



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2016



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Fiscal Year 2016



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OVERVIEW

As 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 is drawn from a SharePoint website that allows units to submit any and all efforts they feel meet the criteria of a diversity and inclusion initiative. To help units identify what can be included in this report, units were told to consider the following examples to assist them in telling their stories through the information submitted on this SharePoint site:

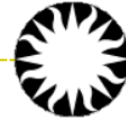
- Programs
- Activities
- Recruitment and Outreach Efforts

This report contains over 600 entries from 38 Smithsonian units. While the Executive Summary is only 12 pages, the entire report consists of over 170 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.

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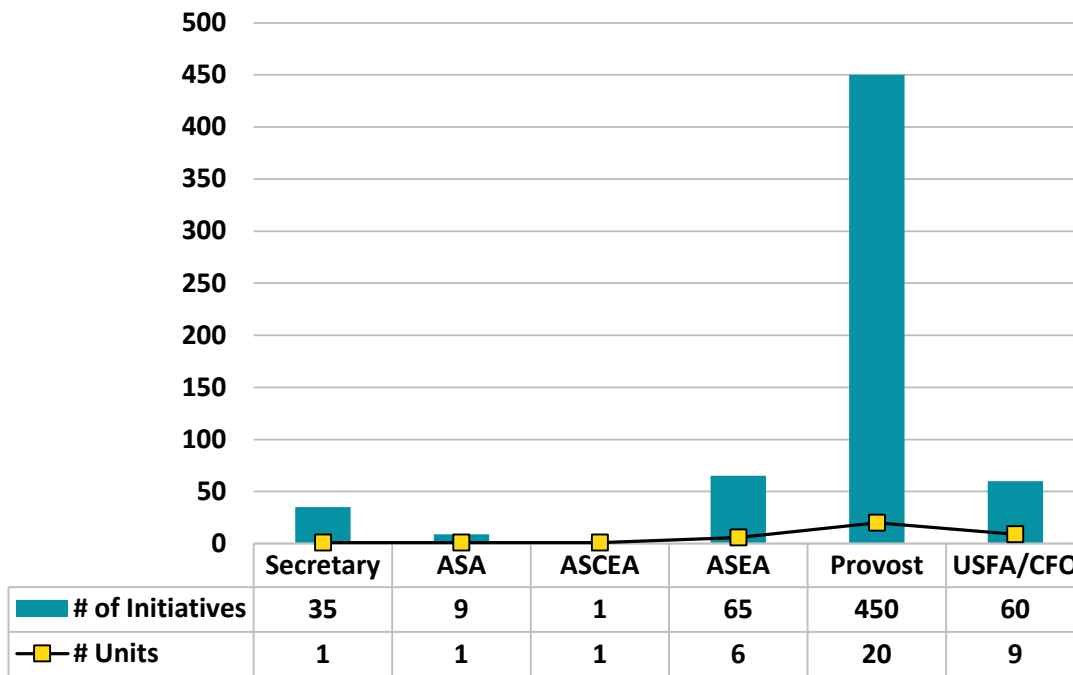


EXECUTIVE SUMMARY

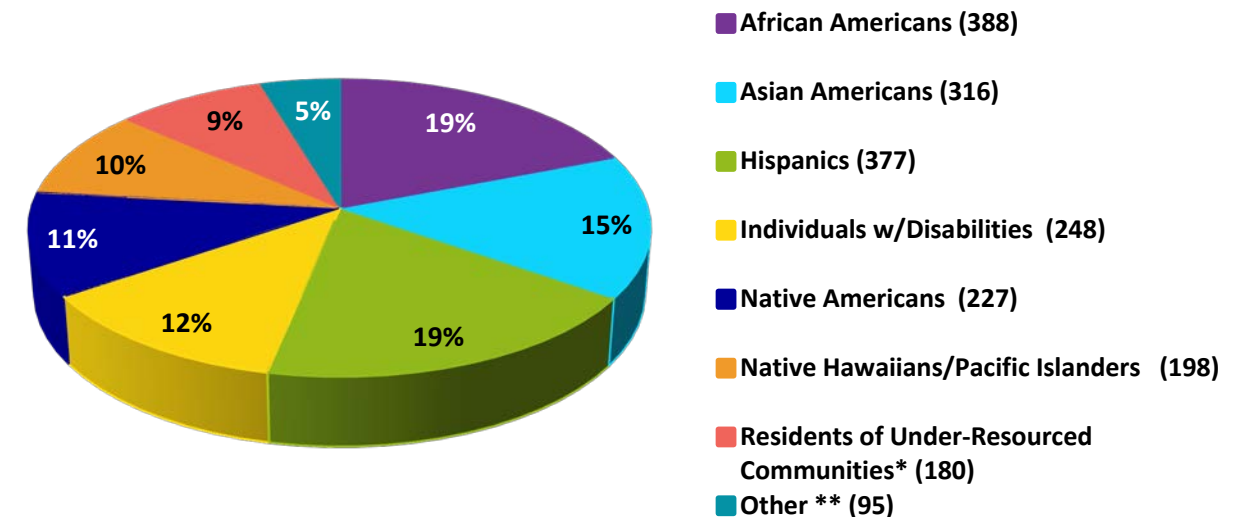
ALL SMITHSONIAN

Over 600 diversity and inclusion initiatives were submitted by 38 Smithsonian units. All historically underrepresented groups were represented in the diversity and inclusion initiatives, with African Americans and Hispanics having the highest percentage (19%) of initiatives aimed at underrepresented groups. The aim of these diversity and inclusion initiatives was to increase the Smithsonian's brand in these communities resulting in greater representation of these groups in the Smithsonian's workforce, supplier base and public programming. The percentage of diversity initiatives aimed at historically underrepresented groups greatly exceeded these groups representation in the Civilian Labor Force. This report also includes residents of under-resourced communities, and while this group and others have no recognized percentage of reference, these communities 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



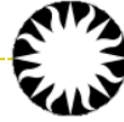
Number and Percent by Race and Ethnicity



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

**Includes: Women, Women in Aerospace, Palestinians, Non-English speaking individuals, Millennials, LGBTQ+, Korean museum professionals, Historically Underrepresented groups, Haitian community, Graduate students, Post-docs, Early-career professionals, Muslim communities, Americans of Middle Eastern descent, Quechua, Iranians, Latino(s), Non-Americans, Russian, German, Italian, Afghani, Middle-Eastern, Youth and teen, Women and girls, Seniors, Non-local audiences, Turkish, Indian, Greek, Persian, Families, Discharged Military Veterans and Adult Scholars

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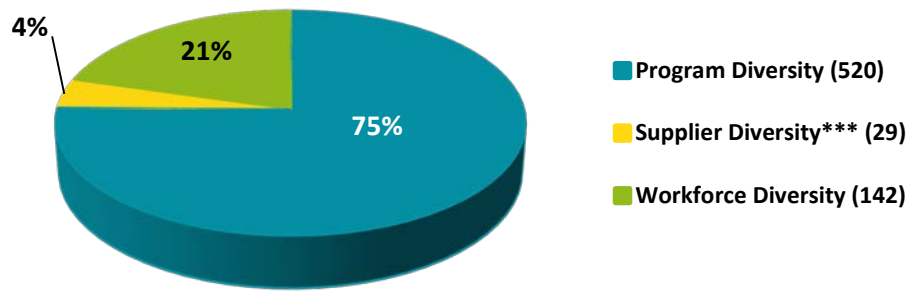


EXECUTIVE SUMMARY

ALL SMITHSONIAN (CONT.)

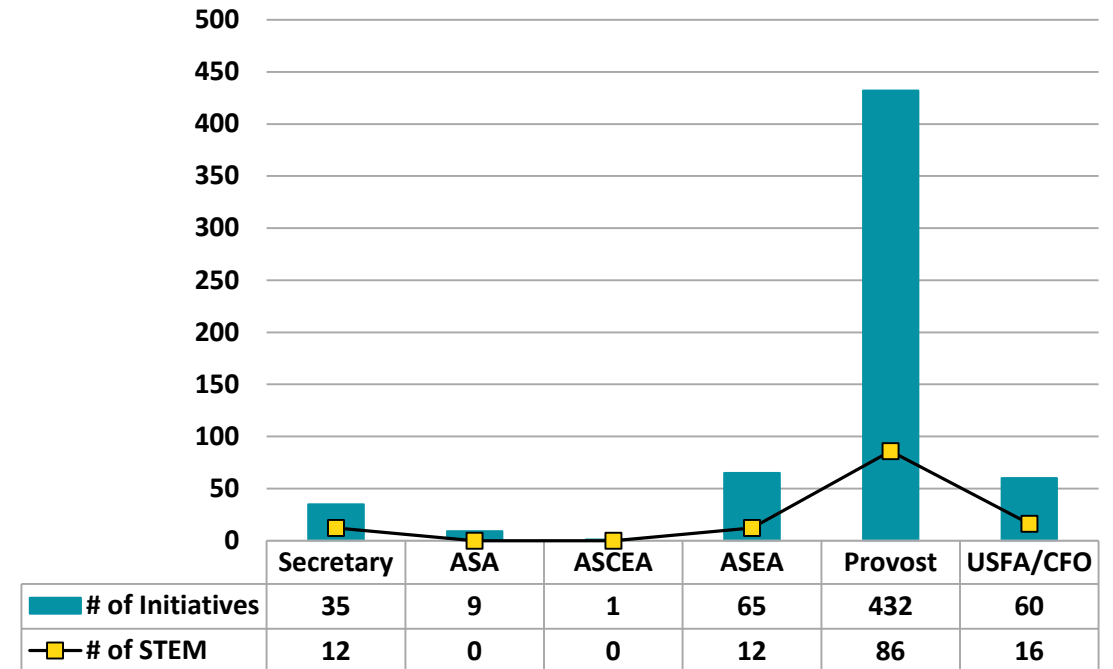
While all three diversity and inclusion initiative categories were represented, program diversity had the highest percentage of initiatives (75%). Additionally out of the over 600 initiatives, 136 were STEM initiatives.

Initiatives by Category

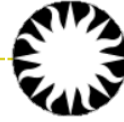


***While only 4% of the initiatives reported fell in the supplier diversity category, the Smithsonian achieved 5 of 6 established supplier diversity goals.

STEM Initiatives



Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2016

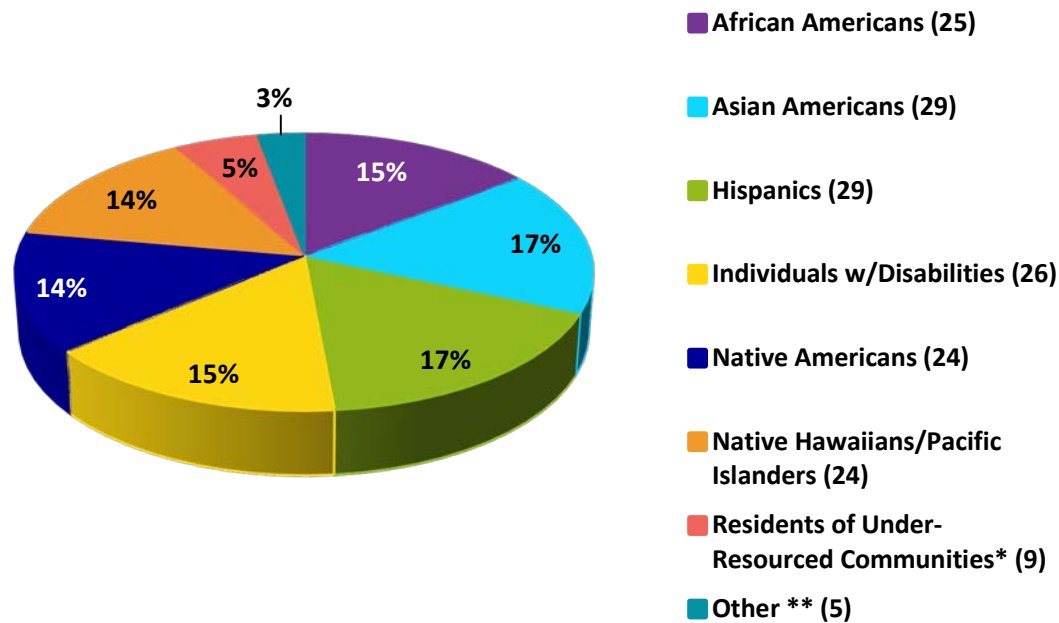


EXECUTIVE SUMMARY

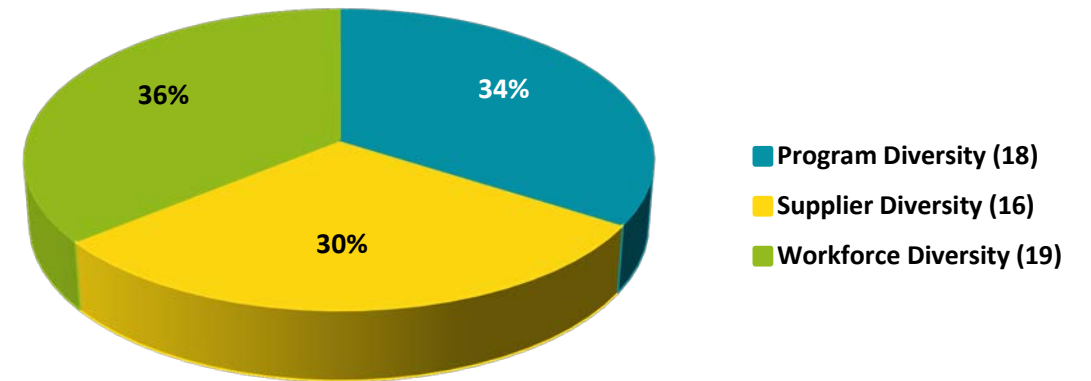
OFFICE OF THE SECRETARY

Over 30 diversity and inclusion initiatives were submitted by OEEMA. All historically underrepresented groups were represented in the diversity and inclusion initiatives at a rate that either met or exceeded their percentage in the Civilian Labor Force. Hispanics and Asian Americans were the underrepresented groups that had the highest percentage (17%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented.

Number and Percent by Race and Ethnicity



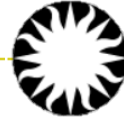
Initiatives by Category



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

**Includes: LGBTQ+ Community and Women

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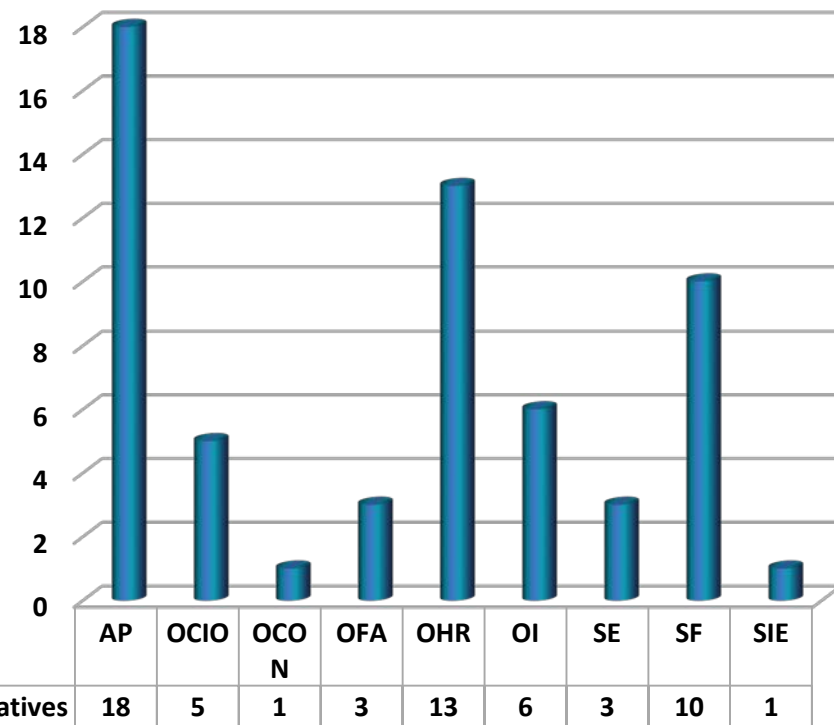


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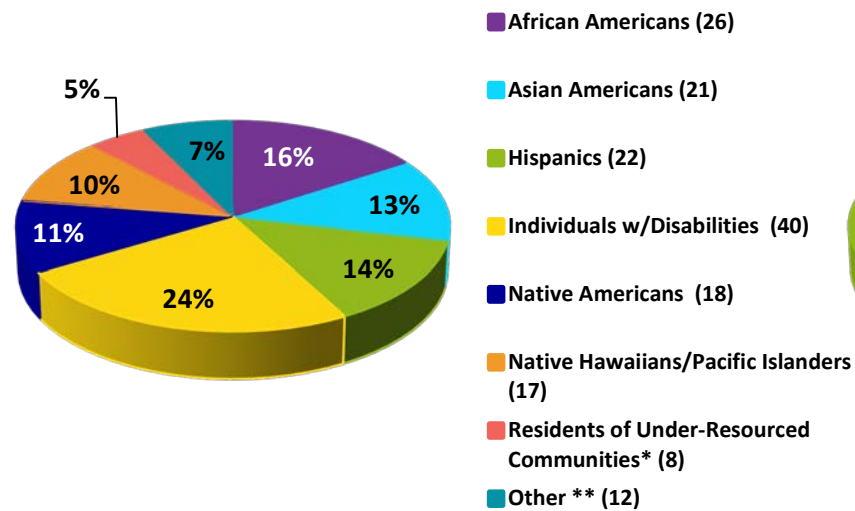
UNDER SECRETARY FOR FINANCE & ADMINISTRATION/CHIEF FINANCIAL OFFICER

Over 50 diversity and inclusion initiatives were submitted by 9 USFA units (AP, OCIO, OCON, OFA, OHR, OI, SE, SF, and SIE). All historically underrepresented groups were represented in the diversity and inclusion initiatives at a rate that either met or exceeded their percentage in the Civilian Labor Force. Individuals with Disabilities were the underrepresented group that had the highest percentage (24%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with workforce diversity the largest (51%).

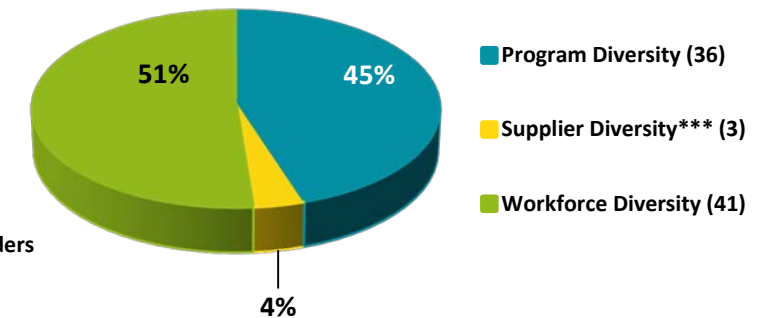
Initiatives By Unit



Number and Percent by Race and Ethnicity



Initiatives by Category

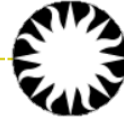


* Communities with limited and/or under-funded access to educational resources and technology.

** Includes: Graduate students, Post-docs, Early-career professionals, Millennials, Women, Blind

***While only 4% of USFA's initiatives reported were in the supplier diversity category, the USFA achieved 5 of 6 established supplier diversity goals.

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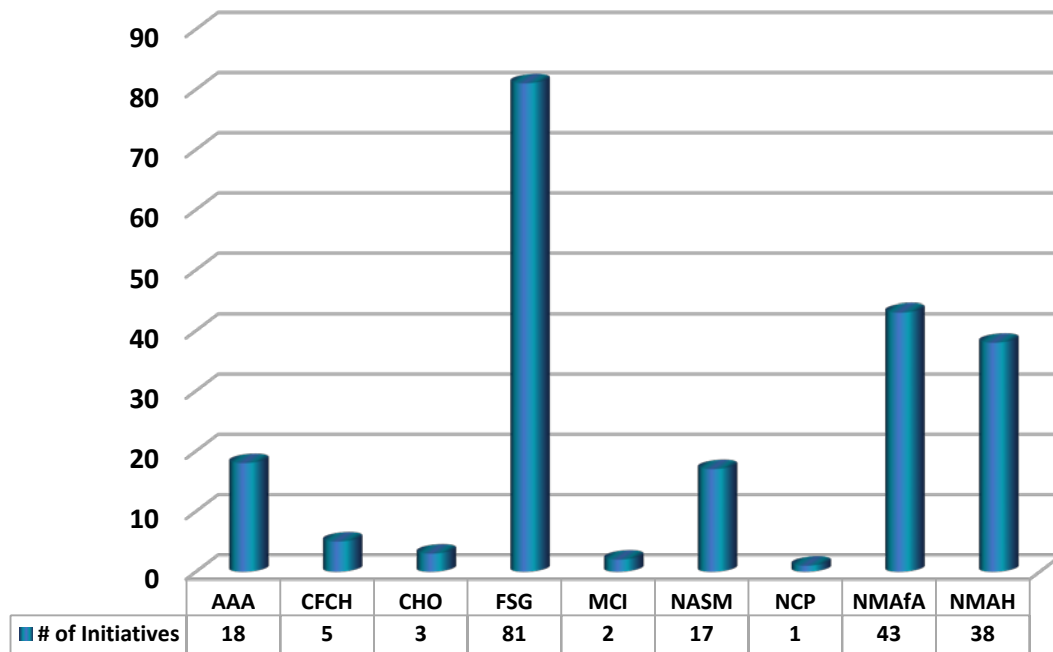


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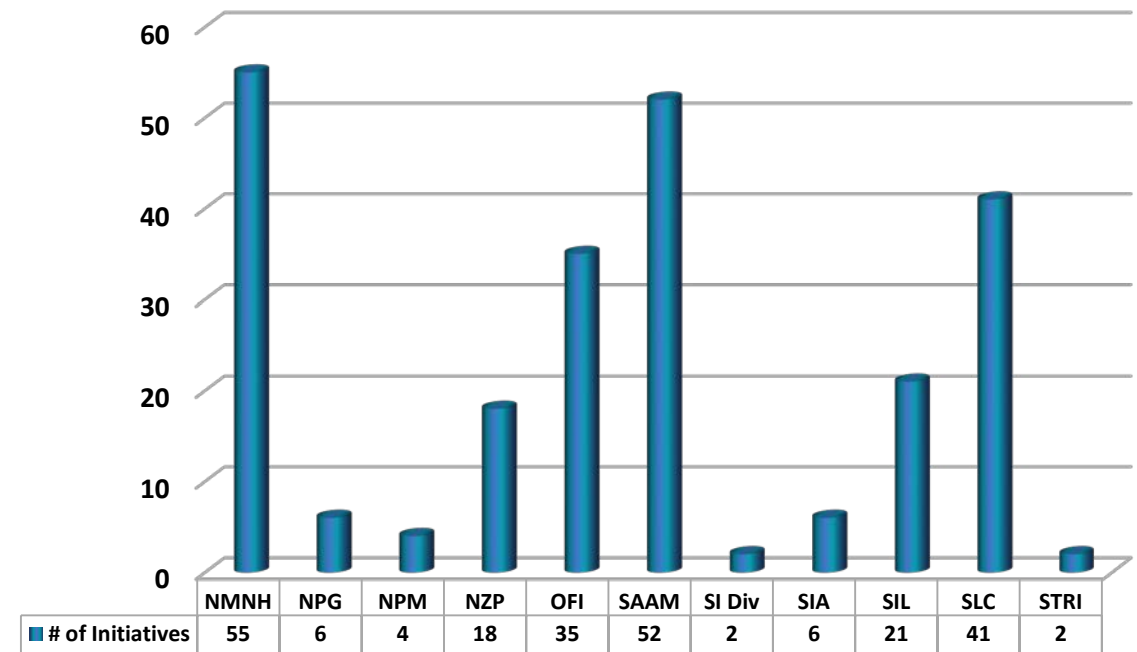
UNDER SECRETARY FOR MUSEUMS & RESEARCH/PROVOST

Over 430 diversity and inclusion initiatives were submitted by 20 Provost units (AAA, CFCH, Cultural Heritage Program-CHO, FSG, MCI, NASM, NCP, NMAfA, NMAH, NMNH, NPG, NPM, NZP, OFI, SAAM, Smithsonian Diving Program-SDP, SIA, SIL, SLC, and STRI).

Initiatives by Unit



Initiatives by Unit (cont.)



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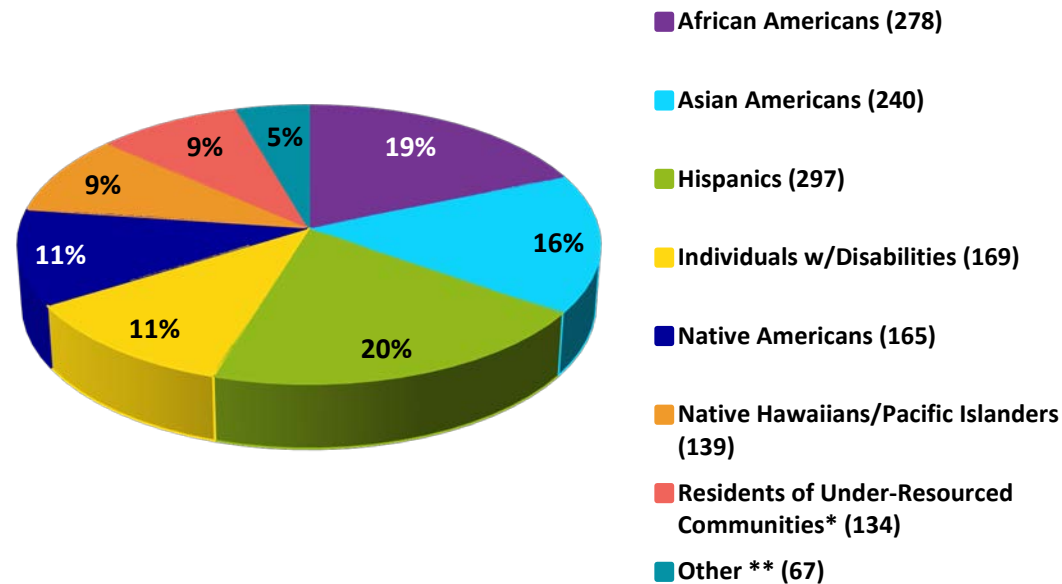


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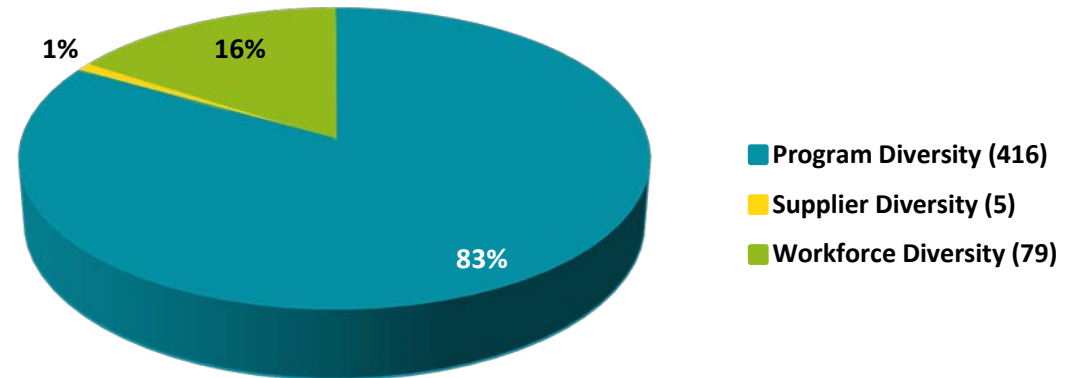
UNDER SECRETARY FOR MUSEUMS & RESEARCH/PROVOST (CONT.)

All historically underrepresented groups were represented in the diversity and inclusion initiatives at a rate that either met or exceeded their percentage in the Civilian Labor Force. Hispanics were the underrepresented group that had the highest percentage (20%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with program diversity being the largest (83%).

Number and Percent by Race and Ethnicity



Initiatives by Category



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

** Includes: LGBTQ+, Afghan, Adult scholarly, Families, Women, youth, Turkish, Indian, Greek, Persian, Women and Girls, Teen audiences, Americans of Middle Eastern descent, Middle Eastern, Latino(s), Iranian, Quechua, Hispanic girls, Haitian community, Korean museum professionals, Historically underrepresented groups, Native Alaskan, Non-English speaking individuals, Palestinians, Women in Aerospace, and Discharged Military Veterans

***While only 1% of Provost initiatives reported were for supplier diversity, it is noteworthy that for all contracts awarded by Provost units 42% of contracts were with small businesses, 9% of contracts were with non-8(a) Small Disadvantaged Businesses, and 17% of contracts were with women owned small businesses.

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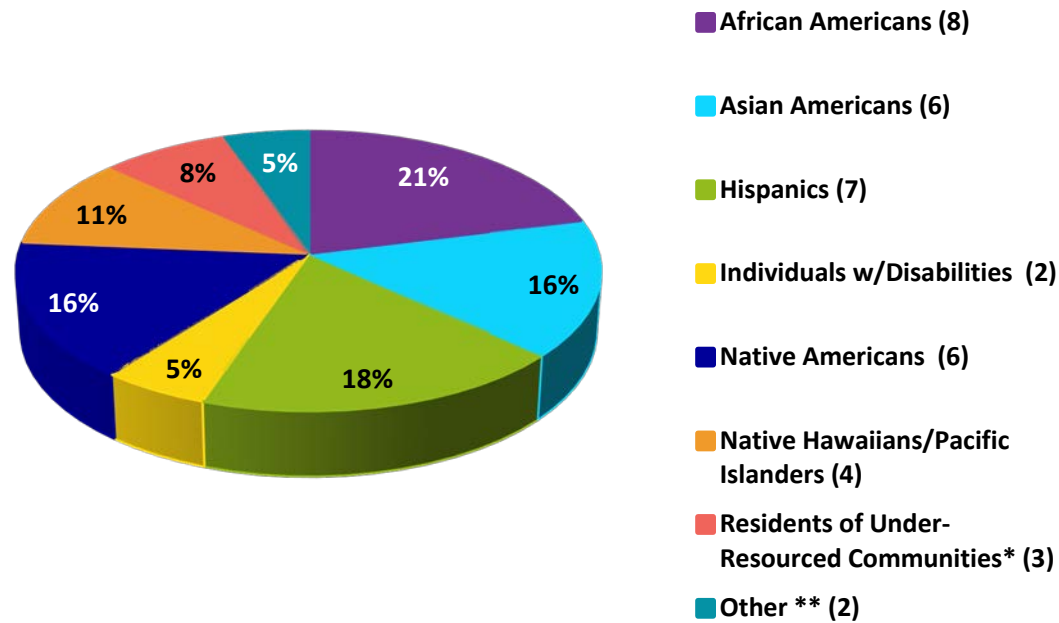


EXECUTIVE SUMMARY

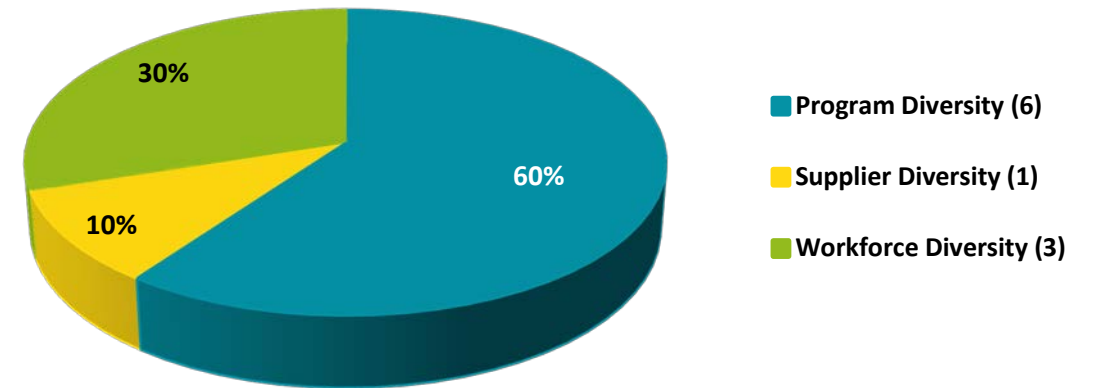
ASSISTANT SECRETARY FOR ADVANCEMENT

The Office of the Assistant Secretary for Advancement submitted 9 initiatives. All historically underrepresented groups were represented in the diversity and inclusion initiatives at a rate that either met or exceeded their percentage in the Civilian Labor Force. African Americans were the underrepresented group that had the highest percentage (21%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with program diversity the largest (60%).

Number and Percent by Race and Ethnicity



Initiatives by Category



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

** Women

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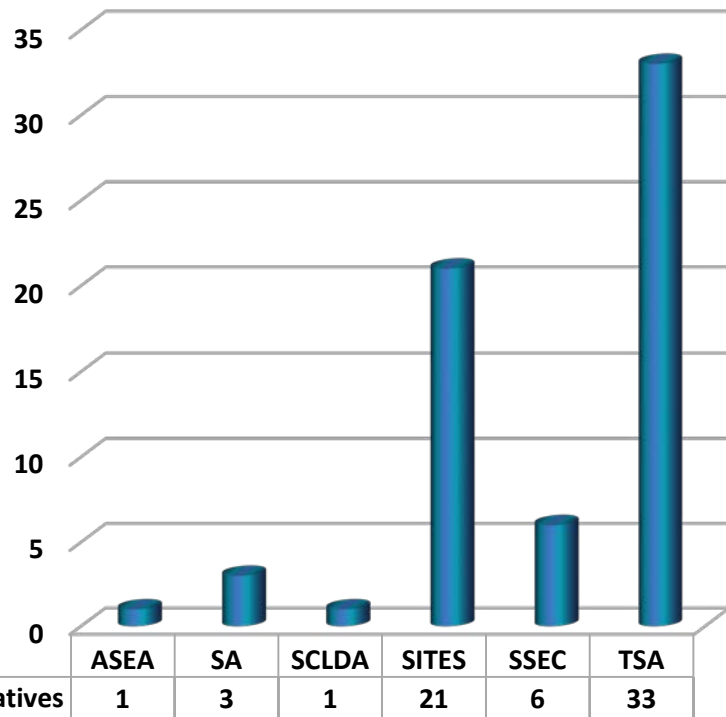
ASSISTANT SECRETARY FOR COMMUNICATIONS & EXTERNAL AFFAIRS

The Office of Visitor Services submitted one diversity and inclusion initiative that targeted underrepresented groups with a focus towards the African American, Asian American and Hispanic communities.

