



# Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2015



# Smithsonian Diversity and Inclusion Initiatives Report

## Fiscal Year 2015



### TABLE OF CONTENTS

<i>Overview</i> .....	3
<i>Executive Summary</i> .....	4
<b><i>Regents</i></b> .....	<b>11</b>
Office of the Inspector General.....	11
<b><i>Secretary</i></b> .....	<b>11</b>
Office of Equal Employment and Minority Affairs.....	11
<b><i>Assistant Secretary for Education and Access</i></b> .....	<b>18</b>
Smithsonian Traveling Exhibitions.....	18
Smithsonian Science Education Center.....	25
The Smithsonian Associates.....	32
<b><i>Under Secretary for Finance and Administration</i></b> .....	<b>42</b>
Accessibility Program.....	42
Office of Human Resources.....	45
<b><i>Under Secretary for History, Art and Culture</i></b> .....	<b>47</b>
Freer/Sackler Galleries of Art.....	47
National Museum of African American History and Culture.....	54
National Museum of American History.....	55
Smithsonian American Art Museum.....	58
Smithsonian Latino Center.....	70
<b><i>Under Secretary for Science</i></b> .....	<b>93</b>
Museum Conservation Institute.....	93
National Air and Space Museum.....	94
National Zoological Park.....	97
Smithsonian Environmental Research Center.....	106
<b><i>Deputy Under Secretary for Collections and Interdisciplinary Support</i></b> .....	<b>106</b>
Office of Fellowships and Internships.....	106
Smithsonian Institution Libraries.....	115

# Smithsonian Diversity and Inclusion Initiatives Report

## Fiscal Year 2015



### 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 this end, units submitted initiatives in the following areas:

- Programs
- Activities
- Recruitment Efforts
- Outreach

The Report demonstrates the Smithsonian's ongoing commitment to reflect the nation's pluralism in its workforce, programming and business relationships. For quick access to your unit's information, please reference the table of contents.

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2015

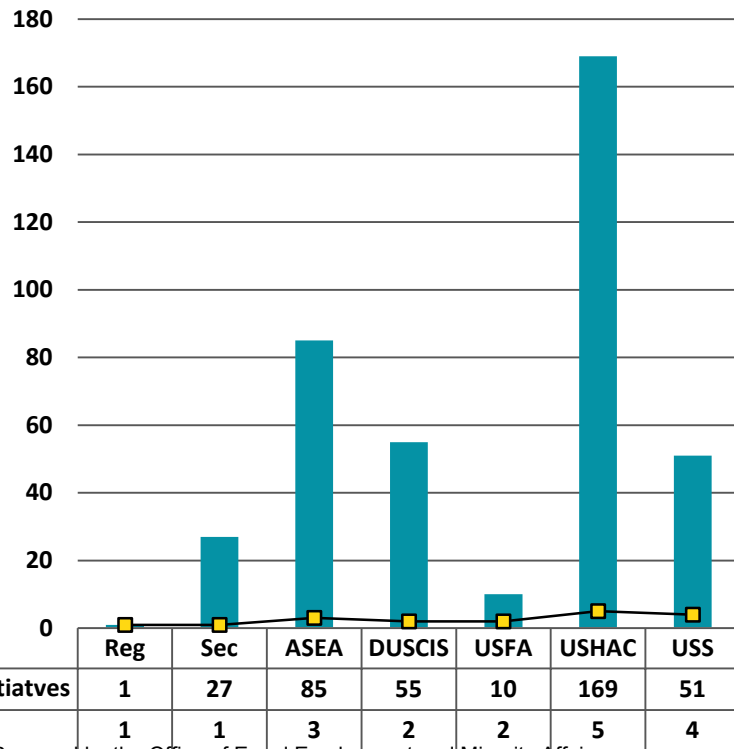


## EXECUTIVE SUMMARY

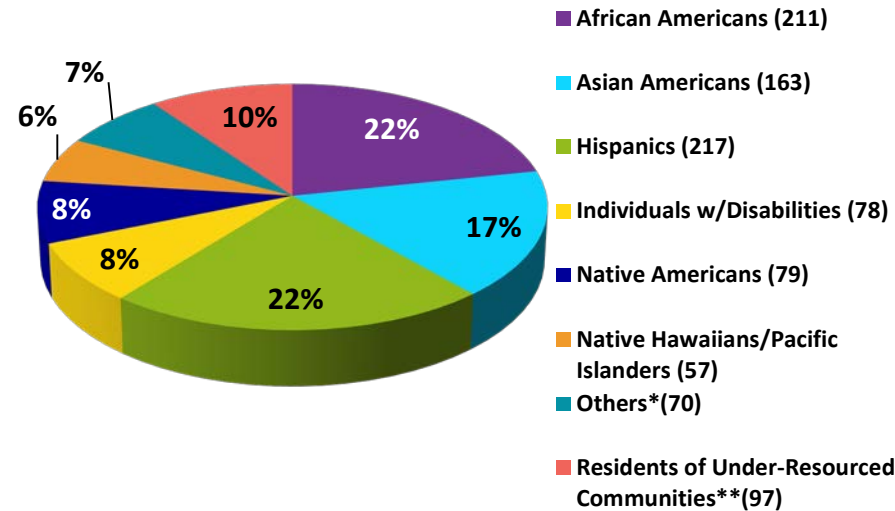
### ALL SMITHSONIAN

Over 390 diversity and inclusion initiatives were submitted by 18 Smithsonian units. All historically underrepresented groups were represented in the diversity and inclusion initiatives, with African Americans and Hispanics having the highest percentage (22%) of initiatives aimed at underrepresented groups. The aim of these diversity and inclusion initiatives was to increase the Smithsonian brand in these communities resulting in greater representation of these groups in the Smithsonian's workforce, supplier base and public programming. While all three diversity and inclusion initiative categories were represented, program diversity had the highest percentage of initiatives (74%). 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.

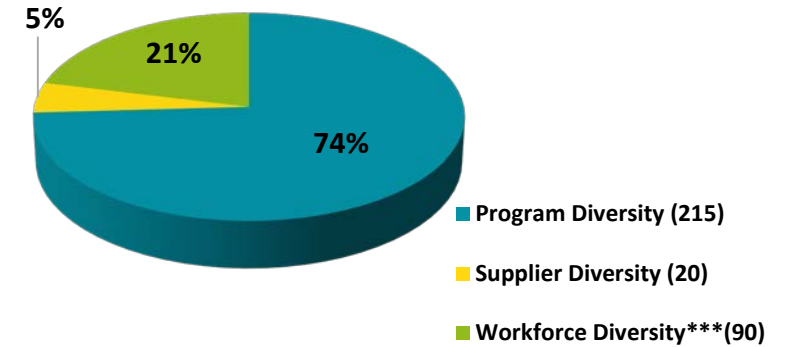
**Initiatives by Direct Report**



**Percent Served by Race and Ethnicity**



**Initiatives by Category**



\*Includes: LGBTQ Community, African Students, South Americans, African Educators, South African Librarians, Kenyans, Youth, Families, Local Educators of All Backgrounds, Yemenis Americans, Pan-Asian Americans, Iranian Americans, Iranians, Chinese Americans, Korean Americans, Women, International Students, Women in STEM, Disabled Military Veterans, Special Needs, School Children, Children of Multiple Diversities, International Veterinary Preceptors, and International Greek Citizens

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

\*\*\*While only 5% of the initiatives reported fell in the supplier diversity category, the Smithsonian achieved 5 of its 6 established supplier diversity Organizational Goals.

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2015



## EXECUTIVE SUMMARY

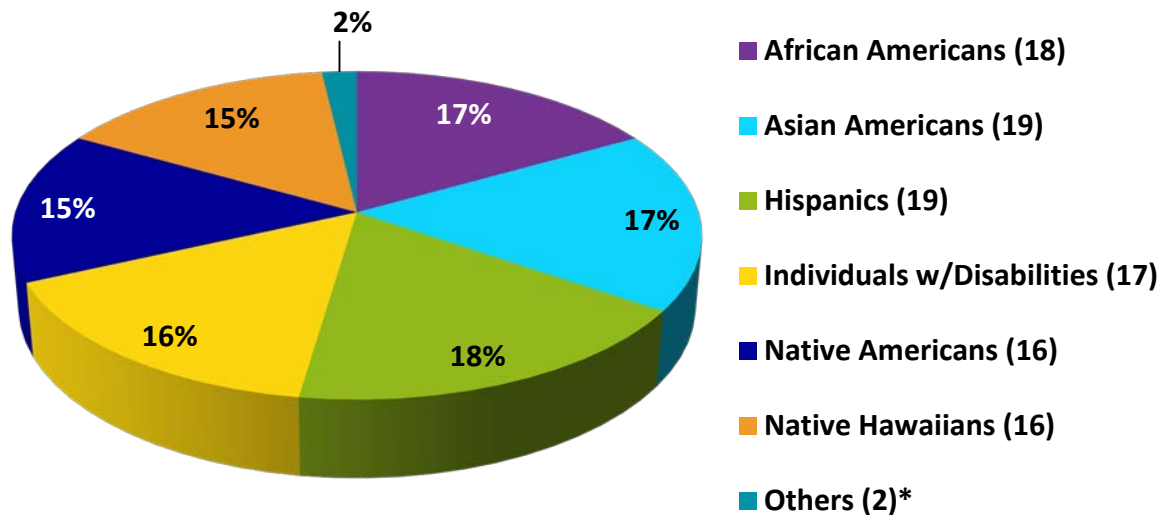
### OFFICE OF THE REGENTS

The Office of the Inspector General submitted one diversity and inclusion initiative that targeted underrepresented groups with a focus towards the African American community.

### OFFICE OF THE SECRETARY

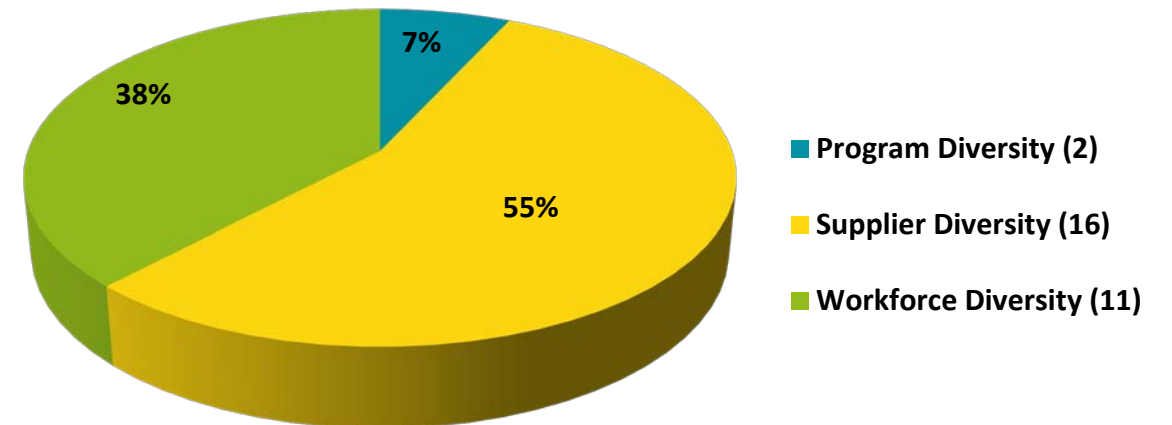
Over 25 diversity and inclusion initiatives were submitted by OEEMA. All historically underrepresented groups were represented in the diversity and inclusion initiatives at a rate that either met or exceeded their percentage in the Civilian Labor Force. Hispanics were the underrepresented group that had the highest percentage (18%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with supplier diversity being the largest (55%).

**Percent Served by Race and Ethnicity**

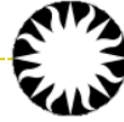


\*Includes: LGBTQ Community

**Initiatives by Category**



# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2015

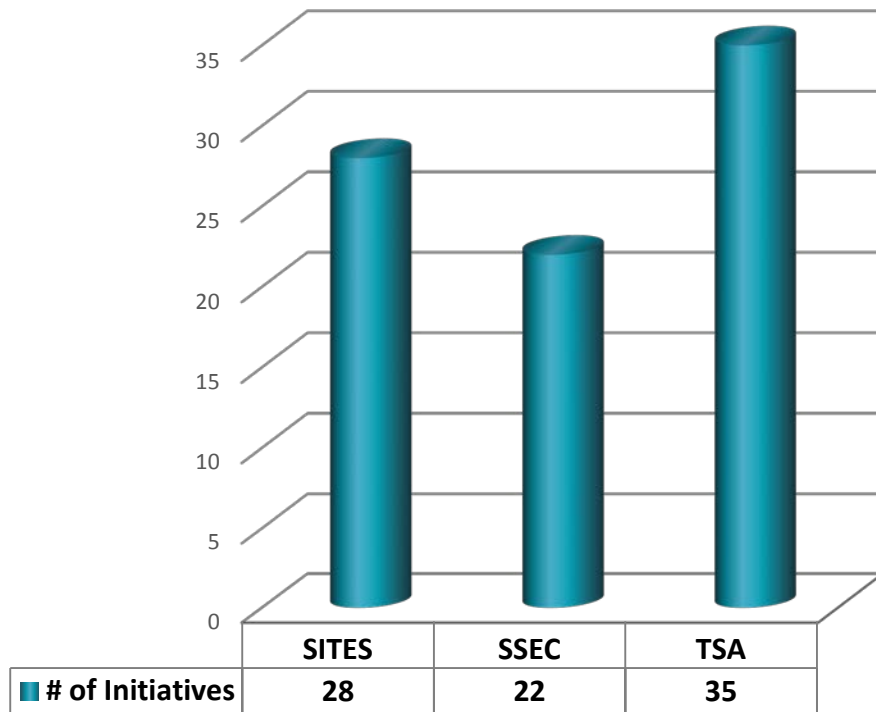


## EXECUTIVE SUMMARY

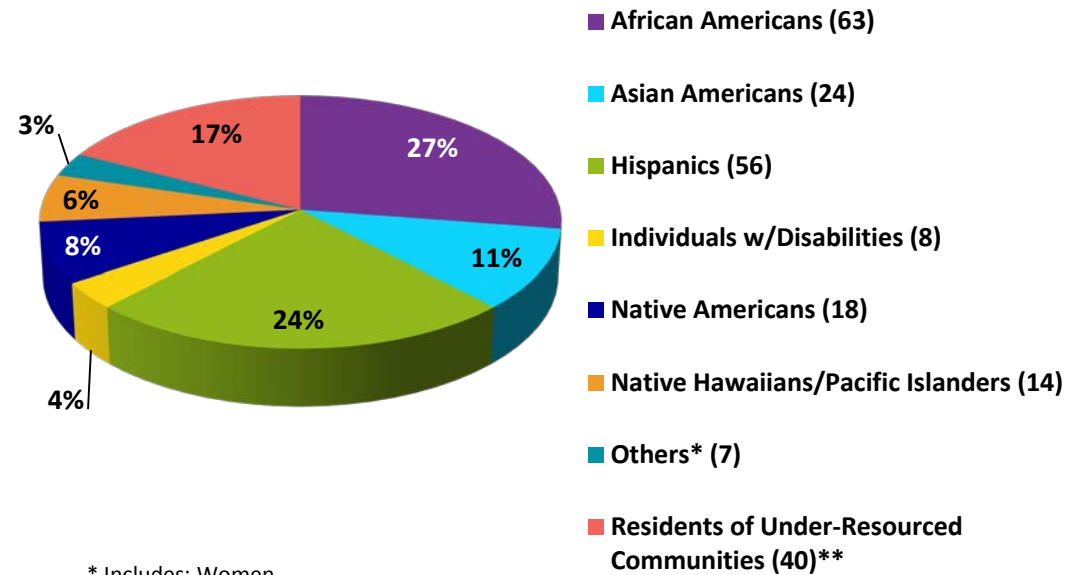
### ASSISTANT SECRETARY FOR EDUCATION & ACCESS

Over 50 diversity and inclusion initiatives were submitted by 3 ASEA units (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 and Hispanics were the underrepresented groups that had the highest percentages (27% and 24%, respectively) of initiatives aimed at increasing their participation at the Smithsonian. Categories of initiatives were program and workforce diversity, with program diversity the largest (95%).

