelling Workshop Using the Learning Lab/Museum Objects	Training workshop led by SCLDA Fellow Antonia Liguori to Montgomery College and UMBC faculty introducing digital storytelling using the Smithsonian Learning Lab. Attendees included full-time faculty pursuing humanities-based research at colleges and universities in Maryland and the District of Columbia. Two trainings: One at UMBC, one at Montgomery College, Rockville campus. The UMBC event was hosted by UMBC's Inclusion Imperative, a five-year initiative promoting diversity in the humanities.	3/22/2019	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Teacher Workshops	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	Texas ASCD Ignite19 Conference	Present a session, Curating Digital Museum Resources for the Classroom, at the Texas Association for Supervision and Curriculum Developments Ignite19 conference, Transforming Curriculum with Technology. Done as part of Supporting the Innovative Teaching of Ethnic Studies project (supported by the Smithsonian Asian Pacific American Initiatives Pool and the Smithsonian Latino Initiatives Pool).	6/20/2019 - 9/18/2019	Completed	Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	SCLDA	Kayo Denda Fellowships Research	Fellow Kayo Denda, Librarian for Women's, Gender and Sexuality Studies, Rutgers University Libraries fellowship and presentation, "Discovering American Women's Histories: An Examination of Metadata Schema and Access Issues".	5/14/2019 - 9/21/2019	Completed	LGBTQIA+ Community Women Women of Color	Yes	Fellowships Learning about Access to Digital Media	Program Diversity	College/University
Provost	SERC	Research Experience for Undergrads	Professional training initiative with emphasis on providing training opportunities for underserved communities.	FY 2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Yes	Internships Training	Program Diversity Workforce Diversity	College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SERC	C-STREAM	Chesapeake Student Recruitment Early Advisement and Mentoring - a partnership program with the Chesapeake Research Consortium intended to increase and diversify the workforce for environmental restoration. The focus is primarily on college students from previously underrepresented groups.	FY 2019 - FY 2020	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Recruitment Training	Program Diversity Workforce Diversity	College/University
Provost	SIL	SIL HMSG Library Minority Award Program Intern	SIL's HMSG Library hosted Latina woman to analyze, promote, and suggest improvements to branch's special collections	1/29/2018 - 04/06/2018	Completed	Hispanics Women	No	Collections Internships Public Programming	Workforce Diversity	Masters
Provost	SIL	SIL Anacostia Library hosted indoor recess	Arts and crafts for adults	12/6/2018	Completed	African Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SIL	SIL NPM library Saturday Open House	We open the library to the public every third Saturday. This weekend we assisted Latinos who do not speak English as their primary language. We also assisted the elderly with network printing on the library Xerox machine.	10/20/2018	Completed	Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SIL	Diverse Recruit	SIL hired a Native Hawaiian as a preservation technician in FY2019	11/13/2018	Completed	Native Hawaiians/Pacific Islanders	No	Recruitment	Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SIL	Indian Bibles and Prayer Books Lecture	SIL hosted a joint lecture on Anthropology Library's Bureau of American Ethnology collection of ~300 bibles and prayer books that had been transcribed into Indian/Native American languages by Christian missionaries. Speaker Ives Goddard (curator emeritus, NMNH Anthropology Department and leading expert in Native American languages), discussed the significance of these books, their past, how they became part of our collection, and their potential for future investigation. The Libraries makes available several hundred of these books on the Libraries online book collection titled: "Early Publications in American Indian Languages." See: <a href="https://library.si.edu/digital-library/collection/early-publications-american-indian-languages">https://library.si.edu/digital-library/collection/early-publications-american-indian-languages</a> . The talk was followed by a Navaho blessing by SIL's NMAI Librarian as the books will move to the Cullman Library for better security and climate control.	3/19/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Collections Education	Program Diversity	Other Programming for Adults
Provost	SIL	Kathryn Turner Diversity and Technology Internship	10-week summer internship targeting computer science students at Historically Black Colleges and Universities (HBCUs)	6/3/2019 - 8/9/2019	Completed	African Americans	Yes	Internships	Workforce Diversity	College/University
Provost	SIL	SIL NPM Library Saturday Open House	We open the library to the public every third Saturday. We also assisted the elderly with network printing on the library Xerox machine.	8/17/2019	Completed	Individuals with Disabilities Residents of Under-resourced Communities	Yes	Public Programming	Program Diversity	Other Programming for Adults
Provost	SIL	First Seminar of Librarians, Archivists and Museum Professionals in Panama, University of Panama, February 12th	STRI Librarian, Carrie Smith, presented in Spanish to a Panamanian audience about the STRI Library. In association with APABIB.	2/12/2019	Completed	Latin American Audience (Panamanian, Guatemalan, Puerto Rican attendees)	Yes	Conferences w/Colleges or Universities Education Conferences w/Professional Organizations Public Programming	Program Diversity	College/University Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SIL	Hosted educational tour for First Seminar of Librarians, Archivists and Museum Professionals in Panama	STRI Library hosted 122 guests from the First Seminar of Librarians, Archivists and Museum Professionals in Panama	2/14/2019	Completed	Latin American Audience (Panamanian, Guatemalan, Puerto Rican attendees)	Yes	Education	Program Diversity	College/University Other Programming for Adults
Provost	SIL	2019 STRI Bibliography Internship Project	Hired 2 university students for the project internship in the STRI Library	7/2019 - 9/2019	In Progress	Panamanian and Spanish Students	Yes	Internships	Workforce Diversity	College/University
Provost	SIL	Hirshhorn Library Internship	Hosted African American student as Hirshhorn Library intern	2/2019 - 3/2019	Completed	African Americans	No	Education	Workforce Diversity	College/University
Provost	SIL	Hirshhorn Library Internship	Hosted Latino student as Hirshhorn Library intern	2/2019 - 6/2019	Completed	Hispanics	No	Education	Workforce Diversity	College/University