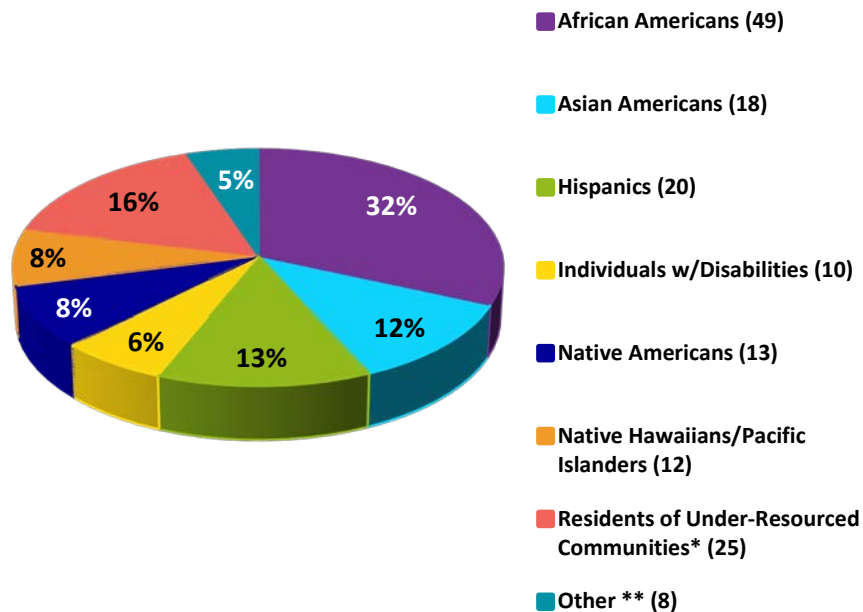
ASSISTANT SECRETARY FOR EDUCATION & ACCESS

Over 60 diversity and inclusion initiatives were submitted by 6 ASEA units (ASEA, SA, SCLDA, SITES, SSEC and TSA). All historically underrepresented groups were represented in the diversity and inclusion initiatives at a rate that either met or exceeded their percentage in the Civilian Labor Force. African Americans had the highest percentages (32%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with program diversity the largest (95%).

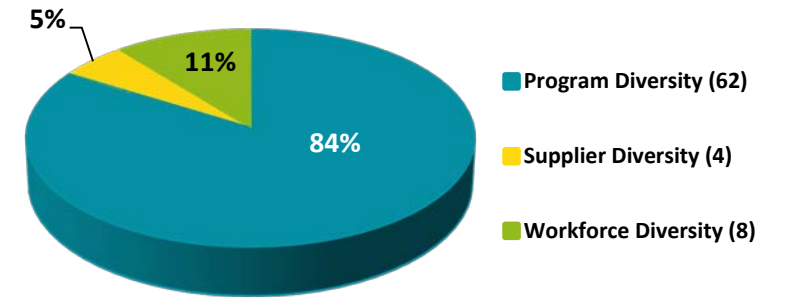
Initiatives By Unit



Number and Percent by Race and Ethnicity



Initiatives by Category



Smithsonian Diversity and Inclusion Initiatives Report - FY 2016

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
Secretary	OEEMA	Supplier Diversity Goal Accomplishments	During FY 2016 the Smithsonian Institution exceeded 5 of 6 Supplier Diversity Goals; specifically: small business (40.1%, goal is 23.1%), small disadvantaged (15.6%, goal is 5.0%), 8(a) small disadvantaged (3.3%, goal is 3.0%), women-owned (15.0%, goal is 5.0%), and HUB-Zoned (4.2%, goal is 3.0%).	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Supplier Diversity Goals	No	Supplier Diversity
Secretary	OEEMA	Hispanic Association of Colleges and Universities Conference (HACU)	Participated, along with staff from OFI, SLC, NMAH and OHR; in 2015 Hispanic Association of Colleges and Universities Conference in Miami, FL. Connected with hundreds of students and facilitated a workshop that provided career direction and networking advice to 75 Latino students. Participation resulted in a pan-institutional effort in providing career and academic appointment information to underrepresented groups and sharing the message that the Smithsonian is dedicated to equal opportunity, diversity and inclusion.	October 2015	Completed	Hispanics	Conferences w/Professional Organizations Conferences w/Colleges or Universities	Yes	Program Diversity Workforce Diversity
Secretary	OEEMA	Society for Advancement of Chicanos/Hispanics and Native Americans in Science Conference	SACNAS is a society of scientists dedicated to fostering the success of Chicano/Hispanic and Native American scientists—from college students to professionals—to attain advanced degrees, careers, and positions of leadership in science. The conference was highly interactive, with more than 1,000 participants made up of students, exhibitors (academic and professional) and science practitioners. OEEMA and OHR met with and provided outreach materials to representatives from Hispanic Serving Institutions, Tribal Colleges and Universities and other academic institutions that hold large populations of underrepresented groups.	September 2015	Completed	Hispanics Native Americans	Conferences w/Colleges or Universities Conferences w/Professional Organizations	Yes	Program Diversity Workforce Diversity

Smithsonian Diversity and Inclusion Initiatives Report - FY 2016

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
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.	November 2015	Completed	Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Conferences w/Colleges or Universities Conferences w/Professional Organizations	No	Program Diversity Workforce Diversity
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 2016	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Career Counseling Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations	Yes	Program Diversity Workforce Diversity
Secretary	OEEMA	Latino Working Committee	OEEMA meets with LWC quarterly to support their internal and external initiatives.	October 2015 - September 2016	In-progress	Hispanics African Americans	Affinity Group	No	Program Diversity Workforce Diversity
Secretary	OEEMA	APAHC Meetings	OEEMA collaborates with APAHC (Asian Pacific American Heritage Committee) during meetings to offer guidance and participate in programs and initiatives spearheaded by the group.	FY 2016	In-progress	Asian Americans	Affinity Group	No	Program Diversity Workforce Diversity

Smithsonian Diversity and Inclusion Initiatives Report - FY 2016

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
Secretary	OEEMA	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.	October 2015 - September 2016	In-progress	Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders Native Americans	Please choose all that apply:	Yes	Program Diversity Workforce Diversity
Secretary	OEEMA	Project SEARCH Training	OEEMA provided POWH training to in-coming Project SEACRH participants.	March 2016	Completed	Individuals with Disabilities	Career Counseling	Yes	Program Diversity Workforce Diversity
Secretary	OEEMA	U.S. Women's Chamber of Commerce - National Small Business Federal Contracting Summit	OEEMA participated in the U.S. Women's Chamber of Commerce National Small Business Federal Contracting Summit. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the women-owned business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	03/16/2016 - 03/17/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	Women as Veteran Entrepreneurs Annual Seminar (WAVE)	OEEMA participated in the Women as Veteran Entrepreneurs Annual Seminar (WAVE). This outreach event provided the opportunity to give advice and assistance to the women-owned, veteran-owned small business community. All firms were encouraged to register with the Smithsonian Small Business database.	03/17/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Procurement/Business Fairs	No	Supplier Diversity

Smithsonian Diversity and Inclusion Initiatives Report - FY 2016

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
Secretary	OEEMA	American University Outreach and Diversity Career Fair	OEEMA attended the 2016 American University Outreach and Diversity Career Fair. The event drew over 1,000 prospective interns, fellows and employees. AU students and alumni lined up to ask questions regarding job and academic appointment opportunities at the Institution.	03/23/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Career Counseling Career Fairs Conferences w/Colleges or Universities	Yes	Program Diversity Workforce Diversity
Secretary	OEEMA	Capital Area Gay & Lesbian Chamber of Commerce Career/Networking Fair	Provided outreach materials regarding SI careers and academic appointments.	03/30/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders LGBTQ+ Community	Career Fairs	Yes	Program Diversity Workforce Diversity
Secretary	OEEMA	Government Procurement Conference	Assisted with the planning and participated in the annual Government Procurement Conference. This outreach opportunity provided the Smithsonian to participate in one-on-one matching opportunity with the small business community, including local businesses. All firms were encouraged to register with the Smithsonian's Small Business Database.	04/06/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	UDC Career Fair	In collaboration with OFI and NZP, OEEMA participated in the UDC Spring Career Fair. SI reps met with potential interns, fellows and employees who were excited to hear about the diverse opportunities available at the Smithsonian.	04/06/2016	Completed	African Americans Hispanics Individuals with Disabilities	Career Fairs Career Counseling	Yes	Program Diversity Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
Secretary	OEEMA	Capital Region Minority Supplier Development Council Super Matchmakers Conference	OEEMA participated in the Capital Region Minority Supplier Development Council Super Matchmakers Conference. This outreach opportunity provided the Smithsonian to participate in one-on-one matchmaking sessions with the local small business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	04/24/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	Association of Asian American Studies Conference	Attended and participated in AAAS Conference. Met with professors and students regarding fellowship opportunities at the Institution and attended sessions focusing on diversity within the Asian community, cultural appropriation and their struggle for inclusion.	04/24/2016 - 04/30/2016	Completed	Asian Americans Native Hawaiians/Pacific Islanders	Conferences w/Colleges or Universities Conferences w/Professional Organizations	Yes	Program Diversity Workforce Diversity
Secretary	OEEMA	Small Business Administration's National Small Business Week	OEEMA participated in the Small Business Administration's National Small Business Week. This outreach event provided the Smithsonian the opportunity to conduct one-on-one matchmaking sessions with the small business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	05/01/2016 - 05/07/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	SI GLOBE	OEEMA participates in SI GLOBE related activities dedicated to providing outreach to the LGBTQ+ community inside and outside the Smithsonian.	October 2015 - September 2016	In-progress	Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders LGBTQ+ Community	Affinity Group	Yes	Program Diversity Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
Secretary	OEEMA	CelebrAsian Procurement Opportunity Conference	Participated in the U.S. Pan Asian Chamber of Commerce's CelebrAsian Procurement Opportunity Conference. This outreach event was an opportunity to provide advice and assistance to the Asian American business community on how to do business with the Smithsonian. Firms interested in working the Smithsonian were added to the Smithsonian's Small Business Database.	06/01/2016 - 06/03/2016	Completed	Asian Americans	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	Eleanor Holmes Norton Access to Capital Small Business Fair	Participated in the Eleanor Holmes Norton Access to Capital Small Business Fair. This outreach event was an opportunity to provide advice and assistance to the local small business community. Firms interested in doing business with the Smithsonian were added to the Smithsonian's Small Business Database.	06/07/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	DC Chamber of Commerce Small Business Expo	Participated in the DC Chamber of Commerce Small Business Expo. This outreach event was an opportunity to provide advice and assistance to the local small business community. Firms interested in doing business with the Smithsonian were added to the Smithsonian's Small Business Database.	06/08/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	America's Small Business Summit	Participated in America's Small Business Summit. This outreach event was an opportunity to provide advice and assistance to the small business community. Firms interested in doing business with the Smithsonian were added to the Smithsonian's Small Business Database.	06/13/2016 - 06/15/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Procurement/Business Fairs	No	Supplier Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
Secretary	OEEMA	National Association of Minority Contractors Annual Conference	OEEMA participated at the National Association of Minority Contractor's Annual Conference. This outreach event was an opportunity to provide advice and assistance to minority-owned firms interested in doing business with the Smithsonian. These firms were registered into the Smithsonian's Small Business Database.	06/15/2016 - 06/18/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	Women's Business Enterprise National Council Conference	OEEMA participated at the Women's Business Enterprise National Council Conference. This outreach event was an opportunity to provide advice and assistance to women-owned small business community. Firms interested in doing business with the Smithsonian were registered into the Small Business Database.	06/21/2016 - 06/23/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Women	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	ProBiz Procurement Opportunity	OEEMA participated at ProBiz Procurement Opportunity Conference. This outreach event was an opportunity to provide advice and assistance to the local small business community. Firms interested in doing business with the Smithsonian were registered into the Small Business Database.	07/20/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	Elite SDVOSB National Conference	OEEMA participated at the Elite Service-Disabled Veteran-Owned Small Business (SDVOSB) Conference. This outreach event was an opportunity to provide advice and assistance to the SDVOSB community. Firms interested in doing business with the Smithsonian were registered in the Small Business Database.	08/24/2016 - 08/26/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Procurement/Business Fairs	No	Supplier Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
Secretary	OEEMA	Congressional Black Caucus Annual Legislative Conference	Staff from OEEMA, NMAAHC, NMAH, NMAI, and AAA participated in the Congressional Black Caucus Annual Legislative Conference. This outreach event was an opportunity to provide advice and assistance to the African American business community. Firms interested in doing business with the Smithsonian were registered in the Small Business Database.	09/14/2016 - 08/18/2016	Completed	African Americans	Procurement/Business Fairs	No	Supplier Diversity
Secretary	OEEMA	EEO Training	During FY 2016 OEEMA provided both in-person and online refresher training to employees and affiliated persons (interns, fellows and volunteers). This resulted in the Institution achieving its goal of 80% compliance for supervisors and non-supervisory employees. Final FY 16 numbers were: EEO for Supervisors: 87% and Non-supervisors (POWH): 83%.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Training	No	Program Diversity Workforce Diversity
Secretary	OEEMA	Pride Month Speaker Series	OEEMA attended round NMAH sponsored discussion with Bishop V. Gene Robinson. Robinson discussed the importance of inclusion for LGBTQ community members and the overall respect a culture must provide their citizens regardless of perceived differences.	06/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders LGBTQ	Information session	No	Program Diversity Workforce Diversity
Secretary	OEEMA	Attended Committee on Equal Opportunity in Science and Engineering (CEOSE) Meeting	OEEMA presented SI broadening participation initiatives related to STEM education to NSF's CEOSE committee. Presentation was met with high praise and the Chair of CEOSE provided a thank you correspondence to the Secretary, thanking the Institution for its commitment to STEM education.	06/08/2016 - 06/09/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Committee Meeting	Yes	Program Diversity Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
Secretary	OEEMA	CAPAL's Annual AAPI Career Fair	Participated in CAPAL's annual Asian American Pacific Islander Career fair with OFI. Provided information to potential employees and academic appointees about opportunities at the Institution.	07/2016	Completed	Asian Americans	Career Counseling Career Fairs Conferences w/Professional Organizations	No	Workforce Diversity
Secretary	OEEMA	BELT Training	OEEMA conducted Basic Entry Level Training (BELT) on POWH to new OPS officers.	07/01/2016	Completed	African Americans Asian Americans Hispanics	Career Counseling Training	No	Program Diversity Workforce Diversity
Secretary	OEEMA	2016 Federal Dispute Resolution Conference (FDR)	Conference provided sessions and best practices on resolving workplace disputes and avoiding situations that lead to complaints – ultimately reducing costly litigation for your agency. Workshops also attended regarding conscious and unconscious bias, bullying and overall civility in the workplace.	08/01/2016 - 08/04/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Conferences w/Professional Organizations	Yes	Program Diversity Workforce Diversity
Secretary	OEEMA	National Association of Women Business Owners Conference	OEEMA participated at the National Association of Women Business Owners Conference. This outreach event was an opportunity to provide advice and assistance to the women-owned small business community. Firms interested in doing business with the Smithsonian were registered in the Small Business Database.	09/18/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Women	Procurement/Business Fairs	No	Supplier Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USFA/ CFO	AP	Project SEARCH (interns and hires)	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 21 interns with a 90% retention rate, further diversifying SI's workforce.	08/2013 - Present	In-progress	Individuals with Disabilities	Internship Program	No	Program Diversity Workforce Diversity
USFA/ CFO	AP	Access to Opportunities	ATO is an internship program for college students with disabilities. Typically, there are 5-8 ATO interns each year. Funded by the HSC Foundation, interns are placed in various units throughout SI that relate to their field of study and/or career path. Ashley Grady, Program Specialist, recruits students, selects candidates from applicant pool, secures internship placements, and evaluates results from intern and mentor feedback.	Ongoing	In-progress	Individuals with Disabilities	Career Counseling Community Outreach and Programs	No	Program Diversity Workforce Diversity
USFA/ CFO	AP	Morning at the Museum	MATM 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. MATM was developed by staff in the Accessibility Program and currently hosts monthly events at different SI museums (e.g., NASM, NPG, NPM, NMAH, etc.). In addition, Ashley Grady and Beth Ziebarth chair a Community Advisory Committee that meets monthly and develops programming for diverse audiences.	Ongoing One event each month	In-progress	Individuals with Disabilities	Community Outreach and Programs	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USFA/ CFO	AP	AADAPT, Committee Member	As a member of AADAPT, AP 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.	Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Pan-Institutional Outreach	No	Program Diversity Workforce Diversity
USFA/ CFO	AP	Greater Washington Internship Coalition, Committee Member	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.	Ongoing	In-progress	Individuals with Disabilities	Community Outreach and Programs	No	Program Diversity Workforce Diversity
USFA/ CFO	AP	Stories of Inclusion: Inclusive Practices at Cultural Institutions (Webinar Series)	AP Staff presented and moderated webinars in collaboration with AAM for three-part series about inclusion in cultural organizations. In addition, the AP arranged to host viewings of the webinar in collaboration with NASM and NMAfA. In this three-part webcast series, advocates and experts explore issues of accessibility and inclusion from the perspective of visitors, staff and facility or program users in museums, libraries, archives and other cultural institutions. Presenters and special guests in each webcast highlight case studies and examples of inclusive practice, addressing and responding to the first-hand stories of visitors with disabilities.	10/07/2015 10/14/2015 10/28/2015	Completed	Individuals with Disabilities	Outreach	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USFA/ CFO	AP	Best Practices in Developing Programs to Bridge the Gap Between Museums and Individuals with Cognitive, Intellectual, and Sensory Processing Disabilities	Ashley Grady, Program Specialist, AP chaired a session at the Mid-Atlantic Association of Museums' Annual Meeting. Panelists and audience members discussed ways to diversify programs and provide inclusive learning opportunities for all.	10/22/2015	Completed	Individuals with Disabilities	Conferences w/Professional Organizations	No	Program Diversity
USFA/ CFO	AP	National Disability Employment Awareness Reception	Accessibility Program hosted a panel and reception to celebrate National Disability Employment Awareness Month in the Castle Commons. Beth Ziebarth, Director acted as a keynote speaker. Panelists from other local organizations spoke about inclusive hiring practices.	10/29/2015	Completed	Individuals with Disabilities	Conferences w/Professional Organizations	No	Program Diversity
USFA/ CFO	AP	Accessibility Training	Accessibility Program staff members provided training to new volunteers at NASM, including access services, making programs accessible, and inclusive customer service for all visitors.	Ongoing 11/07/2015 03/01/2016 05/21/2016 07/30/2016	In-progress	Individuals with Disabilities	Volunteer and Docent Training	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USFA/ CFO	AP	disABLED Career Expo	Participated in this career fair with representatives from OEEMA, OFI, and OHR. The disABLED Career Expo provides prospective employees and interns the opportunity to speak with representatives from businesses and organizations that are interested in diversifying their workforce. Multiple inquiries and follow-ups occurred, and one individual applied and was accepted into the Access to Opportunities internship program.	11/13/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Career Fairs	No	Workforce Diversity
USFA/ CFO	AP	Safety and Accessibility at the Smithsonian	Docent training with speakers by Beth Ziebarth, Director of Accessibility and Ashley Terrell-Rea, Project SEARCH Program Specialist.	11/18/2015	Completed	Individuals with Disabilities	Docent training	No	Program Diversity
USFA/ CFO	AP	Demo Accessibility Tour of WAM Permanent Collection	Docents visited the Walters Art Museum in Baltimore to participate in a touch tour demo for low vision and vision impaired visitors.	01/06/2016	Completed	Individuals with Disabilities	Docent training	No	Program Diversity
USFA/ CFO	AP	White House Visitor Center Accessibility Training	Co-hosted by the Accessibility Program and NMNH, SI staff from multiple units and museums (e.g., educators, exhibition design, etc.) participated in a day-long in-service training at the White House Visitors Center (WHVC). The WHVC recently underwent a renovation to increase accessibility in all areas (e.g., physical structure, content, exhibition design, etc.). SI staff learned about universal design techniques/strategies in the hopes of implements similar tools at SI facilities.	01/14/2016	Completed	Individuals with Disabilities	Staff Training	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USFA/ CFO	AP	Visitor Access Services	Provided visitor access services.	FY 2016	Completed	Individuals with Disabilities	Training and Services	no	Program Diversity Workforce Diversity
USFA/ CFO	AP	Accessibility Training	Ashley Grady provided training to new officers as a part of the BELT training series, including access services, making programs accessible, and inclusive customer service for all visitors.	Ongoing 02/05/2016 07/12/2016 10/04/2016	In-progress	Individuals with Disabilities	Staff Training	No	Program Diversity Workforce Diversity
USFA/ CFO	AP	Mitsubishi Electric America Foundation Networking Event	Staff of the Accessibility Program represented SI at the MEAF 25th Anniversary reception and networking event, which celebrated inclusion and diversity in the workplace for people with disabilities. As a result, staff members were able to connect with community partners and organizations and collaborate on future programs.	02/25/2016	Completed	Individuals with Disabilities	Community Outreach and Programs	No	Program Diversity Workforce Diversity
USFA/ CFO	AP	Making Public History Accessible: Exploring Best Practices for Disability Access Working Group	Ashley Grady served on a working group for the National Council on Public History's Annual Conference. The Working Group members presented case studies related to creating accessible spaces and programs. Participants created action items for their respective sites to increase awareness and promote universal access.	03/17/2016	Completed	Individuals with Disabilities	Conferences w/Professional Organizations	No	Program Diversity
USFA/ CFO	AP	Accessibility Training	Beth Ziebarth and Ashley Grady provided an all-day training to docents at NMAAHC, including access services, making programs accessible, verbal description, sighted guide, using assistive listening equipment, tactile experiences, and inclusive customer service for all visitors.	08/13/2016	Completed	Individuals with Disabilities	Docent training	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USFA/ CFO	OCIO	Project Search	OCIO participated in this one-year transition program designed for young adults with intellectual and developmental disabilities who are in their last year of high school or recent graduates. The program targets individuals whose main goal is employment, and who will benefit from full time career exploration in a business setting	08/2015 - 06/2016	Completed	African Americans Individuals with Disabilities	Internship	Yes	Program Diversity Workforce Diversity
USFA/ CFO	OCIO	Internships	OCIO has hosted 11 interns of varied ethnicities and backgrounds	FY 2016	In-progress	African Americans Asian Americans Hispanics	Internship	Yes	Program Diversity
USFA/ CFO	OCIO	Website Accessibility	In July 2016 OCIO issued a technical note (TN-950-TN06), which established the Smithsonian website accessibility targets and procedures to make all Smithsonian web resources accessible to people with disabilities in addition to the broader population. This new procedure proactively manages accessibility by scheduling regard website accessibility scans to assist site owners in remediation and SI with governance.	07/2016	In-progress	Individuals with Disabilities Residents of Under-resourced Communities	Website	Yes	Program Diversity
USFA/ CFO	OCIO	Schedule A recruitment	Hired two individuals with disabilities	FY 2016	on-going	Individuals with Disabilities	Recruitment	yes	workforce Diversity
USFA/ CFO	OCIO	Bridges to Independence (b2i)	Part of the Arlington-Alexandria Coalition for the Homeless, b2i works to empower high-achieving high school youth, ages 14-16, who are either homeless or in transitional housing, through a year-long leadership enrichment program. A significant population of the students are foreign-born, often refugees, from various countries in North Africa, the middle East, and Central America. They tend to be bi-lingual or multi-lingual, and as noted earlier high-achieving students in their respective schools. OCIO hosted a group of b2i students for a day long introduction into Information Technology.	08/2016	Completed	African Americans Hispanics Residents of Under-resourced Communities	Career Counseling	Yes	Workforce Diversity

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USFA/ CFO	OCOn & PPM	OCon&PPM Annual Share Fairs and Blanket Purchase Agreement (BPA) Fairs	Annual Share Fair extends opportunities for SI employees to visit with OCon&PPM function area representatives about existing procurement policy, new initiatives, and priorities for utilizing SD/SDB. The annual BPA Fair assists with encouraging SI employees to meet/network with BPA contractors, some of whom are SD/SDB.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Outreach	No	Supplier Diversity
USFA/ CFO	OFA	Galludet	Briefing on IRM; potential internship program	Ongoing	In-progress	Individuals with Disabilities Blind	Internship	Yes	Workforce Diversity
USFA/ CFO	OFA	Museum Day Live!	had staff from all of our teams represented at the career fair for girls conducted as part of the Museum Live event this past spring.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	outreach	Yes	Program Diversity Workforce Diversity
USFA/ CFO	OFA	Project SEARCH	Participated in Project SEARCH	FY 2016	on-going	Individuals with Disabilities	internship	yes	workforce Diversity
USFA/ CFO	OHR	OMB/OPM Task Force on Increasing Diversity in the STEM workforce by Reducing the Impact of Bias	Increasing Diversity in the STEM workforce by Reducing the Impact of Bias	FY2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	OMB/OPM Task Force	Yes	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USFA/ CFO	OHR	6th Annual Student Conference on Conservation Science	The Center for Biodiversity and Conservation and its partners invite graduate students, post-docs, and early-career professionals to take part in the annual Student Conference on Conservation Science – New York. As a part of the only international series of conservation conferences featuring students, SCCS-NY provides opportunities for emerging scientists to professionally network, gain experience, and present and get feedback on their work. Interactions with peers as well as leaders in science, policy and management will encourage collaborations, inspire further research, and create lasting professional connections.	10/08/2015	Completed	Graduate Students, Post-docs, and Early-career Professionals	Conferences w/Professional Organizations Career Counseling	Yes	Program Diversity Workforce Diversity
USFA/ CFO	OHR	29th Annual Conference of Hispanic Association of Colleges & Universities	HACU's College and Career Fair brings together college-bound students, their families and current college students with postsecondary education institutions. The fair is also the ideal opportunity for students from colleges and universities nationwide to meet directly with employers to discuss careers, part-time jobs, internships, and/or volunteer opportunities.	10/09/2015 - 10/13/2015	Completed	Hispanics	Career Counseling Career Fairs Conferences w/Professional Organizations	No	Program Diversity Workforce Diversity
USFA/ CFO	OHR	Villanova Career Fair	Throughout the year, career fairs and recruiting events are planned to connect organizations with opportunities to students and alumni seeking full-time jobs and internships.	10/26/2015	Completed	Millennials	Career Counseling Career Fairs	No	Workforce Diversity
USFA/ CFO	OHR	SACNAS National Conference - Advancing Chicanos/ Hispanics & Native Americans in Science	SACNAS is organized by Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS). For over 40 years SACNAS has been the leading multicultural and multidisciplinary STEM diversity organization in the country.	10/29/2015 - 10/30/2015	Completed	Hispanics Native Americans	Career Counseling Conferences w/Professional Organizations	Yes	Program Diversity Workforce Diversity

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USFA/ CFO	OHR	30th Annual Conference of Hispanic Association of Colleges & Universities	HACU's College and Career Fair brings together college-bound students, their families and current college students with postsecondary education institutions. The fair is also the ideal opportunity for students from colleges and universities nationwide to meet directly with employers to discuss careers, part-time jobs, internships, and/or volunteer opportunities.	10/08/2016 - 10/10/2016	Completed	Hispanics	Career Fairs Conferences w/Professional Organizations Career Counseling	No	Program Diversity Workforce Diversity
USFA/ CFO	OHR	Smithsonian Affiliations - Conference Resource and Exhibitor Fair	Smithsonian collaborates with other museums and those with similar missions in broadening our diversity and inclusion portfolio and sharing knowledge.	10/18/2016	Planned	Millennials	Conferences w/Professional Organizations	No	Program Diversity Workforce Diversity
USFA/ CFO	OHR	7th Annual Student Conference on Conservation Science	The Center for Biodiversity and Conservation and its partners invite graduate students, post-docs, and early-career professionals to take part in the annual Student Conference on Conservation Science – New York. As a part of the only international series of conservation conferences featuring students, SCCS-NY provides opportunities for emerging scientists to professionally network, gain experience, and present and get feedback on their work. Interactions with peers as well as leaders in science, policy and management will encourage collaborations, inspire further research, and create lasting professional connections.	10/20/2016 - 10/22/2016	Planned	Graduate Students, Post-docs, and Early-career Professionals	Career Counseling Conferences w/Professional Organizations	Yes	Program Diversity Workforce Diversity

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USFA/ CFO	OHR	Millennials Outreach Event - Millennials in the Workplace Dialogue Series: Diversity in the Workplace Moving Beyond Stereotypes	This is a 3-part series that is geared towards millennials from diverse backgrounds to help them learn more about how to enter the workforce.	10/25/2016	Planned	Millennials	Career Counseling	No	Workforce Diversity
USFA/ CFO	OHR	Historically Black Colleges and University (HBCU) – Career Development Fair	The HBCU Career Development Marketplace is a national conference designed in 2004 to inform and educate top undergraduate students of Historically Black Colleges and Universities (HBCU) about how to achieve success in corporate America. During this national conference, students attend a series of workshops on leadership, what to expect after graduating and on how to effectively begin a career. The students speak face-to-face with experienced HBCU alumni from many different professions and gain access to representatives from corporations, organizations and government agencies seeking to hire talented students. The event continues to grow and it ultimately benefits talented graduating students.	11/09/2016 - 11/011/2016	Planned	African Americans	Career Counseling Career Fairs	No	Program Diversity Workforce Diversity
USFA/ CFO	OHR	Careers & the Disabled Magazine's Career Expo for People with Disabilities	CAREERS & the disABLED Magazine's Career Expo For People With Disabilities brings industry and government together with people with disabilities who are entry level and professionals in all career disciplines.	11/18/2016	Planned	Individuals with Disabilities	Career Fairs Career Counseling	No	Workforce Diversity

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USFA/ CFO	OHR	Villanova, Spring Career Fair	Throughout the year, career fairs and recruiting events are planned to connect organizations with opportunities to students and alumni seeking full-time jobs and internships.	02/07/2017 - 02/08/2017	Planned	Millennials	Career Counseling Career Fairs	No	Workforce Diversity
USFA/ CFO	OHR	NAACP Diversity Career Fair	At Professional Diversity Network, we know that career advancement directly relates to the professional network that you cultivate. Join us for a unique, complimentary event designed to give diverse professionals a chance to network, socialize and increase your career success. Engage with corporate leaders and make quality connections that will help you build a solid network of professionals who value diversity.	07/25/2017	Planned	African Americans	Career Counseling Career Fairs	No	Program Diversity Workforce Diversity
USFA/ CFO	OI	Recruiting	Office of Investments (OI) has always been committed to supporting women and minorities. our searches are broad enough to include a diverse pool of candidates.	FY 2016	Completed	African Americans Asian Americans	Recruiting	No	Program Diversity Workforce Diversity
USFA/ CFO	OI	Internship program	Similar with the hiring process, our search for the summer interns is broad enough to ensure we have a diverse pool of candidates. Specifically, of the four interns brought onboard during the 2016 summer internship program two were Asian American.	FY 2016	Completed	Asian Americans	Internship Program	No	Program Diversity Workforce Diversity
USFA/ CFO	OI	EEO Training	This training course offered by Smithsonian is included in all OI employees' performance plan.	Annually	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Training	No	Program Diversity

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USFA/ CFO	OI	Supplier	OI has contracted with 3 consultants for advisory services related to different asset classes. One of the consulting companies is owned by an African American. Since 2008, OI has had an excellent relationship with this company being one of their first clients and have seen the company grow over the years.	As of 10/11/2016	In-progress	African Americans	Consulting	No	Supplier Diversity
USFA/ CFO	OI	Suppliers	OI considers diversity among the suppliers it contracts for different services. In July 2016, OI contracted woman-owned small business as a strategic consultant for a one day workshop with OI team "Communication and Collaboration to Increase Team's Performance."	July 2016	Completed	Women	Workshop	No	Supplier Diversity
USFA/ CFO	OI	NMAACH/volunteer	NMAACH/volunteer - our staff takes pride in the mission and outreach of our newest museum and two individuals from our staff volunteered during the busy days of the museum opening.	Oct 2016	Completed	African Americans Asian Americans	Volunteer	No	Workforce Diversity
USFA/ CFO	SE	Quarterly Staff Meetings and monthly coffee meetings	Chris Liedel, President of SE holds quarterly meetings for all SE staff to attend to provide business updates and new initiatives SE plans to support the mission of SI. Chris Liedel also holds monthly morning coffee meetings for small groups of employees to discuss any issues or concerns and to assure meeting the majority of new employees.	FY 2016	on-going	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Staff Outreach	no	workforce diversity
USFA/ CFO	SE	Staff Recognition	SE recognizes employee service starting at 5 years and Chris Liedel awards both a letter of congratulations, award certificate and service pin.	FY 2016	on-going	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Staff Outreach	no	workforce Diversity

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USFA/ CFO	SE	Diversity Recruiting	SE provides job announcements and collaborates with organizations such as the National Association of Black Journalists, National Association of Hispanic Journalists and Asian American Journalists Association for diversity recruitment	FY 2016	on-going	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	recruitment	no	workforce Diversity
USFA/ CFO	SF	Community of Gardens	Expand and educate about gardens	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	public programs	yes	Program Diversity
USFA/ CFO	SF	Hiring	OPS filled Unarmed Security Officer Position	FY 2016	Completed	African Americans	Recruitment	No	workforce diversity
USFA/ CFO	SF	Compensated Work Therapy Program (CWT)	OPS provides CWT	FY 2016	on-going	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Programming Outreach	no	workforce Diversity
USFA/ CFO	SF	Project SEARCH	OPS hired former Project SEARCH Intern	FY 2016	Completed	Individuals with Disabilities African Americans	hiring	no	workforce diversity

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USFA/ CFO	SF	Internships	Paid internships through: OBATS,OPS,OPDC,OSHEM	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	INternships	no	workforce Diversity
USFA/ CFO	SF	Fire Protection Career Fair Outreach	OSHEM Fire Protection Career Fair Outreach	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Career fair	no	workforce diversity
USFA/ CFO	SF	Gardens to Garbage	Educate a diverse groups about gardening	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	public programming	Yes	program diversity
USFA/ CFO	SF	Garden Fest	Garden Fest – educate a diverse group about horticulture science	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	public programs	yes	program diversity

Smithsonian Diversity and Inclusion Initiatives Report - FY 2016

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USFA/ CFO	SF	Training	FY16 Q4 also included a plethora of training for Smithsonian Facilities employees. A new diversity dialogue course, focusing on communication skills and cultural differences, was provided to OFMR employees. These courses helped to reinforce positive communication avenues with peers, managers, and subordinates. A concerted effort was made in collaboration with OEEMA to provide Equal Opportunity training to SF employees. In September 2016, SF hosted 3 EEO 300 courses, which reached 67 employees. SF and OEEMA will continue with SF-targeted training in the future.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Training and Services	no	Program Diversity Workforce Diversity
USFA/ CFO	SF	Recruitment Diversity	Smithsonian Gardens posts vacancies in various publications that target underrepresented groups to expand our recruitment pool.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Recuirment	no	workforce Diversity
USFA/ CFO	SIE	Future Kings Tour	Smithsonian Exhibits (SIE) toured a group of young boys from the Future Kings Program. The Future Kings Program is a not-for-profit, 501 (c)(3) organization whose goal is to leverage the work history of engaged adults in order to create a pathway to success for boys from underserved communities. The Smithsonian Exhibits 3D Studio make everything from skulls to fake mountains. They toured the group through their operation displaying the art of producing replicas, dioramas, mannequins, touchable 3D maps, object mounts and brackets, and demonstrated how to digitally capture shape and sizes of an object and produce an exact copy using the 3D printers and CNC router or CNC milling machines. Our model makers and artists have an incredible range of skill sets, as well as some of the newest technology available.	03/2016	Completed	Residents of Under-resourced Communities	Virtual Programming	Yes	Workforce Diversity