**Initiatives by Unit**

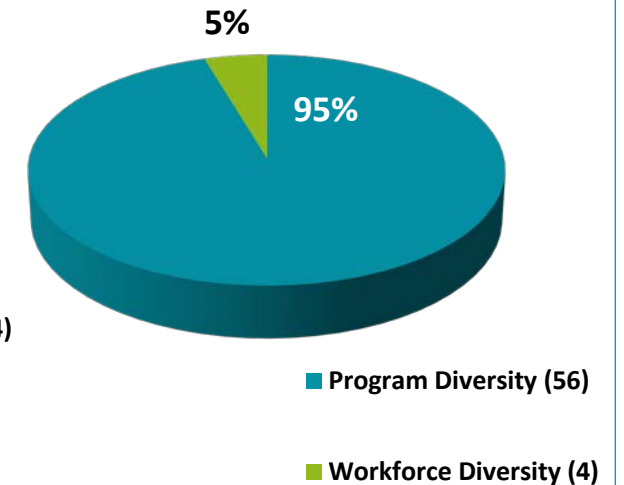


**Percent Served by Race and Ethnicity**



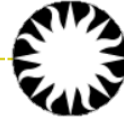
\* Includes: Women  
\*\*Communities with limited and/or under-funded access to educational resources and technology.

**Initiatives by Category**





# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2015

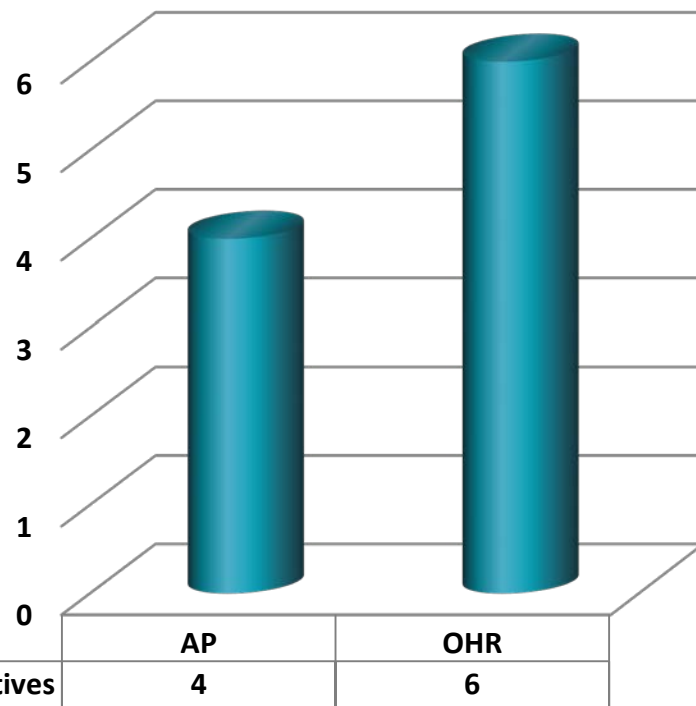


## EXECUTIVE SUMMARY

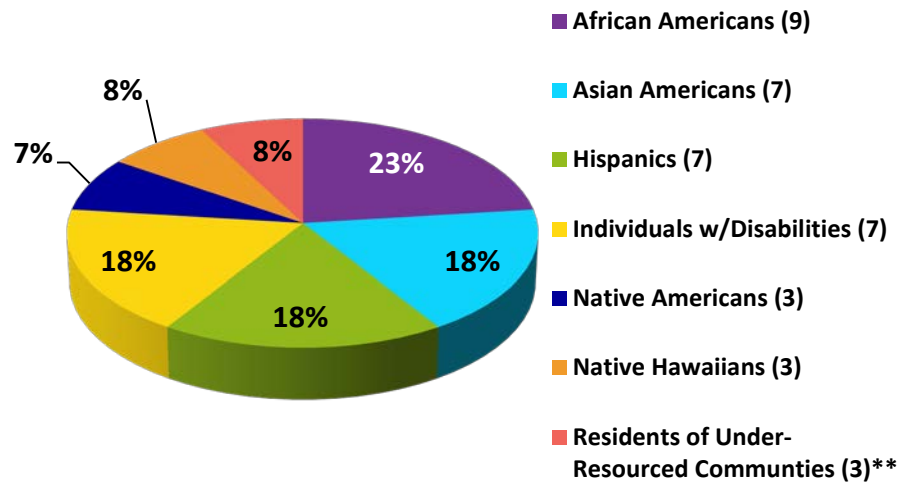
### UNDER SECRETARY FOR FINANCE & ADMINISTRATION

10 diversity and inclusion initiatives were submitted by 2 USFA units (Accessibility Program, OHR). 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 (23%) of initiatives aimed at increasing their participation at the Smithsonian. Categories of initiatives were program and workforce diversity, with program diversity the largest (67%).

**Initiatives by Unit**

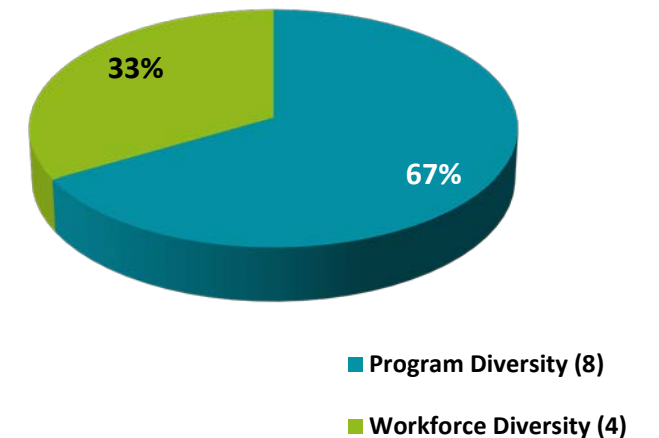


**Percent Served by Race and Ethnicity**



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

**Initiatives by Category**



# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2015

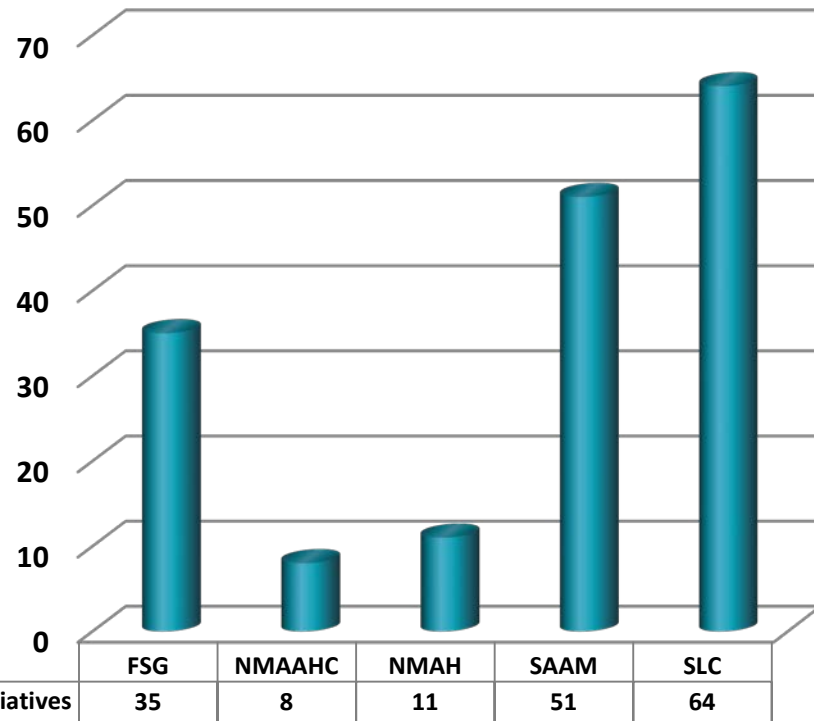


## EXECUTIVE SUMMARY

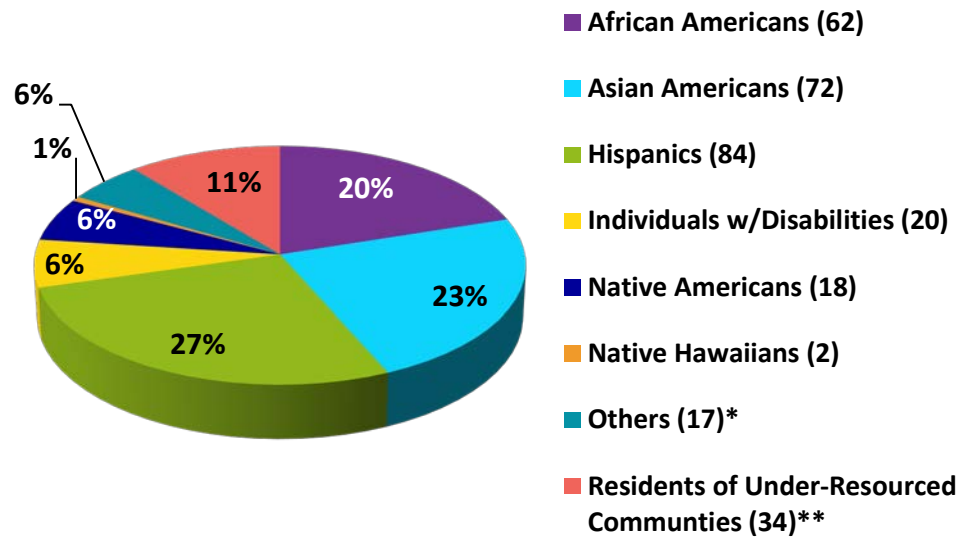
### UNDER SECRETARY FOR HISTORY, ART & CULTURE

Over 150 diversity and inclusion initiatives were submitted by 5 USHAC units (FSG, NMAAHC, NMAH, SAAM and SLC). 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 (27%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with program diversity being the largest (80%).

**Initiatives by Unit**



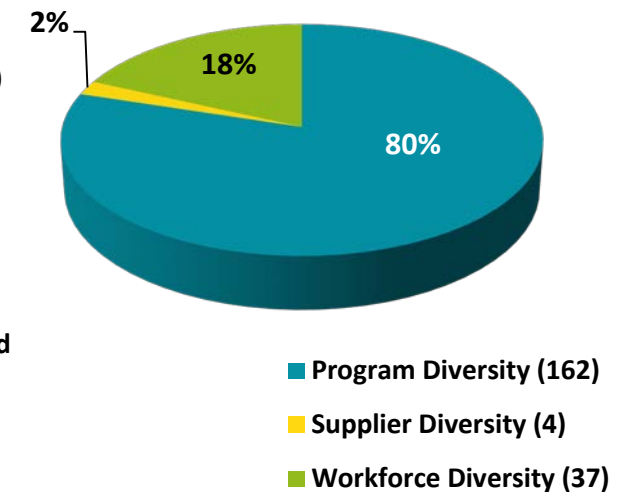
**Percent Served by Race and Ethnicity**



\* Includes: Youth, Families, Local Educators of All Backgrounds, Yemenis Americans, Pan-Asian Americans, Iranian Americans, Iranians, Chinese Americans, Korean Americans, Women, International Students

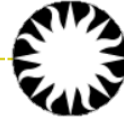
\*\* Communities with limited and/or under-funded access to educational resources and technology.

**Initiatives by Category**





# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2015

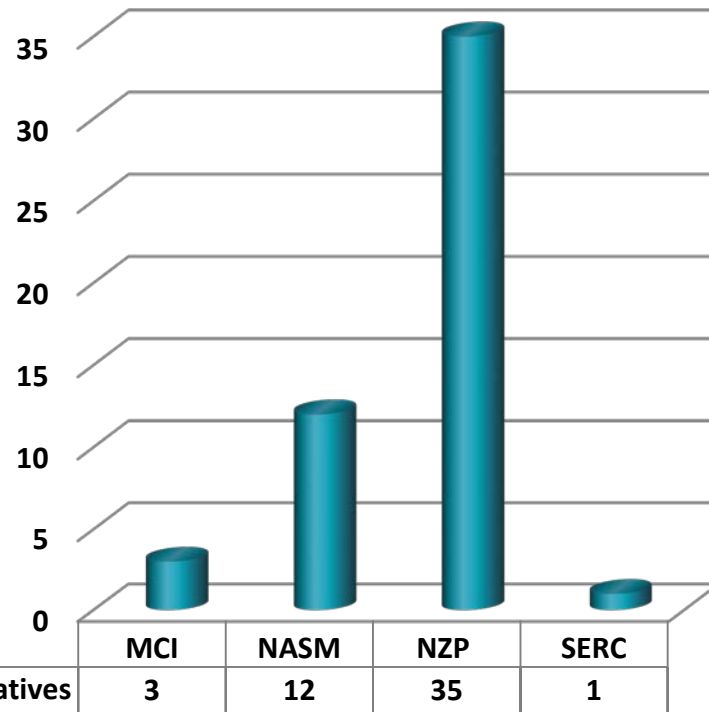


## EXECUTIVE SUMMARY

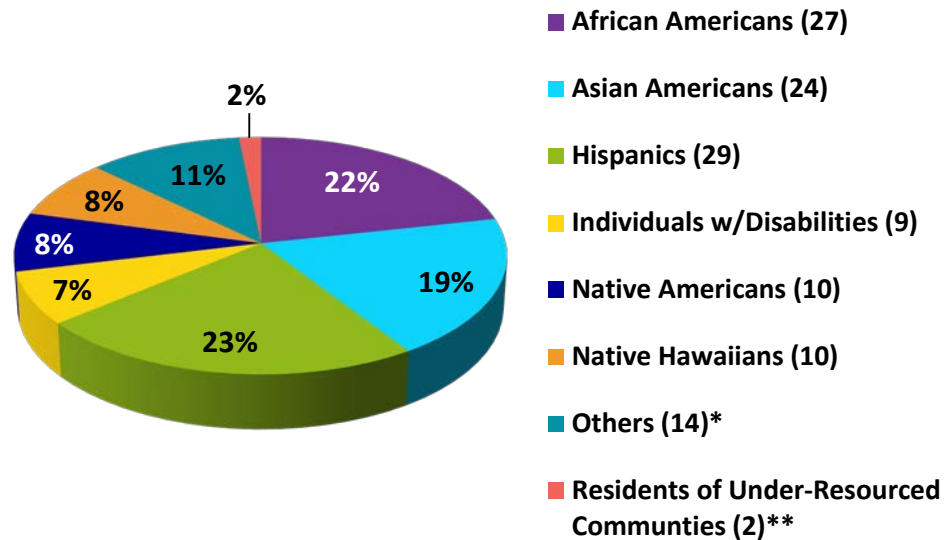
### UNDER SECRETARY FOR SCIENCE

Over 50 diversity and inclusion initiatives were submitted by 4 USS units (MCI, NASM, NZP, and SERC). 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 had the highest percentage (23%) of initiatives aimed at increasing their participation at the Smithsonian. Categories of initiatives were program and workforce diversity, with program diversity the largest (85%).