Provost	SITES	Museum on Main Street capacity building training workshops	The Museum on Main Street (MoMS) program is SITES' key initiative that directly engages small town audiences and brings revitalized attention to underserved rural communities through their own Main Street museums, historical societies, and other cultural venues. Professional development workshops for host venues were held in 15 states in FY19, providing program and installation tools and training for hosting a traveling exhibition and developing community-based displays and programs.	FY 2019	In Progress	Residents of Under-resourced Communities	No	Build-it-Yourself Exhibit	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SITES	I Want the Wide American Earth: An Asian Pacific American Story	An award-winning educational poster set provides teachers with fresh resources for celebrating Asian Pacific American history across this multitude of incredibly diverse cultures, and ways to explore how Asian Pacific Americans have shaped and been shaped by the course of our nation's history. Produced by SITES, distributed at no cost to schools, museums, and small libraries.	Ongoing	In Progress	Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	The Way We Worked	A fresh approach to how and why Americans work -- whether in offices, factories, farms, schools, homes, on the road, rails, or sky, in the military -- through photographs and first-hand stories. A Museum on Main Street project that provides rural communities with tools and training to utilize local resources for complementary programming and outreach.	9/2011 - 11/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	The Way We Worked	A fresh approach to how and why Americans work -- whether in offices, factories, farms, schools, homes, on the road, rails, or sky, in the military -- through photographs and first-hand stories. Formerly a Museum on Main Street project, this exhibit is now traveling through the SITES program.	FY 2019 - Ongoing	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	Water/Ways	A humanities-based examination of water and what it means to communities across the nation. A Museum on Main Street project that provides resources and tools for rural and under- resourced communities to collect and share stories and to create their unique complementary exhibits.	5/2016 - 6/2022	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Recruiting	SITES works with OHR's Diversity & Inclusion Outreach Specialist to announce vacancies far beyond USAJOBS to ensure we reach diverse communities. SITES also notifies professional organizations related to museums and specific professional specializations as they apply to open positions. We also announce job openings through many common social media outlets and listservs.	Ongoing	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Digital Promotion of Job Opportunities	Workforce Diversity	College/University Masters PhD
Provost	SITES	Hometown Teams: How Sports Shape America	Sports are an indelible part of our culture and community. Hometown Teams: How Sports Shape America shows how sports reflect the trials and triumphs of the American experience and help mold our national character. Host communities utilize SITES' tools, resources, and professional training to develop complementary exhibits that highlight their own local histories and stories.	3/2014 - 4/2020	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	Bittersweet Harvest: The Bracero Program 1942-1964	Award-winning bi-lingual posters from SITES convey the little known story of the Bracero Program, the largest guest worker program in U.S. history. Between 1942 and 1964, millions of Mexican men came to the U.S. on short-term labor contracts. Distributed at no cost to schools, migrant education centers, museums, and small libraries.	Fall 2010 - Ongoing	In Progress	Hispanics Residents of Under-resourced Communities	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Choosing to Participate	Graphically compelling, award-winning poster exhibit, created primarily for middle and high schools, is designed to encourage dialogue, engagement, respect, and participation in our communities. Many schools use it for anti-bullying programs. Distributed at no cost to schools, Boys & Girls Clubs, libraries, community centers.	Fall 2010 - Ongoing	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Poster Exhibit	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	SITES	Stories from Main Street	A digital initiative to collect and share stories from small-town and rural America. Developed by the Museum on Main Street program to encourage capacity-building at the local level and to provide resources for community outreach.	Fall 2010 - Ongoing	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	Roots of Wisdom: Native Knowledge, Shared Science	A new exhibition developed with the Oregon Museum of Science & Industry designed to engage families and students in the concept that western science and Native American traditional knowledge about the environment are both valuable and complementary for understanding the natural world.	2/2017 - 8/2021	In Progress	Native Americans Native Hawaiians/Pacific Islanders	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Beyond Bollywood: Indian Americans Shape the Nation	Created in collaboration with the Smithsonian's Asian Pacific American Center, a new exhibition explores the Indian American experience and the community's vital political, professional, and cultural contributions to American life and history.	5/2015 - 11/2020	In Progress	Asian Americans	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	Journey Stories	Americans on the move, whether for work or pleasure, illustrate a key chapter in the nation's story. Journey Stories encourages host communities to collect and share stories, including those from immigrants new and old.	7/2017 - Ongoing	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	A Place for All People: Introducing the National Museum of African American History and Culture	Produced in collaboration with the National Museum of African American History and Culture, this new exhibition of 20 posters explores African American history, culture, and community and will include programming and educational resources for host venues. Available as digital files to print yourself.	8/2016 - Ongoing	In Progress	African Americans Women	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Dolores Huerta: Revolution in the Fields / Revolución en los Campos	Dolores Huerta: Revolution in the Fields / Revolución en los Campos shares the compelling story of legendary activist and leader Dolores Huerta (b.1930) and the farm workers movement of the 1960s and 70s. It is a quintessentially American tale of struggle and sacrifice, of courage and victory.	2/2016 - 12/2023	In Progress	Hispanics Women	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	Men of Change: Power. Triumph. Truth.	Men of Change: Power. Triumph. Truth. serves as metaphor for the thousands of significant African-American men who are rendered invisible by a society that does not quite know how to see them. Men of Change highlights men—including Muhammad Ali, James Baldwin, Ta-Nehisi Coates, W.E.B Du Bois and Kendrick Lamar—whose journeys have altered the history and culture of the country through politics, sports, science, entertainment, business and religion. The achievements of the men are situated within the legacy and traditions of the African American journey -- achievements of excellence in spite of society's barriers. The men's names are insinuated in a landscape of names and faces all echoing the story of becoming your best self. In heralding the contributions of notable men across decades, Men of Change highlights deep parallels between the past and present.	2/2019 - 6/2022	In Progress	African Americans	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Righting a Wrong: Japanese Americans and World War II	This important new traveling exhibition from the Smithsonian's National Museum of American History brings heart-wrenching personal stories, fascinating documents, stunning photographs, and engaging interactives to audiences across the nation. Embracing themes that are as relevant today as they were 75 years ago, the exhibition takes a deep look at immigration, prejudice, civil rights, heroism, and what it means to be an American.	10/2017 - 10/2022	In Progress	Asian Americans	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	Crossroads: Change In Rural America	Crossroads: Change in Rural America offers small towns a chance to look at their own paths to highlight the changes that affected their fortunes over the past century. The exhibition will prompt discussions about what happened when America's rural population became a minority of the country's population and the ripple effects that occurred.	