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USMR/Provost	AAA	2015 Archives Fair: Hidden Connections	Barbara Aikens, Head of Collections Processing, and Rihoko Ueno, Processing Archivist, participated in a panel entitled "Archives Related to WWII Japanese American Confinement Sites" as part of the 2015 Archives Fair DC organized by the Caucus of the Mid-Atlantic Regional Archives Conference, the National Archives Assembly, and the Smithsonian Institution Archives and Special Collections Council. There were about fifty people in attendance.	10/30/2015	Completed	Asian Americans	Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	AAA	College Art Association Annual Conference 2016 in Washington, DC	Josh Franco, Latino Collections Specialist, presented "Latina/o Presence in the Archives of American Art" at the College Art Associations Annual Conference 2016 in Washington, DC. Approximately forty people attended.	02/03/2016	Completed	Hispanics	Conferences w/Colleges or Universities Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	AAA	College Art Association Annual Conference 2016 in Washington, DC	Mary Savig, Curator of Manuscripts, co-chaired a panel, "The Black Craftsman Situation': A Critical Conversation about Race and Craft" at the College Art Associations Annual Conference 2016 in Washington, DC. Approximately fifty people attended.	02/06/2016	Completed	African Americans	Conferences w/Colleges or Universities Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	AAA	Early and Mid-career artists at Guadalupe Cultural Arts Center	Josh Franco participated in a roundtable for early and mid-career artists at Guadalupe Cultural Arts Center, San Antonio, Texas. Fifteen people attended.	02/15/2016	Completed	Hispanics	Round table (Discussion)	No	Program Diversity
USMR/Provost	AAA	Latinx Presence at the Archives of American Art	Josh Franco presented, "Latinx Presence at the Archives of American Art" in the art history department at Southwestern University, Georgetown, Texas. Seventeen people attended.	02/23/2016	Completed	Hispanics	Presentation	No	Program Diversity

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USMR/Provost	AAA	Museum Day Live!	AAA joined hundreds of cultural institutions across the country to participate in Museum Day Live! Museum Day Live! took place during Women's History Month to encourage all people, and particularly women and girls of color, to discover the arts and sciences as they visited the nation's museums, libraries, national parks, aquariums and zoological parks. AAA's program, Archives Careers 101, invited participants to take part in a behind-the-scenes tour to learn about archives and a special Q&A with staff members focused on how they became interested in working with archives, their educational backgrounds, and career paths.	03/12/2016	Completed	African Americans Asian Americans Hispanics	Career Fairs Career Counseling	No	Program Diversity Workforce Diversity
USMR/Provost	AAA	2016 Latino Art Now! Conference	Josh Franco participated in the panel "Living Archives: Recovering the Sources for Latino American Art" at Latino Art Now! Re-Imaging Global Intersections Conference at Inter-University Program for Latino Research at University of Illinois-Chicago. Approximately fifty people attended.	04/09/2016	Completed	Hispanics	Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	AAA	Dead Lands	Josh Franco, participated in "Dead Lands: Josh Franco in Conversation with Rotem Rozental" at ICI Curatorial Hub in New York. Approximately ten people attended.	04/28/2016	Completed	Hispanics	Discussion	No	Program Diversity
USMR/Provost	AAA	FY 2016 Asian Pacific American Initiatives Pool (APAIP) Award	FY16 APAIP award for Processing of Three Japanese American Artists' Papers (Miné Okubo, Kamekichi Tokita, Bob Stocksdale/Kay Sekimachi), making available to the public the documentation of their lives, work, and experience, including their time in Japanese American Confinement Camps.	06/2016 - 06/2017	In-progress	Asian Americans	Expanding Collections/Broadening Access	No	Program Diversity

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USMR/Provost	AAA	Horowitz-Fraad Minority Internship Program	The internship focused on supporting digital operations activities. The emphasis aligned with the intern's academic goal of receiving an MLS at Catholic University and included collections and item cataloging, support for AAA's collection digitization workflows; AAA's new Drupal website relating to access to collections; and increasing AAA's participation in the SI Transcription Center.	06/06/2016 - 08/20-2016	Completed	Hispanics	Internship	No	Workforce Diversity
USMR/Provost	AAA	Archives of American Art Journal	Received funding support from NMAAHC and the Provost's Office for the Fall 2016 special issue of Archives of American Art Journal on new scholarship in African American Art.	07/2016	Completed	African Americans	Broadening Access	No	Program Diversity
USMR/Provost	AAA	Latino Pool Award	Received additional funding to support contracted Latino Collections Specialist. The activities of the Collector provide unique primary sources for generations of scholars, students, art enthusiasts, and Smithsonian research staff to deepen their understanding of Latino art and culture.	07/2016 - 08/2016	In-progress	Hispanics	Expanding Collections/ Broadening Access	No	Program Diversity Workforce Diversity Supplier Diversity
USMR/Provost	AAA	Latino Museum Studies Program	Through a collaboration with the SLC Josh Franco gave a tour of AAA to the Latino Museum Studies Program Fellows. 15 participants.	07/07/2016	Completed	Hispanics	Tour	No	Program Diversity
USMR/Provost	AAA	Latinx Presence in the Archives of American Art	Josh Franco gave a presentation, "Latinx Presence in the Archives of American Art" to Joan Mitchell Foundation grant recipients. Artists of Latinx descent (including the Caribbean) were invited. There were 11 participants.	07/14/2016	Completed	Hispanics	Presentation	No	Program Diversity

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USMR/Provost	AAA	Paul Ramirez Jonas Art	Josh Franco hosted a gallery talk with artist Paul Ramirez Jonas at the Fleischman Gallery for approximately 22 attendees.	07/15/2016	Completed	Hispanics	Gallery Talk	No	Program Diversity
USMR/Provost	AAA	Expanding the Legacy: New Collections on African American Art	AAA exhibition in the DWRC's Lawrence A. Fleischman Gallery in celebration of the opening of NMAAHC.	09/23/2016 - 03/21/2017	In-progress	African Americans	Exhibitions	No	Program Diversity
USMR/Provost	AAA	2016 Congressional Black Caucus Foundation's Annual Legislative Weekend	AAA SDP Liaison represented the Smithsonian Institution at the 2016 Congressional Black Caucus Foundation's Annual Legislative Weekend. Approximately 150 conference attendees visited the Smithsonian's exhibit booth No. 324 and received information regarding programs and exhibitions across the Smithsonian, in addition to insights on doing business with the Smithsonian. Included distributing information on SI newest museum, the National Museum of African American History and Culture.	09/15/2016	Completed	African Americans	Conferences w/Professional Organizations	No	Supplier Diversity
USMR/Provost	AAA	Perspectives on African American Art and Artists Today	Perspectives on African American Art and Artists Today was an Archives of American Art donor relations program hosted by an Archives trustee at DC Moore Gallery in New York. Moderator Franklin Sirmans, director of the Perez Art Museum Miami, led artists Whitfield Lovell and Leslie Hewitt in a thought-provoking discussion attended by more than 60 people. Archives Trustees worked with volunteers to build the diverse invitation list.	09/14/2016	Completed	African Americans	Donor Relations	No	Program Diversity
USMR/Provost	CFCH	Recruitment	Recruited new Latino digital curator	FY 2016	Completed	Hispanics	Recruitment	No	Workforce Diversity

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USMR/Provost	CFCH	Cultural Research	Curatorial research funds on cultural diversity and heritage	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Research visit from indigenous community	No	Program Diversity
USMR/Provost	CFCH	Mentoring	Paid mentorship program for young women of color	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Mentoring	No	Program Diversity Workforce Diversity
USMR/Provost	CFCH	Smithsonian Folkways albums	New Smithsonian Folkways albums related to diverse audiences	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Cultural Recovery	No	program diversity

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USMR/Provost	CFCH	Folklife Festival	Smithsonian Folklife Festival program on Basque and Basque-American culture, (diverse) Sounds of California, and "On the Move" (immigration)	June-July 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Outreach	No	Program Diversity
USMR/Provost	Cultural Heritage Preservation Office	Haiti Cultural Recovery Project	Haiti Cultural Recovery Project	FY 2016	Planned	Hatian Community	Cultural Recovery	No	Program Diversity
USMR/Provost	Cultural Heritage Preservation Office	First Aid to Cultural Heritage Course	First Aid to Cultural Heritage Course- included participants from 17 different countries	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Outreach	No	Program Diversity
USMR/Provost	Cultural Heritage Preservation Office	United to Save World Cultures	International Symposium and Web Outreach	FY 2016	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	outreach	no	Program Diversity

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USMR/ Provost	FSG	Chinese Object Study Workshops	Each year, we work with two different museums in US that hold Chinese art collection (including Freer Sackler itself) to offer two week-long workshops that provide graduate students in Chinese art history an immersive experience in the study of objects. Each workshop involves the participation of a hosting museum and relevant staff, faculty members from two different universities and about ten graduate students from North America and Europe.	2013-current	In-progress	Asian Americans	Conferences w/Colleges or Universities	No	Program Diversity
USMR/ Provost	FSG	Volunteer Recruitment	Worked with Office of Visitor Services to recruit two new classes of volunteers to serve our Information Desks.	09/30/2015 - 10/01/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Volunteer Recruitment	No	Workforce Diversity
USMR/ Provost	FSG	Staff Recruitment	Used various diversity web resources to recruit new employee to serve K-12 audiences.	09/30/2015 - 10/01/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Diversity Recruitment Career Fairs	No	Workforce Diversity

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USMR/Provost	FSG	Diversity Programming for Docents	We offered several trainings for docents on issues related to diversity, inclusion, working with individuals with disabilities, and sensitivity training, among other topics.	09/30/2015 - 10/01/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Training	No	Program Diversity
USMR/Provost	FSG	Volunteer Recruitment	Recruited volunteers at the front desk and a pilot ambassador program to have a diverse workforce.	10/01/2015 - 03/31/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Volunteer Program	No	Workforce Diversity
USMR/Provost	FSG	Seijun Suzuki Retrospective	We present a touring retrospective of Suzuki's films. This series is co-organized with the Japan Foundation and presented in conjunction with the Sackler exhibition Sōtatsu: Making Waves	10/09/2015 - 12/20/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film Festival	No	Program Diversity

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USMR/ Provost	FSG	A Changing Craft: Japanese Metalwork	In this presentation, Osumi Yukie, a distinguished metalware artist and the Freer Sackler's first artist-in-residence in Japanese metalware design, talks about the focus of her own work as well as the changes affecting her craft.	10/18/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Presentation	No	Program Diversity
USMR/ Provost	FSG	Scholars Day: Indian Painting	Scholars Day, held on Friday, October 2, 2015, brought together a group of 22 leading scholars and collectors of Indian painting at the Sackler Storage to look closely at works from the Freer and Sackler's South Asian art collection. Throughout the day, 4 sessions were led by facilitators who introduced each session, focusing on the movement of ideas, ideals, and imagery across geographic, cultural or disciplinary boundaries, followed by discussions.	10/02/2015	Completed	Asian Americans	Scholars Day	No	Program Diversity
USMR/ Provost	FSG	After-Hours Event: Preview of Sôtatsu: Making Waves	We provided curator-led tours, games, hands-on art activities for visitors, enable them enjoy the early look at the special exhibition Sôtatsu: Making Waves.	10/23/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	After-Hours Event	No	Program Diversity

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USMR/Provost	FSG	Open Studio : Making Waves in Japanese Art	This open studio is for the opening weekend of i Sōtatsu: Making Waves!. We provided a family-friendly tour and a hands-on experience enable visitors to create their own Sōtatsu-inspired fans. There were also experiment with a variety of art materials, solve creative challenges, and collaborate with friends and family.	10/24/2015	Completed	African Americans Asian Americans Native Hawaiians/Pacific Islanders Quechua	Open studio	No	Program Diversity
USMR/Provost	FSG	Colloquium: "Sōtatsu in Washington: Insights, Discoveries, and Reflections"	In this colloquium, the international scholars who conceived and developed the Sōtatsu: Making Waves summarize their contributions to the project and share insights garnered from this extensive undertaking	10/24/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Colloquium	No	Program Diversity
USMR/Provost	FSG	Family Workshop: Sculpting to the Beat	This tuneful program for families is designed for ages 6-12 with adult participation. We provided an educator-led tour, and hands-on experience which enable visitors using clay and mixed media to create sculptures.	10/28/2015 11/14/2015 11/15/2015	Completed	African Americans Asian Americans Native Hawaiians/Pacific Islanders	Workshop	No	Program Diversity
USMR/Provost	FSG	Origin Stories: A From on the Discovery and Interpretation of the Birmingham Qur'an Panel	The Freer and Sackler co-sponsored with the University of Maryland a round table discussion on the "Birmingham" Qur'an" reportedly the earliest example of Islam's holy text. The panelists included Maria Dakake, Sidney Griffith, Ahmet Karamustafa and Behnam Sadeghi.	10/29/2015	Completed	Asian Americans Muslim Communities	Conferences w/Colleges or Universities Conferences w/Professional Organizations	No	Program Diversity

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USMR/Provost	FSG	Flower-Bird-Wind-Moon: Asako Tamura, soprano; Mariko Furukawa, piano	This performance was presented by Asako Tamura and Mariko Furukawa, as part of the Meyer Concert Series, with support from the Embassy of Japan. The complete program includes recital of songs by Japanese composers as well as by Mozart, Chausson, Bellini, and Dvořák.	11/03/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Performance	No	Program Diversity
USMR/Provost	FSG	Film: "Gangs of Wasseypur 1"	This Indian film is about an ambitious and extraordinary blood-and bullets- fueled crime saga.	11/05/2015 11/08/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity
USMR/Provost	FSG	Open Studio: Celebrate Diwali	This is a special open studio to celebrate Diwali, the Hindu festival of light. Visitors of all ages are invited to discover the Sackler's collection of South Asian and Himalayan art through family-friendly tours and hands-on activities. We provided lamp pattern Kolam and woodblock Puja prints activities.	11/07/2015	Completed	African Americans Asian Americans Native Hawaiians/Pacific Islanders Hispanics	Open Studio	No	Program Diversity
USMR/Provost	FSG	Fotoweeek DC: "Frame by Frame"	In conjunction with Fotoweeek DC, we present a powerful, award-winning documentary about photojournalism in Afghanistan. Stay for a post-screening Q&A with associate producer and translator Baktash Ahadi.	11/12/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity

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USMR/ Provost	FSG	Demonstrations and Conversations: Sōtatsu and the Social Life of Tea	Experience a Japanese tea presentation and learn about the culture that surrounded tea during the Keichō era. Members of the Omotesenke school demonstrate how bowls and other utensils are used for serving tea. Then, FJS curators James Ulak and Louise Cort reveal how the tea presentation relates to Tawaraya Sōtatsu's time and to modern practices.	11/08/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Demonstrations and Conversations	No	Program Diversity
USMR/ Provost	FSG	Making Musical Waves: The Legacy of Yatsunami Kengyo	Four leading artists from Japan perform music by the revolutionary seventeenth-century composer Yatsunami Kengyo and his followers.	11/14/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Performance	No	Program Diversity
USMR/ Provost	FSG	The Collector's Path: Shirley Johnson	Shirley Z. Johnson is a scholarly collector and a longtime friend of the museum. In this talk, she explores the genesis of her collecting; contrasts her approach to collecting in each medium; and considers her research, archives, and conservation, and the various roles of collectors. This talk is related about the exhibition Art of the Gift: Recent Acquisitions and Wind and Waves.	11/15/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Talk	No	Program Diversity

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USMR/Provost	FSG	Tour: Freer in Focus	Celebrate the Freer before it closes for renovation. Each of these short tours (15–30 minutes), held from November 17 to January 3, explores a different artwork in the Freer’s collection. Join a docent to discover the stories and cultures represented in these works through close looking and conversation.	11/17/2015 - 01/03/2016	Please choose one:	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Tour	No	Program Diversity
USMR/Provost	FSG	Curating Japan in the Olympic Era 1964/2020	The Freer and Sackler co-sponsored a forum with the CULCON Arts Dialogue on the rise in the popularity of Japanese art and architecture since the Games of the XVII Olympiad in 1964 in Tokyo to the upcoming 2020 Olympics in Japan.	11/20/2015	Completed	Asian Americans	Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	FSG	Sōtatsu's Times: Perspectives on the Culture and Politics of Kyoto Symposium	In this symposium in conjunction with the Sotatsu: Making Waves exhibition, scholars from several disciplines discussed the social history, literature, religion, art, and patronage that shaped Sōtatsu’s work and life. Speakers included Mary Elizabeth Berry on Kyoto’s social history, Joshua S. Mostow on the Tales of Ise, Morgan Pitelka on Kyoto culture in the early seventeenth century, Tomoko Sakomura on Sōtatsu’s many inspirations, and Jacqueline I. Stone on religion in Kyoto during the artist’s time.	12/05/2015	Completed	Asian Americans	Symposium	No	Program Diversity

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USMR/Provost	FSG	Spread the word	The Freer Gallery will close for renovation on January 4, 2016, so we can better present our art and serve our visitors. In this event, we provided ceramics talk, Kimono show, symposium about the culture and politics of Kyoto, Book Signing activity, and also hands-on experience workshop in ImaginAsia classroom.	12/05/2015 - 12/06/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Open studio	No	Program Diversity
USMR/Provost	FSG	Art and Me: Playful Fish Prints	We provided an educator-led tour of the exhibition Sōtatsu: Making Waves, and then guide the children use authentic materials to make their own fish print. This program is designed for children ages 3-5 with adult participation.	12/12/2015	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders	Workshop	No	Program Diversity
USMR/Provost	FSG	The Collector's Path: Benjamin Zucker	Benjamin Zucker is a leading gem connoisseur and collector from a long history of jewelers. In this talk, he shares tales of his worldwide travels to acquire precious stones. Hear about the Taj Mahal emerald on which his novel Green is based and the fourth-century Roman diamond that inspired the book Elihu Yale: Merchant, Collector, and Patron, written by Zucker with Dianna Scarisbrick.	12/13/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Talk	No	Program Diversity
USMR/Provost	FSG	Iranian Film Festival	We present 11 Iranian films in the Silver Theater to show the culture and art of Iran. And finally we have 3114 attendance.	01/02/2016 - 02/28/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Iranians	Film Festival	No	Program Diversity

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USMR/Provost	FSG	Say Goodbye to the Freer!	See treasures in the Freer before the gallery closes for renovation. We provided special tour and open studio for this events.	01/02/2016 01/03/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Open studio	No	Program Diversity
USMR/Provost	FSG	Adult Workshop: Japanese Papermaking	Explore the intricacies of Japanese papermaking through this hands-on workshop for adults, led by Saaraliisa Ylitalo of Pyramid Atlantic Art Center in Silver Spring, Maryland. Learn what makes Japanese paper unique and how it was decorated during Sōtatsu's time. Try beating kozo (mulberry) fibers, and experiment with making paper from mulberry and abaca pulp to take home.	01/10/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Workshop	No	Program Diversity
USMR/Provost	FSG	Open Studio: Playing with Words	Discover Xu Bing's Monkeys Grasp for the Moon during an art-filled afternoon. Examine the artwork on a family-friendly tour (held at 12 and 2 pm) and experiment with art materials, solve creative challenges, and collaborate with friends and family.	01/16/2016 - 01/17/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Open Studio	No	Program Diversity
USMR/Provost	FSG	Bits and Pieces: Tawaraya Sōtatsu and the Genius of Fragmentation	In the galleries of Sōtatsu: Making Waves, James Ulak, senior curator of Japanese art, discusses Sōtatsu's concept of positive breakdown as a unique and renewing force in Japanese art from the early 1600s through the early twentieth century.	01/29/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders	Talk	No	Program Diversity

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USMR/Provost	FSG	Making Musical Waves: The Legacy of Yatsuhashi Kengyo	Hear how the blind composer and performer Yatsuhashi Kengyo revolutionized Japanese music in the 1600s by bringing the instruments and styles of the imperial court, including the koto, to a wider audience.	01/30/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders	Performance	No	Program Diversity
USMR/Provost	FSG	Conversation: Early Images of Egypt	This event is related to the exhibition Perspectives: Lara Baladi. FJS archivist David Hoggshares contextual evidence of how strong those perspectives were and establishes a strong contrast between historical images of Egypt and the contemporary Egypt explored in Lara Baladi's work.	01/31/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Talk	No	Program Diversity
USMR/Provost	FSG	Teen Workshops: Digital Design Unleashed	Freer Sackler and the Hirshhorn's ARTLAB+ for an exploratory 3D digital design workshop. Inspired by a life-size sculpture of the Cosmic Buddha, uncover how digital technologies can bring new insights to an ancient object. Then, walk over to ARTLAB+. It help teenagers learn how to digitally design three-dimensional objects. For ages 13–19.	02/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Workshop	No	Program Diversity
USMR/Provost	FSG	Korean Cultural Foundation Global Museum Fellow	Freer Sackler hosted a young Korean scholar as a fellow as part of our Global Museum Internship program supported by the Korean Cultural Foundation from February 2016 to May 2016.	02/2016 - 05/2016	Completed	Korean museum professionals	Museum Research Fellowship	No	Workforce Diversity
USMR/Provost	FSG	Project Search Internship	Placement of an intern with developmental disabilities to build skills to ready him for the workforce.	02/01/2016 - 03/31/2016	Completed	Individuals with Disabilities	Internship	No	Workforce Diversity

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USMR/Provost	FSG	Lunar New Year Celebration	Our second annual Lunar New Year celebration features free attractions for all ages, including: <ul style="list-style-type: none"> • Dance performances by Madison Chinese Dance Academy • Ribbon-dancing tutorials • Calligraphy • Mask making and coloring • Lunar New Year resolutions • Family-friendly tours of Monkeys Grasp for the Moon • Photo booth fun 	02/06/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Turkish, Indian, Greek, Persian	Open Studio	No	Program Diversity
USMR/Provost	FSG	Open Studio: Love in Every Language	Enjoy a digital slideshow of images of love in Asian art, create Valentine's Day cards using woodblock prints that say "love" in more than a dozen Asian languages, and fold heart-shaped origami. All ages welcome with adult companions.	02/13/2016 - 02/14/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Middle Eastern	Open Studio	No	Program Diversity
USMR/Provost	FSG	Conversation: Digital Technologies and Archaeology in the Modern Middle East	Emily Hammer, director of the Center for Ancient Middle Eastern Landscapes at the Oriental Institute of the University of Chicago, examines the methods Ernst Herzfeld used during his Pasargadae expeditions and other Iranian explorations between the 1910s and 1930s. She compares them to those of today's archaeologists, who are equipped with satellite images showing ancient road and irrigation networks, geophysical maps of unexcavated city walls, precise three-dimensional models of ancient palaces, and models of how humans might have traveled through ancient streets and landscapes.	02/13/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Talk	No	Program Diversity

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USMR/Provost	FSG	Conversation: Social Uses of Photographs in Revolutionary Egypt	Lucie Ryzova of the University of Birmingham examines the varied social uses of photographs of young martyrs in revolutionary Cairo. These photographs are used as mourning sanctuaries in the homes of the deceased and carried around in public spaces as political demonstrations. The faces of martyrs are remediated through stenciling and as graffiti on city walls.	02/20/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Talk	No	Program Diversity
USMR/Provost	FSG	Nowruz: A Persian New Year Celebration	With free attractions for all ages, this year's festival is held in the Sackler and adjacent Ripley Center as the Freer undergoes renovation. Activities included: Haft sin table display; storytelling by Xanthe Gresham; book signing by Najmieh Batmanglij; calligraphy; hands-on art activities; photo booth; food trucks; and featured exhibitions Turquoise Mountain: Artists Transforming Afghanistan and The Heart of an Empire: Herzfeld's Discovery of Pasargadae	03/05/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Open Studio	No	Program Diversity
USMR/Provost	FSG	Demonstrations: Artisans at Work	The Turquoise Mountain artisans who are visiting from Afghanistan demonstrate the materials and techniques of their crafts in the exhibition.	03/06/2016 03/10/2016 03/12/2016 0313/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Demonstration	No	Program Diversity
USMR/Provost	FSG	Museum Day Live	This is a family-friendly activities which enable them to discover the special exhibition Perspectives: Lara Baladi with an activity guide, sketch kits, and a collage art-making activity. Also an artisan visiting from Afghanistan will share personal and national stories of transformation.	03/12/2016	Completed	African Americans Asian Americans Hispanics Afghan	Open Studio	No	Program Diversity

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USMR/Provost	FSG	Family Workshop: Afghan Fighter Kites	We provided hands-on experience for children ages 6-12 to create their own Afghan kite.	03/19/2016 - 03/20/2016 09/17/2016 - 09/18/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders	Workshop	No	Program Diversity
USMR/Provost	FSG	In Conversation: Ahmed Mater	This event is related to the exhibition Symbolic Cities, artist Ahmed Mater with curator Carol Huh and a special guest, talk about how his unique perspective as a doctor and artist based in Saudi Arabia influences his photography, videos, and installations.	03/20/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders	Conversation	No	Program Diversity
USMR/Provost	FSG	Environmental Film Festival	We provided two films, one is documentary, and one is science fiction. Both of them talk about the today's environment problems.	03/20/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity
USMR/Provost	FSG	Tikotin: A Life Devoted to Japanese Art	This is a documentary talk about the German-Jewish Collector. And We teamed up with the Washington Jewish Film Festival to co-present this acclaimed documentary about the founder of the Tikotin Museum of Japanese Art in Haifa, Israel.	03/29/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders	Film	No	Program Diversity
USMR/Provost	FSG	The Art of Afghan Music	This is an event for visitors to enjoy classical Afghan music and learn about its history form the leading exponent of eighteen-stringed rubāb (lute), Afghanistan's national instrument.	04/01/2016 04/02/2016 04/03/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders Afghani	Open Studio	No	Program Diversity

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USMR/Provost	FSG	Indian Cinema Pioneer	We provided two films to talk about the Indian Cinema. This is an event about the documentary and preceded by a introduction and book signing by Suranjan Ganguly.	04/08/2016 04/13/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity
USMR/Provost	FSG	Family Workshop: Paper Trails	This is an activities for children ages 6-12 and adults to use traditional Japanese papers and bookmaking tools and techniques to create their own artist's book.	04/10/2016 04/16/2016	Completed	African Americans Asian Americans Native Hawaiians/Pacific Islanders Iranian	Workshop	No	Program Diversity
USMR/Provost	FSG	Turkish Film Week	We provided two Turkish film in this week. This screening is held at Landmark E Street Cinema. It will be preceded by a free public reception at 6 pm	04/11/2016 - 04/12/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity
USMR/Provost	FSG	Demonstrations: Artisans at Work	The Turquoise Mountain artisans who are visiting from Afghanistan will demonstrate the materials and techniques of their crafts in the exhibition.	04/14/2016 04/16/2016 - 04/17/2016 04/21/2016 04/23/2016 - 04/24/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Demonstration	No	Program Diversity

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USMR/Provost	FSG	Cherry Blossom Anime	We provided three Japanese anime films at the Smithsonian American Art Museum. They are "Miss Hokusai", From Up on Poppy Hill" and "A Letter to Momo".	04/16/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity
USMR/Provost	FSG	Conversation: Immortals and Fishermen: Poetry, Painting, Calligraphy in the Wu School	Jonathan Chaves, professor of Chinese at George Washington University, presents and discusses paintings, calligraphies, and poems by such Wu masters as Shen Zhou, Tang Yin, and Zhu Yunming.	04/17/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders	Conversation	No	Program Diversity
USMR/Provost	FSG	Osman Hamdi Bey: Hero or Villain? Lecture	Distinguished scholar of Ottoman History, Edhem Eldem gave a public talk on Osman Hamdi Bey, the Ottoman archaeologist, painter and director of the Imperial Museum. In this talk, Eldem evaluated and put in perspective Osman Hamdi Bey's contributions to the Ottoman archaeology and museology, which has been overshadowed by the attention his paintings recently received in the art markets.	05/06/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Lecture	No	Program Diversity
USMR/Provost	FSG	Korea Day: A Family Festival	Celebrate Korea Day with free cultural activities for the entire family! Activities include: <ul style="list-style-type: none"> • Hands-on art activities • Musical performance • Taekwondo demonstrations • Storybook readings by DC Public Library staff • Trunk shows: painter Minsun Oh and jewelry maker Chon Hae Jung • Book signing: Temple Foods by Jung Lee • Food trucks 	05/07/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders Native Americans Latino	Open Studio	No	Program Diversity

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USMR/Provost	FSG	Painting with Music: Bell Yung, qin	We provided performance of one of the world's leading authorities on the ancient seven-stringed zither called qin. Audience could learn about music from China's Ming dynasty.	05/13/2016 05/14/2016 05/15/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Performance	No	Program Diversity
USMR/Provost	FSG	The Bard in Bollywood	We provided two films from Bollywood, and this screening is held at the AFI Silver Theatre and Cultural Center.	05/15/2016 05/21/2016	Please choose one:	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity
USMR/Provost	FSG	Korean Film Festival	We provided a series of films to show the Korean culture, art and social problems. This screening is held at the AFI Silver Theatre and Cultural Center.	05/19/2016 - 06/25/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity
USMR/Provost	FSG	Open Studio: Symbolism in Stories	This event is related to special exhibition Symbolic Cities: The Work of Ahmed Mater. We provided hands-on experiment with art materials, challenges, and collaborate with family.	05/28/2016 - 05/29/2016	Completed	African Americans Asian Americans	Open Studio	No	Program Diversity

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USMR/Provost	FSG	Provenance! From WWII-era to Antiquities, Global to Local, and Philosophical to Practical	As part of the American Alliance of Museums Annual Conference program, in this "Onsite Insights" session, provenance research experts shared their expertise with colleagues from a diverse group of museums on issues such as due-diligence; developing a plan that aligns with their museums' goals and priorities; and offered insights on how to share this information with the public.	05/29/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	FSG	A Thousand Splendid Garments: Reception and Talk with Filmmaker Lee Won-suk	We cooperated with Korean Cultural Center, Embassy of the Republic of Korea. There was a display of Korean costumes, including reproductions of Joseon dynasty jeogori by designer Kim Hye-soon.	06/03/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Reception and Talk	No	Program Diversity
USMR/Provost	FSG	Open Studio: Welcome to Murad Khani	In this family-friendly activities, we provided a tour of the special exhibition Turquoise Mountain and some creative hands-on activities in the ImaginAsia classroom.	06/11/2016 - 06/12/2016 06/25/2016 - 06/26/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Open Studio	No	Program Diversity
USMR/Provost	FSG	Wu School and the Three Perfections	In the galleries of Painting with Words: Gentleman Artists of the Ming Dynasty, Stephen Allee, associate curator for Chinese painting and calligraphy, discusses the connections among these complementary art forms.	06/14/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Talk	No	Program Diversity

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USMR/Provost	FSG	Summer Open House: Painting with Words	We provided an evening event for the exhibition <i>Painting with Words</i> , which include brush painting, calligraphy, music, and poetry reading activities for visitors.	06/16/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Open House	No	Program Diversity
USMR/Provost	FSG	Artist Talk: Foundland Collective	This is a talk from the artists Lauren Alexander and Ghalia Elsrakbi who created Foundland, and received the prestigious Smithsonian Artists Research Fellowship.	06/25/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Talk	No	Program Diversity
USMR/Provost	FSG	Conversation: Symbolic Cities	Curator Carol Huh discusses the work of renowned Jeddah-based artist Ahmed Mater. In particular, Huh examines his use of photography and video to convey an unparalleled view of the transformations taking place in today's Saudi Arabia.	06/26/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Conversation	No	Program Diversity
USMR/Provost	FSG	Youth Performance: Music, Mixing, and Madness	This is a show presented by the Teen Council, and we provided music, food, and many team games.	07/07/2016	Completed	African Americans Asian Americans Native Hawaiians/Pacific Islanders	Performance	No	Program Diversity

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USMR/Provost	FSG	Chinamania After-Hours Preview	This is a special after-hours celebration of the opening of Chinamania.	07/08/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	After-Hours Event	No	Program Diversity
USMR/Provost	FSG	Lecture: A Theory of Everything	Artist Walter McConnell discusses themes and motivations related to his work in Chinamania, including weird taxonomies, competing cosmologies, and the compulsion to collect.	07/09/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Lecture	No	Program Diversity
USMR/Provost	FSG	Open Studio: Crazy for Ceramics	This is a family-friendly activities was related to the exhibition Chinamania, which enable children to make their own art.	07/16/2016 - 07/17/2016	Completed	African Americans Asian Americans Hispanics	Open Studio	No	Program Diversity
USMR/Provost	FSG	Performance: The Art of Afghan Music	We provided traditional Kabuli songs called ghazals, based on romantic Persian poetry and cultivated in the courts of old Kabul since the eighteenth century, in our exhibition Turquoise Mountain: Artists Transforming Afghanistan.	07/22/2016 07/24/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Performance	No	Program Diversity

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USMR/Provost	FSG	Teen Takeover: Night of Lights	The Freer Sackler Teen Council presents a free after-hours event exploring the intersections between art and technology. Explore the museum as you never have before with a fun lineup of activities: Pokémon Go walking tours; performances by DJ Trap God and DJ Beauty & the Beatz; curator tour of Perspectives: Michael Joo; Google Cardboard DIY and pop-up tours; open mic hosted by Busboys and Poets; photo booth fun; short films by Kihachirō Kawamoto and Playing the News; art making activities; calligraphy demonstrations and Attan dance lessons in Turquoise Mountain; and food trucks.	08/04/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Night Event	No	Program Diversity
USMR/Provost	FSG	Diversity	Hired Project Search intern	08/08/2016 - 08/07/2018	In-progress	Individuals with Disabilities	Project Search Internship	Yes	Workforce Diversity
USMR/Provost	FSG	Summer Open House: Arts of Afghanistan	In order to celebrating Afghanistan's Independence Day (August 19). We provided a fun-filled afternoon event. Making art, tasting Afghan food, hearing from artisans, watching musical performances, listening to traditional stories read by ARCH International, and exploring the arts of Afghanistan.	08/13/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Open House	No	Program Diversity
USMR/Provost	FSG	Film: "Jia Zhangke	We provided two films of Mainland master Jia Zhangke. The films show how China's economic boom and the resulting materialism have affected the bonds of family, tradition, and love. This screening is held at National Museum of American History, Warner Bros. Theater.	08/20/2016 - 08/21/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Film	No	Program Diversity