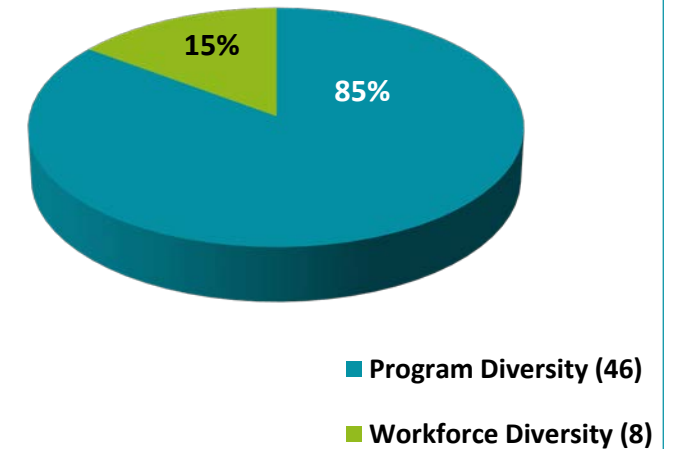
**Initiatives by Unit**



**Percent Served by Race and Ethnicity**



**Initiatives by Category**



\*Includes: Women in STEM, Disabled Military Veterans, Special Needs, School Children, Children of Multiple Diversities, International Veterinary Preceptors, International Greek Citizens, LGBTQ Community

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

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2015

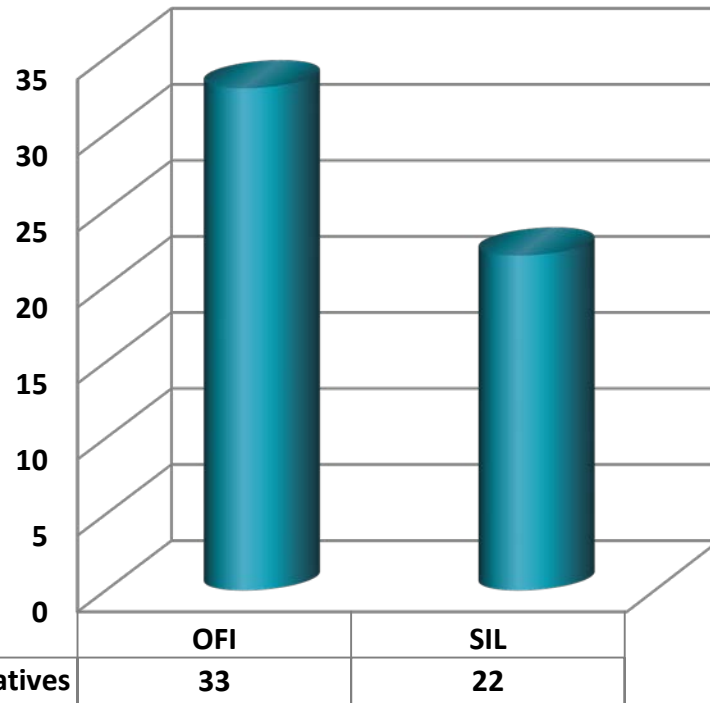


## EXECUTIVE SUMMARY

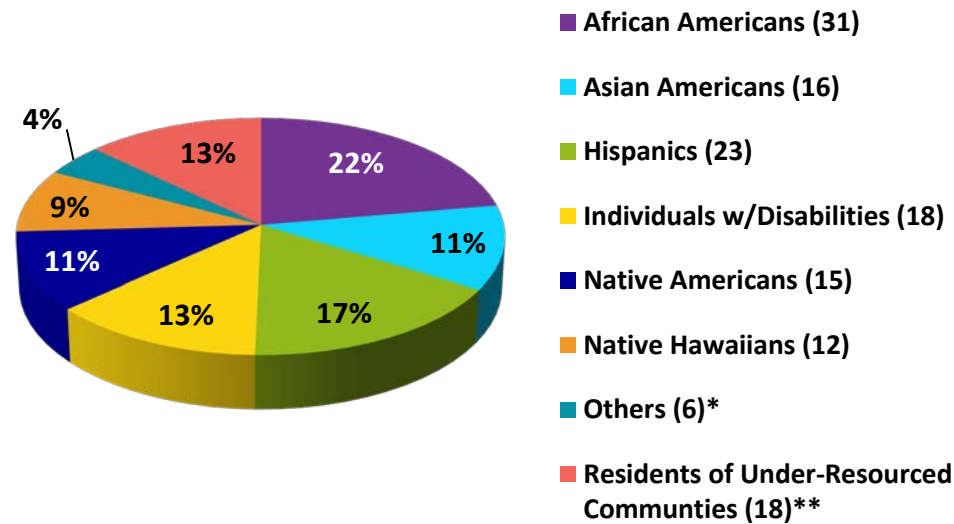
### DEPUTY UNDER SECRETARY FOR COLLECTIONS & INTERDISCIPLINARY SUPPORT

Over 50 diversity and inclusion initiatives were submitted by 2 DUSCIS units (OFI and SIL). 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 (22%) of initiatives aimed at increasing their participation at the Smithsonian. Categories of initiatives were program and workforce diversity, with program diversity the largest (62%).

**Initiatives by Unit**



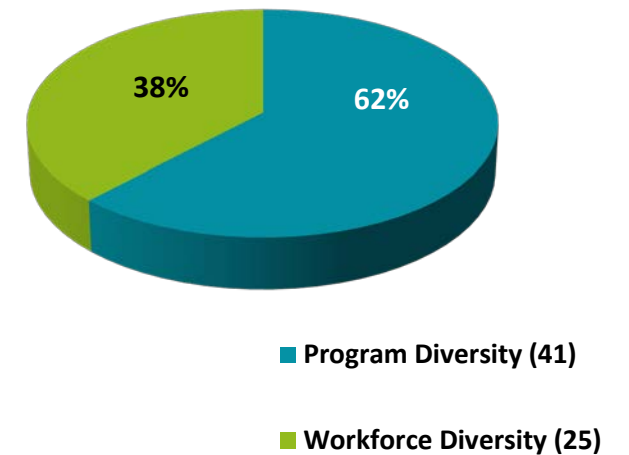
**Percent Served by Race and Ethnicity**



\* Includes: African Students, South Americans, African Educators, South African Librarians, Kenyans and LGBTQ Community