1/2017- 12/2022	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Exhibition Starter Kits	Drawing on content from past MoMS exhibitions, Starter Kits are organized to help small museums develop great local exhibitions. They embrace the power of local history and culture by providing a set of tools created by the Smithsonian that leverage local culture, creativity, and artistic expression. MoMS provides the curatorial framework for the exhibition. Host museums add additional content—such as historical images, art and artifacts, video clips, and quotes from oral histories—that highlights their local history and culture. Exhibition Starter Kits provide communities with Smithsonian-curated humanities-based exhibition frameworks and enable them to decide what is most important to present about their towns. The open build-it-yourself concept helps them preserve their past by presenting it in the most relevant way to their constituents. Smithsonian staff will provide assistance throughout the exhibition development process for each host venue.	4/2019 - 9/2024	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Exhibition Starter Kits	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	2018 Next Steps Institute for STEM Learning and Leadership	The Smithsonian Science Education Center hosted the 2018 Next Steps Institute for STEM Learning and Leadership from October 10-12 in Colorado Springs, CO. This program, organized in collaboration with South Carolina's Coalition for Mathematics and Science brought together over 130 educators from 20 US states and Mexico to dive deeply into six critical topics in STEM education through the Next Step's pathway model. These topics included increasing diversity in the STEM teaching workforce, thoughtful approaches to integrating technology into classrooms, and addressing the emerging Next Generation Science Standards in schools and districts throughout the country. Participants also had the opportunity to visit some "hot topics" in STEM education through 75-minute salon sessions. On-site exhibitors included the SSEC's publisher, Carolina Biological, The TGR Foundation, Denver Museum of Nature & Science, PCG Education, Engineering is Elementary and the EPA.	10/10/2018 - 10/12/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SSEC	STEM Workshop for Middle School Teachers hosted by Touro College and the Smithsonian Science Education Center	On November 6th SSEC Division Director of Professional Services Amy D'Amico, Program Specialist, Kat Fancher and Program Assistant, Eva Muszynski facilitated the STEM Workshop for Middle School Educators at the Isaac Newton Middle School for Math and Science in New York City. 45 Kindergarten through 12 grade teachers attended breakout sessions lead by the SSEC on Modeling as Explanation and Argumentation. This was the first event part of the collaboration between SSEC and Touro college and University System.	11/3/2018	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Middle School (6th - 8th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	2018 Family Night in Colorado	More than 289 family members from 14 schools in the Denver Metro area enjoyed an evening at the Museum, free of charge, to explore the "Mindbender Mansion" and "¡Cuba!" exhibits, one of four Planetarium showings, and select museum exhibits. The Denver Museum of Nature & Science is dedicated to welcoming everyone and has put forth an effort to provide information in both English and Spanish, creating a welcoming format for our dual-language families. The theme of the exhibits support the students' learning in the classroom with the STC science units provided through the Colorado LASER Initiative.	11/5/2018	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SSEC	2019 Washington DC Public Middle Schools Professional Development Day	On January 23, 2019 Washington DC Public Middle schools held their annual professional development day. The SSEC presented on eliciting ideas through argumentation. Teachers chose which session they would attend. Over two sessions, 14 teachers serving 2455 DC students attended the SSEC session.	1/23/2019	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Middle School (6th - 8th Grade)
Provost	SSEC	STEM Education Summit: Building a Coalition for Attracting and Retaining a Diverse STEM Teaching Workforce	On March 22-24, the Smithsonian Science Education Center, supported by Shell Oil Company, hosted its third summit and first at Xavier University in New Orleans, Louisiana. The STEM Education Summit convened 21 teams of educators and their mentors from across the nation to create plans for attracting or retaining a diverse STEM teacher workforce in their schools, districts, or regions. Teams were paired with a mentor to support the creation of their logic model and each group will continue to work together over the next eighteen months to implement the activities outlined in their plans and move the work forward. In preparation for the weekend's work, a series of five webinars were provided for participants and mentors on topics including change management, project management, and implicit bias in the weeks leading up to the summit.	3/22/2019 - 3/24/2019	Completed	African Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	Program Diversity Supplier Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	2019 Washington DC Public Schools Professional Development Day	On April 4, 2019 Washington DC Public schools held their annual elementary professional development day. The SSEC presented on eliciting ideas through argumentation. Teachers chose which session they would attend. Over two sessions, 24 teachers serving 1129 DC students attended the SSEC session.	4/4/2019	Completed	African Americans Hispanics	Yes	Education	Program Diversity	Middle School (6th - 8th Grade)
Provost	SSEC	STEM Symposium	On Saturday, March 30, the Smithsonian Science Education Center participated in a day-long community STEM event – “STEM Symposium”, featuring local students (K-12), parents and representatives from industry and academia alike. A total of 4,000 participants were in attendance with some 50 exhibitors, 20 student showcases and prominent speakers, such as former NASA Astronaut, Dr. Sandra Magnus. The full-day event featured hands-on activities and provided the Center with the opportunity to showcase its Women in STEM2D activities, as well as other commercially available (SI branded) science kits. In addition, SSEC was able to reach several hundred students by way of a career-focused poster that was freely distributed at the event. Finally, a number of introductions were made with business, education and non-profit leaders that may lead to future opportunities for SSEC, including possible exhibition at a future Girl Scouts event.	3/30/2019	Completed	African Americans Asian Americans Hispanics	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Women In Science, Technology, Engineering, Math and Manufacturing Initiative	WiSTEM2D or Women in Science, Technology, Engineering, Mathematics, Manufacturing and Design is a Johnson & Johnson (J&J) led initiative to reach 1 million girls by 2020. The initiative aims to promote girls and women in the sciences with a focus on reaching students and having them consider early on the potential benefits of a career in STEM2D. SSEC continued to actively support the WiSTEM2D initiative in 2019 by developed lessons and activities, training volunteers, assisting with event planning and procurement of material supplies. We have engaged a number of SI stakeholders as part of the work including the help of NMAAHC to provide a hands-on STEM activity based around diversity and inclusion themes. We have also leveraged SSEC's Smithsonian Science for Global Goals and international outreach to maximize the initiative's reach globally. Events and activities thus far have included classroom engagements in cities across the United States with additional international engagements in Puerto Rico and Kenya utilizing Smithsonian Science For Global Goals - Mosquito! curriculum which saw students leaders guide other students in raising awareness around mosquito-borne illnesses. Since October 2019, around 4933 students have been impacted by the initiative across 11 cities and 30+ class sessions.	