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USMR/Provost	FSG	High Fashion for Muslim Wear: New Designs from Java	This event is held at the George Washington University's Corcoran School of the Arts and Design. We provided fashion show about Muslim wear and Indonesian designers.	09/10/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Performance	No	Program Diversity
USMR/Provost	FSG	Masters of Tibetan Bronzework: Nima and Dawa Dakpa	In this talk, filmmaker Dawa Drolma joins her father and brother to discuss their work and share insights into sculptures from the Himalayan region on view in the Freer Sackler. A reception follows.	09/10/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Talk	No	Program Diversity
USMR/Provost	FSG	Meet the Artist: Gauri Gill	In Celebrating the opening of Notes from the Desert: Photographs by Gauri Gill during this special afternoon, We provided a event that enable visitors meet Gill, a New Delhi-based artist, and Carol Huh, associate curator of contemporary Asian art.	09/17/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Talk	No	Program Diversity
USMR/Provost	FSG	Lecture: Narayan Khandekar on Rothko's Colors	In conjunction with the exhibition Red: Ming Dynasty/Mark Rothko, Narayan Khandekar, director of the Straus Center for Conservation and Technical Studies at Harvard Art Museums, shares the center's work restoring the colors Rothko used in his murals.	09/18/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Lecture	No	Program Diversity

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USMR/Provost	FSG	Strings Meet Gamelan: Chamber Music from Indonesia	This event is held at George Washington University, Betts Theatre	09/22/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Performance	No	Program Diversity
USMR/Provost	MCI	The Centre for Doctoral Training in Science and Engineering in Art Heritage and Archaeology (SEAHA) program	over the next 8 years MCI's Centre for Doctoral Training in Science and Engineering in Art Heritage and Archaeology will train a minimum of 60 doctoral students heritage, science and engineering. A unique feature of their training will be the tripartite supervision MCI will be developing with students benefiting from the support of experts in universities, industry and cultural institutions to advance the knowledge and skills base of the cultural heritage sector.	11/22/2014	In-Progress	Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Memorandums of Understanding Formal Professional Training International Program	No	Program Diversity
USMR/Provost	MCI	MCI Fellowships and MCI Internships	MCI Fellowships and Internships are announced thru various sources that target diverse audiences, such as thru the Conservation Distribution List, which reaches over 10,000 people in 92 countries. As well as through other distribution lists such as the Museum-L that reaches over 4,000 people and gets picked up and redistributed; the American Institute of Conservation of Historic and Artistic Works (AIC) reaches over 3500 people in 20 countries. MCI also announces through other sources such as the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers, the American Indian Science and Engineering Society, American Society for Engineering Education; Society of Woman Engineers; Society of Hispanic Professional Engineers; Society for Advancement of Chicanos and Native Americans in Science; and the Arab American Association of Engineers and Architects.	10/01/2016	In-Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Professional Training	No	Program Diversity

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USMR/Provost	NASM	DC Field Trip Outreach (Google)	DC Field Trip Outreach (Google)	FY 2016		African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	Student outreach	Yes	program diversity
USMR/Provost	NASM	Holt Scholars	science teachers and their students investigated astronomy and planetary science through classroom activities, field trips, and teacher professional development under the Holt Scholars Program. The Holt Scholars Program is made possible through the generous support of The Hillside Foundation - Allan and Shelley Holt.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	outreach	Yes	Program Diversity
USMR/Provost	NASM	The Explainers Program	NASM's Explainers Program employs high school and college students as intermittent employees and is funded with grants to support programming throughout the National Mall Building and the Udvar-Hazy Center, including the How Things Fly gallery, the Haas Public Observatory, Tech Quest, Discovery Stations, and interactives. The Explainer Program employs a highly diverse staff.	Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	Student Work Program	Yes	Program Diversity

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USMR/ Provost	NASM	Promoting Palestinian STEM Education	NASM in collaboration with the US Consulate in Jerusalem, and Al Nayzak, a Ramallah-based educational non-profit organization, works to promote science, technology, and entrepreneurship education in Palestinian communities. Through this initiative, NASM curators and educators providing students, ages 14-17, from the Palestinian Territories, a one-week experience with science, technology, engineering, and math (STEM) activities at the Museum and the greater Washington DC area.	Annually, Since 2013	In-Progress	Palestinians	STEM Education	Yes	Program Diversity
USMR/ Provost	NASM	NASM Visitor Services Volunteer Program	Visitor Services includes diversity training in the mandatory training session to all incoming volunteers.	Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Volunteer Program	No	Program Diversity
USMR/ Provost	NASM	Science in Pre-K	NASM's Science in Pre-K is a program that provides professional development for preschool and kindergarten teachers and field trips for students in Title I schools in the District of Columbia Public Schools and Public Charter Schools. This program provides access to low income families that do not regularly take advantage of our programs.	2008 - Onward	In-Progress	African Americans Hispanics Residents of Under-resourced Communities	School Outreach	Yes	Program Diversity

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USMR/Provost	NASM	6th Grade Astronomy Program	NASM's 6th Grade Astronomy Program prioritizes DC Public Schools, which has a student population that is 68% African American and 16% Hispanic. During field trip visits to the NASM, students explore the intersection of astronomy and technology through their own telescopic observations, recent data, and historical examples. During teacher professional development, teachers gain experience with integrating NGSS science and engineering practices (SEPs) into Earth Science classroom activities and using Smithsonian/Museum resources to teach Earth Science.	October 2014 - Onward	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	School Outreach	Yes	Program Diversity
USMR/Provost	NASM	Hispanic Heritage Month: Innovators in Air and Space	NASM hosted a family day as part of its Northrup Grumman Heritage Family Days Series and in partnership with the Smithsonian Latino Center. The program focused on Hispanic innovators in air and space.	10/03/2015	Completed	Hispanics	Family Day	Yes	Program Diversity
USMR/Provost	NASM	African American Pioneers in Aviation and Space	As a part of its Northrup Grumman Heritage Family Day Series, NASM hosted two family days, which focused on African American pioneers in aviation and space, such as the Tuskegee Airmen and NASA astronaut Stephanie Wilson at the National Mall Building and Jeanette Epps at the Udvar-Hazy Center.	02/06/2016 02/20/2016	Completed	African Americans	Family Day	Yes	Program Diversity
USMR/Provost	NASM	Women in Aviation and Space	NASM hosted a family day as part of its Northrup Grumman Heritage Family Days Series, which focused on the accomplishments of women in aviation and space — from the days of early flight to the present. NASM worked with local universities and other organizations to ensure that there were plenty of career role models for our younger visitors. This program featured Astronaut Stephanie Wilson and NASA Administrator Charles Bolden. This program was part of the Museum Day Live! event.	03/12/2016	Completed	Women	Family Program	Yes	Program Diversity

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USMR/Provost	NASM	Kites of Asia	NASM hosted a family day as part of its Northrup Grumman Heritage Family Days Series, which featured a pan-Asian static display of kites and indoor kite flying. In addition to the kites, NASM also chose an Asian country or region to highlight through music and dance.	03/19/2016	Completed	Asian Americans	Family Program	Yes	Program Diversity
USMR/Provost	NASM	Explore the Universe: Everyone Looks Up	Part of the Heritage Family Day series, funded by Northrop Grumman, this family day celebrates multi-cultural approach to studying astronomy	04/09/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Indians	Educational Programming	Yes	Program Diversity
USMR/Provost	NASM	Heritage Family Days	2 Women in Aviation and Space; 2 African American; 1 Asian; 1 Hispanic; 2 multi-cultural	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Educational Programming	yes	Program Diversity
USMR/Provost	NASM	Carnegie Academy for Science Education First Light Program	Provided one day support to First Light astronomy program mentoring middle school students from D.C. public, charter, private and parochial schools. In addition to guided Museum tour, participants were engaged in a hands-on science activity in planetary science	05/07/2016	Completed	African Americans Hispanics	Educational Programming	Yes	Program Diversity Workforce Diversity

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USMR/Provost	NASM	NASM Internship Program	NASM intentionally recruits for an increased diversity in its internship program which engages students in activities supporting all the Museum functions. For some interns, this is a STEM experience. In 2016 the program includes 63 interns of whom 6 self identify as Asian Americans; 5 as African American; 2 as Hispanic, 1 as Hawaiian or other Pacific Islander and 4 as a race or ethnicity not listed. The program is comprised of 43 Females and 20 Males. None self - identify as disabled.	06/2016-08/2016	In-Progress	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders	Internships	No	Program Diversity Workforce Diversity
USMR/Provost	NASM	Youth Engagement through Science (YES!)	(In support of NMNH program) the Center for Earth and Planetary studies offers 3 high school students from underrepresented groups a 6 week program of career immersion and science communication. Participants engage in research and career skills activities.	07/2016 - 08/2016	In-Progress	Residents of Under-resourced Communities	Career Counseling Internship	Yes	Program Diversity
USMR/Provost	NASM	Women in Aviation and Space	NASM hosted a family day at the National mall Building as part of its Northrup Grumman Heritage Family Days Series, which focused on the accomplishments of women in aviation and space—from the days of early flight to the present. NASM worked with local organizations to ensure that there were plenty of career role models for our younger visitors. This program featured Astronauts Mary Cleave and Ann McClain. Archives featured prominent women from the collections (Ruth Law and Sally Ride) and produced a brochure featuring other women's collections. Archives also highlighted a women's collection in a blog post.	09/17/2016	Completed	Women in Aerospace	Family Programming	Yes	Program Diversity

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USMR/Provost	NCP	Emergency Management Forum	The meeting is for the Smithsonian Collections Emergency Management Forum for approximately 80 SI staff members with possible 1-2 guest speakers from outside of the SI. 2-5 staff members from each museum will be asked to attend this forum. Ideally at least 20% of the attendees will be from specific diversity groups.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Meeting	No	Program Diversity
USMR/Provost	NMAfA	Invitational Workshop, "Diversity and Inclusion in the 21st Century: Reimagining the Future of Museums"	NMAfA's Director and Chief Diversity Officer convened an invitational workshop for art museum professionals to discuss best practices for increasing diversity and inclusion within their museums. The invitational workshop, Diversity and Inclusion in the 21st Century: Re imagining The Future of Museums, took place on September 29-30, 2015 at NMAfA. The workshop focused on the importance of increasing diversity in museums, including in the composition of their boards, staff, exhibitions, educational programs, and visitors. Thought leaders gathered from across the private, public, nonprofit, and museum sectors to understand the current state of diversity and inclusion practices.	Fall 2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQ+ Community	Workshop	No	Program Diversity
USMR/Provost	NMAfA	Storytelling in the Pavilion	Everyone can participate in the joy of storytelling. Includes hands-on objects that our experienced docents explain and demonstrate.	10/03/2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Youth	Workshop	No	Program Diversity

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USMR/Provost	NMAfA	Museum Day Live! 2016: Inspiring Women and Girls of Color	In partnership with Smithsonian Enterprises, the NMAfA's Director and Chief Diversity Officer convened colleagues from the Smithsonian Institution, White House Council on Women and Girls and a number of inter-agency government entities (e.g. National Endowment for the Arts and National Endowment for the Humanities) to work collaboratively to organize a special edition of Museum Day Live! 2016. This effort brought together 528 institutions and provided opportunities for women and girls of color to engage with museums, libraries, national parks, zoological parks and aquariums across the United States.	4/15/2015 - 3/16/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQ+ Community Youth	Public Program	No	Program Diversity
USMR/Provost	NMAfA	Book Arts	The students will tour the Africa & Artists Book exhibition and the museum educators will conduct a tour of the exhibition as well as a discussion around Dihangara Uhanga*.	10/10/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Youth	Workshop	No	Program Diversity
USMR/Provost	NMAfA	AAM Watch & Talk	The American Alliance of Museums is currently planning a 3-part webinar series on accessibility, Stories of Inclusion: Inclusive Practices at Cultural Institutions.	10/14/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Museum Program	No	Program Diversity
USMR/Provost	NMAfA	Presentation of the Food of Oman: Recipes and Stories from the Gateway to Arabia	The Connecting the Gems of the Indian Ocean project will host the Washington DC launch of Felicia Campbell's book on culinary history.	10/17/2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities	Public Program	No	Program Diversity

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USMR/Provost	NMAfA	iblack Community Tours, Talks & Beyond	In an effort to build on the success of the workshops, Community, Tours, Talks and Beyond will continue to provide a strategic sustainable platform to both engage with and build relationships with communities.	10/17/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Workshop	No	Program Diversity
USMR/Provost	NMAfA	Children's Africana Book Awards	This is the fifth year that NMAfA is hosting the CABA event. Africa Access and the Outreach Council of the African Studies Association give annual awards for the best children's and young adult books on Africa published in the U.S.	10/24/2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities	Public Program	No	Program Diversity
USMR/Provost	NMAfA	Family Book Making Arts	Guests will learn the art of traditional book making techniques and create their own book art. The workshop guest facilitators will feature local and international book art making artists.	10/25/2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Families Youth	Workshop	No	Program Diversity
USMR/Provost	NMAfA	Director's Meeting with Darren Walker	Major meeting in New York with Darren Walker, President of the Ford Foundation to discuss multi-year proposal increasing diversity and inclusion Smithsonian wide.	11/01/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Fundraising	No	Program Diversity
USMR/Provost	NMAfA	Public Relations	The Chief S.O. Alonge: Photographer to the Royal Court of Benin, Nigeria was featured in the Huffington Post Arts & Culture section titled "These Vintage Photos Recount Nigeria's History, Dissolving Stereotypes along the Way" and in the French publication Jeune Afrique.	11/01/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Non-local Audiences	Press coverage.	No	Program Diversity
USMR/Provost	NMAfA	Ota Benga: The Human Zoo	NMAfA will host the Washington, D.C. premiere of Niyi Coker's critically acclaimed documentary Ota Benga: The Human Zoo. The film will be preceded by a docent-led tour. It will be followed by a discussion of African and African-American masculinities in visual art, literature, and film.	11/01/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Adult Scholars	Public Program	No	Program Diversity

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USMR/Provost	NMAfA	Nigerian Colleagues Training: Ford Foundation Diversity Museum Training Fellowship	Four Nigerian colleagues from the National Museum of Benin City came to the National Museum of African Art for a three week training in various museum partices and departments. The Alonge exhibition will travel to the National Museum of Benin City later in 2016.	11/2/2015-11/20/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Museum Training	No	Program Diversity
USMR/Provost	NMAfA	Adwa- An African Victory	Streams of a River film series seeks to engage African immigrant, African-American, and all people of African descent in meaningful and accessible conversations on notions of identity, history, and community - through film screenings and dialogue.	11/06/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Films	No	Program Diversity
USMR/Provost	NMAfA	Project Create Teen to Teen Workshop	Project Create is a nonprofit in Washington D.C. that offers arts opportunities to youth age 5-24 living in transitional, foster, group home or long-term affordable housing settings.	11/07/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Youth	Workshop	No	Program Diversity
USMR/Provost	NMAfA	Bush Mama	Bush Mama is Haile Gerima's powerfully moving look at the realities of inner city poverty and systemic disenfranchisement.	11/07/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Film Screening	No	Program Diversity
USMR/Provost	NMAfA	Sankofa	The film follows Mona, an African American model on a fashion shoot in Ghana who undergoes a journey back in time and place to a slave plantation in North America where she becomes Shola, a house slave. Though this process, Mona recovers her lost slave identity and confronts her ancestral experience.	11/11/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Film Screening	No	Program Diversity

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USMR/Provost	NMAfA	Teza	Set in Ethiopia and Germany, the film chronicles the return of an Ethiopian intellectual to his country of birth during the repressive Marxist regime of Mengistu Haile Mariam and the recognition of his own displacement and powerlessness at the dissolution of his people's humanity and social values.	11/14/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Film Screening	No	Program Diversity
USMR/Provost	NMAfA	Connecting the Gems of the Indian Ocean Fashion Program	Reaching out to fashion and design schools in DC for school visits and workshop sessions	11/12/2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities	DC Schools Workshop	No	Program Diversity
USMR/Provost	NMAfA	Books ART Fundamental	Book Art FUNdamentals begins with students touring the gallery exhibition of the amazing, original, and one-of-a-kind art works by African contemporary artists.	11/13/2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Youth	Youth	No	Program Diversity
USMR/Provost	NMAfA	Director's Talk	On Friday, Nov 13, Johnnetta spoke at a day long summit at the White House convened by the White House Council on Women and Girls and Anna Julia Cooper Center at Wake Forest University. The summit focused on advancing equity for women and girls of color.	11/13/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Women and Girls	Speech/Lecture	No	Program Diversity
USMR/Provost	NMAfA	Indian Ocean: Fashion Panel in the Round	Explore the coasts of the Indian Ocean through fashion! Designers, bloggers, and scholars from East Africa and Oman discuss traditional, contemporary, and cross-cultural fashions.	11/14/2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities	Public Program	No	Program Diversity
USMR/Provost	NMAfA	Saturday Stories	Kick off your Fall weekend with our once-a-month SATURDAY STORIES at the National Museum of African Art.	11/21/2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Youth	Public Program	No	Program Diversity

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USMR/Provost	NMAfA	Public Relations	BBC Filmed an Interview with NMAfA South African artist and NMAfA Fellow Marcus Neustetter. He talked about his work on the intersections of art, science, and technology and his recent 2015 World Technology Award.	12/01/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Non-local Audiences	Press coverage	No	Program Diversity
USMR/Provost	NMAfA	Artist Talk	South African artist Bronwyn Lace gave a public artist's talk about her work.	12/01/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Artists Talk	No	Program Diversity
USMR/Provost	NMAfA	Giving Tuesday	NMAfA's Giving Tuesday appeal was successful and raised \$8000,00 of the goal of \$10,000 to support the Teen Ambassadors project for a Gallery Visitor's App to increase our use of technology throughout the museum.	12/01/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Youth and Teen Audiences	Fundraising	Yes	Program Diversity
USMR/Provost	NMAfA	Oman Exhibition Opening	Opening of the Oman exhibition "Swahili Cases" with an opening reception was held on December 3rd. Attendance was about 150 people throughout the evening. Ambassador to the U.S. from Oman, Her Excellency Hunaina Sultan Ahmed Al Mughairy was in attendance as was the former U.S. Ambassador to Oman, the Honorable Richard Schmierer. Under Secretary and Acting Provost, Richard Kurin and his wife Allyn also attended. The exhibition opens to the public December 4th. This exhibition is funded from the Gems of the Indian Ocean project and is located in the African Mosaic gallery.	12/03/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Exhibition	No	Program Diversity
USMR/Provost	NMAfA	Artist Talk	South African artist and fellow Marcus Neustetter gave a public artist talk where he discussed his research and his work.	12/10/2015	Completed	African Americans Asian Americans Hispanics	Artist Talk	No	Program Diversity

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USMR/Provost	NMAfA	Go Beyond What You See	The Teen Ambassadors for NMAfA will hold a "Go Beyond What You See" day of activities on Saturday, December 19. There will be gaming stations, art activities, a teen dance party, selfie stations and a scavenger hunt through the museum. Hours are from 11:00am to 5:00pm.	12/19/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Youth and Teen Audiences	Teen Day/Education Activity	Yes	Program Diversity
USMR/Provost	NMAfA	Artist Talk	Zambian artist and fellow Milumbe Haimbe gave a public artist talk about her research and her work.	01/29/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Artist Talk	No	Program Diversity
USMR/Provost	NMAfA	Docent Program with SI Accessibility Program	The docent corps participated in workshops with Smithsonian Accessibility Program with special emphasis on tours for persons with low visibility. They also are working with the Potomac Association of Art Therapy and proposed collaboration for working with individuals who have memory loss and their care partners in visiting the museum and working with art therapy.	02/01/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Seniors	Docent Program	No	Program Diversity
USMR/Provost	NMAfA	Market Symphony Exhibition Opening	Market Symphony, a sound installation by Nigerian artist Emeka Ogboh, which opens 3 February in NMAfA's Point of View Gallery	02/03/2016	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities	Exhibition	No	Program Diversity
USMR/Provost	NMAfA	Press Coverage for "Market Symphony"	Emeka Ogboh's "Market Symphony" exhibition opened at NMAfA on Wednesday, February 3, 2016. There was coverage from several top tier media with interviews taking place at NMAfA with CNN International, BBC, NPR and the Washington Post.	02/03/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Non-local Audiences	Press coverage	Yes	Program Diversity

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USMR/Provost	NMAfA	Artist Talk	A public conversation with Emeka Ogboh and curator Karen Milbourne where they discussed Emeka's Market Symphony sound sculpture, his career, and his other works of art.	02/03/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Conversation/Lecture	No	Program Diversity
USMR/Provost	NMAfA	Teacher Development workshop	Explore the contemporary world of book art where the book is used as a creative medium.	03/05/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Public Program	No	Program Diversity
USMR/Provost	NMAfA	Art Workshop	Inspired by the rich diverse textile arts of Africa represented in our collections and exhibitions, these Summer workshops emphasizes the decorative aspect of design in African Arts and provide a FUNctional and practical learning experience in support of STEAM programming.	03/12/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Museum Program	No	Program Diversity
USMR/Provost	NMAfA	Teen Poetry Workshop	Award-winning Sudanese-American poet Safia Elhillo guides teens in a poetry-writing workshop inspired by issues of portraiture and identity as seen in the Chief S.O. Alonge exhibition.	03/12/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Youth	Museum Program	No	Program Diversity
USMR/Provost	NMAfA	West African Dance with Coyaba Dance Ensemble	Interactive West African Dance with Coyaba Dance Ensemble. The performance will focus & highlight on women's role in dance.	03/12/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Families Women	Museum Program	No	Program Diversity
USMR/Provost	NMAfA	Artist Book Discussion and Book Signing	Join the conversation with Playwright and Poet Ntozake Shange and Author Mecca Jamilah Sullivan as these two literary groundbreakers discuss race, women, urban life, and the power of imagination within African diasporic literatures and cultures.	03/12/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQ Community	Public Program	No	Program Diversity

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USMR/Provost	NMAfA	Career Fair and Leadership Roundtable Discussions	Members of the NMAfA team, along with other Smithsonian colleagues, hosted a career fair and leadership roundtable discussions for young women and girls of color, and their peers as part of the Museum Day Live! 2016 program.	03/13/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Youth	Public Program	No	Program Diversity
USMR/Provost	NMAfA	Family Book Making Art	Workshops that celebrate and empower the cultural arts and crafts influenced and driven by women in all parts of the continent such as the art of beadwork, basket making, weaving, henna design as well as textile and ceramic art to name a few.	03/2016	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Families Youth	Workshop	No	Program Diversity
USMR/Provost	NMAfA	Stories That Take Us Places!	Everyone can participate in the joy of storytelling. Includes hands-on objects that our experienced docents explain and demonstrate.	03/24/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Families Youth	Public Program	No	Program Diversity
USMR/Provost	NMAfA	Easter Monday at the Zoo	A Washington Family Tradition will be held at the National Zoo on Easter Monday. The activities will connect the Zoo's collection to African Art and cultures.	03/27/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Families Youth	Public Program	No	Program Diversity
USMR/Provost	NMAH	Effective Communication Strategies	The NMAH Diversity Advisory Council worked with Chandra Heilman (Ombudsman) and Tim Holloman (EAP) to create unit-wide training sessions to address ways on how staff at all levels can communicate better to one another. The trainings were conducted with small groups (25-40 people). We discussed better use of inclusive language and cultural competencies concerning race, ethnicity, gender, ability, and sexuality.	09/2015 - 02/2016	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans	Internal Training for NMAH staff and SI colleagues that work in the museum.	No	Workforce Diversity

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USMR/ Provost	NMAH	The Hatfield Collection of Folk Art from the US-Mexico Borderlands	This collection of folk art from the US-Mexico Borderlands includes material objects significant to research on tourism, culture, and identity between the U.S. and Mexico. This offers a broad range of material resources for internal and external scholars on the cross-cultural and economic exchanges between these two countries. Mexican folk art maintains a history as "an agent of political and economic diplomacy" with roots to politics that are affected by the privatization of the country. The acquisition of the Hatfield collection is a valuable asset to the mission of the National Museum of American History and our goal of providing a complex and diverse narrative of American history and culture. The objects within this collection offer a powerful narrative of Latino traditions and identities as well as Americans living in the borderlands of Mexico and the United States. These folk art objects provide a story that is vital to American history and tradition. Students and interns are engaged in cataloguing and researching this new collection.	2015 - 2016	In-progress	Hispanics Native Americans Residents of Under-resourced Communities	Traveling Exhibitions Virtual Internships	No	Program Diversity

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USMR/ Provost	NMAH	Smithsonian Jazz: Smithsonian Jazz Masterworks Orchestra, Jazz Oral History Program, and Jazz Appreciation Month	Jazz is the musical embodiment of American ideas and ideals. At Smithsonian Jazz, we steward the role of jazz in our shared past, present, and future. We bring museum's world-class collections, research, and exhibitions to life through our concerts and educational programs and we are committed to preserving and exploring the role of jazz for future generations. In these actions and activities, we strive to embody the values of Democracy, Diversity, and Diplomacy that are intrinsic in jazz and teach us the ideas and ideals of: equality and risk-taking, individuality and collaboration, and history and evolution. In this way, through these three pillars, we create unique opportunities for our audiences to understand the American experience through the transformative power of jazz. FIVE YEAR STRATEGIC THEMES: 2015 – Jazz: Innovations, 2016 – Jazz: Creating Community, 2017 – Jazz: Cultural Democracy, 2018 – Jazz: Creating Culture, 2019 – Jazz: Breaking Barriers, and 2020 – Jazz: America's Cultural Diplomat	2015 - 2020	In-progress	African Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Conferences w/Colleges or Universities Conferences w/Professional Organizations Memorandums of Understanding Formal Traveling Exhibitions	No	Program Diversity Supplier Diversity Workforce Diversity
USMR/ Provost	NMAH	Escuchame! Spanish-language Broadcasting in the U.S. 1950s-2000s	Project seeks to document the germinal years of Spanish-language broadcasting in the United States from the first independent stations in Texas and Puerto Rico to the national networks created in the 1960s and 1980s. We are collecting objects, media, and oral histories with women and men who worked at local stations across the U.S. This initiative will create a national archive that can be used by curators, scholars, and others to tell the story of Spanish-language broadcasting in all its complexity.	2016 and Beyond	In-progress	Hispanics Residents of Under-resourced Communities	Documenting	No	Program Diversity

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USMR/Provost	NMAH	Hispanic Advertising, 1960-2000	Collecting initiative to document the growth of Hispanic-owned ad agencies in the U.S. and their work beginning in the 1960s. Collecting archival materials, marketing studies, media, objects and oral histories from about ten agencies that span regional and particular national and ethnic communities in the U.S. At the end of the initiative the NMAH will have the nation's premier collection of Hispanic advertising.	2016 and Beyond	In-progress	Hispanics	Documenting	No	Program Diversity
USMR/Provost	NMAH	Cooking Up History: Foods of the Civil Rights Movement	<i>Cooking Up History: Foods of the Civil Rights Movement</i> showcases a guest chef and a Smithsonian host preparing a recipe and talking about the history and traditions behind its ingredients, culinary techniques, and enjoyment. To kick off our 2016 series of cooking conversations, we asked: What were the foods that nourished the Civil Rights Movement? Chef Lindsay took us through some of the signature soul food creations that fed the organizers of the sit-ins, boycotts, and marches of the African-American Civil Rights Movement from 1958 to 1968. As Chef Lindsay showed us the ways in which Southern flavor is developed—often with made-by-hand, slow-and-low cooking—we explored the history behind these culinary traditions, the importance of these foods to the students, churches, and civil rights organizations of the period, and the objects in our collection that help to tell this story.	01/15/2016	Completed	African Americans Residents of Under-resourced Communities	Free daytime programming for visitors	No	Program Diversity

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USMR/Provost	NMAH	Interview with Univision	NMAH's Director of Public Affairs, Melinda Machado, conducted an interview in Spanish with Univision about the role of the First Lady with a tour of the museum's exhibition. http://wventv.develop01.entravision.com/2013/01/20/el-vestido-de-michelle-el-secreto-mejor-guardado-de-la-vestidura-de-obama/	01/20/2013	Completed	Hispanics	Public Relations	Yes	Program Diversity
USMR/Provost	NMAH	Day of Remembrance: Japanese American Incarceration and the Art of Identity with Roger Shimomura	<p>The Day of Remembrance commemorates the day that President Franklin D. Roosevelt signed Executive Order 9066 authorizing the incarceration of Japanese Americans during World War II. Roger Shimomura spent his formative years in an incarceration camp in Idaho with his grandmother. His grandmother recorded her experiences in her diaries, which are the basis for many of his paintings.</p> <p>5:30 - 6:30 p.m. Objects on view and interactive activities presented by the museum's Youth Civic Engagement Program teens in 1 Center.</p> <p>6:30 - 8:00 p.m. Program begins with Welcome Remarks by museum Associate Director David Allison and an artifact donation ceremony. Short preview of film clip about artist Roger Shimomura and conversation between the artist and film producer David Ono and curator Jennifer Jones, with audience Q&A. Program concludes with a poetry performance about Japanese American incarceration by spoken word poet Regie Cabico.</p> <p>Attendance: 200</p>	02/19/2016	Completed	Asian Americans	Public Program	No	Program Diversity

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USMR/ Provost	NMAH	Latinos and Baseball: In the Barrios and the Big Leagues	<p><i>Latinos and Baseball: In the Barrios and the Big Leagues</i> is a multi-year community collecting initiative at the National Museum of American History in collaboration with the Smithsonian Latino Center, focusing on the historic role baseball has played as a social and cultural force within Latino communities across the nation. Baseball has been and continues to be an important means for celebrating national and ethnic identities, building communities, and negotiating race and class relations in our increasingly globalized world. This project builds on a growing body of original research, oral histories, and collections by and with our partners to document the impact Latina/o communities have had on American history and culture through the lens of baseball. Tracing histories of people, places, and objects that reflect the complex interplay of racial identities and sports across the nation allows us to tell diverse and unexpected stories within our communities. This project enriches local and national collections, includes plans for future exhibitions, and supports public programs and community engagement across the nation. In this first year, we laid the groundwork necessary to launch a National Museum of American History community collection initiative. Our project launched in October 2015 with a panel of scholars and set of workshops at the National Museum of American History. We are currently building collections toward a traveling exhibition that will be in development by 2020. Our first community collecting event was hosted in San Bernardino, California on February 19-20 of 2016 and was a huge success! We have 3-4 more community events over 2016 and again in 2017 to build interest, expand the archive, and ultimately bring collections to the national stage.</p>	02/19/2016 - 02/20/2016; 07/17/2016; 08/12/2016 - 08/13/2016; 09/15/2016	In-progress	African Americans Asian Americans Hispanics Native Americans	Conferences w/Colleges or Universities Virtual Internships Virtual Programming Traveling Exhibitions Memorandums of Understanding Informal	No	Program Diversity Supplier Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	NMAH	The Little Rock Nine Display and Donation	<p>More than 20 objects tied to the desegregation of Little Rock Central High School in Arkansas during the Civil Rights Movement will be added to the Smithsonian's National Museum of American History. The memorabilia, which includes a yearbook, photographs, a graduation dress, a personal letter from President Dwight D. Eisenhower and a notice of suspension was donated by Minnijean Brown Trickey. "These objects tell a rich and significant American education and civil rights story," Margaret Salazar-Porzio, a curator in the museum's home and community life division said in a statement released today. "Minnijean's donation provides texture to the experience of integration and segregation in the American South." Trickey was a member of the Little Rock Nine, a group of nine African American students who desegregated the Little Rock, Arkansas high school in 1957, three years after the U.S. Supreme Court ruled segregated schools were unconstitutional in the Brown v. Board of Education case. When the African American students arrived at Central High School on the first day of school in 1957, they were met by the Arkansas National Guard, who on Governor Orval Faubus' orders, prevented them from entering. Eisenhower intervened, and the students entered the school Sept. 25, three weeks after the start of the school year. Trickey, who was 15 years old at the time of the desegregation, has donated a letter to the museum from President Eisenhower to her parents thanking them for her integration. Her other donations included a 1958 suspension notice from Little Rock Central High School that Trickey received, her 2012 Soul of Humanity Award bestowed by the Little Rock Central High School National Historic Site, the school's 50-year commemoration program, a copy of Life magazine, and a 1958 photo, among other things. "We are delighted to have this collection," Debbie Schaefer-Jacobs, an education Curator at the museum, told NBCBLK. "We are looking to diversify the collections as much as possible. It's a very critical story for American history and American education." Trickey was expelled in 1958 a few months after starting at the school for what is known as "retaliating against her daily torment." To thwart desegregation, Little Rock closed its four public high schools from 1958 to 1959 and it was a lost year for most students. Trickey moved on to complete her secondary education at the progressive New York school in Manhattan in 1959. The white dress she designed and wore to graduation, along with the accompanying New Lincoln School commencement program, were also donated. A selection of these objects will go on view February 8 through May 8 in the museum's "American Stories" exhibition. They will join other Little Rock Nine objects in the museum's education collections, including two report cards and a certificate from Terrance Roberts, who was another of the nine students.</p>	02/08/2016 - 05/08/2016	Completed	African Americans	Museum Collections	Yes	Program Diversity

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USMR/Provost	NMAH	Morning at the Museum – Spark!Lab	Early morning access to museum exhibits and programs for families and children with disabilities. Spark!Lab, a hands on interactive space for kids and families to explore and engage with the invention process, participated in March 2016.	03/2016	Completed	Individuals with Disabilities	Public Programs	No	Program Diversity
USMR/Provost	NMAH	American History (After Hours): Cooking Korean in America	From the Korean Taco to Kimchi Burgers, Korean food is making itself known on American menus. Join us on March 10 and explore the (delicious) history of Korean cooking in the US and its impact on American cuisine. The evening will start out with a cooking demonstration and continue with a panel discussion and interactive reception featuring: Deuki Hong and Matt Rodbard, authors of Koreatown: A Cook Book; Maria Godoy, senior editor at NPR and host of The Salt; live cooking demonstrations and storytelling with Danielle Chang, founder of LuckyRice and author of the cook book, Lucky Rice; delicious Korean-American-inspired food; Koreatown: A Cook Book and Lucky Rice book signings; and themed drinks and snacks.	03/10/2016	Completed	Asian Americans	Part of a larger program series aimed at attracting new and younger audiences to the museum.	No	Program Diversity
USMR/Provost	NMAH	Museum Day – Spark!Lab	On Saturday, March 12, 2016, the National Museum of American History in partnership with the White House Council on Women and Girls presented a day-long festival celebrating women of color. Museum visitors engaged in conversations on important issues such as the influence and agency of women in hip hop; enjoyed cooking demonstrations that focused on African American traditions; created poems, stamps, and letters inspired by important historical women; learned and tried new dance moves; interacted with one another; met significant public figures including Secretary of Education Dr. John King; interacted with museum staff by participating in tours while learning about our collections and the important stories we tell; and had some fun and learning throughout the day. History becomes Herstory in a festival celebrating the stories of women and girls of color. Engage with music DJs and Hip Hop artists in conversation in Places of Invention exhibit and dynamic inventor activities in Spark!Lab. Attendance: 10,882	03/12/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Public program Festival celebrating the contributions of women of color to the arts and sciences.	Yes	Program Diversity