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

**Initiatives by Category**



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Regents	OIG	Recruiting Outreach	Recruited through a network of organizations that targets under-represented groups.	01/30/2015 - 03/02/2015	Completed	African Americans		Digital Promotion of Academic Appointments	Workforce Diversity
Secretary	OEEMA	HACU Conference	Participated, along with staff from OFI, SLC, NMAH and OHR; in 2014 Hispanic Association of Colleges and Universities Conference. 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 2014	Completed	Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
Secretary	OEEMA	Alliance Baltimore	OEEMA-SDP participated in the Alliance Baltimore conference, which provides opportunities for the Smithsonian to provide advice and assistance to local small businesses on how to do business with the Institution.	10/30/2014	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity
Secretary	OEEMA	CAREERS & the disABLED Career Expo	Participated, along with staff from 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 2014	Completed	Individuals with Disabilities		Career Fairs	Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	Annual FDIP Training Program	Attended the Annual Federal Diversity Interagency Partnership's (FDIP) Training Program. OEEMA was able to network with federal colleagues and share best practices on diversity and inclusion initiatives.	11/12/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Training Program	Workforce Diversity
Secretary	OEEMA	EEOC LGBTQ Cultural Competency Training	Participated in LGBTQ cultural competency training provided by the U.S. Equal Employment Opportunity Commission. The training cited new laws, guidance and procedures regarding Title VII and the legal interpretation of gender identity and gender stereotyping discrimination in the workplace.	01/28/2015	Completed	Others	LGBTQ Community	Training Program	Workforce Diversity
Secretary	OEEMA	University of Maryland, College Park Spring Career Fair	Representatives from OEEMA, OHR, OFI and NMAH staffed a booth at the University of Maryland, College Park Spring Career Fair. This event drew a diversity of students and alums that showed great interest in the potential opportunities for academic appointments and careers at the Institution. Smithsonian representatives distributed outreach materials and answered inquiries during this engaging event.	02/16/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity
Secretary	OEEMA	Women As Veteran Entrepreneurs Business Seminar	Participated in the Women As Veteran Entrepreneurs (WAVE) Business Seminar. This outreach event provided the opportunity to network with veteran-owned, women-owned small businesses and provide advice and assistance on how to do business with the Smithsonian. Firms were encouraged to register in the Smithsonian's Small Business database.	03/19/2015	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	American University Outreach and Diversity Career Fair	Representatives from OEEMA and OHR attended the 2015 American University Outreach and Diversity Career Fair. The event drew over 1,000 prospective interns, fellows and employees. Representatives from SI participated in a breakout session where AU students and alumni asked questions regarding job and academic appointment opportunities at the Institution.	03/25/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity
Secretary	OEEMA	Matchmaker Event for the United States Hispanic Chamber of Commerce	Participated in the United States Hispanic Chamber of Commerce (USHCC) hosted a federal agency procurement matchmaking program held in partnership with the annual USHCC Legislative Summit. This outreach event provided the opportunity engage with the Hispanic business community through one-on-one matchmaking sessions. Firms were encouraged to register with the Smithsonian's Small Business Database.	03/25/2015	Completed	Hispanics		SDP Outreach	Supplier Diversity
Secretary	OEEMA	United States Women's Chamber of Commerce	Participated in the United States Women's Chamber of Commerce Business Matchmaking event that provided opportunities to engage the women-owned small business community in one-on-one matchmaking sessions. Firms were encouraged to register with the Smithsonian's Small Business Database.	03/26/2015	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	National Small Business Procurement Conference	Representatives from OEEMA-SDP, NMAI, OCON&PPM, and OFEO participated at the National Small Business Procurement Conference. This conference is hosted by the Federal Office of Small and Disadvantaged Business Utilization Directors Interagency Council (OSDBU Council) on which OEEMA represents the Smithsonian. This outreach event provided the opportunity to engage with both the national and local small business communities and provide and advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register with the Smithsonian's Small Business Database.	04/15/2015	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity
Secretary	OEEMA	Youth Pride DC	In collaboration with SI GLOBE, OEEMA attended Youth Pride DC. The Institution provided information on academic appointments and careers to hundreds of LGBTQ youths interested in visiting, volunteering and working at the Smithsonian.	05/02/2015	Completed	Others	LGBTQ Community	Outreach Event	Workforce Diversity
Secretary	OEEMA	USAID Small Business Event	Participated in a business matchmaking session at USAID's business event and encouraged all firms to register the Smithsonian's Small Business Database.	05/21/2015	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity
Secretary	OEEMA	Capital Region MSDC Conference	Participated in the Capital Region Minority Supplier Development Council's Annual Conference, which provided opportunities to engage the local small business community; all firms were encouraged to register in the Smithsonian's Small Business Database.	06/10/2015	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	ProBiz 2015	Participated in the National Business League's ProBiz 2015 conference. This outreach event provided the opportunity to engage the Black business community and provide advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	07/16/2015		African Americans		SDP Outreach	Supplier Diversity
Secretary	OEEMA	Access to Capital Small Business Fair	Participated in Eleanor Holmes Norton's Access to Capital Small Business Fair, which provided the opportunity to conduct matchmaking sessions with local DC small businesses. All firms were encouraged to register in the Smithsonian's Small Business Database.	07/29/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity
Secretary	OEEMA	FEDQ & FEDs 2015 NTP	Participated at the FEDQ and FEDs New Perspectives National Training Program in Washington, DC. This conference provided valuable opportunities to benchmark with federal colleagues on best practices regarding policies surrounding LGBTQ employment rights, gender transition plans and challenges individuals with disabilities face in the federal government.	04/27/2015 - 04/29/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Others	LGBTQ Community	Conference	Program Diversity Workforce Diversity
Secretary	OEEMA	National Small Business Week	Participated in the U.S. Small Business Administration's matchmaking sessions, which provided opportunities to engage the national small business community by providing advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	05/04/2015 - 05/05/2015	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	Federal Asian Pacific American Conference (FAPAC)	Participated at the Federal Asian Pacific American Annual Conference. The conference provided a great venue to network with other colleagues, share best practices as it related to the recruitment and retention of Asian American employees. The conference also held numerous panel discussions focusing on the importance of diversity and inclusion as it relates to the Asian Pacific American Community.	05/04/2015 - 05/08/2015	Completed	Asian Americans		Conferences w/Professional Organizations	Workforce Diversity
Secretary	OEEMA	ProcureCon 2015	Participated in the Virginia Asian Chamber of Commerce's ProcureCon 2015, which provided the opportunity to engage the Asian American small business community by providing advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	05/06/2015 - 05/08/2015	Completed	Asian Americans		SDP Outreach	Supplier Diversity
Secretary	OEEMA	CelebrAsian	Participated in the U.S. Pan-Asian American Chamber of Commerce CelebrAsian Procurement Conference, which is the largest procurement conference for Asian American businesses, connecting Fortune corporations and governments with Asian American and minority businesses to pursue contracting relationships.	06/03/2015 - 06/05/2015	Completed	Asian Americans		SDP Outreach	Supplier Diversity
Secretary	OEEMA	2015 EEOC EXCEL Conference	Participated in the U.S. Equal Employment Opportunity Commission's 2015 EXCEL (Examining Conflict and Employment Law) Conference. Agenda items for this conference included presentations and workshops led by top Federal EEO practitioners on topics such as reasonable accommodations in the workplace, diversity and inclusion, and EEO law reviews. This outreach opportunity ensures that OEEMA stays abreast of best practices in the EEO area and information gathered from the conference will be used to update Smithsonian EEO training documents, policies and practices.	08/10/2015 - 08/12/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Conferences w/Professional Organizations	Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	Congressional Black Caucus Foundation's Annual Legislative Conference	Representatives from OEEMA, NMAAHC, OFEO, OFI, OGR, OHR, OPS, NMAI, NASM, and OCON&PPM participated at the Congressional Black Caucus Foundation's Annual Legislative Conference. This outreach event provided the opportunity to engage the African American small business community by providing advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register with the Smithsonian's Small Business Database.	09/16/2015 - 09/20/2015	Completed	African Americans		SDP Outreach	Supplier Diversity
Secretary	OEEMA	National Minority Supplier Development Council National Conference	Participated in the National Minority Supplier Development Council's National Conference, the nation's premier forum on minority supplier development. This outreach event provided the opportunity to engage with the Asian, Black, Hispanic and Native American small business communities by providing advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register with the Smithsonian's Small Business Community.	11/01/2014 - 11/06/2014	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity
Secretary	OEEMA	National Veterans Engagement	Participated at the National Veterans Engagement Conference, which provided the opportunity to engage the veteran-owned and service-disabled veteran-owned small business communities by providing advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	12/08/2014 - 12/12/2014	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity
Secretary	OEEMA	GovConectx Small Business Fairs	Participated in three GovConectx Small Business Fairs throughout FY 2015. These outreach events provided the opportunity to have one-on-one matchmaking sessions with businesses in the technology, services and supply fields. All firms were encouraged to register in the Smithsonian's Small Business Database.	October 2014 - September 2015	Completed	African American Asian American Hispanic Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		SDP Outreach	Supplier Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	National Council of Hispanic Employment Program Managers	Represents the Smithsonian on the National Council of Hispanic Employment Program Managers committee, which is comprised of diversity and inclusion practitioners across the Federal Government. This network provides the Smithsonian with information on Hispanic Heritage Month outreach initiatives, best practices for the recruitment and retention of Latinos in the workforce and an opportunity to share resources such as academic institutions or professional organizations that will foster greater diversity throughout the federal workforce.	Quarterly	In-progress	Hispanics		Committee	Workforce 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 FY14, providing program and installation tools and training for hosting a traveling exhibition and developing community-based displays and programs.	Throughout FY15	Completed	Residents of Under-resourced Communities		Professional training	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.	Spring 2013 - Present	In-Progress	Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Poster Exhibit	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of 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 Individuals with Disabilities Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Others	Women	Traveling Exhibitions	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.	Opens Spring 2016	In-Progress	Residents of Under-resourced Communities		Traveling Exhibitions	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	Bilingual exhibit scripts and resources	SITES produces bilingual (English/Spanish) educational or instructional content for many of its traveling exhibitions that can be downloaded at no cost directly from <a href="http://www.sites.si.edu">www.sites.si.edu</a> . These include: History & Cultural Exhibitions: American Sabor: Latinos in U.S. Popular Music - Family Guide; Beyond Baseball: The Life of Roberto Clemente - Exhibition Script; Between Fences - Exhibition Script; Bittersweet Harvest: The Bracero Program, 1942-1964 - Exhibition Script; The Dancer Within - Exhibition Guide; Freedom's Sisters - Exhibition Guide; IndiVisible: African-Native American Lives in the Americas - Exhibition Script; Jim Henson's Fantastic World - Exhibition Guide; Key Ingredients: America by Food - Exhibition Script; Latin Jazz: The Perfect Combination - Exhibition Script; New Harmonies: Celebrating American Roots Music - Exhibition Script; Our Journeys/Our Stories: Portraits of Latino Achievement - Exhibition Script; Science & Natural History Exhibitions: Earth from Space Poster Set - Exhibition Posters and Exhibition Script; and A Magic Web: The Tropical Forest of Barro Colorado Island - Exhibition Script.	Ongoing	In-Progress	Hispanics Residents of Under-resourced Communities		Educational Resources	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 Others	Women	Digital Promotion of Job Opportunities	Workforce Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	Beyond Baseball: The Life of Roberto Clemente	<i>Beyond Baseball: The Life of Roberto Clemente</i> 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	Program Diversity
ASEA	SITES	Journey Stories	Americans on the move, whether for work or pleasure, illustrate a key chapter in the nation's story. A Museum on Main Street exhibition, Journey Stories encourages host communities to collect and share stories, including those from immigrants new and old.	May 2009 - October 2015	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Others	Women	Traveling Exhibitions	Program Diversity
ASEA	SITES	Key Ingredients: America by Food	A look at the history and culture that shape our dining habits and taste preferences--from immigrant experiences to innovations of food preparation technology to availability of key ingredients. A Museum on Main Street project that provides host communities tools, training, and guidelines for local programming and outreach.	May 2003 - October 2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Others	Women	Traveling Exhibitions	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 Others	Women	Traveling Exhibitions	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
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.	Fall 2012 - Present	In-Progress	Hispanics Residents of Under-resourced Communities		Poster Exhibit	Program Diversity
ASEA	SITES	Romare Bearden: Remix Collages	With this lively, colorful, and highly engaging iPad app, you can remix COLLAGES from Bearden's original series to create your own unique works of art, and express your personal journey. Choose from a variety of Bearden's backdrops and layer in shapes and forms from other collages. Or cut your own shapes, add personal photos, change the colors of various elements and resize them. You can also add written words and descriptions.	Fall 2012 - Ongoing	In-Progress	African Americans Residents of Under-resourced Communities		Virtual Programming	Program Diversity
ASEA	SITES	Romare Bearden Remix	A downloadable, conversational audio tour with 20 stops that gives listeners new intellectual routes into the works of Romare Bearden and into the bewitching heart of Homer's "The Odyssey." Voices on the tour include Dr. Robert O'Meally, exhibition curator and Zora Neale Hurston Professor of English and Comparative Literature at Columbia University. He is joined by Diedra Harris-Kelley, Bearden's niece and the co-director of the Romare Bearden Foundation. Artist, writer and musician, Paul Miller, aka DJ Spooky, provides additional perspective, contributing his own thoughts about Bearden's genius.	Fall 2012 - Ongoing	In-Progress	African Americans Residents of Under-resourced Communities		Virtual Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of 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	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 Others	Women	Poster Exhibit	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 Summer 2016	In-Progress	Native Americans Native Hawaiians/Pacific Islanders		Traveling Exhibitions	Program Diversity
ASEA	SITES	IndiVisible: African-Native American Lives in the Americas	Traveling exhibition developed with NMAI explores historical and contemporary stories of peoples and communities whose shared histories are woven into the fabric of American identity but whose presence has long been invisible to many in the U.S.	11/10/2009 - 03/27/2016	In-Progress	African Americans Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Traveling Exhibitions	Program Diversity
ASEA	SITES	Romare Bearden: A Black Odyssey	For the first time outside New York, SITES presents Bearden's fresh interpretation of Homer's Odyssey. 50 of his original collages, watercolors, and drawings are touring to 7 cities.	10/13/2012 - 03/14/2015	Completed	African Americans		Traveling Exhibitions	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
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.	10/03/2013 - 10/23/2016	In-Progress	Others	Women	Traveling Exhibitions	Program Diversity
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.	07/02/2011 - 01/17/2016	In-Progress	African Americans		Traveling Exhibitions	Program Diversity
ASEA	SITES	American Sabor: Latinos in U.S. Popular Music	Salsa, mambo, rumba, cha-cha-cha are distinctive musical styles that continue to resonate across America's cultural scene are explored in a bi-lingual traveling exhibition visiting 11 cities across the U.S.	05/26/2011 - 07/15/2015	Completed	Hispanics		Traveling Exhibitions	Program Diversity
ASEA	SITES	American Sabor: Latinos in U.S. Popular Music	Distinctive musical styles that continue to resonate across America's cultural scene are explored in complementary curriculum materials also widely promoted by Teaching Tolerance.	05/26/2011 - 07/15/2015	Completed	Hispanics		Virtual Programming	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	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	I Want the Wide American Earth: An Asian Pacific American Story	A celebration of Asian Pacific American history across this multitude of incredibly diverse cultures, and exploration of how Asian Pacific Americans have shaped and been shaped by the course of our nation's history. 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		Traveling Exhibitions	Program Diversity