11/2018 - Present	In-progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SSEC	STC Kindergarten	STC Kinder, is comprised of a set of curriculum units, which provides research-based, inquiry-centered investigations for the Kindergarten level. The STC Kinder program follows the Next Generation Science Standards and Common Core State Standards for Mathematics and ELA/Literacy. Each curriculum unit includes a Teacher's Guide, Big Book Literacy Series, and Digital Support.	10/2018 - Present	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Smithsonian Science for the Classroom	The Smithsonian Science for the Classroom program, which is setting the standard for 3-D learning and 3-D assessment, is a new fully integrated STEM curriculum developed by the Smithsonian Science Education Center. It is designed to engage students in phenomenon-based learning through coherent storylines, inspire teachers with point-of-use support, and connect students firsthand to the world around them. It was developed in consultation with teachers and technical experts and field tested in a range of schools with diverse populations. It draws on the latest findings and best practices from educational research with proven results.	10/2018 - Present	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)
Provost	SSEC	STC Middle School	Engage students in authentic science, technology, engineering, and math experiences using STCMS™ units. These hands-on, practice-based units are centered around specific bundles of Next Generation Science Standard Performance Expectations that result in coherent unit storylines that will engage your middle school students in the investigation of exciting phenomena. Whether your students are planning investigations and designing solutions to explore Newtonian physics through objects that roll, fall, and collide, or they are gathering evidence and making predictions about reproduction and heredity, STCMS is the only way to prepare your students to be the next generation of scientifically literate citizens.	10/2018 - Present	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	Middle School (6th - 8th Grade)
Provost	SSEC	Smithsonian Science for Global Goals	Smithsonian Science for Global Goals project has new freely available community research guides developed by the Smithsonian Science Education Center (SSEC) in partnership with the InterAcademy Partnership. These Smithsonian Science for Global Goals community research guides use the United Nations Sustainable Development Goals (SDGs) as a framework to focus on sustainable actions that are student-defined and implemented.	10/2018 - Present	In-progress	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Always Think Like A Scientist (ATLAS)	SSEC supported a program called "ATLAS Water", which engaged twelve students in a six-week after-school science program at Santa Fe's Piñon Elementary School (SFPS). ATLAS Water examined the impacts of climate change on Santa Fe's access to water in 2040. The team found some surprises, most notably that the biggest local effects of climate change might not be from less precipitation. The program was developed by SFPS teacher Delara Sharma and local scientist Dr. Joel Berendzen. In Santa Fe, students interacted with archeologist Damien Evans in Paris, NOAA climatologist Howard Diamond, California artist/conservationist Wyland, and UNM Professor John Fleck, as well as local water experts. The ATLAS Water team of explorers then presented their results to city and county officials, as well as parents, at Piñon Elementary School on Friday, May 10 and the public (and SSEC Director Carol O'Donnell) watched the event live-streamed on the Santa Fe Public Schools' YouTube channel at: <a href="https://bit.ly/SFPSVideos">https://bit.ly/SFPSVideos</a> and interacted with the students via Zoom. Following the ATLAS program, the SSEC will make the materials available for free use by after-school groups so that students worldwide can explore future access to water in their own locales." SSEC's ATLAS programs are unusual by having high-school students teach middle school students' the principles to "Always Think Like a Scientist (ATLAS)," then apply those principles to complex socio-scientific issues (like accessing fresh water). Chief among the ATLAS principles is engaging with scientists directly and communicating with others	3/1/2019 - 5/10/2019	Completed	Hispanics Native Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SSEC	2019 Family Night at the Museum	Approximately 7,411 community members enjoyed a day at the Museum, free of charge, to explore the "Our Senses" exhibit, space focused presentations by local businesses and community organizations, and museum exhibits. The Denver Museum of Nature & Science is dedicated to welcoming everyone and has put forth an effort to provide information in both English and Spanish, creating a welcoming format for our dual-language families. The theme of the exhibits support the students' learning in the classroom with the STC science units provided through the Colorado LASER Initiative.	6/2/2019	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities Asian Americans	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	2019 Family Night #4 in Colorado	More than 346 family members from 12 schools in the Denver Metro area enjoyed an evening at the Museum, free of charge, to explore the "Our Senses" exhibit, one of five Planetarium showings, one of two IMAX showings, and select museum exhibits. The Denver Museum of Nature & Science is dedicated to welcoming everyone and has put forth an effort to provide information in both English and Spanish, creating a welcoming format for our dual-language families. The theme of the exhibits support the students' learning in the classroom with the STC science units provided through the Colorado LASER Initiative.	5/13/2019	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SSEC	Plant Growth and Development Professional Development Workshop	On April 5th – 6th, SSEC Program Manager for Leadership Development and International Programs, Katherine Blanchard, conducted a professional development workshop in San José, Costa Rica. The workshop trained 11 teachers from four schools on the SSEC's Science & Technology Concepts (STC) unit Plant Growth and Development. The workshop - a part of Johnson & Johnson WiSTEM2D initiative - also engaged 8 volunteers from Johnson & Johnson Costa Rica, who will collaborate with teachers over the next year to implement this unit with over 400 students. Juan Carlos Andrade from INNOVEC, the SSEC's collaborating organization in Mexico City, served as the lead trainer. In addition to conducting this workshop, Blanchard and WiSTEM2D volunteer Monica Solana Elizondo met with the US Embassy in Costa Rica to discuss expanding the WiSTEM2D program through the embassy and Ministry of Public Education's STEAM education program.	