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USMR/ Provost	NMAH	Cooking Up History: African-American Culinary Heritage and Museum Day Live!	<i>Cooking Up History: African American Culinary Heritage and Museum Day Live!</i> showcased a guest chef and a Smithsonian host preparing a recipe and talking about the history and traditions behind its ingredients, culinary techniques, and enjoyment. For our March program we asked: How do family culinary traditions reflect broader changes in African-American history? As part of our museum's Museum Day Live! Programming, we welcomed Alice Randall and her daughter Caroline Randall Williams, who in their new book <i>Soul Food Love</i> celebrate the soul food traditions passed down over four generations of women in their family. As Alice and Caroline cooked, they discussed how the ingredients and styles of cooking used can teach us about food's fundamental role in history, from slavery to the Harlem Renaissance, from the Civil Rights Movement to the present day.	03/12/2016	Completed	African Americans Residents of Under-resourced Communities	Free daytime programming for visitors	No	Program Diversity
USMR/ Provost	NMAH	Obituaries on Maestro Baker	Published an tribute to Jazz Legend David Baker in Smithsonian Magazine. http://www.smithsonianmag.com/smithsonian-institution/jazz-legend-david-bakers-soaring-legacy-180958584/?no-ist	03/28/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Smithsonian Magazine	Yes	Program Diversity

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USMR/ Provost	NMAH	Word Expeditions	<p>Word Expeditions is a series of free Smithsonian-led family workshops, events and educational resources intended to increase the vocabulary development and literacy of young children within Washington D.C. It has been designed to: 1) integrate into existing community-based family education offerings; 2) create a continuity of engagement that makes it easy for the intended audience—a neighborhood in Washington, DC facing challenges including intergenerational poverty and lack of high-quality early learning resources—to participate, and 3) build familiarity and comfort level with community and museum-based offerings so that the target audience will continue to utilize the museums as a resource for vocabulary-based learning activities beyond the program. Smithsonian staff lead literacy-based workshops in DC Ward 7 and field trips and family days at Smithsonian museums. Word Expeditions is an institution-wide initiative including partners at the Smithsonian Associates (Discovery Theater), Smithsonian Early Enrichment Center, National Air and Space museum, National museum of Natural History, National museum of African American History and Culture, and Friends of the National Zoo. : Total children and parents served: 39</p>	4/2016-6/2016	In-progress	African Americans	Family Program	No	Program Diversity

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USMR/Provost	NMAH	Cooking Up History: The Mexican-American Table	<i>Cooking Up History: The Mexican-American Table</i> showcased a guest chef and a Smithsonian host preparing a recipe and talking about the history and traditions behind its ingredients, culinary techniques, and enjoyment. This program welcomed Amelia Morán Ceja, the president of Ceja Vineyards from Napa, California. Amelia shared with us the signature flavors and styles of cooking that she first learned from her grandmother in Jalisco, Mexico, including the art of making tortillas and salsa from scratch. As we cooked, we learned more about Amelia's experiences as the daughter of vineyard workers in Napa, how she adjusted to American life, and how she has continued to honor her heritage with her family-run winery in the heart of the Carneros wine district.	04/08/2016	Completed	Hispanics Residents of Under-resourced Communities	Free daytime programming for visitors	No	Program Diversity
USMR/Provost	NMAH	Wall Street Journal article "A Jazz Teacher for the Ages"	The passing of David Baker, the Director Emeritus of the Smithsonian Jazz Masterworks Orchestra was marked with a piece in the Wall Street Journal by Curator John Hasse on April 11, "A Jazz Teacher for the Ages." The link is at http://www.wsj.com/articles/a-jazz-teacher-for-the-ages-1460411001	04/11/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Publication	Yes	Program Diversity
USMR/Provost	NMAH	Jazz Appreciation Month	Jazz Appreciation Month including a feature on the museum's Archives Center and on Alto Saxophonist Benny Carter can be found on Smithsonian.com at: http://www.smithsonianmag.com/smithsonian-institution/its-springtime-jazz-is-in-bloom-180958731/?no-cache	04/12/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Smithsonian Magazine	Yes	Program Diversity

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USMR/Provost	NMAH	Social media for National Youth Summit focusing on Japanese American Incarceration during World War II	On Tuesday, April 19, 2016, from 11:15 a.m. to noon, Twitter and Instagram followers of various Smithsonian social media accounts were treated to a peek behind-the-scenes at the Japanese American incarceration collections at the National Museum of American History. The program was organized by Erin Blasco. Museum Specialist Noriko Sanefuji and Educators Naomi Coquillon and Sage Morgan-Hubbard shared objects from the museum's collections as well as the "teaching collections," which allow hands-on exploration. The flurry of tweets was designed to increase followers' knowledge about Japanese American incarceration during World War II and the material culture related to this historical event, as well as increase interest in the upcoming National Youth Summit taking place on May 17, 2016. Smithsonian units that participated included @smithsonian, @amhistorymuseum, @explorehistory, @SIAffiliates, @SILibraries, @SmithsonianAPA. Many Youth Summit partners and Smithsonian Affiliate museums also participated. The National Youth Summit took place on May 17, 2016, and included additional social media support, including live tweets, blog posts, etc.	04/19/2016 – 05/17/2016	Completed	Asian Americans	Youth Summit	No	Program Diversity
USMR/Provost	NMAH	Newsweek article on Women and U.S. Currency - Curator Ellen Feingold interviewed	News media called on Curator Ellen Feingold for expert commentary on the re-design of U.S. currency to include Harriett Tubman and other women in history. Among articles were Coin World, Smithsonian.com and for Newsweek, Ellen's expertise was featured on the homepage and the link to the specific story is here: http://www.newsweek.com/history-women-currency-tubman-anderson-450414 . WJLA-Channel 7 also featured the museum's new "Women on Money" display as part of its coverage on the Treasury's announcement. Two men on April 26.	04/20/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Publication	Yes	Program Diversity

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USMR/ Provost	NMAH	Smithsonian Response to the death of Prince	The death of the artist, Prince, also called on curatorial expertise. The museum issued a statement quoting Curator Eric Jentsch and he participated in a number of interviews including with Smithsonian.com. The museum placed Prince's Yellow Cloud guitar on view and additional media covered that story including local channels WTTG-Fox 5 and WJLA-7 as well as dcist and Washingtonian magazine.	04/21/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Statement	Yes	Program Diversity
USMR/ Provost	NMAH	Impromptu Music Performances at NMAH	Hosted the Sister Cities Girl Choir from Philadelphia, PA. 11:00-12:30 pm, in Coulter Plaza West	04/23/2016	Completed	African Americans Hispanics Hispanic Girls	Impromptu Music Performances at NMAH	No	Program Diversity
USMR/ Provost	NMAH	Jazz Appreciation Month Concerts	The National Museum of American History celebrates the musical legacy of jazz master Benny Carter, with his music performed by the George Washington University Latin Jazz Band.	04/28/2016	Completed	Hispanics	Public Program	No	Program Diversity
USMR/ Provost	NMAH	National Youth Summit on Japanese American Incarceration	In the last five years, the museum has reached 61,000 youth through its National Youth Summit program. These annual webcasts provide teens with the opportunity to hear directly from history makers, thought leaders, and change agents and to participate in live conversations with them and their peers online. These sixty-minute webcasts connect historic events such as the Freedom Rides, War on Poverty, and Dust Bowl to discussions about contemporary issues such as civil rights, income inequality, and environmental stewardship. The 2016 program focused on Japanese American incarceration in World War II, and how fear affects national policy. (3900 students served)	05/2016	Completed	Asian Americans	Virtual Programming	No	Program Diversity

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USMR/Provost	NMAH	Cinco de Mayo Food Exhibition	The Daily Beast posted, "Happy Cinco de Mayo: Meet the Man who Invented the Margarita Machine" on May 5 about the object donated by Dallas restaurateur Mariano Martinez and on view in the Food exhibition.	05/05 2016	Completed	Hispanics	Publication	Yes	Program Diversity
USMR/Provost	NMAH	Huffington Post Article shared an op-ed about currency and power	Curator Ellen Feingold published an op-ed through Smithsonian.com, "How the Redesign of U.S. Money Shows the Power of Protest" on May 4. The op-ed was picked up by Huffington Post May 5 and published on the front of the homepage with a link to the HuffPost Politics page at: http://www.huffingtonpost.com/entry/how-the-redesign-of-us-money-shows-the-power-of-protest_us_572a4aabe4b001bgacc40810	05/05/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Publication	Yes	Program Diversity
USMR/Provost	NMAH	Cooking Up History: The American Story of Sushi	Cooking Up History:Sushi showcased a guest chef and a Smithsonian host preparing a recipe and talking about the history and traditions behind its ingredients, culinary techniques, and enjoyment. In May we explored the question: How did sushi go from a Japanese delicacy to an American favorite? As part of our Asian Pacific American Heritage Month celebration, we welcomed Wegmans Chef Kevin Lee, who helped us explore the history of sushi in America through a hands-on sushi demonstration. We examined the significance of the sushi technique and prized ingredients—and the long traditions behind preparation the right fish, rice, and vegetables for each roll—and considered how the story of sushi in America is as much about Asian cultural heritage as it is about culinary trends, traditions, and adaptations for the American palate.	05/06/2016	Completed	Asian Americans Native Hawaiians/Pacific Islanders	Free daytime programming for visitors	No	Program Diversity

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USMR/Provost	NMAH	NPR of Central California mentions Bracero exhibition on display at Clovis Community College	NPR of Central California mentioned the museum's Bracero exhibition at Clovis Community College as part of a story on a local artist whose paintings explore her Bracero history. http://kvpr.org/post/my-valley-my-story-local-painter-uses-art-explore-her-bracero-heritage	05/13/2016	Completed	Hispanics	Publication	Yes	Program Diversity
USMR/Provost	NMAH	The Nisei Congressional Gold Medal Online Exhibit	NMAH and the Smithsonian Asian Pacific American Center have joined with the National Veterans Network to create The Nisei Congressional Gold Medal Online Exhibit centered on the outstanding military service of Nisei soldiers during World War II. The online exhibition tells the life stories of 12 soldiers and launched May 12 at cgm.smithsonianapa.org and http://americanhistory.si.edu	05/12/2016	Completed	Asian Americans Native Hawaiians/Pacific Islanders	Online Exhibit	Yes	Program Diversity
USMR/Provost	NMAH	Eagle News Online publishes article on the "Changing America" exhibit	Eagle News Online published an article discussing the opening of the "Changing America" exhibit presented by the National Museum of American History and the National Museum of African American History and Culture in collaboration with the American Library Association Public Programs Office. The traveling exhibition highlights the events leading up to the Emancipation Proclamation of 1863 and the March on Washington in 1963, and is set to open on June 4th in the National Abolition Hall of Fame and Museum. http://www.eaglenewsonline.com/news/2016/05/25/smithsonian-exhibit-on-civil-rights-opens-in-peterboro	05/25/2016	Completed	African Americans	Publication	Yes	Program Diversity

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USMR/Provost	NMAH	Smithsonian's Response to the death of Muhammed Ali	The world champion boxer's death resulted in a flurry of media requests. The museum issued a press release and hosted media on Saturday June 4. Additional press came to the museum June 6.	06/04/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Press Release	Yes	Program Diversity
USMR/Provost	NMAH	Media coverage of "Legal Eats" with Supreme Court Justices' Ruth Bader Ginsburg and Sonia Sotomayor	Major media outlets covered "Legal Eats," the museums program with Supreme Court Justices Ruth Bader Ginsburg and Sonia Sotomayor. Approximately xx media attended the event, including The New York Times, Wall Street Journal, Washington Post, Bloomberg News, CNN, C-Span, BBC, and numerous food bloggers.	06/12/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Media Coverage	Yes	Program Diversity
USMR/Provost	NMAH	"America Now" Naturalization Ceremony	On Flag Day, June 14, the Museum hosted a Naturalization Ceremony in front of the Star-Spangled Banner gallery to welcome twenty new citizens from 17 countries, marking how America's democracy is strengthened by the diversity and community of its citizenry. During the ceremony, Smithsonian Secretary Dr. David Skorton presented the James Smithson Bicentennial Medal to Jeffrey Bezos, an American who embodies values based on the diffusion of knowledge. Additional principals in the ceremony included: John Gray, Director, NMAH; Alejandro Mayorkas, Deputy Secretary, Department of Homeland Security; León Rodríguez, Director, USCIS; and Sarah Taylor, District Director, Washington District Office, USCIS.	06/14/2016	Completed	African Americans Asian Americans Latinos	Public Program	No	Program Diversity

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USMR/ Provost	NMAH	Go-Go and Hip Hop: Community Innovations	Smithsonian's Lemelson Center for the Study of Invention and Innovation for an afternoon of music and discussion celebrating the history and community origins of go-go and hip-hop music. The panel discussion featuring Biz Markie, Donnell Floyd, D-Nice, and Charles Stephenson is guaranteed to enlighten your understanding of the community and cultural roots of these amazing music genres and DC's premier go-go band Team Familiar will have you up on your feet.	06/18/2016	Completed	African Americans Residents of Under-resourced Communities	Public Programs	No	Program Diversity
USMR/ Provost	NMAH	March on Washington Film Festival events at the National Museum of American History	In July, NMAH partnered with the March on Washington Film Festival to produce 3 events: on 7/19, a talk with author Jeanne Theoharris on the "Rebellious Life of Mrs. Rosa Parks", on 7/22, a talk on "Honoring the Black-Jewish Civil Rights Alliance". On 7/23, the Festival's closing event, "From Civil Rights to Elected Office", featuring The Honorable Harvey Gantt, former Mayor of Charlotte, NC; The Honorable Melvin Watt, Director of the Federal Housing Finance Agency and former United States Congressman (NC-12th District); The Honorable Anthony Foxx, Sec. of Transportation and 2nd African American Mayor of Charlotte, NC.	07/22/2016 - 07/23/2016	Completed	African Americans	Public Programs	No	Program Diversity

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USMR/Provost	NMAH	Ask a Farmer: Latinos in Agriculture	Ask a Farmer: Latinos in Agriculture was a panel discussion at the National Museum of American History in the ongoing Ask a Farmer series. This was presented as part of the museum's Hispanic Heritage Month programming. The panel featured Latino farmers speaking about their family's experiences in the past and present of American agriculture. Panelists Jesse Larios, manager at Foster Feed Yard in Brawley, CA and Rudy Arredondo, president of the National Latino Farmers and Ranchers Trade Association in Washington, DC, were joined by NMAH associate curator Steve Velasquez speaking about the Bracero History Archive and Latinos in Napa collecting initiatives. The program was video recorded and is available on the museum's YouTube channel and at s.si.edu/AskAFarmer. Video recording of this program was supported by the U.S. Farmers and Ranchers Alliance at a cost of \$5,100.	09/16/2016	Completed	Hispanics	Public Programs	No	Program Diversity
USMR/Provost	NMAH	Latinidad: Looking into Latina Women's American Experiences Hispanic Heritage Month Festival	A festival focused on Afro-Latina young women and their expressions of identity in the arts (theater, poetry, music, dance, visual arts, cooking), and science, Attendance: 10,525	09/17/2016	Completed	African Americans Hispanics	Public program: Public conversation about identity, race and ethnicity.	Yes	Program Diversity
USMR/Provost	NMNH	Deep Time Initiative	The permanent exhibition is working on refining accessibility and inclusion efforts. The exhibition team/managers have been consulting, both internally and externally, to find feasible ways of improving our inclusion approach. This will impact our millions of visitors within the exhibit experience.	2015-2019	Planned	Individuals with Disabilities	Exhibition	Yes	Program Diversity

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USMR/Provost	NMNH	Natural History Research Experiences (NHRE)	NHRE is a NSF-sponsored internship program for undergraduate students. Participants spend 10 weeks in the summer in residence at the NMNH, paired with a scientist mentor or mentors to complete an independent research project. Consistent with NSF goals on increasing participation of groups under-represented in science, the NHRE program has emphasized recruitment of students from these groups.	2010 - Present (Funded through 2020)	Planned	African Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Internship Program	Yes	Program Diversity;#Workforce Diversity
USMR/Provost	NMNH	Sign Language Trainings	The production staff took ASL level 1 and 2 classes to be able to communicate better with a hearing impaired productions tema emmber, David Hsu. Both classes were given through Gallaudet University.	2015-2016	In-Progress	Individuals with Disabilities	Conferences w/Colleges or Universities	No	Program Diversity Workforce Diversity
USMR/Provost	NMNH	Training of Kenyan scientists	Mentoring of Kenyan researchers by Dr. A. K. Behrensmeier (Paleobiology, NMNH) --Provided contacts relating to Ph.D. programs for Frederick Lala Odock, my former Master's student at the University of Nairobi, who wants to pursue a higher degree in wildlife conservation and management. Fred has an opportunity to apply to a program at the University of Minnesota in 2017 as a result of connections made during the Amboseli field work. --Trained Kennedy Sakimber and George Sunte, Maasai from the local Amboseli agricultural community, in bone survey methods. Kennedy has earned a Masters in Wildlife Conservation from the University of Nairobi and is looking for a suitable Ph.D. Program. George is also interested in pursuing a college degree. Both benefitted from participating in the research team. --Assisted Rahab Kinyanjui, Ph.D. Candidate in phytolith studies; I have helped her prepare a major manuscript describing the phytoliths of Olorgesailie, Kenya, which is currently in the final stages of review for publication.	Ongoing	In-Progress	Residents of Under-resourced Communities	Mentoring	Yes	Program Diversity

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USMR/Provost	NMNH	Volunteer Program (adults)	The Volunteer program hosts new volunteer orientations monthly. 1 hour of these three hour sessions focuses on accessibility. In these sessions, volunteers are instructed on what the Museum has to provide access to its diverse audiences, such as foreign language maps and accessible entrances, what can be done immediately during a visit and what needs to be planned in advance, such as sign-language interpretation and Highlights Tactile tours. They new volunteers also learn how to do verbal description and sighted guide, so that they can do these practices regularly while at the Museum.	Ongoing	Planned	Individuals with Disabilities	Visitor Engagement	No	Program Diversity
USMR/Provost	NMNH	Sign Language Trainings	The production staff took ASL level 1 and 2 classes to be able to communicate better with a hearing impaired productions tema emmer, David Hsu. Both classes were given through Gallaudet University.	2015-2016	In-Progress	Individuals with Disabilities	Conferences w/Colleges or Universities	No	Program Diversity Workforce Diversity
USMR/Provost	NMNH	Q?Crew	A teen volunteer program for students in grades 9-11 from the Washington, D.C. metro area. Members of the Teen Volunteer Program help museum visitors with interactive activities that focus on natural history topics in our new Q?rius learning space. Volunteers receive extensive training that introduces them to museum scientists, takes them behind-the-scenes, and covers topics ranging from museum education to scientific content. After completing training, participants work towards their 100 hour community service requirement.	December 2013 - December 2016	In-Progress	African Americans Asian Americans Hispanics	Programs to Students, Community Engagement, Career Exposure	Yes	Program Diversity

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USMR/Provost	NMNH	CHISPA Partnership	Children Investigating Science with Parents and Afterschool (CHISPA), is a 4-year project funded by the National Science Foundation. Focusing on Latino families, CHISPA aims to serve the whole learning ecosystem of a K-5 student, providing resources and training for parents to support their students' interest and exploration of science, providing afterschool activities for students at their local community organizations and engaging families in museum activities. NMNH is one of 11 national program partners, and is involved in training teachers at community organizations and convening organizing meetings.	June 2014 - Nov 2017	In-Progress	Hispanics	Community Engagement, Programs to Students	Yes	Program Diversity
USMR/Provost	NMNH	YES! Youth Engagement through Science 2015	A 16-week internship program for 18 high school sophomores, juniors and seniors from the Washington, D.C. region. During the program, students are trained on science career skills, work with scientists in labs, participate in college preparation training and create an outreach project for their peers.	June 2015 - November 2015	Completed	African Americans Asian Americans Hispanics	Mentoring/Internship & Community Engagement	Yes	Program Diversity
USMR/Provost	NMNH	Youth Ambassadors BGCGW Partnership	NMNH Youth Programs teens visited 5 Boys and Girls Clubs in Greater Washington. Ninety-eight BGCGW members participated in the outreach event with our teens.	June 2015- November 2015	Completed	African Americans Hispanics	Programs to Students, Community Engagement, Career Exposure	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	NMNH	Kennedy Krieger School	<p>Starting in September 2015, 4 students from the Kennedy Krieger School have been working with the Branch of Learning Venues and Visitor Experience as part of a work-placement program with their school. They come every Monday, Tuesday and Thursday from 9:30-11:30 a.m. Two of the students are responsible for reorganizing the library in the volunteer lounge. They have created an access database of all of the book titles, inserted library card pockets into each book and labeled the shelves by book category. There are over 750 titles in our library. These two students have almost completed this large task and will move on to organizing the books in Q?rius next. They both love being 'librarians' at the Smithsonian. Another student has a placement in the lab in the Insect Zoo. He is responsible for the daily care of the tobacco hornworm caterpillars. This includes feeding them, cleaning their containers, analyzing each one to see if they are ready to pupate and placing the caterpillars about to pupate into soil. He also searches through the soil for fully formed pupa, which he gives to staff to add to our exhibit. If he has additional time, he also sorts through the substrate on the Australian Stick insect cage to look for eggs. He has overcome many fears to handle these live animals. Though all 4 students have accomplished great feats this year, one has really surpassed the expectations of both his teachers and himself. He came to us in the Fall with a passion for dinosaurs. He spent his three days per week reading up on dinosaurs and studying in the NMNH library. Late last fall, he started rehearsing one of the Last American Dinosaur Carts, 'Hell Creek Microfossils', with his teachers. This winter, he also started working on learning a second cart, 'It's a Date,' for that Hall. This Spring, he has finally achieved his goal of doing the 'It's a Date' cart in the Hall for the visitors, his performance vetted by Volunteer Program Staff. He now goes into the Hall each day he is here to do the cart. He believes that he has found his true calling and would like to work in the Museum educating visitors about dinosaurs and fossils.</p>	09/2015 - present	In-Progress	Individuals with Disabilities	Community Engagement	No	Program Diversity

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USMR/Provost	NMNH	Q?rius School Programs	Q?rius school programs are led by Museum Educators, created for Grades 6-12, and designed to keep students on task for 60 minutes. 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. Each class can accommodate up to 35 students, for a total of 140 a morning, Monday-Friday.	10/06/2015 - 06/10/2016	In-Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Individuals with Disabilities	Programs to Students, Community Engagement, Career Exposure	Yes	Program Diversity
USMR/Provost	NMNH	Field Trip Days Sponsored by Google	The Museum is hosting Field Trip Days Sponsored by Google. Selected groups receive free buses, IMAX tickets, lunch vouchers for students and a set number of chaperones, interactive experiences in Museum exhibits, and school programs in Q?rius, The Coralyn W. Whitney Science Education Center.	10/20/2015 - 06/07/2016	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans	Programs to Students, Community Engagement, Career Exposure	Yes	Program Diversity
USMR/Provost	NMNH	Latino Visitor Experience Initiative	The Latino Visitor Experience Initiative program received Federal support from the Latino Initiatives Pool to make exhibitions and activities at NMNH more accessible to Latino visitors. In January, twenty Latino volunteers were recruited for this new initiative. They received training on the educational carts within the Sant Ocean Hall focusing on content, visitor engagement skills, and ways to make the content relevant to our Latino visitors.	11/01/2015 - 3/31/2016	In-Progress	Hispanics	Community and Visitor Engagement	No	Program Diversity

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USMR/Provost	NMNH	Boys and Girls Club Family Day	Held a Family Day event where 210 families from local Boys and Girls Club participated in activities lead by NMNH scientists and Q?Crew teens. Activities ranged from fossil dating, observing mouse brains, a paleo biology puzzle, and an oceans IMAX. During the closing remarks, many BGCGW members expressed their excitement and gratitude for the event.	11/7/2015	Completed	African Americans Hispanics	Programs to Students, Community Engagement, Career Exposure	Yes	Program Diversity
USMR/Provost	NMNH	CHISPA Family Day	Over 70 Latino students and parents helped kick off the Second Annual CHISPA Family Day on Saturday, March 12 at NMNH. The event featured highly interactive activities and interactions designed to introduce Latino children and their families to the museum and boost their engagement in the STEM disciplines. Bilingual experts from NMNH shared their research on topics ranging from bi-valve genomics and invertebrates under a microscope to the linguistic diversity of Latin America. In Sant Ocean Hall, kids made jewelry out of marine debris, participated in a magic show and tried out different hands-on activities about the ocean and its resources. Q?rius Jr. was transformed into a vibrant construction zone, where CHISPA visitors got to explore the natural world through engineering challenges.	3/12/2016	Completed	Hispanics	Programs to Students, Community Engagement, Career Exposure H7	Yes	Program Diversity
USMR/Provost	NMNH	Museum Day at NMNH	Over 1200 people visited Q?rius, where NMNH scientists, educators, volunteers and teen program participants held special programming in honor of the special Museum Day Live. Eight female scientists engaged audiences in hands-on activities about ocean creatures, ancient bones, and endangered languages.	3/12/2016	Completed	African Americans Asian Americans Hispanics	Programs to Students, Community Engagement, Career Exposure	Yes	Program Diversity

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USMR/Provost	NMNH	Smithsonian Science How	Live, interactive webcasts with NMNH scientists and online classroom resources all aligned with science standards. Target audiences are youth from underrepresented populations and underserved communities nationwide, grades 4-10. To date, 26 episodes have been broadcast live and taped versions are distributed and re-broadcast through educational cable channels, networks, and platforms.	01/01/2014 - 03/31/2016	Completed	African Americans Asian Americans Hispanics Native Americans	Virtual Programming	Yes	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Igiugig Native Corporation	NMNH Repatriation Office hosted a visit from the Igiugig Native Corporation to discuss repatriation and view collections.	10/20/2015	Planned	Native Americans Native Alaskan	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Ketchikan Indian Corporation	NMNH Repatriation staff held a repatriation consultation and collections visit with members from the Ketchikan Indian Corporation (Haida).	10/28/2015 - 10/29/2015	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation at Tlingit Clan Conference	A member of the NMNH Repatriation met with the Hoonah Indian Association, the Central Council Tlingit and Haida Tribes of Alaska and the Sitka Tribes of Alaska at the Tlingit Clan Conference in Juneau, AK	10/30/2015	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Cherokee Nation	NMNH Repatriation Office staff hosted a visit from the Cherokee Nation.	11/04/2015	Planned	Native Americans	Repatriation	No	Program Diversity

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USMR/Provost	NMNH	Repatriation Consultation - Cheyenne and Arapaho Tribes	NMNH Repatriation Office met with the Cheyenne and Arapaho tribes for a collections visit and to discuss repatriation.	11/03/2015 - 11/05/2015	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Native Village of Barrow	NMNH Repatriation staff met with representatives of the Native Village of Barrow to discuss repatriation.	11/06/2015	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Wabanaki Intertribal Repatriation Committee	NMNH Repatriation staff met with the Wabanaki Intertribal Repatriation Committee to discuss repatriation and view collections.	11/10/2015 - 11/11/2015	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	NMNH Repatriation Staff met with the Caddo Nation	NMNH Repatriation staff met with members of the Caddo Nation at the Native American Grave Protection and Repatriation Act meetings in Oklahoma.	11/18/2015	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	NMNH Repatriation Staff met with the Osage Nation	NMNH Repatriation staff met with the Osage Nation at the Native American Graves Protections and Repatriation Act (NAGPRA) meeting in Oklahoma.	11/19/2015	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Tlingit	NMNH Repatriation staff met with Tlingit, discussed repatriation and viewed collections.	11/28/2015 - 12/04/2015	Planned	Native Americans	Repatriation	No	Program Diversity

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USMR/Provost	NMNH	Repatriation Consultation - Pueblo of San Felipe	NMNH Repatriation staff met with the Pueblo of San Felipe	12/01/2015	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	NMNH Repatriation Consultation - Hoonah Indian Association	NMNH Repatriation staff met with the Hoonah Indian Associate to discuss repatriation and view collections.	02/05/2016	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Alabama-Coushatta Tribes of Texas	NMNH Repatriation staff met with the Alabama-Coushatta Tribes of Texas	02/09/2016	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Recovering Voices Mother Tongue Film Festival	A Maori film was screened at the Recovering Voices Mother Tongue Film Festival with member of Maori communities in attendance. Other screenings involved members of the Navajo Nation and Kiowa, Choctaw and Heiltsuk/Mohawk tribal members	02/16/2016	Completed	Native Americans Native Hawaiians/Pacific Islanders	Indigenous language film festival	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Crow Nation	NMNH Repatriation staff met with the Crow Nation.	02/25/2016	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	First Nations Educational and Cultural Center	NMNH Repatriation staff met with First Nations Educational and Cultural Center	03/17/2016	Planned	Native Americans	Repatriation	No	Program Diversity

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USMR/Provost	NMNH	Repatriation Consultation - Upper Sioux Community	NMNH Repatriation staff met with the Upper Sioux Community to discuss repatriation and view collections.	03/21/2016 - 03/22/2016	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Recovering Voices - Biliir Visit and Performance	Recovering Voices hosted a Biliir visit and performance by 3 Australian Aboriginal community members from Yuwaalaraay, New South Wales, Australia	03/24/2016	Planned	Native Americans Native Hawaiians/Pacific Islanders	Community visit and performance	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Native Village of Atka	NMNH Repatriation met with the Native Village of Atka to discuss repatriation and view collections.	03/28/2016 - 04/01/2016	Planned	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Pueblo of Iseta	Repatriation Consultation at NMNH and MSC with two representatives from the Pueblo of Iseta.	04/18/2016 - 04/19/2016	Completed	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	YES! 3.0 2016	This program is an intense six-week internship where 1-2 Interns will work directly with scientists and researchers on coral reef barcoding/NGS and ocean acidification. They spent their Spring Break and summer working in the lab on bioinformatics, science communication, and mentoring the YES 1.0 and 2.0 teens. Interns must complete YES! 1.0, and Genome to be eligible for this program.	05/2016 - 08/2016	Completed	African Americans Hispanics	Career Counseling Mentoring/Internship & Community Engagement	Yes	Program Diversity

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USMR/Provost	NMNH	Repatriation Consultation - Hoopa Valley Tribe	Repatriation consultation at NMNH with two representatives of the Hoopa Valley Tribes. ☐	05/25/2016	Completed	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Indigenous Worldviews in Informal Science Education	Recovering Voices Indigenous Worldviews in Informal Science Education with 35+ Native Hawaiian and Native American participants, plus a much larger online audience.	05/21/2016 - 06/01/2016	Planned	Native Americans Native Hawaiians/Pacific Islanders	Education	No	Program Diversity
USMR/Provost	NMNH	YES! Genome 2016	The program is designed to develop skills in genomics through lab work, to introduce students to a variety of genomic related professions, to help students acquire science communication skills and foster an interest for a career in genomics and bioinformatics. Students spent 2 weeks preparing a DNA library and sequencing the whole genome of a plant once domesticated by Native Americans that has gone extinct and 5 weeks working with a researcher to complete a research project in biodiversity genomics. Interns must complete YES! 1.0 to be eligible for this program.	06/2016 - 12/2016	In-Progress	African Americans Hispanics	DNA lab based instruction and research based project with mentor	Yes	Program Diversity
USMR/Provost	NMNH	YES! 1.0 2016	A internship program for 19 high school sophomores, juniors and seniors from the Washington, D.C. region. During the program, students get trained on science career skills, work with scientists in labs, participate in college preparation training and create an outreach project for their peers.	06/2016 - 12/2016	In-Progress	African Americans Hispanics	Mentoring/Internship & Community Engagement	Yes	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Wanapum Band of Priest Rapids	Repatriation Consultation with one representative from the Wanapum Band of Priest Rapids. ☐	06/06/2016	Completed	Native Americans	Repatriation	No	Program Diversity

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USMR/Provost	NMNH	Recovering Voices Outreach Event for Indigenous Youths	Recovering Voices holds an outreach event for indigenous youths, the Programa de Liderazgo para Jóvenes Indígenas, Universidad de las Americas Puebla, Mexico, with 38 indigenous youths in attendance.	06/16/2016	Planned	Hispanics Native Americans	Outreach event	No	Program Diversity
USMR/Provost	NMNH	Recording for exhibit Objects of Wonder of Metlakatla Indian Community	Two individuals from the Metlakatla Indian Community recorded narrative for NMNH's Objects of Wonder Exhibit.	07/28/2016 - 07/29/2016	Completed	Native Americans	Exhibit	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Crow Tribe	Repatriation Consultation with one representative of the Crow Tribe.	07/14/2016	Completed	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Confederated Salish & Kootenai Tribes of the Flathead Reservation, Montana	Repatriation consultation with one representative of the Confederated Salish & Kootenai Tribes of the Flathead Reservation, Montana.	07/14/2016	Completed	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Chippewa-Cree Indians of the Rocky Boy Reservation, Montana	Repatriation consultation with one representative from the Chippewa-Cree Indians of the Rocky Boy's Reservation, Montana.	07/18/2016	Completed	Native Americans	Repatriation	No	Program Diversity

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USMR/Provost	NMNH	Repatriation Consultation - Suquamish Indian Tribe	Repatriation consultation with four representatives from the Suquamish Indian Tribe. ☐	08/24/2016 - 08/25/2016	Completed	Native Americans	Repatriation	No	Program Diversity
USMR/Provost	NMNH	Art + Science Workshops	Three separate week long workshops that introduce teen participants to the intersection of art and science. Teens have the opportunity to work with circuits, sensors, and 3-D desing to enhance their understanding of the natural world.	09/2016 - 08/2016	Completed	African Americans Hispanics	Programs to Students, Community Engagement, Career Exposure	Yes	Program Diversity
USMR/Provost	NMNH	Recovering Voices Community Research Visit	Recovering Voices hosted a community research visit with three members of the Wauja Tribe (Brazil).☐	09/16/2016	Completed	Native Americans	Research visit from indigenous community	No	Program Diversity
USMR/Provost	NMNH	Repatriation Consultation - Graton Rancheria	Repatriation collections consultation with one representative of Graton Rancheria. ☐	09/19/2016 - 09/21/2016	Planned	Native Americans	Repatriation collection consultation	No	Program Diversity
USMR/Provost	NMNH	Recovering Voices Community Research Visit	Recovering Voices community research visit with 4 members of the Zuni Pueblo (New Mexico)☐	09/19/2016 - 09/23/2016	Planned	Native Americans	Community Research	No	Program Diversity
USMR/Provost	NMNH	Repatriation Collections Consultation - Hoonah Weavers, Tlingit	Repatriation collection consultation with 7 Hoonah Weavers, Tlingit.	09/26/2016 - 09/30/2016	Planned	Native Americans	Collections consultation	No	Program Diversity

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USMR/Provost	NPG	Exhibition label translation	Exhibition label translation	FY 2016	Completed	Non-English speaking individuals	Program Outreach	no	Program Diversity
USMR/Provost	NPG	Website Translation	Website translation into Spanish	FY 2016	Completed	Hispanics	Program Outreach	no	Program Diversity Workforce Diversity
USMR/Provost	NPG	Accessibility Coordinator	Hiring Accessibility Coordinator	FY 2016	Planned	Individuals with Disabilities	Outreach	no	Program Diversity Workforce Diversity
USMR/Provost	NPG	Programming designed for accessibility challenged visitors	Programming designed for accessibility challenged visitors	FY 2016	Planned	Individuals with Disabilities	Outreach	no	Program Diversity
USMR/Provost	NPG	Mobile Device Tours	Mobile devices audio tour	FY 2016	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Outreach	no	Program Diversity
USMR/Provost	NPG	Sign language interpretation (programs)	Sign language interpretation provided for programming	FY 2016	Completed	Individuals with Disabilities	Program outreach	No	Program Diversity