ASEA	SITES	Ramp It Up! Skateboard Culture in Native America	Boards, designs, videos, and cultural history trace skateboarding's strong and fascinating ties to Native American life through a SITES exhibition organized with NMAI, traveling to 12 cities.	04/26/2012 - 05/25/2015	Completed	Native Hawaiians/Pacific Islanders Native Americans		Traveling Exhibitions	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.	04/23/2015- 04/29/2015	Please choose one:	Native Americans		Conferences w/Colleges or Universities	Program Diversity
ASEA	SITES	Bittersweet Harvest: The Bracero Program 1942 - 1964	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. Bi-lingual traveling exhibit to 37 venues through 2015.	02/20/2010 - 11/13/2016	In-Progress	Hispanics		Traveling Exhibitions	Program Diversity
ASEA	SITES	Congressional Black Caucus	SITES staff networked and shared information about SITES' extensive offerings in African American art, history, and culture.	09/18/2015	Completed	African Americans		Conferences w/Professional Organizations	Workforce Diversity
ASEA	SSEC	LASER i3 Condensed Kit Training Houston	The LASER i3 Condensed Kit Training (CKT) is an abbreviated training that gives teachers an introduction to the Science and Technology Concepts (STC) curriculum. Teachers who attend CKTs were unable to attend full training in the summer, or changed grade levels. Attending the CKT gives teachers the basic information required to teach the unit.	01/24/2015	Completed	African Americans Hispanics		Training	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	LASER i3 Professional Learning Communities Webinar Series	The PLC Leader webinar series is a six part series aimed at providing PLC leaders the tools, support, and best practices in leading professional learning communities.	04/23/2015	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders		Virtual Programming	Program Diversity
ASEA	SSEC	LASER i3 Condensed Kit Training, Maron, NC	The LASER i3 Condensed Kit Training (CKT) is an abbreviated training that gives teachers an introduction to the Science and Technology Concepts (STC) curriculum. Teachers who attend CKTs were unable to attend full training in the summer, or changed grade levels. Attending the CKT gives teachers the basic information required to teach the unit.	June 12, 2015	Completed	African Americans Hispanics		Teacher Professional Development	Program Diversity
ASEA	SSEC	LASER i3 Principals' Meeting, Marion, NC	The purpose of this Principals' Meeting was to extend education on the LASER i3 project and its future to district and school administrators, who with more knowledge of it, will have increased buy-in, which in turn will increase sustainability of the LASER i3 project. The extended impact of this is difficult to quantify at this point, but our hope is that this will impact generations of students in the area—hundreds, if not thousands of children.	June 12, 2015	Completed	African Americans		Leadership Development	Program Diversity
ASEA	SSEC	LASER i3 Condensed Kit Training Smithfield, NC	The LASER i3 Condensed Kit Training (CKT) is an abbreviated training that gives teachers an introduction to the Science and Technology Concepts (STC) curriculum. Teachers who attend CKTs were unable to attend full training in the summer, or changed grade levels. Attending the CKT gives teachers the basic information required to teach the unit.	July 17, 2015	Completed	African Americans		Teacher Professional Development	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	2015 Houston LASER i3 Sustainability Planning Institute: Literacy and Inquiry Science	Teachers representing the Houston Independent School District attended one or both days of the institute aimed at connecting inquiry science with the high priority in Houston of improving literacy among ELL students. Participants took advantage of presentations and activities designed to grow their toolkit of literacy teaching techniques in the science classroom.	02/27/2015 - 02/28/2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Leadership Development	Program Diversity
ASEA	SSEC	2015 New Mexico LASER i3 Implementation Institute	Teachers, administrators, community and business partners representing 8 school districts came together from March 20-21, 2015 for an intensive 2-day implementation institute for science education reform. This institute was a follow-up to the Strategic Planning Institute held June 17-20 in Albuquerque, NM. Participants had an opportunity to revisit their strategic plans, and focus on three elements of the LASER Model: Community and Administrative Support, Materials Support, and Professional Development. All of these topics were presented with a focus toward sustainability at the end of LASER i3.	03/20/2015 - 03/21/2015	Completed	Hispanics Native Americans		Leadership Development	Program Diversity
ASEA	SSEC	LASER i3 Webinar Series for Teachers	The LASER i3 Teacher Webinar series features science education experts for LASER i3 teachers addressing relevant and timely topics. Webinars in the second quarter covered teaching science ELL students, student science note-booking, and promoting student questioning.	04/14/2015 06/04/2015	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders		Virtual Programming	Program Diversity
ASEA	SSEC	2015 LASER i3 Regional Leaders Meeting	The 2015 LASER i3 Regional Leaders' Meeting convened SSEC staff, regional partners, and other champions of science education reform from the i3 regions and past LASER regions to share their successes and challenges and network around the idea of sustainability and new opportunities for collaboration.	05/14/2015 - 05/14/2015	Completed	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities		Leadership Development	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	Colorado LASER Initiative Summer PD	Sixty-two K thru 8th grade science teachers gathered for the week-long Summer Professional Development program in Denver, Colorado. The teachers spent the first half of the week participating in Intermediate Level training that revisited the content of the previous year's new STC Unit; they then spent the second half of the week participating in Introductory Level training for a new STC Unit that they will implement this coming school year.	06/07/2015 – 06/12/2015	In-progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Teacher Professional Development	Program Diversity
ASEA	SSEC	LASER i3 Condensed Kit Training, Houston, TX	The LASER i3 Condensed Kit Training (CKT) is an abbreviated training that gives teachers an introduction to the Science and Technology Concepts (STC) curriculum. Teachers who attend CKTs were unable to attend full training in the summer, or changed grade levels. Attending the CKT gives teachers the basic information required to teach the unit.	06/09/2015 - 06/11/2015	Completed	African Americans Hispanics		Professional Development for Teachers	Program Diversity
ASEA	SSEC	2015 Biodiversity Smithsonian Science Education Academy for Teachers	Fifteen teachers traveled to the nation's capital to participate in a week of presentations and hands-on activities hosted by SSEC and designed to enrich each educator's content knowledge on the concept of biodiversity. Activities took place primarily at the NMNH and SERC. 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.	06/14/2015 - 06/19/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Professional Development for Teachers	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	Colorado LASER Initiative Strategic Planning Institute	Teachers, administrators, community and business partners representing 11 schools came together from June 22-26, 2015 for an intensive 5-day institute on strategic planning for science education reform. Participants took advantage of a range of presentations focusing on curriculum, professional development, materials support, assessment, and administrative and community support. The information they gleaned from these sessions they then used to inform their own five-year strategic plans.	06/22/2015 – 06/26/2015	In-progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Leadership Development	Program Diversity
ASEA	SSEC	2015 Energy's Innovations and Implications Smithsonian Science Education Academy for Teachers	Thirteen teachers traveled to the nation's capital to participate in a week of presentations and hands-on activities hosted by SSEC and designed to enrich each educator's content knowledge on the concept of energy. Activities took place primarily at NMAH with additional trips to NASM, 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.	07/12/2015 - 07/17/2015	Completed	Hispanics Residents of Under-resourced Communities		Professional Development for Teachers, Museum Educators, and Administrators	Program Diversity
ASEA	SSEC	LASER i3 Webinar Series for Teachers	The LASER i3 Teacher Webinar series features science education experts for LASER i3 teachers addressing relevant and timely topics. Webinars in the second quarter covered teaching science ELL students, student science note-booking, and promoting student questioning.	1/13/2015 2/10/2015 3/24/2015	Ongoing	African Americans Asian Americans Hispanics Native Americans		Virtual Programming	Program Diversity
ASEA	SSEC	LASER i3 Professional Learning Communities Webinar Series	The PLC Leader webinar series is a six part series aimed at providing PLC leaders the tools, support, and best practices in leading professional learning communities.	1/15/2015 3/05/2015	Ongoing	African Americans Asian Americans Hispanics Native Americans		Virtual Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	13 Sustainability Planning Institute in Greensboro, NC	Teachers, administrators, community and business partners representing 7 school districts came together for an intensive 4-day institute to modify their strategic planning for sustaining science education reform. Participants took advantage of a range of presentations focusing on next steps in professional development, materials support, program assessment, and administrative and community support. The information they gleaned from these sessions they then used to inform their own five-year strategic plans.	10/06/2014 - 10/09/2014	Completed	African Americans Hispanics		Leadership Development	Program Diversity
ASEA	SSEC	Taller Nacional para el Desarrollo de Liderazgo y Planificación Estratégica para la Educación en Ciencias or 2014 National Workshop for Leadership Development and Strategic Planning in Science Education	Teachers, administrators, and government officials representing 7 Mexican states came together from December 8-12, 2014 for an intensive 5-day institute on strategic planning for science education reform. Participants took advantage of a range of presentations focusing on curriculum, professional development, materials support, assessment, and administrative and community support. The information they gleaned from these sessions they then used to inform their own five-year strategic plans.	12/08/2014 – 12/12/2014	Completed	Hispanics		Educational Leadership	Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	2015 Earth's History and Global Change Smithsonian Science Education Academy for Teachers	Fifteen teachers traveled to the nation's capital to participate in a week of presentations and hands-on activities hosted by SSEC and designed to enrich each educator's content knowledge on Earth's history and global change. Activities took place primarily at NMNH with additional trips to NASM, the Carnegie Institute of Washington, and National Oceanographic and Atmospheric Association. 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.	July 12-17, 2015	Completed	Hispanics Residents of Under-resourced Communities		Teacher Professional Development	Program Diversity
ASEA	SSEC	2015 International K-12 Science Education Institute for Leadership Development and Strategic Planning	Teachers, administrators, community and business partners representing 3 school districts came together from July 26-31, 2015 for an intensive 6-day institute on strategic planning for science education reform. Participants took advantage of a range of presentations focusing on curriculum, professional development, materials support, assessment, and administrative and community support. The information they gleaned from these sessions they then used to inform their own five-year strategic plans.	July 26- 31, 2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Leadership Development	Program Diversity
ASEA	SSEC	Developing a Leadership Pipeline for Teachers of Color in Science Education	SSEC in partnership with Shell Oil Company convened a group of experts on minority participation in teaching careers for a two-day workshop on improving recruitment, retention, and engagement of minority teachers.	September 15-16, 2015	In-progress	African Americans Hispanics Residents of Under-resourced Communities		Leadership Development	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	LASER i3 Condensed Kit Training, Santa Fe, NM	The LASER i3 Condensed Kit Training (CKT) is an abbreviated training that gives teachers an introduction to the Science and Technology Concepts (STC) curriculum. Teachers who attend CKTs were unable to attend full training in the summer, or changed grade levels. Attending the CKT gives teachers the basic information required to teach the unit.		Completed	African Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Professional Development for Teachers	Program Diversity
ASEA	TSA	Fiesta! Los Quetzales	The Discovery Theater showcased the Los Quetzales Mexican Dance Ensemble, which was founded in 1997 by Laura Ortiz. Her love and desire to preserve Mexico's culturally rich traditions brought forth the founding of this premiere folkloric performing dance company. They are based out of Arlington, VA and perform regularly throughout the metro area. For more information, please visit <a href="http://www.quetzales.org">www.quetzales.org</a>	10/08/2014	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	Keep on Keepin' On	Presented an exclusive screening of the documentary <i>Keep On Keepin' On</i> , followed by a Q&A with Quincy Jones, a seven-time Academy Award nominee, and John Edward Hasse, Curator of American Music at NMAH. This documentary explores the unlikely bond that formed between Justin Kauflin, a 23-year-old, blind piano prodigy suffering from terrible stage fright, and his mentor, jazz legend Clark Terry, 89. At a pivotal point in the film, we witness the two friends tackle the toughest challenges of their now-interwoven lives: Justin is invited to compete in an elite international competition as Clark's health takes a turn for the worse. Terry, now 93, was Quincy Jones' first teacher and a mentor to Miles Davis. He is among the few performers ever to have played in both the Count Basie and Duke Ellington orchestras. <i>Keep On Keepin' On</i> was directed by Alan Hicks and produced by Quincy Jones and Paula DuPre' Pesmen ( <i>The Cove</i> and <i>Chasing Ice</i> ).	10/23/2014	Completed	African Americans		Public Programs	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Tot Rock: Jammin' at the Smithsonian presents Alastair Mook	Showcased Alastair Mook, one of Boston's premier folk artists, a 2014 Grammy nominee for best children's album and a Parents' Choice Gold Medal winner. <i>Time Out New York</i> calls Alastair Mook "a musical descendant of Woody Guthrie with a zany sense of humor." His shows are described as "half Appalachian hootenanny, half honky-tonk jam session" are rowdy, rootsy, singin' and dancin' fun!	11/21/2014	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	Tot Rock: Jammin' at the Smithsonian presents Karen K & the Jitterbugs	Featured Karen K & the Jitterbugs, who are known for their upbeat, catchy, genre-swirling tunes that parents enjoy as much as their kids. Dubbed "The Kiddie Queen" by the Brooklyn Paper, Karen K and her Jitterbugs have been featured on CBS-NY and in New York Times, New York Magazine and Boston.com. They have also won national awards including a Parent's Choice Award and Best Kid Video 2014 (Zoogobble) for their smash hit "(I Woke Up in a) Fire Truck". Their blend of imagination, music, humor and fun makes Karen K & the Jitterbugs a family music favorite.	01/23/2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	Baba-C, An American Griot: Folktales from Africa to the Americas	Master storyteller Baba-C shares West African, Afro-Brazilian, and Gullah tales with his unique blend of interactive storytelling and song which are packed with remarkable animals and life lessons and feature Anansi the Spider, Bossy Elephant, and other memorable characters.	01/28/2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	KanKouran West African Dance Company	Featured the KanKouran West African Dance Company, an acclaimed Washington cultural treasure that infuses the passion of drums and dance with African history. The <i>Washington Post</i> praises the troupe's "high-octane movement" and dancers who can "effortlessly...shift their style from smooth and silvery to sharp and swift." Visit the African Voices exhibition afterward for more about the continent and its cultures.	02/04/2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	The Uncle Devin Show	Featured the Uncle Devin Show, which invites young audiences to hear and play a world of percussion instruments. Described as a dynamic cross between <i>Fat Albert</i> and <i>Schoolhouse Rock</i> this show is bang-up interactive fun for kids, who also learn why percussion is the easiest, oldest, and most diverse form of musical creativity.	02/20/2015	Completed	African Americans Hispanics		Public Programs	Program Diversity
ASEA	TSA	African American Lives in the American Revolution	Featured Richard Bell, Associate Professor of History at the University of Maryland, College Park who provided a series of lectures that examined the American Revolution from the perspective of the era's enslaved peoples and free persons of color: <b>Whitewashing the Revolution</b> - Our veneration of the Founding Fathers has long obscured the existence and experience of African Americans in the American Revolution. Crispus Attucks is the rare exception. A mixed-race sailor fatally caught in the midst of the imperial crisis. Why he stands out—and why he was purposefully written out of contemporary news coverage of the Boston Massacre—illuminates larger questions about race and revolution. <b>The Forgotten Fifth:</b> What was at stake in the American Revolution for the one in five colonial Americans who were black? For some, including Thomas Jeremiah, a free black harbor pilot executed by South Carolina patriots on suspicion of spying for the British, the war brought renewed threats to life and liberty. For others, it brought new opportunities for independence as the British Army promised postwar freedom to black slaves willing to desert their rebel masters and join the king's regiments. <b>Harry Washington:</b> On October 5, 1800, a free black man named Harry Washington, the former slave of George Washington, was found guilty of rebellion against the British government of the West African colony of Sierra Leone. General Washington made his name trying to free the American colonies from British control. Ironically, his slave pursued independence by running away from his master, searching for freedom in what remained of the British Empire. <b>The Limits of Liberty:</b> How revolutionary was the American Revolution for African Americans? In the South, the patriot victory allowed slave owners to entrench racial slavery deeper than ever before. Yet in the North, white radicals and black anti-slavery activists, including Philadelphia minister Richard Allen, engineered a series of legislative and judicial decisions that together attacked the institution of slavery at its roots.	02/21/2015	Completed	African Americans		Public Programs	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Billie Holiday: Lady Sings the Blues	In honor of this year that marks the 100th anniversary of Billie Holiday, featured a lecture by leading jazz expert John Edward Hasse. Drawing on film and video clips, rare photographs, and original recordings Hasse provides insight into Holiday's extraordinary journey from abused Baltimore girl to troubled but brilliant world-famous singer. As he traces the musical evolution and triumph of one of America's greatest singers, Hasse also shares stories about Holiday's harrowing childhood, her struggles with drug addiction (she served time in a penitentiary), and her famously uneven public performances. He shows a document from the American History Museum's Apollo Theater Collection that is a heartbreaking testament to her demons. Hasse is the longtime curator of American music at the Museum of American History and chair of Smithsonian Music.	02/25/2015	Completed	African Americans		Public Programs	Program Diversity