4/5/2019 - 4/6/2019	Completed	Hispanics	Yes	Education	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Space Science Smithsonian Science Education Academy for teachers (SSEAT)	The SSEC hosted the Smithsonian Science Education Academy for Teachers (SSEAT) on Space Science in collaboration with the Harvard-Smithsonian Center for Astrophysics (CfA) in Cambridge, MA. Fifteen local teachers from 9 districts where underserved in the Boston area participated in the week, as well as two educators from the Embassy of Chile and one educator from the Carolina Biological Inc. joined the week. During the week, the participants learned how to implement WorldWide Telescope Think Space Lab lessons about seasons, lunar phases, and eclipses; took images of astronomical objects using remote robotic telescopes and learned astronomical image processing using a MicroObservatory tool; visited the CfA's old observatory and learned about women scientists in the history of the CfA; toured the CfA's cutting-edge science labs; and had a field trip to the Chandra X-ray Observatory Operations Control Center in Burlington. Three worldly well-known distinguished scholars, Dr. Margaret Geller, Dr. Phil Sadler, and Dr. Allyssa Goodman provided keynote sessions.	7/8/2019 - 7/12/2019	Completed	Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SSEC	Smithsonian Science Summer School (S4)	Smithsonian Science Summer School (S4) is a collaboration between Horizons of Greater Washington and the Smithsonian Science Education Center. STEM teachers for grades 1 and 4 receive professional development and materials for a SSEC Engineering module. The teachers implement the module in their classroom and as a capstone activity teachers bring their students to a Smithsonian Museum to support the learning they have had in their classrooms. On July 23, students went to NMAAHC. There were total 78 elementary students participated in the S4's STEM activity event at the NMAAHC. 4th grade students learned about energy and 1st grade students learned about sound. They also spent time at the exhibit hall, Explore More! Gallery.	6/26/2019 - 7/23/2019	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Smithsonian Science Education Academy for Teachers- Energy and its Innovations	During the week of July 7-12th, 12 science teachers serving approximately 1,340 students came to DC to participate in the 2019 Smithsonian Science Education Academy for Teachers: Energy and Its Innovations. During the week the teachers explored the past and future of energy in the United States through guided tours of a local powerplant, Smithsonian collections, and museum facilities. They also experienced hands on investigations of solar panels, wind turbines, and nuclear energy. Finally, the teachers used their experiences to create an innovation that would decrease the energy needs of food consumption. The project was led by Kat Fancher of the SSEC with presentation support from Hal Wallace at NMAH, the Spark!Lab, Steve Nelson at NMNH, and Possum Point Powerplant.	7/7/2019 - 7/12/2019	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SSEC	Summer Academy Engineering Professional Development	In collaboration with the Smithsonian Affiliates and Children's Museum of the Upstate, Kat Fancher presented at the 2019 Summer Academy in Greenville County, SC. The professional development focused on increasing teacher understanding of the newly adopted science and engineering principles through team work, discussions, and hands on experimentation.	7/24/2019	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)
Provost	SSEC	eSTEAM DC	On July 27, Kat Fancher and Sharath Narayan from the SSEC presented a hands on design activity for DC families as part of the Black Integrated Communication Professionals Network eSTEAM day. The day focused on introducing local families to hands on science, engineering, and design activities to encourage students to pursue STEM2D careers.	7/27/2019	Completed	African Americans	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Smithsonian Science Education Academy for Teachers-Biodiversity	SSEC hosted the Smithsonian Science Education Academy for Teachers (SSEAT) on Biodiversity where 19 teachers from across the United States and South Korea came together in Washington, DC. This week-long professional development workshops was planned and delivered by the Smithsonian Science Education Center's Professional Services Division, and Program Assistant, Eva Muszynski. The week increased teachers content knowledge on scientific illustration, insect metamorphosis, global climate negotiations and methods of biodiversity study in various ecosystems including freshwater streams and near shore environments. Throughout the week, the Smithsonian Science for Global Goals curriculum, Mosquito! How can we ensure health for all from mosquito-borne disease? was used to understand the United Nations Sustainable Development Goals, mosquito transmission and provided a framework for teachers to create an action plan to integrate their newly obtained knowledge into their classrooms. Participants spent time behind the scenes and with scientists from the National Museum of Natural History and the Smithsonian Environmental research Center (SERC).	6/23/2019 - 6/28/2019	Completed	Asian Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity Supplier Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SSEC	Smithsonian Science Leadership Development and Strategic Planning Institute	Teachers, administrators, community and business partners representing 11 school systems in the U.S., Guatemala, Costa Rica, and Thailand came together from July 22-26, 2019 for an intensive 5-day institute guiding their strategic planning for STEM programs. Attendees participated in sessions focusing on the five elements of the Leadership and Assistance for Science Education Reform (LASER) model: curriculum, professional development, materials support, assessment, and administrative community support. The information from these sessions was then used to inform their own five-year strategic plans.	7/22/2019 - 7/26/2019	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	2019 National HBCU Week Conference	SSEC Director, Carol O'Donnell and Division Director of Professional Services, Amy D'Amico, hosted a VIP session at the 2019 National HBCU Week Conference on September 10 for presidents and executives of Historically Black Colleges and Universities. The session was co-led by SSEC Advisory Board vice-chair and Vice President of the Shell Oil Company Foundation, Frazier Wilson, and focused on the work of the SSEC and Shell to build a coalition for attracting and retaining a diverse STEM teaching workforce. SSEC Program Manager, Katie Gainsback, also coordinated with SITES and OFI to ensure Smithsonian was represented at an exhibit table throughout the conference.	9/10/2019	Completed	African Americans	Yes	Education	Program Diversity	College/University Other Programming for Adults