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USMR/Provost	NPM	African American Women In the Military (6888 Central Postal Battalion of WACS)	African American Women In the Military (6888 Central Postal Battalion of WACS)	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Programs	No	Program Diversity
USMR/Provost	NPM	National Park Service: African American History in the DMV area	National Park Service: African American History in the DMV area	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Program Outreach	no	Program Diversity
USMR/Provost	NPM	Black Lives in the Mail	Black Lives in the Mail	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Programming Outreach	no	Program Diversity
USMR/Provost	NPM	Yosemite Through the Eyes of a Buffalo Soldier, 1904	NPS Ranger Shelton Johnson: Lecture/Book Signing(Yosemite Through the Eyes of a Buffalo Soldier, 1904)	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Program	No	Program Diversity

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USMR/Provost	NZP	NZP Diversity Committee	The mission of the National Zoo's Diversity Committee is to foster an environment that is inclusive and, at all levels of the institution, to promote diversity of race, ethnicity, national origin, socioeconomic status, age, sex, gender identity/expression, sexual orientation, and other differences in culture, background and identity. We will also inspire learning and discovery about diverse cultures and nature; develop respectful student-centered programs in various departments in the zoo; and identify and recruit appropriate and diverse student interns to enhance their understanding of, and abilities in, conservation biology, zoo management, and supporting sciences and disciplines.	2016	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans	Diversity Committee	No	Workforce Diversity
USMR/Provost	NZP	Internships & Fellowships	NZP hosted over 200 interns and fellows of multiple ethnicities and backgrounds during 2016.	2016	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Career Counseling Volunteer Opportunities	No	Program Diversity
USMR/Provost	NZP	Volunteer Opportunities	In conjunction with Friends of the National Zoo, NZP hosted dozens of volunteers of multiple ethnicities and backgrounds (including special needs) during 2016.	2016	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders Native Americans	Career Counseling Volunteer Opportunities	No	Program Diversity Workforce Diversity
USMR/Provost	NZP	Association of Zoos and Aquariums Diversity Committee	NZP Hospital Manager Tangara Cross is a member of the Association of Zoos and Aquariums (AZA) Diversity Committee and attended the 2016 Annual conference in which she collaborated with her colleagues from other Institutions on the prioritization on this year's projects for the committee.	2016	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Conferences w/Professional Organizations	No	Program Diversity Workforce Diversity

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USMR/Provost	NZP	Project Search	Animal Keeper Melba Brown participates in Project SEARCH. She served on the Core Committee in the establishment of Project Search at SI. She also served as the point of contact for NZP for the 2016 Morning at the Museum program was in 2016 (she was the Zoo contact and helped with the planning of activities for families and logistics with staff and volunteer interpreters). Ms. Brown also reported that one of the Project Search Alumni is Ted Dalpino. He is now a volunteer at DNR and helps to prepare diets for the Ape House. A success story!	2016	In-Progress	Individuals with Disabilities	Intern Opportunities	No	Program Diversity Workforce Diversity
USMR/Provost	NZP	Animal Care Bird House Outreach Efforts	Multiple efforts including 1) hosting two Asian interns, 2) hosting one Asian and two Latino YES interns, 3) hosting two Latino, one Indian (India), one Asian and two African American volunteers, 4) hosting two high functioning autistic special needs volunteers, 5) providing Spanish interpretation for a Flamingo demonstration, 6) Bird House Animal Keeper Gwen Cooper coordinating event for Cooper Lane Elementary School that included her hosting 70 mainly Hispanic, Asian and African American children at the Zoo for the day (participants received tours and talked with keepers and 7) Ric Pinto's participating on NZP's Diversity Committee.	2016	In-Progress	African Americans Asian Americans Individuals with Disabilities Hispanics	Intern/volunteer opportunities as well as language translation for event.	No	Program Diversity
USMR/Provost	NZP	Animal Care Primate/Panda Outreach Efforts	Efforts include 1) always consulting the OEEMA website to advertise for new positions at schools identified through the OEEMA diversity page to target groups under-represented at SI, 2) Melba Brown's participation on NZP's Diversity Committee, 3) Melba Brown hosted Morning at the Museum at our primate facilities this year, which is an event that focuses on people with cognitive disabilities and 4) Melba gave a special tour for a volunteer who worked at the Commissary and has some cognitive disabilities.	2016	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans	Digital Promotion of Job Opportunities Morning at the Museum Event	No	Program Diversity

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USMR/Provost	NZP	Public Affairs & Communications Outreach Efforts	Efforts include 1) Devin Murphy now serving as chair of NZP's Diversity Committee, 2) hosting two female African American interns and 3) recruiting for interns from Howard University.	2016	In-Progress	African Americans	Diversity Committee participation and internship opportunities for diverse applicants.	No	Program Diversity
USMR/Provost	NZP	AADAPT (Academic Appointment Diversity and Publicity Taskforce)	Tamie DeWitt serves as a member of this group and attends meetings and hosted Smithsonian-wide meeting at the Zoo. The group is working on plan for diversity inclusion in academic appointments for head of OFI to present to Secretary.	2016	In-Progress	Individuals with Disabilities	Outreach to persons with disabilities.	No	Program Diversity
USMR/Provost	NZP	b2i (Bridge to Independence)	Tamie DeWitt of NZP's Public Engagement unit serves as part of the Arlington-Alexandria Coalition for the Homeless and works to empower high-achieving high school youth who are either homeless or in transitional housing - arranged tour including staff talks about Zoo careers.	2016	In-Progress	Residents of Under-resourced Communities	Outreach to community.	No	Program Diversity
USMR/Provost	NZP	Operation Warfighter	Tamie DeWitt of NZP's Public Engagement Unit works with military organizations to get soldiers placements in internships at the Zoo after being discharged from active duty.	2016	In-Progress	Discharged Military Veterans	Internship opportunities for discharged military veterans.	No	Program Diversity

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USMR/ Provost	NZP	Public Engagement Department's Outreach Efforts (Community outreach for NMAAHC/Visitor Center photo exhibition)	Jill Hindenach reached out to and worked with the following organizations when putting together NZP's NMAAHC/Visitor Center photo exhibition: the Anacostia Community Museum, the Smithsonian National Diversity Committee, the Smithsonian African American Association, the Humanities Council of DC, the Greater Washington Urban League, the Prince George's County African American Museum and Cultural Center, the University of the District of Columbia, Howard University, Bowie State University, the Martin Luther King Jr. Memorial Library, Mary McCloud Bethune Council House, the DC Historic Preservation Office, the Washington Informer, the African American Photographers Association in Washington, DC, the University of Maryland, Baltimore County, Prince George's County libraries, the DC libraries (Anacostia; Dorothy I. Height/Benning; Martin Luther King Jr; Mount Pleasant; Shaw; Petworth), the Alliance of Concerned Men, the Street Wise Foundation, Hope and a Home, the Washingtoniana Collection at Martin Luther King Jr. Memorial Library, Howard University Moorland-Spingarn Research Center, Bethlehem Baptist Church, Sisters 4 Sisters, the DC Commission on the Art and Humanities, the Anacostia Community Service Center, Bread for the City, the Anacostia Arts Center and the DC Department of Parks and Recreation.	2016	Completed	African Americans	New shared photo exhibit with NMAAHC.	No	Program Diversity

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USMR/Provost	NZP	Meet & Greet with National Zoo Professionals	With the support of National Zoo and SCBI staff, the Friends of the National Zoo hosted a career program for middle school students curious about working in the field of wildlife conservation. "Exploring Careers in Wildlife Conservation: Meet and Greet with National Zoo Professionals" was held on Saturday, November 21st at the National Zoo's Small Mammal House. The goal for this program is to introduce students to the wide variety of careers under the National Zoo's umbrella—from animal care to nutrition, park management, research and more—and share with them how the work being done at the National Zoo is helping to save species from extinction.	11/21/2015	Completed	African Americans Asian Americans Hispanics	Career Counseling	No	Program Diversity
USMR/Provost	NZP	Spring Career Fair	Tamie DeWitt of NZP's Intern Office represented NZP at the University of the District of Columbia's annual spring career fair.	03/26/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Career Fairs Career Counseling	No	Program Diversity Workforce Diversity
USMR/Provost	NZP	Easter Monday Community Day Event	Annual historic community event. Staff from throughout NZP and Friends of the National Zoo participated. Contributions included program participation and logistical support.	03/28/2016	Completed	African Americans	Community event.	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	NZP	Take Your Sons and Daughters to Work Day	NZP hosted "Take Your Sons and Daughters to Work Day" on 4/28/16. Multiple units participated including Tangara Cross from Wildlife Health Science, Laurie Thompson from Giant Pandas, Jackson, Lee from Seals/Sea Lions and Aquatic Life Support Systems, Craig Saffoe from Lion-Tiger, Alan Peters from the Reptile Discovery Center, Meredith Bastian from Great Apes, Steve Sarro from Small Mammals, Eric Slovak from the Bird House, Erica Bauer from Asia Trail, Bill Clements from the Commissary, Tony Barthel from Elephants and Cheetahs and Ed Smith from Amazonia.	04/28/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Career Counseling	No	Program Diversity Workforce Diversity
USMR/ Provost	NZP	Smithsonian Conservation Biology Institute Outreach Efforts	Jesus Maldonado (SCBI/CCG) helped lead the development and implementation of the iERES! (Early Research Experiences for Students) program that culminated by a two week (July 30, 2016 – August 13, 2016) experiential learning program at the Smithsonian-Mason School of Conservation in Virginia and at SCBI Rock Creek in Washington D.C. designed to engage diverse students in experiential learning centered on multi-disciplinary conservation strategies, biodiversity research, and careers in STEM. The program was attended by 20 first-generation and/or low-income students. The program featured activities and learning opportunities in areas such as field techniques, including visual encounter surveys, cover object surveys, and traps. Environmental DNA and noninvasive DNA sample collection and processing including DNA data analysis. Tours of labs and museums including National Museum of Natural History's mammal collection, SCBI's Center for Conservation Genomics' lab, and the Smithsonian Environmental Research Center and professional development opportunities including job shadowing of Smithsonian scientists. Funding provided by Smithsonian Latino Center, UCSB Office of Education Partnerships, and Smithsonian Conservation Biology Institute.	07/30/2016 - 08/13/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Conferences w/Colleges or Universities	No	Program Diversity Workforce Diversity

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USMR/ Provost	NZP	Fall Career Fair	Dan Weiwurm, Tangara Cross and Tamie DeWitt of NZP's Animal Care and Administration & Operations Department represented NZP at the University of the District of Columbia's annual fall career fair.	09/20/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders Native Americans	Career Fairs	No	Program Diversity Workforce Diversity
USMR/ Provost	OFI	Smithsonian Native American Internship and Fellowship Awards	The Smithsonian Native American Internship and Fellowship Awards provide a range of programs aimed at offering opportunities specifically to would-be interns and fellows from Native American communities.	Spring 2016- Fall 2016	In-Progress	Native Americans	Internship and Fellowship Program	No	Workforce Diversity
USMR/ Provost	OFI	The Smithsonian Minority Internship Awards	OFI administers the Smithsonian's Minority Internship Program, which provides undergraduate and graduate students the opportunity to experience the Smithsonian as a universal lens for learning. Under the guidance of Smithsonian staff who are experts in their fields, Smithsonian Interns are inspired to learn, examine and collaborate in their specific academic fields that relate to current research at the Smithsonian.	Spring 2016- Fall 2016	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Internship Program	No	Workforce Diversity
USMR/ Provost	OFI	Support for Internship Program with the Arlington Alexandria Coalition for the Homeless	OFI is currently working on a program that would provide Smithsonian internship opportunities to economically underserved youth from Arlington and Alexandria.	Spring and Summer, 2016	In-Progress	Residents of Under-resourced Communities	Memorandums of Understanding Informal	No	Workforce Diversity

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USMR/Provost	OFI	Support for the Youth Engagement in Science (YES) Internship Program	OFI provides administrative and logistical support for the Pan-SI Youth Engagement in Science (YES) program, which provides opportunities to low income DC high school students.	Summer and Fall 2016	In-Progress	Residents of Under-resourced Communities	Digital Promotion of Academic Appointments	No	Program Diversity
USMR/Provost	OFI	Ongoing Support for Project Search at the Smithsonian	OFI continues to provide program support for Project Search, a program that brings students with cognitive disabilities to SI to do internships.	FY16	In-Progress	Individuals with Disabilities	Internship Program	Yes	Program Diversity Workforce Diversity
USMR/Provost	OFI	Representation on the NSF Hosted Federal Interagency "Broadening Participation" Working Group	OFI represents the Smithsonian on the National Science Foundation hosted Federal Interagency Broadening Participation Interagency Working Group, which is focused on expanding STEM opportunities at undergraduate and graduate levels.	FY16	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Interagency Working Group	No	Program Diversity Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	OFI	Chair of Smithsonian AADAPT	OFI serves as the Chair of the Smithsonian Academic Appointment Diversity and Publicity Taskforce (AADAPT), which is dedicated to increasing diversity in all forms including but not limited to gender, race/ethnicity, socioeconomic 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. Team members include representatives from OFI, SA, NMAAHC, NZP, NMAH, SLC, NPG, NMAI, OHR, OEEMA and AP.	Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQ+ Community Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Standing In-house Group	No	Program Diversity Workforce Diversity
USMR/Provost	OFI	Member of the Smithsonian Chapter of the Federal GLOBE group	OFI regularly attends meetings of the Smithsonian chapter of the Federal GLOBE (Gay Lesbian, Bisexual, Transgender).	Ongoing	In-Progress	African American Asian Americans Hispanics Individuals with Disabilities LGBTQ+ Community Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	In-House Working Group	No	Program Diversity Workforce Diversity
USMR/Provost	OFI	Young African Leadership Initiative (YALI) at Smithsonian	This is the third year that the Smithsonian will participate in hosting student interns as part of the U.S. Department of State's Young African Leadership Initiative (YALI).	TBA	In-Progress	Residents of Under-resourced Communities	Memorandums of Understanding Informal	No	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	OFI	Association of Tribal Archives, Libraries, and Museums (ATALM)	OFI will attend the ATALM conference focusing on advancing and sustaining indigenous cultures that also encourages collaboration between tribal and non-tribal organizations and institutions.	10/09/2016 - 10/15/2016	Planned	Native Americans	Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	OFI	Hispanic Association of Colleges and Universities Annual Conference	For the fourth consecutive year, the pan-institutional SI Academic Appointment Diversity and Publicity Taskforce (AADAPT)'s Outreach Team will participate at the Hispanic Association of Colleges and Universities (HACU) 30th Annual Conference.	10/09/2016 - 10/10/2016	Planned	Hispanics Residents of Under-resourced Communities	Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	OFI	HACU 29th Annual Conference	Smithsonian outreach presence at HACU 29th annual conference	10/15/2015	Completed	Hispanics	Conferences w/Professional Organizations	No	Program Diversity Workforce Diversity
USMR/Provost	OFI	Binghamton University	Smithsonian outreach presence at Binghamton University.	10/28/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Conferences w/Colleges or Universities	No	Program Diversity Workforce Diversity
USMR/Provost	OFI	Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)	OFI supported Smithsonian staff that attended the SACNAS conference	10/29/2015 - 10/31/2015	Completed	Hispanics Native Americans	Career Fairs Conferences w/Professional Organizations	Yes	Program Diversity Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	OFI	Historically Black Colleges and Universities (HBCU) Career Development Marketplace	OFI participated in the second annual Historically Black Colleges and Universities Career Development Marketplace for students and faculty from HBCUs on the East Coast. This event provided opportunity for students to meet with representatives from government agencies and private corporations through out the Washington, DC area.	11/09/2015 - 11/11/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Career Fairs	No	Program Diversity Workforce Diversity
USMR/Provost	OFI	2015 Careers and the disABLED Career Expo	Smithsonian Academic Appointment Diversity and Publicity Taskforce (AADAPT), which includes representatives from SA, NZP, NMAAHC, NMAH, SLC, NPG, NMAI, OHR, OEEMA, and AP; promoted Smithsonian internships, fellowships and employment opportunities at the 2016 Careers and the disABLED Career Expo at the Ronald Reagan Building in Washington, DC.	11/13/2015	Completed	Individuals with Disabilities	Career Fairs	Yes	Program Diversity Workforce Diversity
USMR/Provost	OFI	U.S. Department of Education Supporting Student Success at Minority Serving Community Colleges National Convening	OFI participated in the Department of Education hosted multi-Federal agency conference on minority serving community colleges.	11/16/2015	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Conferences w/Colleges or Universities	No	Workforce Diversity

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USMR/ Provost	OFI	Minority Serving Community Colleges	Promote STEM on community colleges serving minorities.	11/16/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Conferences w/Colleges or Universities	Yes	Program Diversity Workforce Diversity
USMR/ Provost	OFI	Indiana Career Roundtable	Participated in discussion with students.	01/07/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Career Fairs	No	Workforce Diversity
USMR/ Provost	OFI	FC-STEM subcommittee on graduate education	Promoting STEM at graduate level	01/15/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Conferences w/Professional Organizations	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	OFI	National Science Foundation FC-STEM IWG Broadening Participation session	OFI staff attended the National Science Foundation hosted multi-Federal agency conference about increasing the diversity of participants in STEM fields.	02/18/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Conferences w/Professional Organizations	Yes	Workforce Diversity Program Diversity
USMR/ Provost	OFI	United South & Eastern Tribes (USET)	OFI supported Smithsonian Staff reaching out to Southern and Eastern tribes.	02/19/2016	Completed	Native Americans	Conferences w/Professional Organizations Career Counseling	No	Program Diversity
USMR/ Provost	OFI	Career Fair at George Mason University	OFI Program Specialist Karen Carter participated in a career fair at George Mason University.	03/02/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Career Fairs	No	Program Diversity Workforce Diversity
USMR/ Provost	OFI	Visit to American University Career Center	OFI Program Specialist Karen Carter visited American University's Career Center.	03/04/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Career Counseling	No	Program Diversity Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	OFI	Bowling Green State University: SI Internship and Career Opportunities Presentation	OFI staff visited Bowling Green State University to help provide more information about opportunities with internships and careers	03/08/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Career Counseling Career Fairs Conferences w/Colleges or Universities	No	Program Diversity Workforce Diversity
USMR/Provost	OFI	Participation in Museum Day for Women and Girls of Color Planning	OFI joined colleagues from OEEMA and across the Institution for the Museum Day Live! Teen Career Fair at the Smithsonian Castle. Students from across the region had an opportunity to come learn about various opportunities, including fellowships and internships, that are available at the Smithsonian.	03/12/2016	Completed	African Americans Asian Americans Hispanics Native Americans	Museum Day	No	Program Diversity
USMR/Provost	OFI	American University Career/Internship Fair	OFI supported Smithsonian Staff at the American University Career/Internship Expo.	03/23/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQ+ Community Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Career Fairs	No	Program Diversity Workforce Diversity

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USMR/Provost	OFI	University of Houston Students, NMAfA	University of Houston Students externship in DC - working on projects.	05/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Externship	No	Program Diversity
USMR/Provost	OFI	IWG community colleges	Department of Education's interagency working group to promote STEM	05/10/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Conferences w/Professional Organizations	Yes	Workforce Diversity
USMR/Provost	OFI	Historically Black Colleges and Universities (HBCU) & Black Greek Diversity Career Expo	OFI will support Smithsonian Staff in attendance at the HBCU & Black Greek Diversity Career Expo.	06/08/2016 - 06/09/2016	Planned	African Americans	Career Fairs	No	Program Diversity Workforce Diversity
USMR/Provost	OFI	NSF GRIP Agencies "Best Practices" Meeting	Interagency Group Aimed at Strengthening Higher Ed STEM Education, particularly among under represented groups.	06/14/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Other	Yes	Program Diversity

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USMR/Provost	OFI	Signed Partnership Agreement with Pathways to Careers	Partnership to facilitate the placement of young adults with disabilities with Smithsonian internships.	6/24/2016	Completed	Individuals with Disabilities	Memorandums of Understanding Formal	No	Workforce Diversity
USMR/Provost	OFI	Knowledge Exchange on Undergraduate STEM education	Discussion on how to progress STEM for undergrads.	06/15/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Conferences w/Professional Organizations	Yes	Program Diversity Workforce Diversity
USMR/Provost	OFI	Conference on Asian Pacific American Leadership (CAPAL) Career Conference	SI Participation at the CAPAL Career Conference.	07/15/2016	Completed	Asian Americans	Career Fairs	No	Workforce Diversity
USMR/Provost	OFI	Remarks to students at Virginia Commonwealth University	Remarks to students at VCU, the largest Minority Serving Institution of Higher Ed in Virginia	09/10/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Career Counseling	Yes	Workforce Diversity

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USMR/Provost	SAAM	Romare Bearden Gallery Talk	Public Programs manager Nona Martin discusses the collagss of Romare Bearden and how the artist expressed a powerful and personal narrative.	03/30/2016	Completed	African Americans	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	The Meanings of Afro-Latinidad	E. Carmen Ramos, Curator of Latino Art, presented a conference paper, "The Meanings of Afro-Latinidad," at the 20th Annual Arturo A. Schomburg Symposium: SHIFTING IDENTITIES: Expressing Afrolatinidad, Taller Puertorriqueno, Philadelphia, PA	03/30/2016	Completed	African Americans Hispanics	Conference Paper Presentation	No	Program Diversity
USMR/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-on going	In-progress	African Americans Hispanics Residents of Under-resourced Communities	School Program	No	Program Diversity
USMR/Provost	SAAM	Student Bus Grants	Buses provided to bring students to the museum for field trips. Donor Funded.	2014 - Ongoing	In-progress	African Americans Hispanics Residents of Under-resourced Communities	School Program	No	Program Diversity
USMR/Provost	SAAM	Fellowship Program	Fellows Program. Achieved 31% diversity rate in this year's class of 16 Fellows. Includes 1 African American, 3 Asian American and 1 Hispanic.	06/2015 - 09/2016	In-progress	African Americans Asian Americans Hispanics	Fellowship Program	No	Workforce Diversity

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USMR/Provost	SAAM	America InSight	Docent led gallery talks designed for visitors who are blind or have low vision.	07/2015 - Ongoing	In-progress	Individuals with Disabilities	Public Program - Gallery Talk	No	Program Diversity
USMR/Provost	SAAM	Internships, Advanced Level Program	Intern Program. Achieved 13% diversity rate. 15 students currently enrolled, including 1 Hispanic and 1 Native American.	09/2015 - 05/2016	In-progress	Hispanics Native Americans	Internship Program	No	Workforce Diversity
USMR/Provost	SAAM	The Modern Pueblo Paintings of Awa Tsireh	The paintings of Awa Tsireh, also known by his Spanish name, Alfonso Roybal, represent an encounter between the art traditions of the native Pueblo peoples in the Southwestern United States and the American modernist art style begun in New York, which quickly spread across the country.	09/04/2015 - 01/31/2016	Completed	Hispanics Native Americans	Exhibition	No	Program Diversity
USMR/Provost	SAAM	Art Signs	Ongoing series of Gallery talks for deaf visitors in American Sign Language (ASL), usually held twice a month.	10/12/2013 - Ongoing	In-progress	Individuals with Disabilities	Public Program - Gallery Talk	No	Program Diversity
USMR/Provost	SAAM	Exhibition catalog essay: "Lonnie Holley in Memory of the Blood"	"Lonnie Holley: In Memory of the Blood," essay by curator Leslie Umberger, published in exhibition catalog titled Something to Take My Place: The Art of Lonnie Holley, editor Mark Sloan. Published by Halsey Institute of Contemporary Art, College of Charleston, School of the Arts, Charleston, South Carolina. Published on the occasion of the exhibition "Something to Take My Place: The Art of Lonnie Holley," August 22-October 10, 2015.	10/01/2015	Completed	African Americans	Publication	No	Program Diversity

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USMR/Provost	SAAM	Latino Collection	E. Carmen Ramos, Curator of Latino Art, was guest speaker for a New York University/Washington DC Graduate Class, "Expressive Culture: The Poetics and Politics of Art and Museum Display in Washington, D.C., course taught by Prof. Wendy Grossman.	10/08/2015	Completed	Hispanics	Guest Speaker	No	Program Diversity
USMR/Provost	SAAM	Direct Carving: Gallery Talk	Gallery talk led by sculpture curator Karen Lemmey.	10/15/2015	Completed	African Americans Native Americans	Exhibition	No	Program Diversity
USMR/Provost	SAAM	Shifting the Mainstream Narrative: Five Self-taught Artists Who Made a Difference	Curator Leslie Umberger participated on this panel session that included discussions on Sabato Rodia, David Butler, Emery Blagdon, James Hampton and Lonnie Holley.	10/16/2015	Completed	African Americans	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	Our America: The Latino Presence in American Art	Exhibition organized by E. Carmen Ramos, curator of Latino art. Presents more than ninety works of art across all media by significant Latino artists active from the 1950s to today, and gives voice to their broader American experience. During this reporting period, show was open at Arkansas Arts Center, Little Rock, Arkansas, Oct. 16, 2015-Jan. 17, 2016; and opens at the Delaware Art Museum, March 5, 2016.	10/25/2013 - 10/15/2017	In-progress	Hispanics	Traveling Exhibitions Exhibition, Publication	No	Program Diversity
USMR/Provost	SAAM	Jesus Moroles, an appreciation	Essay by Curator Virginia Mecklenburg, published in American Art (Fall 2015).	11/2015	Completed	Hispanics	Publication	No	Program Diversity

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USMR/Provost	SAAM	Creating American Stories	Ongoing program of bus funding that allows school visits in under-represented areas.	11/1/2015 - Ongoing	In-progress	African Americans Hispanics	School Program	No	Program Diversity
USMR/Provost	SAAM	WONDER	Ongoing exhibition at the Renwick Gallery featuring nine contemporary artists - among them Chakaia Booker (African American) and Maya Lin (Asian American)	11/13/2015 - 07/10/2016	In-progress	African Americans Asian Americans	Exhibition, Publication	No	Program Diversity
USMR/Provost	SAAM	Our America: The Latino Presence in American Art	E. Carmen Ramos, Curator of Latino Art, presented lecture in conjunction with exhibition "Our America: The Latino Presence in American Art," at the Arkansas Art Center, Little Rock, Arkansas	11/15/2015	Completed	Hispanics	Lecture	No	Program Diversity
USMR/Provost	SAAM	Modern Pueblo Paintings of Awa Tsireh: Gallery Talk	NMAI's David Penney examines how Awa Tsireh combined traditional Pueblo motifs and American modernism.	12/09/2015	Completed	Native Americans	Public Program - Gallery Talk	No	Program Diversity
USMR/Provost	SAAM	Conversation with Chakaia Booker	Discussion with Renwick "Wonder!" African American artist Chakaia Booker	12/19/2015	Completed	African Americans	Public Program - Panel Discussion	No	Program Diversity
USMR/Provost	SAAM	Latino Collection	E. Carmen Ramos, Curator of Latino Art, was guest speaker in Prof. Abby McEwen's Latin American Art History graduate seminar at the University of Maryland, College Park	12/02/2015	Completed	Hispanics	Guest Speaker	No	Program Diversity

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USMR/Provost	SAAM	Take 5!	Live jazz series concert that included a stone-carving demonstration by African American sculptor John Sonnier.	01/21/2016	Completed	African Americans	Public Program	No	Program Diversity
USMR/Provost	SAAM	Eldredge Prize lecture	Dr. Amy Lyford, professor of art history and associate dean of arts and humanities at Occidental College in Los Angeles, presented a lecture: "Isamu Noguchi, Asian American and Artistic Identity in Postwar New York".	01/27/2016	Completed	Asian Americans	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	African American Art/Google Art Project	SAAM got the opportunity to showcase some of its best art from African American Artists when the Google Art Project asked us to participate in its online project: African American Art: Harlem Renaissance, Civil Rights Era, and Beyond presents 43 artworks from our collection, including works by chroniclers of the African American experience, such as photographer James VanDerZee and William H. Johnson to contemporary artists like Frank E. Cummings III and Lonnie Holley.	02/2016	Completed	African Americans	Virtual Programming Publication	No	Program Diversity
USMR/Provost	SAAM	Loan Program	Lent William H. Johnson painting to the exhibition REMIX: Themes and Variations in African-American Art, organized by the Columbus Museum of Art, South Carolina.	02/05/2016 - 05/03/2016	In-progress	African Americans	Exhibition	No	Program Diversity
USMR/Provost	SAAM	Loan Program	Lent 3 paintings by Alma Thomas to an exhibition of her works at the Frances Young Tang Teaching Museum and Art Gallery at Skidmore College. The exhibition will travel to the Studio Museum, Harlem, summer 2016.	02/06/2016 - 06/05/2016	In-progress	African Americans	Exhibition	No	Program Diversity

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USMR/Provost	SAAM	Wikipedia edit-a-thon	Two Wikipedia edit-a-thons, organized and led by Ryan Linthicum and Sara Snyder, from SAAM's Media Technology office. The edit-a-thons expanded articles on African American artists in SAAM's holdings and used materials that SAAM recently contributed to the Google Cultural Institute.	02/16/2016 02/20/2106	Completed	African Americans	Publication	No	Program Diversity
USMR/Provost	SAAM	Artist Talk	Talk and booksigning by Wonder exhibition artist and architect Maya Lin. She discusses her work and her submission for the Wonder exhibition: Folding the Chesapeake.	02/26/2016	Completed	Asian Americans	Public Program - Lecture	No	Program Diversity
USMR/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 artist of diverse backgrounds, including African American and Native American.	03/2015 - Ongoing	In-progress	African Americans Native Americans	Exhibition	No	Program Diversity
USMR/Provost	SAAM	Museum Day Live! Family Celebration	A day of life music, performances and craft at the Renwick, celebrating women and girls of color and their many contributions to our communities. Events hosted by Smithsonian Digital to promote our nation's dynamic heritage and cultural life.	03/12/2016	Completed	African Americans Asian Americans Hispanics	Public Program	No	Program Diversity
USMR/Provost	SAAM	SAAM Cherry Blossom Celebration	A celebration of Japanese culture and the arrival of cherry blossoms. Events included a taiko drumming performance, followed by other traditional Japanese music and dance, face painting, and cherry-blossom themed crafts.	04/09/2016	Completed	Asian Americans	Public Program	Yes	Program Diversity