ASEA	TSA	Tot Rock: Jammin' at the Smithsonian presents Bari Koral	Showcased Bari Koral who with a creative blend of music and movement gets kids on their feet for plenty of fun. Dubbed by the New York Post as "the Sheryl Crow for kids" Koral performs pop-friendly tunes about disappearing cupcakes, a runaway gingerbread man, and a soaring rocket ship.	03/13/2015	Completed	Asian Americans Hispanics		Public Programs	Program Diversity
ASEA	TSA	Flying Feet & Fiddle Bows: An Irish Celebration	Featured acclaimed Irish dancer Shannon Dunne along with Pete Moss and the Bog Band. Through their authentic Irish <i>ceili</i> party the audience learned about Irish musical traditions and experienced the floor-pounding beat of <i>sean-nós</i> and set dancing.	03/17/2015	Completed	African Americans Asian Americans		Public Programs	Program Diversity
ASEA	TSA	Wacky Science with Ken Scott	Featured Ken Scott who makes science cool with a focus on amazing science experiments that use everyday objects. Scott makes the scientific method easy to understand in a high-energy, hands-on experience.	04/07/2015	Completed	African Americans		Public Programs	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Summer Rock with the School of Rock DC All-stars	Featured the world famous School of Rock DC All-stars. School of Rock was first a movie, and then a movement, which launched a cutting edge national organization that teaches kids the transformative power of creativity, music and hard work.	06/24/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Public Programs	Program Diversity
ASEA	TSA	Professor Wingnut Wants to Fly	Featured master arts educator and nutty guy Oran Sandel and puppeteer Dan Mori in a lively interactive musical show about how things zoom, soar and fly at NASM.	01/15/2015 - 01/16/2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	Smithsonian Scholars in the Schools	As part of the Dept. of Ed GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant, ten Smithsonian presenters visited Lafayette, LA middle schools to conduct in-class presentation and hands-on activities, reaching a total of 2,000 6th and 7th graders. Sixth grade students learned about Forces and Motion, while seventh graders focused on Ecology topics.	01/28/2015 - 02/04/2015	Completed	African Americans Residents of Under-resourced Communities		In-person Educational Programming	Program Diversity
ASEA	TSA	Lions of Industry, Motors of Invention	Presented Discovery Theater's original interactive play that honors the creativity and genius of African American entrepreneurs and inventors; including Beauty magnate Madame C.J. Walker, agricultural chemist and "peanut man" George Washington Carver, education giant Booker T. Washington, and even cranky chef George Crum, who accidentally created the potato chip.	02/05/2015 - 02/06/2015 02/10/2015 - 02/12/2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programs	Program Diversity
ASEA	TSA	Bessie & Bill: Black Wings in Flight	Showcased last season's hit production by the Smithsonian Areo-Club that features Bessie Coleman the first licensed African American female pilot and Bill Powell who was inspired by her grit and perseverance and promoted flying as a new frontier for African Americans.	02/18/2015 - 02/19/2015 02/25/2015 - 02/26/2015	Completed	African Americans Hispanics		Public Programs	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Who Poisoned Rocky Rockfish? An Eco-Whodunnit	Presented <i>Who Poisoned Rocky Rockfish? An Eco-Whodunnit</i> , that teaches children about marine ecology and water conservation of the Chesapeake Bay.	03/24/2015 - 03/27/2015	Completed	African Americans Asian Americans Hispanics		Public Programs	Program Diversity
ASEA	TSA	Tot Rock: Jammin' at the Smithsonian presents Nature Jams: We Dig Earth	Presented Nature Jams: We Dig Earth, which teaches kids about wiggly worms to weather patterns, mud pies to meandering rivers. Singer-songwriters Rob and Zach celebrate the wonders of the earth featuring call-and-response songs, energetic dance numbers, and an HD video backdrop.	04/09/2015 - 04/10/2015	Completed	African Americans		Public Programs	Program Diversity
ASEA	TSA	Garbage to Gardens: An Earth Week Exploration	Presented Garbage to Gardens: An Earth Week Exploration featuring Smithsonian naturalists from the Green Team. This even explored the beautiful Haupt Garden of the Castle then participants learned how compost becomes dirt and how throwing a "seed bomb" can make a bare patch of ground bloom.	04/21/2015 - 04/23/2015	Completed	African Americans Asian Americans Hispanics		Public Programs	Program Diversity
ASEA	TSA	Tigers, Dragons and Other Wise 'Tails'	Showcased <i>Tigers, Dragons and Other Wise 'Tails'</i> , a Discovery Theater original production that reimagines folk tales from Asia with a fun and modern touch. Audiences learn a little about each story's culture, try out Asian languages and enjoy Asian tales both ancient and new. The Tiger, the Thief, and the Dried Persimmon (Korea), puts a new spin on mistaken identity with a very silly tiger, a babysitting grandma, and dried fruit. The Boy and the Fly (Vietnam) is a sweetly silly slapstick romp with a little lesson thrown in. The Wise Mole (Japan), updates an ancient story of young love – complete with cell phones and iPods. The mythic Four Dragon Rivers of China features beautiful flying dragon puppets.	05/05/2015 - 05/08/2015 05/12/2015 - 05/15/2015	Completed	African Americans Asian Americans Hispanics		Public Programs	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Dreamtime: An Australian Adventure with Barefoot Puppets	Presented Dreamtime: An Australian Adventure with Barefoot Puppets that shares three stores inspired by Aboriginal folktales. Participants learn how the emu became a flightless bird, why the platypus looks so strange, and meet a giant, bloated, ocean-swallowing frog.	06/04/2015 - 06/05/2015	Completed	African Americans Asian Americans Hispanics		Public Programs	Program Diversity
ASEA	TSA	Teacher Workshop: Teaching Culturally and Linguistically Diverse Children	Organized a professional development workshop at United Tribes Technical College (UTTC) in Bismarck, ND. Presentations and activities focused on effective teaching for culturally and linguistically diverse children. It was the final workshop organized by the Associates over the past three years for UTTC's Elementary Education department part of a US Department of Education grant awarded to UTTC for "Professional Development for Indian Educators". Presentations were given by educators from NMAI, the President of the International Games Society, and Native storytellers on integrating Native games and stories across the curriculum. Third grade students from UTTC's campus elementary school attended part of the workshop, creating a "learning lab" on using games in the classroom. Additionally, there were printmaking and "reading-art" activities led by a Freer/Sackler educator and an art educator on the cultures and games of India and Japan. UTTC's tribal arts professor and nutrition educators from UTTC's Extension Program also presented.	06/22/2015 - 06/26/2015	Completed	Native Americans		In-person Educational Programming	Program Diversity
ASEA	TSA	Tot Rock: Jammin' at the Smithsonian presents Karen K	Presented Karen K, known for her upbeat, catchy, genre-swirling tunes, she keeps hands clapping and feet jumping at her crowd-engaging shows performed across the country.	06/25/2015 - 06/25/2015	Completed	African Americans Hispanics		Public Programs	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	SOLE Defined	Presented SOLE Defined, which was created by Ryan K. Johnson (Cirque Du Soleil and STOMP) and Quynn Johnson (Author and Award Winning Choreographer), SOLE Defined excites the senses in a rhythmic performance that has been called "truly amazing!" This award winning production takes an exciting twist on theater and percussive dance by creating a free flowing conversation through music and movement.	07/07/2015 - 07/10/2015	Completed	African Americans		Public Programs	Program Diversity
ASEA	TSA	Junk Music with the Junk Man	Presented Donald Knaack, The Junkman, who plays on 100% on recycled materials. Junk Music has gained audiences from rock and jazz to classical and world-fusion. In addition to live performances, Donald Knaack released three studio albums, one of which was nominated for a Grammy and the other was used in television commercials for ESPN and Electronic Arts.	07/14/2015 - 07/17/2015	Completed	African Americans		Public Programs	Program Diversity
ASEA	TSA	Robert Strong: the Comedy Magician	Featured Robert Strong: The Comedy Magician who blends comedy, magic and juggling for an entertaining fun result. The Las Vegas Sun says, "Is he a magician who does comedy or a comedian who does magic? You be the judge! Either way, Robert Strong's a riot."	07/21/2015 - 07/24/2015	Completed	African Americans		Public Programs	Program Diversity
ASEA	TSA	¡Uno, Dos, Tres con Andrés!	Featured Local kids' music star Andrés Salguero, who offers sing-alongs to songs familiar and new, including great music from his debut CD, <i>¡Uno, Dos, Tres con Andrés!</i> , creating plenty of bilingual fun. Get set to <i>bailar y aprender</i> (dance and learn) with Andrés!	10/01/2014 - 10/03/2014	Completed	African Americans Hispanics Individuals with Disabilities		Public Programming	Program Diversity
ASEA	TSA	Fabulas Fairytales	Showcased Fabulas Fairytales, a Discovery Theater original that is the perfect introduction to Spanish words for kids. It features a new take on a trio of familiar stories that feature three bears, three pigs, and three billy goats gruff.	10/15/2014 - 10/16/2014 10:15 a.m. and 11:30 a.m.	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Starry, Starry Night	Presented <i>Starry, Starry Night</i> , which features wacky Professor Van Gogo. This imaginative introduction to stargazing includes star stories brought to life by StoneLion Puppet Theatre's hand and rod puppets. After the show, we invite you to visit the Explore the Universe Gallery. This production is generously underwritten by the Hilton Early Childhood Initiative and is presented in partnership with the National Air and Space Museum.	10/23/2014 - 10/24/2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	Coyote Mischief Tales	Coyote Mischief Tales, a play written in 2005 by Philip Owl Hooser and created for American Indian Heritage Month. It introduces the culture and legends of Native Americans in a show featuring the famous trickster Coyote, his friend Hastali, and his loving wife Mole, in a trio of tribal stories that will entertain, inspire and teach. Walk the Medicine Wheel in four directions, each with a different lesson—alternately funny, warm and wise. "Coyote Gets his Name" teaches us that the most important lesson is to be true to ourselves; "Coyote and his Pups" reminds us not to take ourselves too seriously and to always value others; "Coyote's Big Giveaway" is a story about friendship and true giving; and the message in "Coyote Visits the Land of the Spirits" is that true love is the strongest medicine of all.	11/05/2014 - 11/06/2014 11/12/2014 - 11/14/2014 11/17/2014 - 11/20/2014	Completed	African Americans Hispanics Native Americans Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	Larry Yazzie and the Native Pride Dancers	Features world-champion fancy dancer Larry Yazzie and the Native Pride Dancers who draw 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.	11/06/2014 - 11/07/2014	Completed	African Americans Hispanics Native Americans Residents of Under-resourced Communities		Public Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Little Bread Hen with Barefoot Puppets	Featured Little Bread Hen with Barefoot Puppets, which was inspired by the classic tale of the Little Red Hen. The Barefoot Puppets' holiday hit uncovers what really happened that fateful day when Millie the chicken decided to bake a loaf of bread.	11/24/2014 11/25/2014 11/28/2014	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	Seasons of Light	Presented Season of Light, a signature Discovery Theater in its 15th season, celebrates the history and customs of Ramadan, Devali, Sankta Lucia, Chanukah, Los Posados, Kwanzaa, Christmas, and the First Nations' tradition of the Winter Solstice in an interactive event that bridges communities and cultures.	12/01/2014 - 12/19/2014	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity
ASEA	TSA	Baby Rex's Holiday Surprise	Featured Baby Rex's Holiday Surprise, which is about pals Massimo Maxicalisaurus and Shao Shao the Microraptor leading Baby Rex on a globetrotting musical journey to show that midwinter celebrations are all about family, food, and sharing the fun.	12/10/2014 - 12/12/2014	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	AP	Festival ADA	<p><i>Festival ADA: 25 Years of Disability Rights</i> was a historic celebration that took place at NMAH from July 24-26, 2015. It was a part of nationwide efforts to commemorate the 25th anniversary of the signing of the Americans with Disabilities Act (ADA). The Smithsonian partnered a Consortium that included the John F. Kennedy Center for the Performing Arts, the ADA Legacy project and Gallaudet University. The Festival goals were to: Increase public awareness of the ADA and its historic civil rights legacy; honor the Smithsonian's commitment to the principles of cultural democracy and social equality by focusing attention on people's social and cultural contributions and experiences; provide multiple opportunities to engage and interact with participants whose lives have been impacted by the ADA, and to allow them to share their stories with each other and the general public; and promote self-advocacy and artistic/cultural creativity as critical to human well-being and community health. The Festival included a series of panel discussions, interviews, and conversations about pre-ADA history, history of the ADA's passage, grassroots and professional advocacy, storytelling and humor, universal design, assistive technology, sports events, human enhancement and technology, and more. Other tents showcased ingenuity and adaptation through the arts, design and architecture, sports, and hands-on activities.</p>	07/24/2015 - 07/26/2015	Completed	Individuals with Disabilities		Institutional Event	Program Diversity Workforce Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	AP	Project SEARCH	<p>Project SEARCH is an international program model that focuses on internships leading to employment for interns and has grown the original program site at Cincinnati Children's Hospital to over 200 sites across, 40 states and 4 countries. Project SEARCH Smithsonian is a one-year transition program designed for young adults with intellectual and developmental disabilities who are either in their last year of high school or are recent graduates. The program targets individuals whose main goal is employment, and who will benefit from full time career exploration in a business setting. The Project SEARCH model involves an extensive period of training and career exploration, innovative adaptations, long-term job coaching, and continuous feedback from teachers, job coaches and internship supervisors. As a result, at the completion of the training program, students with significant intellectual disabilities are employed in nontraditional, complex and rewarding jobs. The Smithsonian partners with the Ivymount School and SEEC, an adult rehabilitation services provider; who provide consistent on-site staff including a special education teacher and job coaches. This team identifies and develops internship sites, supports supervisors and interns, and assists with the hiring process. Individual job development and placement occurs based on the participant's experiences, strengths, and skills. Participants are given support with accommodations, adaptations and on-the-job coaching. Students are on site at the Smithsonian each school day for 10 months. They participate in three 10-week internships during the school year. The students have one hour of classroom instruction daily and 4.5 to 5 hours at their internship site. Benefits to the Participants include: Participation in a variety of internships; acquire competitive, transferable and marketable job skills; gain increased independence, confidence, and self-esteem; obtain work-based individualized coaching, instruction and feedback; and develop links with Vocational Rehabilitation and other adult service agencies. Benefits to the Business: Access to a new, diverse, talent stream with skills that match labor needs; gain intern/ employees with disabilities who serve as a role model for customers; access to a demographic of the economy with intense buying power because people with disabilities represent one of the fastest growing market segments in the US; experience increased regional and national recognition through marketing of this unique program; and performance and retention in some high-turnover, entry-level positions increase dramatically.</p>	August 2015 - June 2016	In-progress	<p>African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities</p>		Internship to employment	Program Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	AP	Access to Opportunities Internship Program	<p>The Smithsonian, in partnership with The HSC Foundation, has established an internship program specifically designed for people with disabilities that has set high expectations for those who have participated, and provided them with an equivalent experience to those who do not have disabilities. The program has empowered participants' sense of independence and created a population of young people with disabilities who can be competitive in the work environment. Exposure to the real world of work, research, and academics within the supportive and engaging environment that is the Smithsonian will provide them with the ability and confidence to transfer the skills they developed in the classroom to the world of work. This internship program is vital, as according to the 2012 Cornell University Disability Status Report, a significant employment gap exists between those who are employed and have a disability and those who are employed and do not. 76.3 percent of the working population without a disability is employed. This is in stark contrast to the 33.5 percent of the population with a disability that is working. This disquieting statistic demonstrates a grim reality: oftentimes young people with disabilities are given a minimal amount of opportunity in relation to their talents, abilities, and capacity. For many young people, the transition from school to work can be fraught with challenges. A young person leaves the supportive environment of an educational institution and enters the world of advanced education or work. To navigate this transitional period successfully one must possess a definitive skill-set, relevant professional experience, and a relatively high level of independence. One acquires these qualities over time, through professional and personal experiences. Given today's job market, it is critical that young people pursue challenging opportunities which will provide each of them with professional contacts, qualifications, and a competitive edge. The challenges described above are even more pressing for people with disabilities.</p>	On-going	In-progress	<p>African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities</p>		Internship Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	AP	Morning at the Museum	Morning at the Museum is a pan-institutional program that addresses the needs expressed by families of children on the autism spectrum or who have other types of cognitive disabilities. The program offers early opening hours at various SI museums every other month along with extensive on-line visit preparation materials and a "Take a Break" space staffed by a therapist for children who need to remove themselves from the activities for a short period of time.	On-going, every other month	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Museum program	Program Diversity