Provost	TSA	African Roots/Latino Soul	How many cultures can we be? This vibrant play explores what it means to be Latino, African American, and proud. The spirit of Celia Cruz's songs infuses this delightful show, in which the warmth of mama's kitchen and the bustle of city life play parts in demonstrating that the pulse of the music is the heart of the people. Written with the Young Playwrights' Theater, this is a story of the triumphs of today's multicultural kids.	10/4/2018 - 10/24/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Cuentos Muy Magicos! Magical Stories!	This delightful Discovery Theater original offers a fresh take on three classic tales. The Little Red Hen asks the question "Who will help?" Jack and the Beanstalk proves that small is mighty. And The Gingerbread Man... well, he's just one bad cookie. Filled with delightful songs, puppets, and audience participation, this bilingual story-time spectacular is not to be missed!	10/5/2018, 10/12/2018, 10/23/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Lessons from the Animal Peoples	Native American stories are playful, funny, and wise. Dovie Thomason shares her culture with understanding, sly humor, and astonishing vocal transformations to become characters who weave magic with every word. Her captivating collection of stories explore some age-old questions (Why do bears hibernate? Why don't rabbits have tails?) that reveal timeless truths about the Earth and her animal children—and all of us, too!	11/8/2018 - 11/9/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Native Pride Dancers	Dancers, drumbeats, and stories celebrate the spirit and beauty of First-Nations peoples in a dynamic, one-of-a-kind cultural heritage program. Actor, educator, and world-champion fancy dancer Larry Yazzie brings together artists who share the rich heritage and customs passed down from generation to generation—and a history of bravery, fortitude, generosity, and wisdom.	11/13/2018 - 11/14/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Discovery Play Series Grandma's Thanksgiving Visit	Last Fall's sold-out show returns! Grandma has arrived for the holiday—and that can only mean making puppets, cooking together, washing the car, and learning lots of fun new things. This musical play with a great big heart brings the whole audience into the family with singing, finger play, and call-and response as we all give thanks for being together.	11/15/2018 - 11/16/2018 11/19/2018 - 11/20/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Seasons of Light	Joy, warmth, and community illuminate seasonal holiday celebrations the world over. Back for its 20th season, this signature Discovery Theater show celebrates the history and customs of Diwali (Devali), Chanukah, Las Posadas, Ramadan, Sankta Lucia Day, Kwanzaa, Christmas, and the First Nations' tradition of the Winter Solstice in an interactive event that bridges communities and cultures. This show sells out early, so get your tickets now!	Weekdays 12/3/2018 - 12/21/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Holiday Movie Screening: Ezra Jack Keats' The Snowy Day	Join us for an exclusive screening of the Daytime Emmy Award-winning animated film The Snowy Day, based on Ezra Jack Keats' 1962 classic story. Narrated by Laurence Fishburne and with character voices by Regina King, Angela Bassett, and Jamie-Lynn Sigler, the film follows young Peter's magical, snowy walk to his Nana's house to bring home their Christmas Eve dinner. One the way, he meets some new (and diverse) friends who come together to celebrate many traditions. A very special day indeed!	12/11/2018 - 12/14/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Discovery Play Series Here We Go, Team!	This Discovery Theater original scores big in a musical play about sharing and taking turns, the importance of personal space, and the awesome power of teamwork. Five-year-olds Bobby and Casey are aspiring soccer stars and best friends— but they've ended up on separate teams! Sharing, personal space and respect are team values in this play about friendship and fun.	1/16/2019 - 1/17/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Black Diamond	This spirit-rousing musical play chronicles the struggles and triumphs of pioneering African American baseball players. The all-star lineup of heroes includes Moses "Fleet" Walker, who became the game's first black pro in the 1880s; power hitter Josh "Spitfire" Gibson; athlete-philosopher Satchel Paige; and young Jackie Robinson, who first integrated the major leagues. You'll stand up and cheer for the players who made sports history—and American history, too!	2/1/2019 2/20/2019 - 2/22/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Into the Great Unknown: African American Adventurers & Explorers	Leadership, courage, and adventure take center stage in this inspiring Discovery Theater original. Meet Matthew Henson, co-discoverer of the North Pole, and Barbara Hillary, the first African American woman to reach it nearly 100 years later. Thrill to the frontier exploits of the hard-riding mail carrier "Stagecoach Mary" Fields and Nate Love, the former slave who became the legendary cowboy nicknamed Deadwood Dick. And learn how astronauts and aerospace pioneers Guion Bluford and Mae Jemison are charting a whole new frontier today. From the Pole to the prairies to outer space, the histories and heroism of these African American women and men attest that true grit and personal power can push us toward greatness.	2/7/2019 - 2/8/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Once Upon a Moon	From the beginnings of time, we have gazed into the night sky with wonder and curiosity at the moon shining down on us—and wished that we could journey there. In this enchanting new show for the youngest audience members, performers and puppets spin new and old stories about the moon's magic and introduce the exciting Apollo mission that brought us to its surface. What new worlds can we dream about next?	2/14/2019 - 2/15/2019	In Progress	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Kofi's African Village	Drummer Kofi Dennis brings the vibrant life of a West African village to the Discovery Theater stage through music, storytelling, and dance. Using authentic instruments, the Ghanaian native leads lively call-and-response songs, games, and movement that gets audiences on their feet in a high-energy exploration of African cultural traditions.	2/26/2019 - 2/28/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Urban Nation H.I.P. H.O.P. Choir	With a mix that covers everything from jazz to gospel, spirituals to show tunes, and classical to contemporary, D.C. 's own Urban Nation H.I.P. H.O.P. Choir showcases the power of young talent—and the astounding power of music in our lives. In a high-energy performance full of rich harmonies and plenty of audience engagement, this talented ensemble's musical message of self-empowerment rings out loud and clear: Lift your own voice so you can be heard above the crowd!	3/6/2019 - 3/7/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Tot Rock: The Not-Its	In their signature pink ties (on the guys) and pink-and-black tutus (on the girls), the Not-Its! rock kids and families with their up-tempo albums and performances that give children their first "rock show" experience. The Seattle-based quintet delivers on-your-feet, action-oriented songs like "Green Light Go" and "Skateboard," and uses music to empower kids to be innovators, protect the environment and wildlife, and be proud of who they are—even if, as they sing about in "Participation Trophy," they get third or fourth place at something.	3/14/2018 - 3/15/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Professor Wingnut Wants to Fly	Join wacky citizen-scientist Professor Wingnut and his friend Seymour Seagull as they explore the amazing science of flight! From birds to airplanes, this pair loves all things airborne, and are in pursuit of the secret to just what makes them fly. Songs, science, and a flight-tastic dance party take off right under the planes in the Air and Space Museum. Tour the museum after the show!	3/21/2019 - 3/22/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Jargie the Science Girl	Look out! Jargie the Science Girl and her assistant Benjamin the Penguin are ready to rattle the molecules—and you're invited to join them in the laboratory. Jargie (the quirky alter ego of scientist-educator Jocelyn Argueta) dons her signature pink lab coat to launch into exciting experiments and demonstrations that deliver plenty of solid science facts—along with "impossible" physics, rockets, and dobblyblopers galore.	3/28/2019 - 3/29/2019	Completed	African Americans	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Imagination Exploration	Discovery Theater’s innovative arts/education program for DCPS early education teachers and their students who were implementing the “Creative Curriculum” in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. In “Imagination Exploration,” actors take idea and suggestion from the students and create a story/play using the ideas (improv).	September 2018 - October 2018	Completed	African Americans	No	Education	Program Diversity	Pre-K (Ages 3 - 4)