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USMR/Provost	SAAM	Our America: The Latino Presence in American Art	Conversation with curator E. Carmen Ramos and artist Pepon Osorio.	04/14/2016	Completed	Hispanics	Public Program	No	Program Diversity
USMR/Provost	SAAM	Kerry James Marshall: Mastry	Lent SOB, SOB, a painting by African American artist Kerry James Marshall to the Museum of Contemporary Art, Chicago, for their exhibition of the artist's work.	04/23/2016 - 06/25/2016	Completed	African Americans	Exhibition	No	Program Diversity
USMR/Provost	SAAM	Martin Puryear: Multiple Dimensions	Traveling exhibition of Martin Puryear's works organized by the Art Institute of Chicago, showing at SAAM, May 25 through Sept. 5, 2016. The show traces the artist's career from his student days to the present and includes more than fifty drawings and prints as well as thirteen sculptures--many borrowed from the artist and never displayed before.	05/25/2016 - 09/05/2016	Completed	African Americans	Exhibition	No	Program Diversity
USMR/Provost	SAAM	Martin Puryear: Multiple Dimensions	Conversation with artist Martin Puryear, SAAM sculpture curator Karen Lemmey and Art Institute of Chicago exhibition curator Mark Pascale.	06/01/2016	Completed	African Americans	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	Conservation in Focus: Martin Puryear	In this gallery walk through, objects conservator Helen Ingalls discusses the materials and techniques used by artist Martin Puryear.	06/03/2016 06/10/2016	Completed	African Americans	Public Program - Gallery Talk	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SAAM	The Art of Romaine Brooks	Exhibition devoted to American expatriate artist Romaine Brooks (1874-1970). Brooks lived most of her life in Paris where she was a leading figure of an artistic counterculture of upper-class Europeans and American expatriates, many of whom were creative, bohemian and homosexual. She explored themes of gender and sexuality in her portraits. This exhibition brings together fifty paintings and drawings from the museum's permanent collection; and it is scheduled to go on tour.	06/17/2016 - 10/02/2016	In-progress	LGBTQ	Exhibition	No	Program Diversity
USMR/Provost	SAAM	Art Discussions: Romaine Brooks, a 20th-Century Woman	Scholars Cassandra Langer, art historian and author of Romaine Brooks: A Life; Sylvia Kahan, Professor of Performing and Creative Arts, CUNY College of Staten Island; Helen Langa, Associate Professor, Art History, American University; and Virginia Mecklenburg, SAAM Chief Curator, provide an in-depth look at the fascinating life and art of Romaine Brooks.	06/17/2016	Completed	LGBTQ	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	Summer Film Program: Basquiat	This film tells the story of Jean-Michel Basquiat and his meteoric career in the New York art world. The 1996 film was the first major feature film about an African American artist.	06/18/2016	Completed	African Americans	Public Program	No	Program Diversity
USMR/Provost	SAAM	Conversation with Gabriel Dawe	Discussion with Renwick "Wonder!" Hispanic artist Gabriel Dawe.	06/23/2016	Completed	Hispanics	Public Program - Lecture	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SAAM	Luce Artist Talks	Annie Bouie discusses the trajectory of her career and how her work achieves greater goals of art's ability to teach, heal, and sustain cultural meaning.	06/25/2016	Completed	African Americans	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	Annual Name June Paik birthday celebration	Artists Lilla LoCurto and Bill Outcault talk about their latest creation, the willful marionette, inspired built from 3-D scanned images of a human figure.	07/14/2016	Completed	Asian Americans	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	Summer Film Program: Frida	This feature film follows the turbulent lives of Frida Kahlo and her husband Diego Rivera, two of the most acclaimed artists in Mexican history	07/16/2016	Completed	Hispanics	Public Program - Film	No	Program Diversity
USMR/Provost	SAAM	Conservation of our Collections: Romaine Brooks	Gallery talk with Tiarna Doherty, Chief of Conservation, highlighting the materials and techniques used by Romaine Brooks in her paintings and paintings conservators work to preserve their intended effects.	08/15/2016	Completed	LGBTQ	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	Harlem Heroes: Photographs by Carl Van Vechten	Author and social commentator Carl Van Vechten (1880-1964) began taking photographs in 1932. For the next three decades he made portraits of writers, musicians, athletes and many of the central figures in the Harlem Renaissance. This exhibition features thirty-nine images from SAAM's permanent collection and is accompanied by a publication.	08/26/2016 - 03/19/2017	In-progress	African Americans	Exhibition, Publication	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SAAM	Conservation in Focus: Martin Puryear	Walk through the exhibition Martin Puryear: Multiple Dimensions with objects conservator Helen Ingalls.	09/01/2016	Completed	African Americans	Public Program - Gallery Talk	No	Program Diversity
USMR/Provost	SAAM	Fellowship Program	For class of 2016/17, achieved diversity rate of 16%. Of the 25 fellows, there are 3 Hispanics, 1 Asian American, and 21 women	09/01/2016 - 08/31/2017	In-progress	Asian Americans Hispanics	Fellowship Program	No	Program Diversity
USMR/Provost	SAAM	Internships, Advanced Level Program	Fall 2016 class, achieved 25% diversity rate.	09/2016 - 12/2016	In-progress	Asian Americans Hispanics Individuals with Disabilities	Internship Program	No	Workforce Diversity
USMR/Provost	SAAM	Visions and Revisions: Renwick Invitational 2016	This exhibition features the work of four artists who explore a current fascination with change, transformation, ruin, and reinvention: Steven Young Lee (a Korean-American), Kristen Morgin, Jennifer Trask and Norwood Viviano.	09/09/2016 - 01/08/2017	In-progress	Asian Americans	Exhibition, Publication	No	Program Diversity
USMR/Provost	SAAM	Our America: The Latino Presence in American Art	Lecture given in conjunction with exhibition opening at Allentown Art Museum by curator E. Carmen Ramos on "What is Latino about American Art?"	09/11/2016	Completed	Hispanics	Public Program - Lecture	No	Program Diversity
USMR/Provost	SAAM	Walk in tours - African American Art	All walk-in tours from September 23 – 25 will highlight African American artists in the collection. In celebration of the opening of NMAAHC	09/23/2016 - 09/25/2016	Planned	African Americans	Tours	No	Program Diversity
USMR/Provost	SAAM	The Art of Romaine Brooks	Gallery talk with Joe Lucchesi, the exhibition's consulting curator and associate professor of art history at St. Mary's College of Maryland.	09/29/2016	Planned	LGBTQ	Public Program - Gallery Talk	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	Scientific Diving Program	Diving Tests	translating our diving tests to Spanish for the students at STRI for which English is a second (at best) language (\$1K) and training material (\$5K)	FY 2016	Planned	Hispanics	Training	No	Program Diversity Workforce Diversity
USMR/Provost	Scientific Diving Program	Utilizing minority owned business	Purchased video conference unit from a minority owned business.	FY 2016	Completed	Historically Underrepresented Groups	Supplier Diversity	no	Supplier Diversity
USMR/Provost	SIA	Created a new position for Grade 3 Archives Aide: Former Project SEARCH intern	Created a new position for Grade 3 Archives Aide: Former Project SEARCH intern that the Project SEARCH team agreed was job-ready for this Grade 3, PT position (50 hrs/PP). MOA with OPMB provides reimbursement to SIA for first 2-years while permanent funding for position is sought/secured.	07/2015	In-Progress	Individuals with Disabilities	Diversifying Workforce	No	Workforce Diversity
USMR/Provost	SIA	SIA's annual Women's History Month Wikipedia Edit-a-thon	The 2016 Women's History Month Wikipedia Edit-a-thon focused on Women of Color in coordination with a White House initiative. Spearheaded by SIA's Effie Kapsalis, other SI collaborators included NMAAHC, APAC, and SLC.	01/19/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Women	Wikipedia Edit-A-Thon	No	Program Diversity Workforce Diversity
USMR/Provost	SIA	Museum Day Live! Inspiring Women and Girls of Color.	Michael Barnes, Photographer, SIA, documented the activities and experiences offered throughout the Institution on March 12th in celebration of Museum Day Live! Inspiring Women and Girls of Color. This photography will reside in the SIA collection and serve to preserve the memory.	03/12/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Women	Museum Day Live!	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	SIA	"Color Our History" Wikipedia Edit-a-thon trends on Twitter	Organized and led by Effie Kapsalis, Head of Web, New Media, and Outreach for the Smithsonian Institution Archives, the "Color Our History" Wikipedia Edit-a-thon was held Saturday, March 19th as part of the Smithsonian's extensive Museum Day activities and sharing in the White House's focus on encouraged women and girls of color to connect with our cultural heritage. The event encouraged 16 new Wikipedia editors, and produced or improved 18 articles including an article for recently deceased Claudine Brown, Assistant Secretary for Smithsonian Education and Access. Thirty-two attended in person and several people participated remotely editing articles. The event trended on Twitter in D.C., reaching 435,520 Twitter accounts with 659,744 impressions. It was held in conjunction with the Smithsonian's Asian Pacific American Center, Latino Center, and National Museum of African American History and Culture Museum, and National Museum of American Indian.	03/19/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Women	Wikipedia Edit-A-Thon	No	Program Diversity
USMR/ Provost	SIA	Louis Purnell Oral History Interviews Processed	Lisa Fthenakis, Institutional History Assistant, completed processing of the Louis Purnell Oral History Interviews. The first African American curator at the Smithsonian, Purnell was a Tuskegee Airman and museum technician at NMNH before becoming a curator of space science at NASM. They are now available for research.	04/29/2016	Completed	African Americans	Collection Access	No	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SIA	"African American Contributions to the Smithsonian" web exhibit	"African American Contributions to the Smithsonian": A web exhibit about the contributions African Americans have made to the Smithsonian, from its early days to the present. With 10 featured vignettes and an introductory page, it will launch in conjunction with the opening of NMAAHC (Funding received from NMAAHC and Office of the Provost was used to contract the writer/historian for his services.)	02/01/2016 - 07/15/2016	In-Progress	African Americans	Education and Outreach	No	Workforce Diversity
USMR/Provost	SIL	SIL Part-time shelving clerks	SIL's CHM Library with support from the Museum employs two autistic men 4 hours each per week. They do clerical duties & stack maintenance. Program has been in place for 15+ years. (Salary assumed by CHM.)	FY2016	In Progress	Individuals with Disabilities	Employment of Individuals with Disabilities	No	Workforce Diversity
USMR/Provost	SIL	Anacostia Community Museum Library Outreach to Public Library	Outreach to Public Library	FY 2016	Completed	African Americans Hispanics Residents of Under-resourced Communities	Programming Outreach	Yes	Program Diversity
USMR/Provost	SIL	ACM Career Day	SIL Participates in ACM Career Day	FY 2016	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Career Counseling Career Fairs	Yes	Program Diversity Workforce Diversity
USMR/Provost	SIL	SIL Hiring	Recruiting and hiring for diversity	FY 2016	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Recruitment	Yes	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SIL	SIL 201X Professional Development Internships	SIL internship program	FY 2016	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Internship	Yes	Workforce Diversity
USMR/Provost	SIL	Anacostia Neighborhood Fair	SIL Participation in Anacostia Neighborhood Fair	FY 2016	In Progress	African Americans Hispanics	Programming Outreach	Yes	Program Diversity
USMR/Provost	SIL	Mentoring	Mentoring an aspiring rare book librarian	07/2015 - 07/2016	In-Progress	African Americans	Career Counseling	No	Workforce Diversity
USMR/Provost	SIL	Al-Mutanabbi Street Starts Here	Al-Mutanabbi Street Starts Here cultural festival	01/2016 - 03/2016	Completed	Americans of Middle Eastern descent Asian Americans Residents of Under-resourced Communities	Outreach through Cultural Festival	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	SIL	SIL's Social Media Outreach to Underserved Communities	SIL's Social Media Outreach to Underserved Communities: -Presentation on making animated GIFs at the National Archives for the Latinos in Tech DC Meetup group -Tumblr post on Asian American History Month -Tumblr post on LGBT Pride Month -African American History tweets: 22 tweets reaching 109K impressions -Blog post on books by Latin American Artists -Blog post, "Spiral: Discussing the Role of African American Artists in the Civil Rights Movement" -Tweets related to SI Youth Summit on Japanese internment: 18K impressions on 6 tweets -General campaign to create more inclusive social media presence: 46 tweets with 139k impressions; 30 Facebook posts with 80K impressions	01/2016 - 06/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Social Media	No	Program Diversity
USMR/ Provost	SIL	Graduate Student Intern	Graduate assistant from the George Mason University/SI History of Decorative Arts (HDA) program working in the American History Library	09/01/2015 - 04/30/2016	In-Progress	African Americans	Graduate Student Intern	No	Workforce Diversity
USMR/ Provost	SIL	"Al-Mutanabbi Street" SIL Exhibition	"Come Together: American Artists Respond to Al-Mutanabbi Street" exhibition.	02/01/2016 - 03/30/2016	Completed	Americans of Middle Eastern descent Residents of Under-resourced Communities	Outreach through Cultural Festival	No	Program Diversity
USMR/ Provost	SIL	Museum Day Live!	Museum Day Live! Tour of exhibitions throughout the Smithsonian Libraries	03/12/2016	Completed	African Americans	Smithsonian Outreach to Women and Girls of Color	No	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SIL	SIL NMAfA Library hosted Project Search Intern	SIL NMAfA Library hosted Project Search Intern.	04/2016 - 06/2016	Completed	Individuals with Disabilities	Intern Project	No	Program Diversity Workforce Diversity
USMR/Provost	SIL	FSG Library Mughal Wikipedia Intern Project	FSG Library Mughal Wikipedia Intern Project	04/02/2016 - 08/30/2016	In-Progress	African Americans Asian Americans	Intern Project	No	Program Diversity Workforce Diversity
USMR/Provost	SIL	SIL Presentation/tour of Cullman Library rare-book collection	Presentation/tour of Cullman Library rare-book collection to Panama's Young Presidents Organization.	04/07/2016	Completed	Hispanics	Programming Outreach	No	Program Diversity
USMR/Provost	SIL	Anacostia Career Day tour of the Library	Anacostia Career Day tour of the Library	05/19/2016	Completed	African Americans	Career Counseling	No	Workforce Diversity
USMR/Provost	SIL	SIL/BHL Global Outreach	Met with National Library Board, Singapore Staff	05/19/2016	Completed	Asian	Memorandums of Understanding Formal	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SIL	BHL BioBlitz	Biodiversity Heritage Library (BHL) booth at the 2016 BioBlitz and Biodiversity Festival on the National Mall at Constitution Gardens. The event introduced visitors to the extensive free resources available through BHL and helped them understand how those resources can help them identify and learn more about nature around them.	05/20/2016 - 05/21/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities	General Outreach to Public	No	Program Diversity
USMR/Provost	SIL	SIL NMAfA Library hosted Broad Futures Intern	SIL NMAfA Library hosted Broad Futures Intern.	06/2016 - 08/2016	In-Progress	Individuals with Disabilities	Programming Outreach	No	Program Diversity Workforce Diversity
USMR/Provost	SIL	SIL Outreach Related to Freedmen's Bureau Project	NMAAHC Library's Genealogy Specialist, Hollis Gentry, was asked to speak at the Freedmen's Bureau Project, which an indexing event as part of an Eagle Scout Service Project initiated by John Ebeling, a Boy Scout from the Church of Jesus Christ of Latter-day Saints in Broomall, PA.	06/11/2016	Completed	African Americans	Programming Outreach	No	Program Diversity
USMR/Provost	SIL	SIL/BHL Global Outreach	Met with National Library Board, Singapore Staff	06/25/2016	Completed	Asian	Memorandums of Understanding Formal	No	Program Diversity
USMR/Provost	SLC	Young Ambassadors Program: Alumni Conexiones	First Quarter Hosted 5 Conexiones regional alumni reunions in Atlanta, Miami, New York City, San Antonio, and Washington D.C. Phase 2 of the YAP Alumni Impact Study continued with select focus groups with 10 alumni. The Center and YAP Alumni Network Advisory Group launched annual #YAPgiveback campaign from Dec. 1-31, fundraising for YAP Alumni Mentorship-Internship Initiative prototype. \$1,135 raised by 15 Alumni participants.	10/01/2015 - 12/31/2015	Please choose one:	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Virtual Programming Other Community Outreach	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SLC	Cultural Expressions: Investigate and Learn School & Educators Workshop, NMAI-NY	Included an interactive tour of Cerámica de los Ancestros: Central America's Past Revealed exhibition and a topographical hands-on activity. Targeted NYC teachers, showcased exhibition and resources use in-gallery and in classroom. Attendance: 65	10/01/2015 – 10/02/2015 10/15/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	School & Educators Workshop	Yes	Program Diversity
USMR/Provost	SLC	¡Descubra! Meet the Science Expert Program at Hispanic Innovators in Air and Space Family Day	Hispanic Innovators in Air and Space Family Day, National Air and Space Museum (NASM) featuring Dr. Yajaira Sierra Sastre, Nanotechnology and Planetary Scientist and Create-It activity: Let's Land a Rover on Mars. Attendance: 20,563.	10/03/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Family Programs	Yes	Program Diversity
USMR/Provost	SLC	One Life: Dolores Huerta Family Day, NPG	Presented community oral history activity with biography profiles presented in exhibitions One Life: Dolores Huerta and Our Journeys, Our Stories.	10/04/2015	Completed	Hispanics Residents of Under-resourced Communities	Family Day	No	Program Diversity
USMR/Provost	SLC	Hispanic Association for Colleges and Universities (HACU) Conference, Miami Beach, FL:	SLC Education Programs Manager presented at 3 panels on student opportunities, networking, and university partnerships and YAP Alumni Alcancemos volunteers staffed SI booth and presented on SI panels. This conference had a Multi-SI unit presence (SLC, OFI, NMAH, OHR, OEEMA) to promote opportunities for high school to graduate students. Over 600 Students and University Administrators attended the conference.	10/10/2015 - 10/12/2015	Completed	Hispanics Residents of Under-resourced Communities	Conferences w/Colleges or Universities Conferences w/Professional Organizations	No	Program Diversity Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	SLC	Day of the Dead Festival, NMAI	The Day of the Dead Concert at NMAI featured Smithsonian Folkways Recordings artist Quetzal. This standing room only concert kicked-off 2-day festival. The Day of the Dead Festival featured author and artist Carmen Lomas Garza, Francisco X. Alarcón and Caridad de la Luz (La Bruja). 2,000 handouts with take-home activities distributed. Featured in Washington Post as one of the "Top Things to Do in D.C." during Halloween. Sponsored by AARP and Southwest Airlines.	10/30/2015 10/31/2015 – 11/01/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Family Festival	No	Program Diversity
USMR/ Provost	SLC	Latino Virtual Museum (LVM) Mobile Broadcast Series	Day of the Dead and Holiday Foodways, an innovative social media outreach campaign, captured over 72 community stories and making them accessible live via mobile. This broadcast has had over 17,267 broadcast views. and is supported through a Target Education Grant.	11/01/2015	Completed	Hispanics	Virtual Programming	No	Program Diversity
USMR/ Provost	SLC	¡Descubra! Meet the Science Expert Program at Hispanic Innovators in Air and Space Family Day	SLC partnered with SHPE Foundation and USPTO Noche de Ciencia for a family outreach event distributing create-it pocket science notecards and conducting science activities for 500 parents and children. Also included the Create-it Activity: Let's Land a Rover on Mars.	11/05/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Family Programs	No	Program Diversity
USMR/ Provost	SLC	Puerto Rico Aquí y Allá Symposium, Museo y Centro de Estudios Humanísticos, Universidad del Turabo, Gurabo, PR	Co-presented with Smithsonian Affiliations and featured Puerto Rican scholars from the island and the mainland, discussing the formation of identity and culture in their respective geographic areas. Attendance: 350.	11/05/2015 - 11/06/2015	Completed	Hispanics	Conferences w/Colleges or Universities	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SLC	Annual Conference on D.C. Historical Studies, Historical Society of Washington, D.C	SLC Exhibitions and Public Programs Director served on conference steering committee and presented on the D.C. Latino History Project. Attendance: 280.	11/13/2015 - 11/15/2015	Completed	African Americans Asian Americans Hispanics	Conferences w/Professional Organizations	No	Program Diversity
USMR/Provost	SLC	Outreach Program and Advance Screening of Eva Longoria's "Telenovela" with NBC Entertainment, Miami, FL	Featured commentary on telenovela genre and on-stage conversation with cast after screening. Program supported by NBC Entertainment.	12/02/2015	Completed	Hispanics	Outreach	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	SLC	Oct. 20–Nov. 3: Sixth Annual Latino Virtual Museum (LVM) Day of the Dead Festival	The Sixth Annual Latino Virtual Museum (LVM) Day of the Dead festival featured a 3-D Printed Altar Kit-Prototype and Oculus Rift 'Placita' Simulation that was developed by student interns from university partners at University of Texas at El Paso and Michigan State University and used in 4 community altar learning demonstrations and 4 workshops. This event also incorporated SLC's presence on the Google Cultural Institute by featuring 150 images and videos from the LVM Day of the Dead digital collection that was viewed by 17,210 visitors from Oct. 31–Nov. 2. SLC also co-hosted with the National Girls Collaborative and Children's Creative Museum a National Webinar and Workshops for Educators program that featured the LVM Google Cultural Institute work to 200 registrants. SLC also created an eCourse Guide on Apple iTunes University launched in conjunction with the National Webinar Broadcast that reached 70,000+ during Oct. 31–Nov. 2. SLC also produced an Art and Culture Podcast Series that had 7,500 downloads day of launch (Oct. 28) and featured animated poem and avatar of historical figure Macuilxochitzin. SLC also incorporated a Digital Mural Commission featuring the art work of Macuilxochitzin installed in LVM-UTEP Second Life virtual placita and unveiled with Dead Poets Open Mic, a Second Life avatar participatory event. The Festival was support through a Target Education Grant and The Walt Disney Company.	10/20/15-11/3/15	Please choose one:	Hispanics	Memorandums of Understanding Formal Memorandums of Understanding Informal Virtual Programming	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SLC	Young Ambassadors Program: Alumni Conexiones	Second Quarter Five Alcancemos Community Outreach Events with eight YAP Alumni were involved in outreach events in five high schools, colleges, and conferences in Illinois, California, Florida, and Texas. YAP Alumni conducted outreach at the Houston Hispanic Forum's Career and Education Day 2016 (estimated attendance: 12,000).	01/01/2016 - 03/31/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Virtual Programming, #Other Community Outreach	Yes	Program Diversity
USMR/Provost	SLC	Latino Virtual Museum (LVM) Mobile Broadcast Series	Holiday Foodways Series for Three Kings Day featured four community programs and six oral histories were captured via mobile broadcast and live streamed online around the Three Kings Day holiday traditions. UStream views: 686 Foodways Series social media metrics: LVM Facebook: 1,662 reached and 139 engagements; LVM Twitter: 15.7k impressions	01/02/2016 - 01/06/2016	Completed	Hispanics	Virtual Programming	No	Program Diversity
USMR/Provost	SLC	"A Celebration of Afro-Indigenous Heritage: James Lovell & Band," National Museum of the American Indian, New York, NY	Concert featured the music and heritage of the Garífuna, an Afro-Indigenous group from Central America with a large diasporic community in the Bronx. Held in connection with exhibition Cerámica de los Ancestros: Central America's Past Revealed. Attendance: 460	02/06/2016	Completed	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities	Public Programming	No	Program Diversity
USMR/Provost	SLC	US Latino Arts Futures Steering Committee Meeting, Pérez Art Museum, Miami, FL	Featured a gathering of 21 museum and foundation leaders, including SLC Director, addressing pressing issues of minimal Latino presence in museum research, exhibitions and collections with an outcome of a preliminary agenda for a larger symposium to be held in fall 2016, hosted by the Ford Foundation, the project sponsor, in New York, NY.	02/12/2016	Completed	Hispanics	Conferences w/Professional Organizations	No	Program Diversity Workforce Diversity

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USMR/Provost	SLC	Latinos and Baseball: In the Barrios and the Big Leagues Outreach	On February 19, SLC's Director spoke at the first community event of a multi-year collecting initiative at NMAH in collaboration with SLC, exploring the role of baseball in Latino community development. Event was held at California State University, San Bernardino, CA. On August 12 - 13, SLC's Director gave welcome remarks and participated in collecting Initiative at Kansas City Museum, supported by the Latino Initiatives Pool.	02/19/2016 08/12/2016 - 08/13/2016	In-progress	Hispanics African Americans Residents of Under-resourced Communities	Programs w/colleges or universities	No	Program Diversity
USMR/Provost	SLC	Museum Day Live! at the Smithsonian	Museum Day Live! was a Smithsonian-wide effort to encourage the public, especially women and girls of color throughout the U.S., to enjoy and share in our nation's dynamic heritage and cultural life. On March 12, SLC hosted the Ladies' Lightning Leadership Talks, Smithsonian Castle Commons. It was Co-coordinated by SLC, SCLDA, and the Museum Day Live! program committee, talks provided an opportunity for girls of color, grades 8-11, to interact with women in various careers across the Smithsonian and learn about leadership opportunities. Attendance: 65 On March 19, SLC hosted Color History with the Smithsonian! Wiki-edit-a-thon at NMAI that aimed to write minority women into history by joining the Smithsonian and its partnership with Wikipedia. SLC was one of five (5) Smithsonian units participating. It was also shared on LVM's Facebook and Twitter. LVM Facebook posts reached 5,296 and engaged 842. LVM Twitter resulted in 933 impressions.	03/12/16; 03/19/16	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Family Programs	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SLC	Exhibition tour and presentation with University of Pennsylvania Latino Students, NPG, Washington, D.C.	Students toured One Life: Dolores Huerta exhibition with curator Taina Caragol, after which SLC Director presented on SLC and its role in supporting Latino presence at the Smithsonian. Negative cost denotes honoraria received by SLC.	03/19/2016	Completed	Hispanics	Presentation to Colleges	No	Program Diversity
USMR/Provost	SLC	Latino Virtual Museum (LVM) Mobile Broadcast Series	Danzantes Unidos Festival (DUF) featured 42 live mobile broadcasts and 11 ethnographic interviews of largest Mexican folk dance gathering in the United States, held in East Los Angeles, CA. UStream views: 9,175. Outreach social media metrics: LVM Facebook: 2,507 reached and LVM Twitter: 7.0k impressions.	03/21/2016	Completed	Hispanics	Virtual Programming	No	Program Diversity
USMR/Provost	SLC	Latino Virtual Museum (LVM) Mobile Broadcast Series	Participated in World Poetry Day, which aims to promote reading, writing, and teaching of poetry throughout the world. World Poetry Day social media metrics: LVM Facebook: 1,079 reached; 54 engagements and LVM Twitter: 871 impressions.	03/21/2016	Completed	Hispanics	Virtual Programming	No	Program Diversity
USMR/Provost	SLC	Guest Lecture to History Museum Fellows Program, Minnesota Historical Society, St. Paul, MN	SLC Director gave guest lecture on cultural institutions to 12 undergraduate fellows from the University of Minnesota, Twin Cities, via video conference. The History Museum Fellows Program focuses on diversifying the museum field.	03/29/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Career Counseling Virtual Programming	No	Program Diversity Workforce Diversity