USFA	OHR	George Mason University: Arts in the Real World Internship and Career Fair	Participated in George Mason University's Arts in the Real World Internship and Career Fair. At this expo-style 28 organizations were represented and 220 students/alumni attended. It was a big draw for students in the College of Visual and Performing Arts, as well as those from other departments including Public Administration and Art History. The event also included a series of presentations and Q&A sessions on special topics related to professional development in the visual and performing arts.	02/12/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Career Fairs	Program Diversity
USFA	OHR	Georgetown University Government and Nonprofit Career EXPO	Participated at the Georgetown University Government and Non-Profit Career Expo, which catered to over 1000 students and was used to direct several to the Smithsonian's current Pathways openings (Editorial Assistant and Archives Technician). This fair was hosted by Georgetown in conjunction with the University of Virginia, the University of Richmond, New York University's Wasserman Center for Career Development and the Robert F. Wagner Graduate School of Public Service, the College of William and Mary, and Swarthmore College and was only open to students and alumni of these schools.	02/13/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Career Fairs	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	OHR	University of Maryland Spring 2015 Career & Internship Fair	Participated at the University of Maryland Spring 2015 Career & Internship Fair. The University of Maryland is a nationally ranked Division I research university and the flagship institution of the University System of Maryland. The 2015 Spring Career & Internship Fair is a 3-day campus-wide event for employers from all industries. The fair kicks off spring recruiting season and offers the opportunity to interact with thousands of talented students from all majors, seeking full-time and internships positions.	02/19/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Career Fairs	Program Diversity
USFA	OHR	American University Spring 2015 Job & Internship Fair	Participated at the American University Spring 2015 Job & Internship Fair held on March 25. This high-impact fair was open to AU students and alumni seeking full-time, part-time, and internship positions; and connected them to representatives from 140 nonprofit organizations, companies, and government agencies. The 2015 fair saw an increased level of participation with 1174 registered attendees, as compared to 924 in 2014. Smithsonian representatives also participated in a break-out session pilot initiative that provided the opportunity to sit with a large group of attendees for 30 minutes and answer at-large questions employment and internship opportunities at the Smithsonian.	03/25/2015	Completed	African Americans Asian Americans Hispanics		Career Counseling	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	OHR	Anacostia Museum Career Day	Participated in ACM's annual Career Day program on May 21. OHR's Recruitment Branch donated 40 pairs of pencils and bookmarks to be included in students gift bags. Recruitment specialists Shontel Ruiz and Edith Tudae also volunteered to give a 5-10 minute presentation about their roles. They spoke in length about work and volunteer positions for students at the Institution and how they can prepare for and obtain various opportunities. About 35 students were in attendance from the SEED School of Washington, DC. SEED DC is the nation's first public boarding school whose primary mission is to provide an intensive, college preparatory educational program that prepares diverse students, both academically and socially, for success in college and life beyond.	05/21/2015	Completed	African Americans		Career Counseling	Workforce Diversity
USFA	OHR	NAACP National Convention Diversity Career Fair	Edith Tudae from OHR, Anita Nahal from NMAAHC, Omar Eaton-Martinez from NMAH, and Karen Carter from OFI represented the Smithsonian at the NAACP National Convention Diversity Career Fair, which is one of the nation's premier diversity branding and recruiting events. The Smithsonian joined several of the nation's top companies and government agencies to conduct outreach to candidates seeking job and internship opportunities from the immediate Philadelphia area as well as those from across the nation. The Professional Diversity Career Fair was free and open to all, regardless of race, ethnicity, sexual orientation, gender. Speaking guests included former President Bill Clinton and current President Barack Obama.	07/14/2015	Completed	African Americans		Conferences w/Professional Organizations	Workforce Diversity
USHAC	FSG	Bamboo Brilliance: A Mujuan Shakuhachi Celebration	Japanese and Japanese-American musicians performed traditional and contemporary music for bamboo flute (shakuhachi).	10/25/2014	Completed	Asian Americans	Japanese Americans	Performances	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	FSG	Material Science in the Museum	FSG's Senior Scientist Blythe McCarthy presented a lecture to University of Maryland students about material science activities in museums in preparation for up-coming recruitment.	11/21/2014	Completed	African Americans Asian Americans Hispanics		Lecture	Program Diversity
USHAC	FSG	Music From China Ensemble: 30th Anniversary Concert	Chinese-American musicians performed music by several Chinese American composers.	11/22/2014	Completed	Asian Americans	Chinese Americans	Performances	Program Diversity
USHAC	FSG	A Jazz Take on Arab Songs: The Tarek Yamani Trio	Lebanese American pianist performed his own jazz versions of songs by famous Arab composers of the 1950s.	12/06/2014	Completed	Asian Americans	Arab Americans	Performances	Program Diversity
USHAC	FSG	Music From Japan: 40th Anniversary Concert	Chinese-American and Korean-American soloists performed music with visiting Japanese virtuoso.	02/10/2015	Completed	Asian Americans	Pan-Asian Americans	Performances	Program Diversity
USHAC	FSG	Lunar New Year Family Day	Celebrated Lunar New Year with a day of family activities and festivities.	02/21/2015	Completed	Asian Americans Others	Chinese Americans Youth	Youth & Family Programming	Program Diversity
USHAC	FSG	Teacher Workshop: "Global Look: Exploring Point of View"	Presented a teacher's workshop, "Global Look: Exploring Point of View," which examined the diverse perspectives on travel in the traveler's eye and engaged in creative and reflective strategies that can be employed in the class room to help students understand different points of view.	03/04/2015	Completed	Others	Local educators and teachers of all backgrounds	Professional Development/Training	Supplier Diversity Workforce Diversity
USHAC	FSG	Classic Persian Pop: Mitra Sumara Band	Iranian pop music from the 1960s and 70s drew two full-house audiences of mostly Iranian Americans from the DC area.	03/07/2015	Completed	Asian Americans	Iranian Americans	Performances	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	FSG	Docent Training	Training on working with visitors with disabilities .	03/10/2015	Completed	Individuals with Disabilities		Professional Development/Training	Supplier Diversity Workforce Diversity
USHAC	FSG	Ghazal: Indian and Persian Improvisations	Two Grammy-nominated Asian American artists performed of fusion of Indian and Persian classical music traditions for an audience of Iranian- and Indian-American music lovers.	03/19/2015	Completed	Asian Americans	Pan-Asian Americans	Performances	Program Diversity
USHAC	FSG	ArtJamz: Cherry Blossoms	Hosted a painting party by DC's popular ArtJamz, which provided participants the opportunity to discover their inner artist and the beauty of cherry blossoms in Japanese art.	03/28/2015	Completed	Asian Americans Others	Youth, Families	Youth & Family Programming	Program Diversity
USHAC	FSG	National Math Festival: Design a Kolam Workshop	Presented a Design a Kolam Workshop during the first annual National Math Festival. Participants discovered the curved loops and geometric symmetry of kolam, a South Indian style of painting that uses rice flour to make intricate designs. They also had the opportunity to watch a professional artist create a kolam and learn about its historical and mathematical importance before experiment making your own using popular motifs, such as flowers and animals.	04/18/2015	Completed	Asian Americans Others	Youth, Families	Youth & Family Programming	Program Diversity
USHAC	FSG	Shanghai Quartet	Chinese American string quartet performed music by Chinese American composer Lei Liang.	04/30/2015	Completed	Asian Americans	Chinese Americans	Performances	Program Diversity
USHAC	FSG	Korea Day: A Family Festival	The Korean Film Festival kicks off with a full day of Korean cultural activities for the whole family. Explore the richness of Korean culture through hands-on activities, an animated film, gallery conversations, cooking demonstrations, and dance performances. Generous support for the Korean Film Festival and Korea Day: A Family Festival is provided by the Korea Foundation and by Professor Klaus Nehring and Dr. Yang-Ro Yoon.	05/03/2015	Completed	Asian Americans Others	Korean Americans Youth, Families	Youth & Family Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	FSG	Garden Fest: Sumi-e Japanese Brush Painting Workshop	During the Smithsonian Garden Fest, learn and practice the Japanese brush painting technique known as <i>sumi-e</i> . Experiment with ink gradation and color to create four flowers that symbolize empowering qualities.	05/08/2015	Completed	Asian Americans Others	Youth, Families	Youth & Family Programming	Program Diversity
USHAC	FSG	Vijay Iyer, piano; Rudresh Mahanthappa, alto saxophone	Two prominent Indian-American jazz artists performed in this program co-presented with the Smithsonian Asian Pacific American Center.	07/23/2015	Completed	Asian Americans	Indian Americans	Performances	Program Diversity
USHAC	FSG	ImaginAsia Archaeological Adventures Workshop	Presented the ImaginAsia Archeological Adventures Workshop which allowed participants to take a self-guided tour of Unearthing Arabia: The Archaeological Adventures of Wendell Phillips. Then, dig into a mini "excavation site" that includes shards found in Yemen and create clay models inspired by works in the exhibition.	01/17/2015 - 01/18/2015	Please choose one:	Asian Americans Others	Yemini Americans, Youths	Youth & Family Programming	Program Diversity
USHAC	FSG	In Your Words Workshop: Imagined Journeys	Presented the In Your Words Workshop: Imagined Journeys, as a part of The Traveler's Eye: Scenes of Asia exhibition. This workshop supported students' creative and expository writing skills by inspiring the through artworks in the galleries, encouraging them to explore the past through the lens of other cultures, and using memoir and journalistic techniques to compose short pieces based on their experience.	01/31/2015 - 04/25/2015	Completed	Asian Americans Others	Pan-Asian Americans, Youths	Youth & Family Programming	Program Diversity
USHAC	FSG	Love in Every Language	Featured <i>Love in Every Language</i> , a digital slideshow of images of love in Asian art from the FSG collections. Participants used prints that say "love" in more than a dozen Asian languages to create a Valentine's Day card to take home, and learn how to fold heart-shaped origami.	02/14/2015 - 02/15/2015	Completed	Asian Americans	Pan-Asian Americans	Youth & Family Programming	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	FSG	ImaginAsia Great Adventures	Presented <i>ImaginAsia Great Adventures</i> , a workshop that offered participants a self-guided tour of discoveries across China, Japan, Indian and the Middle East and hands on activities related to The Traveler's Eye: Scenes of Asia exhibition.	03/14/2015 - 03/15/2015	Completed	Asian Americans Others	Youth, Families	Youth & Family Programming	Program Diversity
USHAC	FSG	Tweeting in Korean	Promoted FSG's Korean Film Festival, through tweets about the screenings in both English and Korean.	05/03/2015 - 06/25/2015	Completed	Asian Americans		Social media	Program Diversity
USHAC	FSG	The World of the Japanese Illustrated Book: The Gerhard Pulverer Collection	Created a virtual portal The World of the Japanese Illustrated Book: The Gerhard Pulverer Collection which allows researchers to search for book titles can be searched in English and transliterated Japanese, with plans to include kanji. Titles in entries appear in English and kanji. Plans are underway to provide commentaries and essays in English and kanji, with Japanese authors writing text in kanji.	05/20/2015 - Present	In-progress	Asian Americans	Japanese scholars	Virtual Programming	Program Diversity
USHAC	FSG	My Travel Storybook Workshop	Presented the My Travel Storybook Workshop in celebration of Asian Pacific American Heritage Month. This workshop featured Sushmita Mazumdar, lead artist of Studio Pause, for a bookmaking workshop. Participants started with a guided tour of The Traveler's Eye: Scenes of Asia exhibition, and then shared their stories of travel and heritage to create a handmade book.	05/23/2015 - 05/24/2015 05/30/2015 - 05/31/2015	Completed	Asian Americans Others	Youth	Youth & Family Programming	Program Diversity
USHAC	FSG	Peacock Printmaking Project	Created the Peacock Printmaking Project, a 3-week teen artist residency with ArtREACH @ THEARC. The purpose of this program was to serve underserved youth from southeast DC and Prince George County in Maryland.	07/13/2015 - 07/31/2015	Completed	Residents of Under-resourced Communities Others	Youth	Youth & Family Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	FSG	Adventures in Anime and Manga Summer Camp	Hosted the Adventures in Anime and Manga Summer Camp, which traced the origins of manga drawing and anime films through FSG's collections of Japanese art. Participants learned to draw and develop their own characters and discovered the tricks to creating the illusion of three-dimensionality.	07/27/2015 - 07/31/2015	Completed	Asian Americans Others	Youth	Youth & Family Programming	Program Diversity
USHAC	FSG	Desert Naturescapes	Presented the program Desert Naturescapes that allowed participants to explore the deserts of Egypt in the large-scale photographic collage in Perspectives: Lara Baladi. They considered the ways one experiences and represents familiar places in one's life and then created a mixed-media piece to communicate their personal vision of the world.	09/19/2015 - 09/20/2015	Completed	Asian Americans Others	Youth, Families	Youth & Family Programming	Program Diversity
USHAC	FSG	Hosted a Project Search intern	Participated in the Smithsonian's Project Search by hosting an intern who provided assistance within the Office of Finance and Administration for reception area relief and general office work.	09/29/2014 - 12/19/2014	Completed	Individuals with Disabilities		Project Search	Workforce Diversity
USHAC	FSG	Performing Indonesia: Music, Dance, and Theater from West Java	Featured Performing Indonesia: Music, Dance and Theater from West Java, which was a weekend-long series of family workshops, symposium, concerts, puppet-play, dance and performances that drew heavily from the Indonesian community in the DC area.	10/04/2014 - 10/05/2014	Completed	Asian Americans	Indonesian Americans	Performances	Program Diversity
USHAC	FSG	Promotional Language	Hosted a workshop that celebrated Diwali, the Hindu festival of light. In this drop-in workshop, participants viewed works of art to learn about the history of the holiday through a guided tour and then had the opportunity to color a print of Lakshmi Puja, the goddess of good fortune who brings blessings during this festival, and design their own rangoli.	11/01/2014 11/02/2014	Completed	Asian Americans		Workshop	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	FSG	Celebrate Diwali! Workshop	Presented the Celebrate Diwali! Workshop, a part of ImaginAsia Programs and a special Open Studio Saturday, to celebrate the Hindu festival of light. Visitors of all ages discovered FSG's collection of South Asian and Himalayan art through family-friendly tours and hands-on activities.	11/07/2014 11/11/2014 - 11/12/2014	Planned	Asian Americans	Indian Americans, youths	Youth & Family Programming	Program Diversity
USHAC	FSG	Hunt! Guess! Explore Workshop - Arts of the Islamic World permanent collection	Hosted the Hunt! Guess! Explore Workshop in conjunction with the Arts of the Islamic World permanent collection. This drop-in workshop offered a self-guided tour and hands-on activities related to the Islamic Art collection, leading to the opportunity to create an art version of "paradise."	11/15/2014 - 11/16/2014	Completed	Asian Americans Others	Youth	Workshop	Program Diversity
USHAC	FSG	Iran in Photographs website	Created an Iran in Photographs website, which features a list of selected readings has pertinent titles in Persian, English, and French. Site visitors are encouraged to email in English or Persian if they recognize a place or face among the photographs online.	April 2015 - Present	In-progress	Others	Iranian Americans, Iranians	Virtual Programming	Program Diversity
USHAC	FSG	Ancient Chinese Jades Online Catalogue	In the process of creating an ancient Chinese Jades online catalogue that will have object IDs in English and Chinese, with plans to include entries and essays in Chinese and English.	April 2015 - Spring 2016	In-progress	Asian Americans	Chinese scholars	Virtual Programming	Program Diversity
USHAC	FSG	Sotatsu exhibition catalogue	Published the Sotatsu exhibition catalogue, which celebrates Tawaraya Sotatsu, a 17th-century master Japanese craftsman, never before celebrated in a solo show in the West. Many of the authors were from Japan and writing in Japanese. The book incorporates Japanese perspective, not just a Western one, throughout, making for a much richer and resonant publication.	October 2014 - September 2015	Completed	Asian Americans		Publication	Program Diversity