Provost	TSA	Grandma’s Thanksgiving Visit	Discovery Theater’s innovative arts/education program for DCPS early education teachers and their students who were implementing the “Creative Curriculum” in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. “Grandma’s Thanksgiving Visit” brings the whole audience into the family with singing, finger play, and call-and response as we all give thanks for being together.	11/2018	Completed	African Americans	No	Education	Program Diversity	Pre-K (Ages 3 - 4)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Here We Go, Team!	Discovery Theater's innovative arts/education program for DCPS early education teachers and their students who were implementing the "Creative Curriculum" in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. "Here We Go, Team!" is about sharing and taking turns, the importance of personal space, and the awesome power of teamwork.	1/2019	Completed	African Americans	No	Education	Program Diversity	Pre-K (Ages 3 - 4)
Provost	TSA	Gear UP!	As part of a Department of Education GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant, five Smithsonian presenters visited four Lafayette, LA high schools for three days, where they conducted in-class presentations and led hands-on activities. Topics included cell specialization and organelles, and reached 612 tenth grade science students. The program was supposed to run through 11/1/19 but Lafayette Parish Schools were closed on 11/1/19 due to tornado warnings and inclement weather.	10/29/2019 - 10/30/2019	Completed	African Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	High School (9th - 12th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Gear UP!	As part of a Department of Education GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant, five Smithsonian presenters visited four Lafayette, LA high schools for three days conducting in-class presentations and led hands-on activities. The program focused on intermolecular forces and was presented to 875 eleventh graders. Additional presentations on organelles and cell specialization were scheduled for the tenth grade biology classes that were cancelled due to inclement weather in October, reaching a total of 124 tenth grade students.	1/30/2019 - 2/2/2019	Completed	African Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	High School (9th - 12th Grade)
Provost	TSA	Beautiful Day in the Neighborhood	Meet the butcher, baker, pizza dough maker, and all of the friendly people who make our neighborhoods terrific places to live every day. Recycled crafting and interactive songs and movement make this community day the perfect blend of learning and just plain fun.	4/10/2019 - 4/12/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Beautiful Biomes	Home sweet biome? A biome is a unique environment that nurtures plants and creatures suited for that special place and climate, such as tundra, desert, rainforest, grassland, and ocean. Celebrate Earth Month and step into the Haupt Garden with horticulturists from Smithsonian Gardens and discover how all living things—including the earth itself—are connected by adaptation to the beautiful biomes we call home.	4/23/2019 - 4/24/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Tigers, Dragons, and Other Wise 'Tails'	From ancient to modern, these tales come alive with the culture of the Asian countryside. The sumptuous and mythic creation story The Four Dragon Rivers of China features beautiful flying puppets. The natural innocence of childhood outwits the villain in the Vietnamese story The Boy and the Fly. The Tiger, the Thief, and the Dried Persimmon from Korea features a trickster tiger whose antics recall the teachings of Anansi. In the Japanese tale The Wise Mole, true love takes charge, complete with cellphones and iPods.	5/7/2019- 5/10/2019	In Progress	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Jojo's Backyard Safari	It's time for high adventure as Jojo goes on the lookout for all kinds of fascinating creatures in the wilds of his very own yard. What will he find hidden in plain sight? Come along on the trek as we learn, create, and play in this musical mini-travelogue about the hidden natural world that's so close to home.	5/15/2019 - 5/17/2019	In Progress	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Black Diamond	This spirit-rousing musical play chronicles the struggles and triumphs of pioneering African American baseball players. The all-star lineup of heroes includes Moses "Fleet" Walker, who became the game's first black pro in the 1880s; power hitter Josh "Spitfire" Gibson; athlete-philosopher Satchel Paige; and young Jackie Robinson, who first integrated the major leagues. You'll stand up and cheer for the players who made sports history—and American history, too!	5/22/2019 - 5/24/2019	In Progress	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Kuumba Kids	The smash-hit show is back! Gather round the iconic tree of life for traditional, songs, stories, and dances from "Iya" Bashea Imana and her talented troupe of Kuumba Kids. This high energy, interactive show features puppets, movement, and motivational music that rouses the spirit and moves the heart.	6/27/2019 - 6/28/2019 7/2/2019 - 7/3/2019	Planned	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Beautiful Day in the Neighborhood	Discovery Theater’s innovative arts/education program for DCPS early education teachers and their students who were implementing the “Creative Curriculum” in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. “Beautiful Day in the Neighborhood” is about two siblings who journey through their neighborhood to meet community helpers (such as police officer, trash collector, librarian, firefighter, etc.)	Late March - Early April 2019	Completed	African Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Jojo’s Backyard Safari	Discovery Theater’s innovative arts/education program for DCPS early education teachers and their students who were implementing the “Creative Curriculum” in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. “Jojo’s Backyard Safari” is about the fascinating creatures in the wild – and or own backyard!	Late May - Early June 2019	Planned	African Americans Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Sprit of South Africa with Lesole's Dance Project	South African-born Lesole Maine invites you to discover the vibrant dance heritage of his homeland. Experience the energy, customs, and cultures of South Africa as reflected in three distinctive regional dances: indlamu, a traditional Zulu village dance; a gumboot dance slapped out on gold miner's rubber boots; and the upbeat urban pantsula. And don't miss the chance to try out some steps! The mission of Lesole's Dance Project is to promote the unique movement vocabulary and choreographic style inspired by Southern African heritage and to create opportunities for cultural exchange through educational programming.	