Smithsonian Diversity and Inclusion Initiatives Report - FY 2016

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SLC	Young Ambassadors Program: Alumni Conexiones	<p>Third Quarter</p> <p>On April 6 SLC held a Conexiones Regional Reunion in Chicago with 4 alumni</p> <p>Inaugural SLC and YAP Alumni Network Ask a Young Ambassador Webinar Series launched on April 23 with 12 alumni. SLC hosted a 45-minute short series via Google Hangout features young professional YAP alumni discussing common academic and professional skill-building topics. Inaugural session featured Guillermo Peralta, YA '08, leading a discussion on Navigating Life as a Young Professional. On May 19 SLC hosted Alcanemos Mentor Days Outreach, Spring Woods High School, Houston, TX with alumni Alana Zamora, YA '13, Valdemar Martinez, YA '13, and Andrew Salinas, YA '13.</p> <p>From June 18–25 SLC Alumni Program Support Staff for 2016 YAP Washington Week and eight YAP alumni assisted in the implementation of Washington Week programming. They also attended a facilitated Program Support Staff training on June 18.</p>	04/01/2016 - 06/30/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Virtual Programming Community Outreach	Yes	Program Diversity
USMR/Provost	SLC	Latino Virtual Museum (LVM) Mobile Broadcast Series	<p>What We Hold #CultureConnectsSantaFe featured 12 live broadcasts from Santa Fe, NM, in collaboration with #CultureConnectsSantaFe, featuring personal stories across different topics from the community. UStream views: 886. Social Media Outreach Metrics: LVM Facebook 1k reached and LVM Twitter 1.2k impressions.</p>	04/04/2016 - 04/06/2016	Completed	Hispanics	Virtual Programming	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	SLC	Latino Art Now! Conference, University of Illinois at Chicago, Chicago, IL	Co-hosted with the Inter-University Program for Latino Research at the University of Illinois at Chicago, conference welcomed students, academics, museum professionals, and artists. Latino Art Now! was supported by large local network, and was accompanied by about 40 local exhibits of Latino Art, dubbed by the City of Chicago's Department of Cultural Affairs and Special Events as the "Spring of Latino Art." SLC Director chaired panel, Art and the Funding of the Future of America, with panelists from Hispanics in Philanthropy, Joyce Foundation, Helicon Collaborative, and Grantmakers in the Arts. Conference featured three-day social media campaign with live coverage, including 21 mobile broadcasts, via SLC social media channels and those of partner organizations. Campaign metrics: SLC Ustream: 341 views SLC Facebook: 879 reached SLC Twitter: 13.3k impressions Attendance: 350	04/07/2016 - 04/09/2016	Completed	African Americans Asian Americans Hispanics LBGTQ	Conferences w/Colleges or Universities	No	Program Diversity
USMR/ Provost	SLC	Latino Virtual Museum (LVM) Mobile Broadcast Series	México de Hoy featured 31 live mobile broadcasts highlighting music, dance, food, and environment of Mexico City while exploring cultural preservation and promotion across regions and national borders. Guest participants included Maestra Viviana Amalia Hernández, Director of Ballet Folklórico de México, Don José Genoveno Pérez, Chinampas of Xochimilco, among others. UStream views: 2,561 Social Media Outreach Metrics: SLC Facebook 15.7k reached and SLC Twitter 13.3k impressions.	04/28/2016 - 05/05/2016	Completed	Hispanics	Virtual Programming	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SLC	American Alliance of Museums (AAM) Conference, Washington, D.C.	SLC played prominent roles in the 2016 AAM Annual Meeting including: Exhibitions & Public Programs Director serving on National Programming Committee; sponsoring the Reception for Latino, Indigenous Peoples, Asian Pacific American, and other diverse professional interest committees; and participating in multiple sessions, lunch programs, and roundtables.	05/26/2016 - 05/29/2016	Completed	African Americans Asian Americans Hispanics LGBTQ	Conferences w/Professional Organizations	No	Program Diversity Workforce Diversity
USMR/Provost	SLC	¡Descubra! Meet the Science Expert (¡Descubra!)	¡Descubra! Meet the Science Expert at Space Day Family, National Air and Space Museum Featured Mars HI-SEAS scientist Dr. Yajaira Sierra-Sastre and Create-It Hands-On Activity: Let's Land a Rover on Mars. ¡Descubra! pocket science notecards on Latino aviation and aerospace innovators were also distributed. (Attendance: 41,439)	06/04/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Family Programs	Yes	Program Diversity
USMR/Provost	SLC	Recovering LGBT Latinx History, NMAI	Co-presented with the Human Rights Campaign. The program featured Chicano performer, producer, and activist Dan Guerrero and the editors of Queer Brown Voices as well as a special response to the massacre at Orlando's Pulse Night Club. Attendance: 80	06/16/2016	Completed	Hispanics LGBTQ	Public Programming	No	Program Diversity
USMR/Provost	SLC	International Society for Technology in Education (ISTE) Digital Outreach, Denver, CO	New Media & Technology Director presented Target sponsored digital eProducts at 2016 ISTE Conference as part of partnership with Smithsonian Center for Learning and Digital Access (SCLDA) to feature SLC digital resources on their new platform, the Learning Lab. Spotlights content included SLC's Day of the Dead collections, including our bilingual interactive teacher training toolkit sponsored by Target. SLC's combined outreach efforts with SCLDA ensured maximum outreach online and on-site. Onsite attendance: 16,000. Social Media Outreach Metrics: SLC Facebook 8k reached and SLC Twitter 6.5k impressions.	06/26/2016 - 06/29/2016	Completed	Hispanics	Conferences w/Professional Organizations	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SLC	Latino Museum Studies Program (LMSP)	<p>The Review Panel received 90 applications by the April deadline. The Review Panel included representatives from SLC, NMAI, US Capitol Visitors Center, and two LMSP alumni (Lola Ramírez, LMSP '13, Anacostia Community Museum and José Ralat-Reyes, LMSP '15, National Geographic Society) From June 27–July 8, 12 fellows (from Brazil, Cuba, Ecuador, El Salvador, Mexico, Puerto Rico, and the United States) participated in the LMSP Seminar. This included tours of AAA, NMAH, SAAM, SIE and the United States Capitol and conversations with Smithsonian Latino curators and guest faculty from the Guggenheim, Pratt Institute, and various universities. LMSP alumni were also featured as guest faculty, including: Sol Aramendi, LMSP '12, Independent Artist; Melissa Carrillo, LMSP '99, Smithsonian Latino Center; Mireya Loza, LMSP '04, National Museum of American History; Orquidia Morales, LMSP '12, University of Michigan; E. Carmen Ramos, LMSP '96, Smithsonian American Art Museum; and Ronald Woodaman, LMSP '04, Smithsonian Latino Center</p> <p>From July 11–August 5, the Fellows participated in practicum project at SLC, CFCH, OCIO, AAA, SAAM, NMAH, and NMAAHC.</p>	06/27/2016 - 08/05/2016	Completed	Hispanics	Capacity Building	No	Program Diversity Workforce Diversity
USMR/Provost	SLC	Young Ambassadors Program: Alumni Conexiones	<p>Fourth Quarter</p> <p>SLC hosted the YAP Alumni Network-White House Initiative for Educational Excellence for Hispanic Intern, working on initiatives for both the White House Initiative and the Smithsonian Latino Center.</p>	07/01/2016 - 9/30/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Virtual Programming Community Outreach	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	SLC	SLC Digital Summits	<p>7/7: Digital Summit with SLC University partners, University of Texas at El Paso and Michigan State University, to brainstorm digital components of SLC Gallery featuring robotic docent and motion capture.</p> <p>7/29: Digital Summit with Massachusetts Institute of Technology to brainstorm potential digital immersion for the Latino Gallery and audience engagement through immersive education strategies leveraging alternate reality games and playful learning.</p>	07/07/2016 07/29/2016	Completed	Hispanics	Conferences w/Colleges or Universities	Yes	Program Diversity
USMR/Provost	SLC	Young Ambassadors Program (YAP)	<p>SLC conducted a four-week paid advertising campaign to promote the application, program website, and the five YAP videos on YouTube. Total campaign outreach included four Facebook posts that reached 139,297 people and 9,669 post engagements and actions; four Twitter campaigns with 2-3 tweets each that had 184,655 impressions, 1042 post engagements, and 658 direct website clicks to YAP webpage; four Instagram campaigns with 2-3 posts each reaching 170,837 people and 3,198 direct website clicks to YAP webpage; and four YouTube campaigns promoting (3) YAP videos with 140,717 impressions via In-Stream and In-Display ads and 7,577 video views. As a result of this campaign SLC received over 229 applications were received by April 15 deadline.</p>	07/19/2016 - 08/01/2016	Completed	Hispanics Residents of Under-resourced Communities	Leadership Development & Regional Community Outreach	Yes	Program Diversity
USMR/Provost	SLC	Young Ambassadors Program (YAP)	<p>On May 2 the YAP Review Panel met and selected 22 Young Ambassadors to participate in the 2016 program. The panel included representatives from the NEA, NEH, ASTC, and two YAP alumni: Francisco Javier Pérez, YA '10, Art Institute of Texas and Nicole García, YA '11, University of Maryland Graduate Program in Student Affairs.</p>	07/19/2016 - 08/01/2016	Completed	Hispanics Residents of Under-resourced Communities	Leadership Development & Regional Community Outreach	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	SLC	Young Ambassadors Program (YAP)	<p>From June 19—25, 19 Young Ambassadors participated in the 2016 Washington Week where they engaged in conversations, hands-on workshops, and worked on their final group project. Highlights included: An informal conversation and hands-on with artist Manuel Acevedo; a hike and tree-banding exercise with Erika González and the ForestGeo team, SCBI; a Hip-Hop remix with hip-hop and breakdancing pioneer Ana "Rokafella" García; a "What's Next in STEM" conversation with National Institutes of Health scientist Teresa Ramírez, Ph.D. and nanotechnology scientist Yajaira Sierra-Sastre, Ph.D.; and Leadership Lightning Roundtables with Latino leaders in the arts as well as government and non-profit work. YAP alumni were engaged during Washington Week: Through session social media posts; a Welcome to the YAP Alumni Network session hosted via Google Hangout and on-site; as presenters during the Leadership Lightning Roundtables. Additionally SLC utilized Facebook Live social media and web stream coverage to extend reach of YAP during Washington Week. This included an Informal Conversation on Contemporary Latino Communities in the Media that reached SLC constituents, YAP internship partners and YAP alumni in the U.S. and Europe. To date, web stream has reached 5,745 people with over 1,300 views. The final group project focused on developing an interactive programming proposal for the proposed Smithsonian Latino Gallery at the Arts & Industries Building (AIB). The 2016 cohort proposed an interactive map and oral history interface with access to on-site and online oral history recording and social media prompts.</p>	07/19/2016 - 08/01/2016	Completed	Hispanics Residents of Under-resourced Communities	Leadership Development & Regional Community Outreach	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	SLC	Young Ambassadors Program (YAP)	<p>On June 24, SLC hosted the YAP Annual Reception and Dinner that included special guests: Secretary David Skorton; Ramón Zertuche, Ford Motor Company; Shalimar Alio, Comunicad; SNLB Chair Roel Campos; Michelle Delaney, Office of the Provost; Joanne Flores, Office of the Provost. YAP Guest Speakers included: Former SNLB member Johnny Yataco; Latino CBO representatives and over 20 YAP program alumni. Attendance: 100</p> <p>YAP Social Media (Organic) and Online Statistics</p> <ul style="list-style-type: none"> • SLC Facebook: 37,000 reached • SLC Twitter: 30,500 impressions • SLC Instagram: 167 likes • YAP homepage: 6,287 views • YAP program description: 973 downloads • YAP Instagram: 129 posts; 2,351 likes <p>July: Internship and Alcancemos Summer Reading Days</p> <ul style="list-style-type: none"> • Participants completed finished their 4-week internships in museums and cultural institutions across the US and Puerto Rico. • Participants also conducted Storytime outreach with local YAP alumni in libraries across the US and Puerto Rico to promote early childhood literacy. 	07/19/2016 - 08/01/2016	Completed	Hispanics Residents of Under-resourced Communities	Leadership Development & Regional Community Outreach	Yes	Program Diversity
USMR/ Provost	SLC	¡Descubra! Meet the Science Expert (¡Descubra!)	SLC's ¡Descubra! Meet the Science Expert was featured at NASM Udvar-Hazy Center's We Share STEM Family Day.	08/06/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Family Programs	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/ Provost	SLC	Carmen Lomas Garza Ofrenda Installation at NMAH	On Sept. 12-13, Texas-born artist Carmen Lomas Garza installed "An Ofrenda for Antonio Lomas" in the American Stories exhibit at NMAH. Ofrenda recalls the life of artist's grandfather. Installation, through April 2017, is a collaboration between SLC and NMAH. During the installation, SLC had live-mobile broadcasts, interviewing the artist on her art-making. They were shared over SLC social media platforms.	09/2016 - 04/2017	Completed	Hispanics	Virtual Programming Installation	No	Program Diversity
USMR/ Provost	SLC	CHCI Arts & Culture Reception	SLC Director gave opening remarks at the Congressional Hispanic Caucus Institute's Arts & Culture Reception hosted at NMAI.	09/13/2016	Completed	Hispanics	Conferences w/Professional Organizations	No	Program Diversity
USMR/ Provost	SLC	¡Descubra! Meet the Science Expert (¡Descubra!)	9/17 and 9/18: Hispanic Heritage Kick-Off Weekend featuring SLC's ¡Descubra! Meet the Science Expert at NMAH and NZP. On September 17 the NMAH hosted the Latinidad Festival ¡Descubra! what featured Dr. Yajaira Sierra-Sastre, Nanotechnology scientist. On September 18 the NZP hosted Zoo Fiesta that featured Dr. Iris Segura-Garcia, scientist with the Smithsonian Marine Station at Ft. Pierce; Dr. Jesus Maldonado, research geneticist with the Center for Conservation Genomics, SCBI; Dr. Natalia Prado-Oviedo, Post-doctoral fellow, SCBI; Dr. Susetta Castañeda, Center for Conservation Genomics, SCBI; and Laura Diederick, Education Specialist, Smithsonian Marine Station at Ft. Pierce. This family day was produced in collaboration with the US Patent and Trademark Office (at NMAH and NZP) and Latinos@NOAA (at NZP). Total Attendance for was 18,164 visitors (NMAH and NZP combined). Family Days Featuring ¡Descubra! Meet the Science Expert Social Media reached a total of 43,826 people through: Facebook - 33,005; Facebook Live - 8 broadcasts, 2,307 total views; and Twitter - 10,821 impressions.	09/17/2016 - 09/18/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Family Programs	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
USMR/Provost	STRI	Comarca Ngabe Bugle Workshop	Professional development workshop for indigenous teachers of Comarca Ngabe Bugle	FY 2016	Completed	Hispanics	Teacher Workshop	Yes	Program Diversity
USMR/Provost	STRI	The International Community Foundation: Teacher Training Program at Galeta.	The project aims to strengthen the teaching of natural sciences and environmental education in the elementary and secondary schools in Panama. For two weeks 40 teachers from all the provinces and Comarcas in the country learn from STRI scientists how to do science, in the class room and in the field. This is a joint project STRI - Ministry of Education of the Republic of Panama.	FY 2016	In-Progress	Hispanics	Teacher Training Program	Yes	Program Diversity
ASA	ASA	Recruiting Outreach	Recruited candidates through a network of organizations in our efforts to expand our minority, women and persons with disabilities applicant pool.	10/1/2015 - 9/30/2016	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Digital Promotion of Job Opportunities	No	Workforce Diversity
ASA	ASA	Internship Program	Hosted 10 interns during FY16 (80% women).	10/1/2015-9/30/2016	In-Progress	Women	Career Counseling Internships	No	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASA	ASA	People, Purpose, Passion	Smithsonian Campaign regional outreach program that showcases different Smithsonian experts in cities across the country in order to build relationships with current donors and other supporters and to reach out to new audiences and new potential donors. The program features speakers from diverse backgrounds who speak about how the Smithsonian has impacted their life. Eight of the speakers in FY16 were from historically underrepresented groups.	10/1/2015-9/30/2016	In-Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Smithsonian Campaign Outreach	No	Program Diversity Workforce Diversity
ASA	ASA	Campaign Website	The Campaign website features stories about donors of diverse backgrounds who are involved with the Smithsonian and the Smithsonian Campaign. In FY16, five stories featured on the website highlighted involvement with individuals from historically underrepresented backgrounds.	10/1/2015-9/30/2016	In-Progress	African Americans Asian Americans Hispanics Women	Smithsonian Campaign Outreach	No	Program Diversity
ASA	ASA	Campaign Newsletter	The Campaign Newsletter features information about current happenings at the Smithsonian as well as stories highlighting donors of diverse backgrounds who are involved with the Smithsonian and the Smithsonian Campaign. In FY16, six stories featured on the website highlighted involvement with individuals from historically underrepresented backgrounds.	10/1/2015-9/30/2016	Please choose one:	African Americans Asian Americans Native Hawaiians/Pacific Islanders	Smithsonian Campaign Outreach	No	Program Diversity
ASA	ASA	Annual Report	The Annual Report features data from the prior fiscal year at the Smithsonian as well as stories of interest about Smithsonian happenings, donors, people of interest and other topics. The FY15 annual report (which is published in FY16), featured seven stories which highlighted involvement with individuals from historically underrepresented backgrounds.	10/1/2015-9/30/2016	Completed	African Americans Asian Americans Hispanics Native Americans	Smithsonian Campaign Outreach	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASA	ASA	Donor Proposals	The Campaign team of the Office of Advancement assisted with six donor proposals to fund projects that highlight historically underrepresented groups.	10/1/2015-9/30/2016	In-Progress	African Americans Hispanics Native Americans	Smithsonian Campaign Outreach	No	Program Diversity
ASA	ASA	Other Campaign Outreach	The Campaign team of the Office of Advancement assisted with various other projects that focused on promoting the involvement of historically underrepresented groups at the Smithsonian. These projects include the Nation to Nation report, NMAI planned giving postcard design, Native Knowledge brochure, Ways To Give brochure, Year-End Appeal and 25 stories featured in monthly E-News.	10/1/2015-9/30/2016	Completed	African Americans Hispanics Native Americans	Smithsonian Campaign Outreach	No	Program Diversity
ASA	ASA	Supplier Diversity Liaison Meeting Host	The Office of Advancement hosted the April 2016 Supplier Diversity Liaison Meeting.	April 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Supplier Diversity	No	Supplier Diversity
ASCEA	OVS	Volunteer Recruitment Initiatives	Proactively recruit a more diverse pool of volunteers for the Smithsonian public facing volunteer programs managed by OVS.	10/01/2015 - 09/30/2016	In-Progress	African Americans Asian Americans Hispanics Non-Americans e.g. Russian, German, Italian	Career Fairs Informational meetings with local churches, women groups and community based organizations.	No	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	ASEA	Youth Access Grants Program	Youth Access Grants Program	FY 2016	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Grants for diversity	No	Workforce diversity Program Diversity
ASEA	SA	Affiliations Internship	Smithsonian Affiliations is hosting an Asian American college student (former high school participant in the Young Historians Living Histories) program.	FY 2016	Completed	Asian Americans	Internship	No	Program Diversity Workforce Diversity
ASEA	SA	Career Development for Smithsonian Affiliations staff	All Smithsonian Affiliations staff are given opportunities to enroll in Smithsonian training programs, outside training programs, and attend conferences related to the museum field or their particular skill sets.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Staff Development	No	Program Diversity Workforce Diversity
ASEA	SA	Visiting Professional Program	opportunities are created for Smithsonian Affiliate staff to come to the Smithsonian for two-week residences in order to enhance and expand their job skills. This year 8 of the Visiting Professionals were women and 1 Native American. A small stipend is provided to each.	FY 2016	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Outreach	No	Program Diversity Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	SCLDA	All Access Digital Arts Camp	Designed for teens in the Washington, D.C. metro area with various cognitive and intellectual disabilities. The camp is centered on museum learning, technology, and social skills. Through in-person and online activities, All Access explored interest-driven learning and skill acquisition in digital photography, collage-making, and digital song creation. 15 students, ages 14-22, gained skills that they can sustain after the camp.	08/15/2016 - 08/20/2016	Completed	African Americans Asian Americans Individuals with Disabilities Residents of Under-resourced Communities	Digital Arts Camp	No	Program Diversity
ASEA	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 16 states in FY16, providing program and installation tools and training for hosting a traveling exhibition and developing community-based displays and programs.	Throughout FY16	In-Progress	Residents of Under-resourced Communities	Professional training	No	Program Diversity Workforce Diversity
ASEA	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. Two copies of the exhibition will visit 26 cities.	05/01/2013 - 08/27/2017	In-Progress	Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Poster Exhibit	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	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.	September 2011- November 2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Traveling Exhibitions	No	Program Diversity
ASEA	SITES	Water/Ways	A humanities-based examination of water and what it means to communities across the nation. Conceived as the next Museum on Main Street project, with resources and tools for rural and under-resourced communities to collect and share stories and to create their unique complementary exhibits.	05/2016 - 06/2022	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Traveling Exhibitions	Yes	Program Diversity
ASEA	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 listserves	Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Digital Promotion of Job Opportunities	No	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	SITES	Beyond Baseball: The Life of Roberto Clemente	Beyond Baseball: The Life of Roberto Clemente is an online exhibition based on one originally on view at San Juan's Museo de Arte de Puerto Rico and crafted in close concert with the Clemente family. The website, a collaboration among the Smithsonian Institution Traveling Exhibition Service, Museo de Arte de Puerto Rico, and CARIMAR, captures the original's uniquely Puerto Rican perspective for an American audience.	Ongoing	In-Progress	Hispanics	Virtual Programming	No	Program Diversity
ASEA	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.	March 2014 - April 2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Traveling Exhibitions	No	Program Diversity
ASEA	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. Bi-lingual traveling exhibit to 37 venues through 2015.	02/20/2010 - 11/12/2017	In-Progress	Hispanics Residents of Under-resourced Communities	Poster Exhibit	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	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 2011 - Ongoing	In-Progress	Residents of Under-resourced Communities	Virtual Programming	No	Program Diversity
ASEA	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	Poster Exhibit	No	Program Diversity
ASEA	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.	Begins February 2017	In-Progress	Native Americans Native Hawaiians/Pacific Islanders	Traveling Exhibitions	No	Program Diversity
ASEA	SITES	Women, Art, and Social Change: The Newcomb Pottery Enterprise	One of the most significant American art potteries of the twentieth century, Newcomb works are a graceful union of form and decoration inspired by the flora and fauna of the Gulf South. The Pottery was established to teach Southern women self-reliance by way of an education and gain financial independence through the sale of their wares. The exhibition will visit 9 museums across the U.S. and in Canada.	10/3/2013 - 10/23/2016	In-Progress	Women	Traveling Exhibitions	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	SITES	Black Wings: American Dreams of Flight	A steady stream of African American pioneers—daredevils and visionaries—surpassed racial barriers to claim a legitimate place in the realm of aviation. Their achievements—together with the necessities of war and the dawning of civil rights in America—opened up new possibilities for succeeding generations of pilots and astronauts. SITES exhibit will visit 15 venues across the U.S.	07/2/2011 - 01/17/2016	Completed	African Americans	Traveling Exhibitions	No	Program Diversity
ASEA	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.	05/02/2015 - 01/06/2019	In-Progress	Asian Americans	Traveling Exhibitions	No	Program Diversity
ASEA	SITES	Beginning and Advanced Exhibition Development	SITES project director led two full-day seminars for the Tribal Archives Libraries and Museums Project run by the Univ. of Wisconsin-Madison School of Library and Information Studies - Continuing Education Services. This is part of the Great Lakes Convening Culture Keepers conference geared to networking and professional development opportunities for American Indian communities of the Upper Great Lakes.	04/15/2016 - 04/19/2016	Completed	Native Americans	Traveling Exhibitions	No	Program Diversity
ASEA	SITES	Congressional Black Caucus	SITES staff networked and shared information about SITES' extensive offerings in African American art history and culture.	01/24/2016	Completed	African Americans	Conferences w/Colleges or Universities	No	Workforce Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	SITES	One Nation with News for All	Preliminary investigation for a proposed traveling exhibition based on the Newseum's project of the same name that tells the dramatic story of how immigrants and minorities used the power of the press to fight for their rights and shape the American experience.	TBD	Planned	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Traveling Exhibitions	No	Program Diversity
ASEA	SITES	IndiVisible: African-Native American Lives in the Americas	IndiVisible: African-Native American Lives in the Americas	FY 2016	Completed	Native Americans African Americans	Traveling Exhibitions	No	Program Diversity
ASEA	SITES	Journey Stories	Journey Stories	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Traveling Exhibitions	No	program diversity
ASEA	SITES	Bilingual Exhibit Scripts and Resources	Bilingual Exhibit Scripts and Resources	FY 2016	Completed	Hispanics	Program Outreach	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	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 printed posters and digital files to print yourself.	August 2016-Ongoing	In-Progress	African Americans Women	Poster Exhibition	No	Program Diversity
ASEA	SSEC	Colorado LASER Initiative: 2015 Condensed Unit Training	Fifteen kindergarten through 8th grade teachers from 3 schools gathered together to take part in the Colorado Condensed Unit Training (CUT) – a four hour version of the summer professional development (PD) – to give a basic introduction to the STC unit at their grade level. These teachers, for a number of reasons, were unable to attend the full training over the summer. While not nearly as deep as the full summer PD training, this CUT fills the gap so they can still teach the relevant STC unit.	10/03/2015	In-progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Professional Development for Teachers	Yes	Program Diversity
ASEA	SSEC	2015 NGSS Condensed Unit Training in Johnston County, NC	Ten kindergarten through 6th grade teachers from 2 schools gathered together to take part in the NGSS Condensed Unit Training (CUT) – a professional development workshop with focus on introducing teachers to the Next Generation Science Standards and their practices.	10/23/2015	In-progress	African Americans Hispanics Asian Americans Residents of Under-resourced Communities	Teacher Professional Development	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	SSEC	2016 Biodiversity Smithsonian Science Education Academy for Teachers	Nineteen teachers traveled to the nation's capital to participate in a week of presentations and hands-on activities hosted by the Smithsonian Science Education Center designed to enrich each educator's content knowledge on the concept of biodiversity. Activities took place primarily at the National Museum of Natural History and the Smithsonian Environmental Research Center. Along with content knowledge, teachers were provided with resources to enable them to implement new activities in their classrooms, address student misconceptions, and connect with other educators and the materials they have created.	06/19/2016 - 06/24/2016	Completed	African Americans Hispanics Residents of Under-resourced Communities	Teacher Professional Development	Yes	Program Diversity Workforce Diversity Supplier Diversity
ASEA	SSEC	2016 Energy's Innovations and Implications Smithsonian Science Education Academy for Teachers	Eighteen teachers traveled to the nation's capital to participate in a week of presentations and hands-on activities hosted by the Smithsonian Science Education Center designed to enrich each educator's content knowledge on the concept of energy. Activities took place primarily at the National Museum of American History with additional trips to the National Air and Space Museum, the National Institute on Standards and Technology (NIST), and Dominion Resources' Possum Point Power Station. Along with content knowledge, teachers were provided with resources to enable them to implement new activities in their classrooms, address student misconceptions, and connect with other educators and the materials they have created.	07/10/2016 - 07/15/2016	Completed	African Americans Hispanics Residents of Under-resourced Communities	Professional Development	Yes	Program Diversity Supplier Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	SSEC	2016 Earth History and Global Change Smithsonian Science Education Academy for Teachers	<p>Twenty-one K-12 teachers from seven states took part in the workshop, engaging first-hand with leading experts and researchers at the National Museum of Natural History (NMNH). The week also featured visits to the National Air and Space Museum (NASM), the National Oceanic and Atmospheric Administration (NOAA) Headquarters and an afternoon at the Carnegie Institute of Washington.</p> <p>Throughout the week, participants broadened and deepened their understanding of concepts related to the Earth, both as a home for life and as part of a greater cosmic system, as well as learning new ways to think about and teach familiar concepts with the help of experts and fellow educators.</p>	07/17/2016 - 07/22/2016	Completed	African Americans Hispanics Residents of Under-resourced Communities	Professional Development	Yes	Program Diversity Supplier Diversity
ASEA	SSEC	2016 LASER Intermediate Professional Development in Colorado	<p>Fifty-six K-8th grade teachers from 10 schools gathered together to take part in the Colorado LASER Intermediate Professional Development. The two and one-half day workshop focused on extending content knowledge in Earth Science topics such as Plate Tectonics, Weather and Climate, Space, Rocks and Minerals, Soils, Land and Water, and Ecosystems. . Programming included rich content experiences for adult learners, an opportunity to delve into using models in the classroom, and tools to continue discussions on argumentation and revealing student misconceptions.</p>	08/01/2016 - 08/03/2016	Completed	Asian Americans Hispanics Residents of Under-resourced Communities	Professional Development	Yes	Program Diversity Supplier Diversity
ASEA	TSA		Urban Artistry	FY 2016	Completed	African Americans	Outreach	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Fábulas Fairy Tales	Start with three bears, three pigs, and three billy goats gruff. Add two languages, and what do you get? The perfect combination for a fresh and fun introduction to Spanish, literacy through storytelling, math, music and more—and a <i>fábulas</i> new take on a trio of familiar stories in this interactive Discovery Theater original. Children will find our “found” costumes, puppets, and set pieces crafted from recycled materials pretty fabulous, too.	10/02/2015 10/14/2015 - 10/16/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Public Programming	No	Program Diversity
ASEA	TSA	Tot Rock: Ben Rudnick & Friends: Blast off for fun	Start the countdown! Fun, facts, and fantasy—and the most impressive museum setting ever—are all part of a rockin’ morning of music. Launch into outer space through the snappy songs of Ben Rudnick and Friends, who boast seven Parents’ Choice Awards for their infectiously delightful recordings. It’s the perfect way to begin a day of exploration at the National Air and Space Museum.	10/08/2015 - 10/09/2015	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Smithsonian Scholars in the Schools	As part of the Department of Education's Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant, five Smithsonian presenters visited six Lafayette, LA middle schools to conduct in-class presentations and hands-on activities that reached a total of 1,000 7th graders. All presentations focused on “Living Organisms and Life Cycles.”	10/28/2015 - 10/30/2015	Completed	African Americans Residents of Under-resourced Communities	In-person Educational Programming	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Justice Thurgood Marshall: A Nomination for Change	<p>Over the course of his legendary 40-year career, Thurgood Marshall, the first African American Supreme Court Justice, brought down the separate-but-equal doctrine, integrated schools, and fought for human rights and human dignity. Perhaps more than any other justice in recent history, he used the system to fundamentally change America. In his new book, <i>Showdown: Thurgood Marshall and the Supreme Court Nomination That Changed America</i> (Knopf), journalist Wil Haygood probes Marshall's life on a personal level, recounts the dramatic five-day-long Senate hearing to confirm Marshall's Supreme Court nomination, and delves into the most important legal cases of Marshall's career. He discusses the politicians, lawyers, civil rights activists, and others whose lives were intertwined with Marshall's, including President Lyndon Johnson, Congressman Adam Clayton Powell (whose scandals almost cost Marshall the Supreme Court judgeship), and Harry and Harriette Moore, the Florida NAACP workers who died at the hands of the KKK. Learn more about one of the giants of the civil rights movement, and one of the most transformative Supreme Court justices of the 20th century.</p> <p>Haygood is the Karl and Helen Wiepking visiting distinguished professor in the school of journalism, media, and film at Miami University, Ohio. For nearly three decades he was a journalist, serving as a national and foreign correspondent at the <i>Boston Globe</i>, where he was a Pulitzer Prize finalist, and then at the <i>Washington Post</i>, where his story about long-time White House employee Eugene Allen became the basis for the film <i>The Butler</i>, directed by Lee Daniels.</p>	11/04/2015	Completed	African Americans	Public Programming	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Outside the Box: Beatboxing with Mr. Max	Rhythm and cool! Mr. Max takes us with him as he takes the mike to make some crazy- good mouth music. This astounding human beatbox introduces kids to the most powerful musical instrument ever: their own bodies. 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!	11/06/2015	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Magnet School – STEM	As part of a Dept. of Ed Magnet School Assistance grant, Smithsonian educators led a STEM-focused professional development workshop for preK-6th grade teachers in Lansing, Michigan. Topics included inquiry-based learning, sound, surface tension, solar system, gravity, friction, electric circuits, principles of flight, and engineering strategies, as well as an introduction to video game design and robotics.	11/11/2016 - 11/13/2015	Completed	Residents of Under-resourced Communities	Professional Development	Yes	Program Diversity
ASEA	TSA	Smithsonian Week in Riverside "Insects"	Smithsonian Week in Riverside "Insects"	FY 2016	Completed	Asian Americans Hispanics Residents of Under-resourced Communities	Educational Programming	yes	Program
ASEA	TSA	The Native Pride Dancers	World-champion fancy dancer Larry Yazzie and his troupe, drawn from many Indian nations, share the excitement of a Native American powwow with full tribal regalia in their Smithsonian return engagement. These vibrant dances celebrate nature, ancestors, and the tribal community with pulsating drum, intricate footwork, and evocative flute and voice.	11/13/2015	Completed	African Americans	Public Programming	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Sister Rain and Brother Sun with Catskill Puppet Theater	When glistening Sister Rain becomes jealous of shining Brother Sun and stops watering the Earth, wise Mother Nature must step in to save the day—and she needs your help! This interactive musical nature tale from the award-winning Catskill Puppet Theatre is told with large, beautifully crafted rod puppets (Brother Sun is a sizzling seven feet in diameter) and colorful sets and costumes. Young audiences have fun as they discover that we all must work together to help our Earth thrive.	11/23/2015 - 11/24/2015 11/27/2015	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Seasons of Light	Joy, warmth, and community illuminate seasonal holiday celebrations the world over. Back for its 17th 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!	11/30/2015 - 12/18/2015	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Tot Rock: Rocknoceros Holiday Sing-along	Who's having a holiday party? Coach, Williebob, and Boogie Bennie, that's who! The area's favorite kid-rock band has a great big musical present for you. Join them as they lead audiences in seasonal songs and Rockno classics. It's a bash you just can't miss	12/17/2015 12/18/2015	Completed	African Americans	Public Programming	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Planet Hopping with Lunch Money & Belle et Bete Puppets	Puppetry duo Belle et Bête and indie rock powerhouse Lunch Money are your intergalactic guides for a one-of-a-kind adventure in space science. Original music, puppets, and elaborate video projections featuring real NASA footage help tell the tale of a young pilot and her robot sidekick as they travel the solar system. Soar among the stars as you explore the mysteries of the planets and the importance of friendship and family. <i>Planet Hopping</i> was originally produced in the HT@MTC Performance Incubator at Midlands Technical College with help from the South Carolina Arts Commission, which receives support from the National Endowment for the Arts.	01/14/2016 - 01/15/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Succotash Tales with Diane Macklin	With her captivating voice and dancing hands, master storyteller Diane Macklin draws inspiration from the heritage of West African storytelling. From trickster tales to fables of friendship, her delightful performances celebrate the richness of traditions and folklore.	01/27/2016 - 01/28/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Smithsonian Scholars in the Schools	As part of the Department of Education's Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grant, five Smithsonian presenters visited six Lafayette, LA middle schools to conduct in-class presentations and hands-on activities that reached over 1,000 8th graders. All presentations focused on "Impact Craters on the Earth and Planets."	01/27/2016 - 01/29/2016	Completed	African Americans Residents of Under-resourced Communities	In-person Educational Programming	Yes	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Going the Distance	Race to the finish line with two inspiring African American athletes who changed sports history in Discovery Theater's original Olympian musical play. Cheer along as Jesse Owens and Wilma Rudolph overcome childhood illness, infirmity, and poverty to become the world's fastest man and woman, winning the greatest honor in athletics, the Olympic gold medal. Soaring anthems and lively songs speak to the heart and soul of the winner in all of us!	02/02/2016 - 02/05/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Soul in Motion	Washington's own explosive company shares the richness of African American culture by dancing the heritage of the African homelands. In a spectacular performance that blends chest-pounding drumming and foot-stomping leaps and steps, these performers create an infectious joy that captures hearts and spirits.	02/10/2016 - 02/11/2016	Completed	African Americans	Public Programs	No	Program Diversity
ASEA	TSA	The Uncle Devin Show	Are you ready to make some noise? Everybody's favorite musical uncle returns and invites young audiences to hear and play a world of percussion instruments in this show. Through all the bang-up interactive fun, kids also learn why percussion is the easiest, oldest, and most diverse form of musical creativity.	02/18/2016 - 02/19/2016	Completed	African Americans	Public Programming	No	Program Diversity

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ASEA	TSA	Callaloo: A Jazz Folktale	Join us as we celebrate Music in Our Schools Month! Young Winston, our captivating puppet host, cooks up a yummy Caribbean stew of music and island folklore when he's magically whisked from Brooklyn to Trinidad and Tobago as he shops for the ingredients of his aunt's callaloo dinner. His companions on the journey include the Pan Lara Steel Band , who introduce the country's distinctive steel pan music, and his friend Marjuan Canady, who wrote the delightful book on which the show is based. Come along on this adventure, and don't worry—you'll get home in plenty of time for dinner!	03/04/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Tot Rock: Josh & the Jamtones	This Boston-based trio serves up a full-of-fun show that's jam-packed with energy. You're guaranteed to be dancing and singing along as they blend roots/reggae/ska stylings, feel-good pop, folk punk, country ballads, New Orleans-style street music, and family-friendly improv comedy into a sensational ball of kids'-music awesomeness!	03/10/2016 03/11/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Flying Feet & Fiddle Bows: An Irish Celebration	Leap into the St. Paddy's Day spirit as the acclaimed Shannon Dunne and jolly Pete Moss and the talented young musicians of the Bog Band throw an authentic Irish <i>ceili</i> party. Learn about Irish musical traditions and experience the floor-pounding beat of both <i>sean-nós</i> and set dancing. Join in the high-stepping, rollicking fun!	03/17/2016	Completed	African Americans	Public Programming	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Magnet School – STEM	As part of a Dept. of Ed Magnet School Assistance grant, Smithsonian educators led a STEM-focused professional development workshop for preK-6th grade teachers in Lansing, Michigan. Topics included the science of teaching science, light and shadows, biodiversity, and digital tools. Next Generation Science Standards were explored and how to apply them to the Michigan statewide science curriculum.	04/20/2016 - 04/22/2016	Completed	Residents of Under-resourced Communities	Professional Development	Yes	Program Diversity
ASEA	TSA	Mother Earth and Me	The magic of earth science takes center stage in this fun, interactive Discovery Theater original as we explore the origins of our planet, the water cycle, and our important role in the ecosystem, as well as folklore about the “big blue marble” we call home. Kick off Earth Month by pledging to become an Earth Warrior—and find out some great ways to start right away!	04/06/2016 - 04/08/2016 04/12/2016 - 04/15/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Garbage to Gardens: An Earth Week Exploration	Mother Nature loves garbage, and uses ours to make new earth. Meet Smithsonian naturalists from the Green Team in the beautiful Haupt Garden of the Castle for a welcome session. Then get the inside scoop on how compost becomes dirt and find out how throwing a “seed bomb” can make a bare patch of ground bloom. Plenty of great hands-on activities make this the perfect way to celebrate our planet.	04/19/2016 04/21/2016 04/22/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Bio, Bio, Biodiversity	Billy B. is the original rock-star science educator. Join him as he rocks the earth through song and dance to investigate the beauty, abundance, and complexity of the biodiversity that surrounds us—and how we can nurture it. As he looks at flowers, coral reefs, old-growth forests, and our planet’s soil, this high-energy interactive show also mixes audience participation and comedy to underscore some vital concepts in science for budding environmentalists.	04/20/2016	Completed	African Americans	Public Programming	No	Program Diversity

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ASEA	TSA	Tigers, Dragons and Other Wise 'Tails'	Last season's all-star cast returns in this delightful Discovery Theater original hit, in which four freshly imagined folk tales reveal nuggets of traditional Asian wisdom. The Tiger, the Thief, and the Dried Persimmon (Korea) features a trickster tiger whose antics recall the teachings of Anansi. The natural innocence of childhood outwits the villain in The Boy and the Fly (Vietnam). In The Wise Mole (Japan) true love takes charge, complete with cell phones and iPods. The sumptuous and mythic creation story The Four Dragon Rivers of China features beautiful flying dragon puppets.	05/10/2016 - 05/13/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Tot Rock: Jammin' at the Smithsonian presents The Pop Ups	You'll go crazy for a California musical duo who mix puppets, flashy dances, huge collages, a talking banana, drawing, surprise costume changes, and giant beach balls into their act. The Grammy-nominated Jason Rabinowitz and Jacob Stein zoom in from Brooklyn with plenty of great songs, including several from their latest CD, Appetite for Construction. Don't miss the final Tot Rock concert of the season!	05/19/2016 - 05/20/2016	Completed	African Americans	Public Programming	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Anansi Tales with Barefoot Puppets	<p>Can a spider defeat an elephant at tug-of-war? Overpower a python? Capture a cloud of hornets? With Anansi the Spider, world famous trickster, all things are possible...if you only have a plan! This puppet performance will present contemporary adaptations of two traditional folktales from West Africa.</p> <p>Performed on a large, twelve-foot stage with colorful scenery, original music, and amazing scene changes. It's a high-energy show with lots of laughs! The two stories, from the Ashanti and Beluba peoples, feature the trickster character Anansi the spider. Anansi stories have spread throughout Africa and are told by many different groups of people as part of their rich oral tradition. In the first story, Tug-of-War, Anansi defeats both a hippopotamus and an elephant in a battle of Tug-of-War...or is it a battle of wits? The second, A Story, A Story, retells the mythic origin of the West African oral tradition of storytelling. In this tale, Anansi must complete a series of seemingly impossible tasks in order to win a box of stories from the powerful Sky-God. Once again, Anansi uses his quick wits to devise a series of clever plans that enable him to capture Namibi the python, Osebo the leopard, and a nest of angry hornets, forcing the Sky-god to relinquish his coveted box of stories. Anansi then shares the stories with people all over the world!</p>	06/02/2016 - 06/03/2016	Completed	African Americans	Public Programming	No	Program Diversity

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ASEA	TSA	The Language of African Art 4-Sessions	<p>The rich variations found in African art are derived from the extraordinarily diverse cultural backgrounds of the continent's artists. Art and architectural historian Kevin Tervalva introduces participants to fundamental concepts that enhance the understanding of the complex subject. He offers an introduction to Africa's art through a close look at regional, cultural, and topographic diversity; a discussion of objects' functions and contexts; an exploration of African aesthetics; and an examination of various periods including historic, modern, and contemporary. These themes are illustrated with a rich sampling of forms and materials including sculpture, masks, textiles, furniture, pottery, and paintings.</p> <p>June 6 West African Art: Nigeria - A discussion of art making from 200 A.D. to today, emphasizing Yoruba and Igbo expressions.</p> <p>June 13 Central African Art: Democratic Republic of Congo - A look at Kongo and Kuba art histories; the exchanges between these kingdoms in the 18th and 19th centuries.</p> <p>June 20 Southern African Art: South Africa -South African art between 1970 and 2000, focusing on anti-apartheid activism.</p> <p>June 27 Eastern African Art: Ethiopia - A study of Coptic Christian art and Ethiopian modernism.</p>	06/06/2016 - 06/27/2016	Completed	African Americans	Public Programming	No	Program Diversity

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Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	Rainforest Alive!	<p>Discover the dynamic world of tropical rainforests while you meet beautiful jungle animals. Live animals from each layer of the forest will be featured along with stories of survival in this fascinating and endangered environment. Featured animals may include an iguana, boa constrictor, turtle and other rainforest creatures.</p> <p>Tropical rainforests are the most biologically diverse terrestrial ecosystems on our planet. More species of trees, plants, insects, reptiles, birds and other animals are found in tropical rainforests than any other place except, perhaps, tropical coral reefs. In this program, you will meet a variety of animals that live in tropical rainforests and learn how each animal is adapted to this habitat. We will also discover how the rainforest is divided into layers and learn how animals survive in these different layers. We will learn why tropical rainforests are important for animals and for all of us.</p>	06/29/2016 - 07/01/2016	Completed	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Taratibu Youth Association	<p>The Taratibu Youth Association (TYA) is a sensational ensemble of young artists representing the performing arts of the African diaspora. With eclectic and diverse musical influences, TYA performs percussive dance styles from stepping to traditional South African Gumboot. They also perform modern dance and hip hop. TYA sings in Zulu and Sotho from South Africa, Kiswahili from Tanzania, Creole from Haiti, and Yoruba from Cuba. Their performances are educational and inspirational; telling stories of empowerment and cultural history from several different countries. You may learn a song in Zulu, steps from Taratibu; a Pan African drill or learn the history of 'Ti Zwezo,' the traditional song of Haiti.</p>	07/06/2016 - 07/08/2016	In-progress	African Americans	Public Programming	No	Program Diversity

Smithsonian Diversity and Inclusion Initiatives Report - FY 2016

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Underrepresented Group(s) Engaged	Initiative Type	STEM Initiative	Diversity Category
ASEA	TSA	The Magic of Science	Educating entertainer Robert Pirtle is ready to show you the 'magic of science!' He'll use chemistry, mathematics, optical illusions and more to reveal the magical essence behind the science you've learned in the classroom. Everyone, both in the audience and on stage, will become a magician! Everything done will look and act like a real magic trick -- the real trick being that it's actually science at work. Come with us on a journey of exploration into the science behind the magic! In ancient times, magicians wielded tremendous power in society. Of course today we realize that the mysterious world of magic is truly the fascinating world of science. All magic is comprised of illusions and the majority of illusions are based on scientific principles. Science, studies in chemistry, light, magnetism, optical illusions, physics, and mathematics are all demonstrated in an energetic performance perfect for children. If that wasn't cool enough...maybe they'll even tell you how to do the trick at home!	07/12/2016 - 07/15/2016	Planned	African Americans	Public Programming	No	Program Diversity
ASEA	TSA	Duke Ellington: Beyond Category	Born and raised in Washington, D.C., Edward Kennedy "Duke" Ellington (1899–1974) was one of America's most brilliant jazz composers. He was also an accomplished pianist and bandleader whose works crossed into genres including blues, gospel and sacred music, pop, classical, and film scores. His songs, which include such huge hits as "Mood Indigo," "Sophisticated Lady," and "Satin Doll," were recorded both by his outstanding band and virtually every major musician and singer of his day. It's only fitting that the Duke Ellington Collection, one of the few major music archives in the world devoted to a single artist, is housed in his native city at the Smithsonian's American History Museum. In a lively evening of music, discussion, and multimedia presentations, saxophonist Loren Schoenberg, founding director and senior scholar of the National Jazz Museum in Harlem, draws on material from the archives to present an overview of Ellington's career, from his early days as a commercial artist who played piano for gigs at night to his later years, on which he remarked, "Fate is being kind to me. Fate doesn't want me to be famous too young." The program concludes with a performance of some of Ellington's best-loved works by Schoenberg on sax accompanied by the Smithsonian Jazz Masterworks Orchestra Trio.	07/21/2016	Planned	African Americans	Public Programming	No	Program Diversity