7/9/2019 7/12/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	TSA	Out of this World: The Science of Space	Live demonstrations, fun factoids, and space stuff with the Science Guys of Baltimore! Join us on a mission to investigate the physics and chemistry that govern the rotation and orbit of planets, how astronauts live in space, and power the spacecraft that hurtle among the stars.	7/16/2019 - 7/19/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	TSA	Summer VIBEZ with SOLE Defined	The excitement of the hip-hop revolution used music as Afrocentric expression, social protest, and a celebration of life. Rewind to its golden age in a DJ-spun 90's music and high-energy percussive tap and stepping show. The mission of SOLE Defined is to entertain, educate and empower lives through performances, workshops, and Arts integrated programing. SOLE Defined, is the intersection between percussive dance, multimedia, storytelling and the African America narrative throughout American History in 90 minute shows we call "Percussical's".	7/23/2019 - 7/26/2019	Completed	African Americans	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Beatboxing with Max	Max picks up the mic to make some crazy-good mouth music—and wants everyone to join in! This astounding human beatbox introduces kids to the most powerful musical instrument ever: their own body. With lots of audience participation and exciting on-the-spot improvisations, Max covers themes in hip-hop culture, language, math, and music. Get ready to make some truly hip beats!	7/30/2019 - 8/2/2019	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
ASA	ASA	Advisory Board Demographics	Over the past five years, the percentage of Advisory Board members from ethnically diverse backgrounds has increased by 5%. <ul style="list-style-type: none"> <li>• FY18: 69% White; 31% Historically Underrepresented Groups</li> <li>• FY17: 69% White; 31% Historically Underrepresented Groups</li> <li>• FY15: 72% White; 28% Historically Underrepresented Groups</li> <li>• FY13: 74% White; 26% Historically Underrepresented Groups</li> </ul>	10/1/2017 - 9/30/2018	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Advisory Board Diversity	Program Diversity	Other Programming for Adults
ASA	ASA	Advisory Board Demographics	Over the past five years, gender representation of Advisory Board members has remained relatively constant. <ul style="list-style-type: none"> <li>• FY18: 42% Female; 58% Male</li> <li>• FY17: 42% Female; 58% Male</li> <li>• FY15: 41% Female; 59% Male</li> <li>• FY13: 41% Female; 59% Male</li> </ul>	10/1/2017 - 9/30/2018	Completed	Women	No	Institution fundraising	Program Diversity	Other Programming for Adults
ASA	ASA	New Member Advisory Board Demographics	In recent years, the diversity of new advisory board members has increased in both diverse ethnicities and gender. <ul style="list-style-type: none"> <li>• FY18: 20 of 62 new members came from ethnically diverse backgrounds (32%)</li> <li>• FY17: 31 out of 78 new members came from ethnically diverse backgrounds (40%)</li> </ul> Gender: <ul style="list-style-type: none"> <li>• FY18: 29 of 62 new members were female (47%)</li> <li>• FY17: 37 out of 78 new members were female (47%)</li> </ul>	10/1/2017 - 9/30/2018	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders; Women	Yes	Institution fundraising	Program Diversity	Other Programming for Adults

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASA	ASA	Friends of the Smithsonian/James Smithsonian Society Event	The event shed light on the use of Native American logos in American advertising, and educated attendees about dialogue with Native Americans to reduce use without permissions, and the history of how American business has co-opted Native American images. There were 162 attendees.	3/28/2018	Completed	Native Americans	No	Public Programming	Program Diversity	Other Programming for Adults
ASA	ASA	James Smithsonian Society event	Lecture featured SAAM curator Leslie Umberger, and profiled African American Bill Traylor, an artist who is the only known self taught artist to have emerged from slavery. There were 100 attendees.	7/25/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
ASA	ASA	Annual Smithsonian Weekend	The event included the following: --NMAfA Director Gus Casely-Hayford presented --American Women's History Initiative introduced --Culture Rescue presentation featuring Iraq and Nepal --Freer/Sackler new initiatives and art profiled --Center for Folklife and Cultural Heritage featured at SLS luncheon (of ASW) --Tours for out of town members featuring NMAAHC exhibitions	6/1/2018-6/2/2018	Completed	African Americans Asian Americans Native Americans Women	Yes	Public Programming	Program Diversity	Other Programming for Adults
ASA	ASA	Member and Donor Communications	Outreach to 90,000+ current members and donors and an additional 40,000+ lapsed members and donors. In FY18, we promoted specific programming and exhibitions at APAC, NMAI., NMAAHC, National Portrait Gallery, Smithsonian Latino Center, the Women's History Initiative and Smithsonian Affiliates.	10/1/2017 - 9/30/2018	Completed	African Americans Asian Americans Hispanics Native Americans Women	No	Donor and Member Communications	Program Diversity	Other Programming for Adults
ASA	ASA	Smithsonian Advancement Diversity & Inclusion Initiative	Launched Fall 2018; 3 workgroups established to promote diversity within department and with donors (Recruitment and Hiring; Internships and Outreach and Learning Opportunities)	10/1/2018 - Ongoing	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	No	Recruitment Training Internships	Workforce Diversity	College/University Masters PhD

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASA	ASA	CASE Diversity Internship program	OA will be hosting 3 paid internships this summer and will cost share with the units (NMAI, SAAM and SLC)	6/1/2019 - 8/30/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	No	Internships	Workforce Diversity	College/University Masters PhD
ASA	ASA	CASE Diversity Internship Conference Kick-off	We will host approx. 100 interns from around the country for the kick-off to their 3 day DC conference at NMAI; the ASA and NMAI Director of Development will address the group	6/1/2019 - 8/30/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	No	Internships	Workforce Diversity	College/University Masters PhD
ASA	ASA	Diversity Summit	A CASE VCF grant has been applied for requesting to continue the diversity work with Georgetown and George Washington Universities that were begun last summer	10/1/2018 - 9/30/2019	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	No	Recruitment	Workforce Diversity	College/University Masters PhD

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2019

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASA	ASA	Cultural Awareness and Humility Session	OA organized and financially supported a full-day session that focused on cultural awareness and humility for all advancement staff (OA and units). The session was facilitated by Christina Chang. This session helped us to develop an understanding of implicit bias – the attitudes and stereotypes that affect our understanding, actions, and decisions in an unconscious way. The session focused on identifying our own personal assumptions and beliefs, understanding our own biases and learning how we can all help create a more equitable workplace. Each of us need to be self-aware and reflect on this topic, and as a first step we would like to provide an opportunity for our entire team to come together to discuss and put a voice to ideas that will allow us to be more intentional and strategic in our diversity and inclusion efforts.	9/16/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	No	Cultural Awareness	Program Diversity Supplier Diversity Workforce Diversity	Other Programing for Adults