USHAC	FSG	PSE department contractor	Worked the SI Supplier Diversity Program to identify the contractor Help Unlimited in order to obtain a temporary office administrator.	September 2014 - November 2015	In-progress	African Americans		Workforce	Supplier Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	NMAAHC	Interpretive Workshop at Charleston County Parks and Recreation	NMAAHC's Office of Community and Constituent Services is sponsoring a week-long workshop certified by the National Association of Interpretation, to be held in Charleston SC, for members of the Association of African American Museums.	01/17/16 - 01/23/16	In-progress	African Americans Hispanics		Partnership Agreement	Program Diversity Workforce Diversity
USHAC	NMAAHC	Goree Island 3D Scanning	NMAAHC's Office of Community and Constituent Services is facilitating the training of archaeology students at the University of Dakar in 3-D scanning technology, with which they have scanned artifacts from Goree Island. These scans will eventually be used in NMAAHC exhibitions.	02/03/2015-TBD	In-progress	African Americans		International Partnerships	Program Diversity Workforce Diversity
USHAC	NMAAHC	Blakey Symposium	NMAAHC's Office of Community and Constituents Services is sponsoring a week-long symposium in Dakar, Senegal, featuring Dr. Michael Blakey. Students and researchers from the University of Dakar and the entire West African region will come together to share ideas and learn from each other.	02/8/2016-02/12/2016	In-progress	African Americans		International Conferences	Program Diversity Workforce Diversity
USHAC	NMAAHC	HBCU Pilot Internships	NMAAHC's Office of Community and Constituent Services is sponsoring a series of satellite "pilot" internships at Historically Black Colleges and Universities in advance of developing an on-site internship opportunity for students from HBCUs once the museum opens. Five pilots have been completed and 3-5 more are in process.	05/01/2014 - 07/30/2016	In-progress	African Americans Hispanics		Internships	Program Diversity Workforce Diversity
USHAC	NMAAHC	NMAAHC Audience Research	Conducting a research project intended to illuminate the perceptions of diverse African diasporic audiences in order to meaningfully engage and offer them a fulfilling visitor experience at NMAAHC. The Office of Community and Constituent Services is partnering with an external research consultant to complete a broad audience research analysis.	09/01/2015 - 11/01/2016	In-progress	African Americans Hispanics Native Americans		Research Project	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	NMAAHC	AAM-TyPA Conference	Conference of the Americas being co-created by the American Alliance of Museums (AAM) and Fundación TyPA. The primary audience for this conference were mid-level, on-the-ground staff who serve as the future leaders and "change-makers" within the institution. NMAAHC's Office of Community and Constituent Services specifically supported fellowships for underserved participants with a focus on African diaspora community and accessibility of conference events and materials (translation into three languages and access on Internet for those unable to attend as well as distribution and translation of white paper). NMAAHC also participated on a panel focused on the representation of the African diaspora.	09/02/2015 - 09/04/2015	Completed	African Americans Hispanics Native Americans		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
USHAC	NMAAHC	University of Dakar Underwater Dive Training	NMAAHC's Office of Community and Constituent Services is facilitating the training of archaeology students at the University of Dakar in SCUBA diving as well as underwater archaeology, in anticipation of their eventual participation in NMAAHC's Slave Wrecks Project.	11/22/2014-TBD	In-progress	African Americans		International Partnerships	Program Diversity Workforce Diversity
USHAC	NMAAHC	SEMC John Kinard Scholarship	NMAAHC's Office of Community and Constituent Services is sponsoring an annual scholarship for members from the Association of African American Museums to attend SEMC's Jekyll Island Management Institute.	Annually	In-progress	African Americans Hispanics		Partnership	Program Diversity Workforce Diversity
USHAC	NMAH	NMAH Blog post for African American History Month	In honor of African American History Month, NMAH curator Helena Wright published the blog post titled <i>Intriguing Images of Dr. George Washington Carver</i> , which provided information on the striking Psycho Beautigraph etching by artist Felix B. Gaines of Dr. Carver. This blog post increased visibility of the diversity of NMAH's collections.	02/13/2015	Completed	African Americans		Blog	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	NMAH	NMAH Blog post for Women's History Month	In honor of Women's History Month, NMAH curator Helena Wright published a blog post titled <i>Ethel Reed and the Poster Craze</i> , which described the life and work of Ethel Reed (1874-1912), a popular poster artist of the 1890s. This post increased visibility of the diversity of NMAH's collections.	03/23/2015	Completed	Others	Women	Blog	Program Diversity
USHAC	NMAH	Smithsonian Video Informational Session University of Illinois- Chicago Museum Studies	NMAH's Interns and Fellows Manager, Omar Eaton-Martínez, presented an Informational session on internships and fellowships to a diverse cohort of students from the University of Ill-Chicago's Social Justice centered Museum Studies program.	04/09/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Informational Session	Program Diversity Workforce Diversity
USHAC	NMAH	University of Maryland, College Park Intern for a Day	NMAH's Interns and Fellows Manager, Omar Eaton-Martínez, hosted an African American UMCP student for a one day job shadowing program to introduce the student to life of a museum professional at the Smithsonian.	04/22/2015	Completed	African Americans		Job shadowing	Program Diversity Workforce Diversity
USHAC	NMAH	Raise It Up! Go-go Concert	Presented <i>Raise it Up!</i> , a Go-go concert that featured the band Team Familiar on the Mall Terrace. Organized by NMAH's William Reynolds, Lemelson Center and James Zimmerman, Office of Programs and Strategic Initiatives this program also featured a discussion facilitated by William Reynolds with Charles Stephenson, Kip Lornell, and Donnell Floyd of Familiar Faces on DC as a "Place of Invention" for Go-go music.	June 11, 2015	Completed	African Americans Asian Americans Hispanics		Public Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	NMAH	University of Puerto Rico, Rio Piedras Outreach	NMAH's Interns and Fellows Manager, Omar Eaton-Martínez, gave three presentations to students and faculty from three different departments (Humanities, Social Science and General Studies). Met with the Provost to discuss potential MOU that could lead to helping them create a Museum Studies program. This increased the visibility of the intern and fellows program at NMAH.	03/01/2015 - 03/14/2015	Completed	Hispanics		Series of presentations and meetings with the purpose of formalizing a partnership	Program Diversity Workforce Diversity
USHAC	NMAH	Youth Advisory Council Application Process Outreach	NMAH's Youth Programs Coordinator, Sage Morgan-Hubbard, promoted and reached out to hundreds of local area History/ Social Science teachers, Principals and administrators including all of the local private and public area MD, VA & DC high schools. NMAH received over 80 applications and selected a diverse group of 20 students aged 15-17 years old for our summer youth advisory council from July 13-24th, 2015 and will then have an additional group of 30 students in the year-long program starting in October. NMAH will continue to work hard to attract and maintain a diverse group of teenagers, majority of who are under resourced and could especially benefit from our free programming.	05/01/2015 - 05/22/2015	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Youth Programs	Program Diversity Workforce Diversity
USHAC	NMAH	NMAH intern hired through Minority Awards Program, OFI	NMAH Intern, Alexis McDonald, an African American student from Bryn Mawr College, is learning the accession process for prints that are being added to the NMAH permanent collection. She will gain first-hand experience with a variety of European and American historical prints and learn to identify different printmaking methods, standard cataloguing procedures, and the use of our Mimsy XG database.	06/01/2015 - 08/07/2015	Completed	African Americans		Paid Internships	Program Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	NMAH	Latino Baseball History	NMAH Interns and Fellows Manager, Omar Eaton-Martínez and NMAH Curator, Margie Salazar-Porzio, met with George Santiago, International Baseball Federation Commissioner and co-founder of Los Magnificos, regarding an initiative to commemorate the 12 Latino Baseball Hall of Famers.	May 2015 - TBD	In-progress	African Americans Hispanics		Outreach	Program Diversity Workforce Diversity
USHAC	NMAH	Indiana University School of Public & Environmental Affairs (IU/SPEA) MOU	NMAH Interns and Fellows Manager, Omar Eaton-Martínez, in conjunction with NMAH's Office of Management and Museum Services hosted this spring our first cohort of IU/SPEA students as part of our 5 year memorandum of understanding for internships in museum management.	Spring 2015 - Spring 2019	In-progress	Asian Americans Others	Two International Students	Memorandums of Understanding Formal	Program Diversity Workforce Diversity
USHAC	NMAH	Asian Pacific Islander American Scholarship Fund/Asian American Native American Pacific Islander Serving Institution Capacity Building Workshop	NMAH Interns and Fellows Manager, Omar Eaton-Martínez, presented to higher education institutions with high enrollment of Asian American Pacific Islander students on internships and fellowships.		Completed	Asian Americans		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
USHAC	SAAM	Afro-Latino Forum	SAAM Curator, E. Carmen Ramos, participated on the Afro-Latino Form Pan-Institutional panel.	10/1/2014	Completed	Hispanics		Program	Program Diversity
USHAC	SAAM	Exploring Castle Panel Discussion	Hosted a panel discussion moderated by SAAM Exhibition Curator, Nicholas Bell on James Castle's remarkable artistic vision.	10/2/2014	Completed	Individuals with Disabilities		Program	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Lunch-bag lecture: Going 'Native' in an American Borderland: Frank S. Matsura's Photographic Miscegenation	Hosted a lunch-bag lecture by ShiPu Wang, Terra Foundation Senior Fellow in American Art and Associate Professor at the University of California, on Seattle-based Asian American photographer Frank S. Matsura.	10/8/2014	Completed	Asian Americans		Public Program-Lunch-bag Lecture	Program Diversity
USHAC	SAAM	Backstory: Smithsonian Curator E. Carmen Ramos on Our America	Hosted a lecture by SAAM Curator, E. Carmen Ramos, at the Crocker Art Museum in Sacramento, California.	11/6/2014	Completed	Hispanics		Program	Program Diversity
USHAC	SAAM	James Dicke Contemporary Artist Prize	Awarded the James Dicke Contemporary Artist Prize to Nigerian born Njideka Akunyili Crosby. The winning artist was selected by independent panel of jurors and the \$25,000 award recognizes an artist younger than 50 who has produced a significant body of work and continuously displays exceptional creativity.	11/25/2014	Completed	African Americans		Program	Program Diversity
USHAC	SAAM	James Castle: Portrait of an artist	Featured the documentary of James Castle, a look at the artist's life and creative process, as seen through the eyes of family members, art historians, curators, artists, collectors and members of the deaf community. The film screening was followed by a Q&A with Director Jeffrey Wolf, and SAAM curators Nicholas Bell and Leslie Umberger.	12/1/2014	Completed	Individuals with Disabilities		Program	Program Diversity
USHAC	SAAM	Conservation of our Collection: Untitled the Art of James Castle	Provided two tours of Conservation of our Collection: Untitled the Art of James Castle, led by SAAM's Paper Conservator, Catherine Maynor. This tour provided an inside look at treatment techniques.	12/10/2014	Completed	Individuals with Disabilities		Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Chinese New Year Family Festival	Hosted a family day in celebration of Chinese New Years.	02/6/2015	Completed	Asian Americans		Program	Program Diversity
USHAC	SAAM	Curating a Meaningless Category: The Critical Reception of "Our America"	Presented a lecture by SAAM Curator, E. Carmen Ramos, at the College Art Association conference session Imagining a US Latina/o Art History.	02/12/2015	Completed	Hispanics		Lecture	Program Diversity
USHAC	SAAM	Round Table Remix	Presented a webcast panel discussion with artist Minger Mike; SAAM Exhibition Curator, Leslie Umberger; author Dori Hadar, writer and art curator Tom Patterson, an local radio personality Carroll Hynson, Jr.	02/27/2015	Completed	African Americans		Lecture	Program Diversity
USHAC	SAAM	Gallery Talk: Minger Mike's Supersonic Greatest Hits	Gallery tour led by SAAM Exhibition Curator Leslie Umberger	03/10/2015	Completed	African Americans		Lecture	Program Diversity
USHAC	SAAM	Lunch-bag lecture: "Sculpting the New Negress: May Howard Jackson and the Politics of Black Female Respectability, 1900-1930"	Hosted the lunch-bag lecture by Gwendolyn DuBois Shaw, Associate Professor and Undergraduate Chair at the University of Pennsylvania	03/30/2015	Completed	African Americans		Lecture	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Dicke Contemporary Artist Lecture	Presented a lecture by Mark Bradford, one of today's most recognized contemporary artists, as part of the Dicke Contemporary Artist Lecture series. Bradford discussed his <i>Amendment</i> painting series that explores the themes of democracy, power, and freedom represented in the U.S. Bill of Rights.	04/20/2015	Completed	African Americans		Public Program-Lecture	Program Diversity
USHAC	SAAM	Distinguished Artists Talk	Hosted the Distinguished Artists Talk that featured brothers Einar and Jamex de la Toree, well-known in the glass art world, who described their process and work, past and present.	05/3/2015	Completed	Hispanics		Public Program-Lecture	Program Diversity
USHAC	SAAM	Chinese New Year Family Festival	Hosted a Cherry Blossom Family Celebration in honor of Chinese New Years, which featured traditional Japanese music and dance performances and craft.	05/4/2015	Completed	Asian Americans			Program Diversity
USHAC	SAAM	Curator led Gallery Talk	Curator Joann Moser led a gallery tour/talk on the Kuniyoshi exhibition.	05/07/2015	Completed	Asian Americans		Public Program-Gallery Talk	Program Diversity
USHAC	SAAM	Conference Paper	SAAM Curator, E. Carmen Ramos presented conference paper at New York University titled <i>José Antonio Aponte and His World: Writing, Painting and Making Freedom in the African Diaspora</i> , which discussed images of slaves/slavery in nineteenth-century Cuban art at the conference.	05/08/2015	Completed	African Americans Hispanics		Lecture Conferences w/Colleges or Universities	Program Diversity
USHAC	SAAM	Fellows Lecture Series	As part of the museum's annual fellows lecture series, Hayan Kim, Pre-doctoral Fellow, University of Illinois at Urbana-Champaign gave a presentation titled "Changing Interface: Nam June Paik's TV and Video, 1963-1995."	05/08/2015	Completed	Asian Americans		Public Program-Lecture	Program Diversity
USHAC	SAAM	Gallery Talk	Hosted a gallery talk that featured new media artist Kota Ezwa, who discussed his work in the museum's Watch This! exhibition.	05/08/2015	Completed	Asian Americans		Public Program-Lecture	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Curator led talk	SAAM Curator Tom Wolf presented talk on the artistic journey of Yasuo Kuniyoshi.	05/10/2015	Completed	Asian Americans		Public Program-Gallery Talk	Program Diversity
USHAC	SAAM	Yasuo Kuniyoshi in the American Art World	Hosted a lecture featuring art historian and writer Avis Berman, who spoke on Yasuo Kuniyoshi and establishes Kuniyoshi as a twentieth-century modernist and places him among his contemporaries, including artists Edward Hopper, Georgia O'Keeffe, and Stuart Davis.	06/04/2015	Completed	Asian Americans		Public Program-Lecture	Program Diversity
USHAC	SAAM	Curator led Gallery Talk	Hosted a gallery talk by SAAM Curator, Leslie Umberger, who discussed Mingering Mike's Supersonic Greatest Hits.	06/16/2015	Completed	African Americans		Public Program-Gallery Talk	Program Diversity
USHAC	SAAM	Conference Paper	SAAM Curator, Leslie Umberger, presented a lecture at the "Heterotopias" Conference, hosted by the Osservatorio Outsider Art Palermo, The University of Palermo and the International European Outsider Arts Association.	06/27/2015	Completed	African Americans		Lecture Conferences w/Colleges or Universities	Program Diversity
USHAC	SAAM	Cultivating Fruit and Equality: The Still Life Paintings of Robert Duncanson	Featured the article titled "Cultivating Fruit and Equality: The Still Life Paintings of Robert Duncanson" by Shana Klein in the summer edition of SAAM's journal American Art, vol. 29, no. 2, pg. 64-85. This article examines the many ways that fruit served Duncanson and connected him to local networks invested in art, horticulture, and abolition.	07/01/2015	Completed	African Americans		Publication	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Olga Albizu and the Borders of Abstraction	Featured the article titled "Olga Albizu and the Borders of Abstraction" by Abigail McEwen in the summer edition of SAAM's journal American Art, vol. 29, no. 2, pg. 86-111. Born in San Juan, Olga Albizu (1924–2005) ranks among the important women of American abstract expressionism and may be considered the movement's outstanding representative from Puerto Rico. A student of Esteban Vicente and Hans Hofmann, she developed her practice of painting betwixt and between the gendered, generational, and nationalist discourses of abstract expressionism and Latin American art over the 1950s and 1960s. Working within the conceptual borderlands of Puerto Rican New York and the New York School, Albizu turned the vocabularies of gestural painting into a post-national medium of self-expression, articulated here as a critical border practice. Albizu's border practice challenged cultural tropes of American exceptionalism and Puerto Rican independence, and her mature paintings—most tellingly, her self-portraits—disclose a richly intrasubjective and multiplex American identity.	07/01/2015	Completed	Hispanics		Publication	Program Diversity
USHAC	SAAM	Conservation of Our Collections- Minging Mike's Supersonic Greatest Hits	Hosted a gallery talk by SAAM's Paper Conservator, Catherine Maynor, about the techniques used to treat and preserve the artist's self-fabricated LP albums with original album art and liner notes, 44-rpm singles, and more.	07/07/2015	Completed	African Americans		Public Program- Gallery Talk	Program Diversity
USHAC	SAAM	Watch This! How Nam June Paik and Video Art Led a Good Abstract Artist Astray	Artist, writer and television personality Russell Connor celebrates Nam June Paik's birthday with the screening of excerpts from Global Groove, a film narrated by Connor, who chats about his collaborations with Paik and other video artists.	07/08/2015	Completed	Asian Americans		Public Program- Lecture	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Gallery Talk	Hosted a gallery talk by SAAM's exhibition co-curator Joann Moser, which highlighted Kuniyoshi's inventive and humorous early works as well as his later more sensuous and worldly ones, painted after his two extended visits to Paris.	07/16/2015	Completed	Asian Americans		Public Program-Gallery Talk	Program Diversity
USHAC	SAAM	Gallery Talk	Hosted a gallery talk with video artist Rico Gatson SAAM's Watch This!, which discussed Gun Play, his socially conscious work in the exhibition.	08/15/2015	Completed	African Americans		Public Program-Gallery Talk	Program Diversity
USHAC	SAAM	Wikipedia Asian Pacific American Art	Hosted a Wikipedia edit-a-thon and meet-up event in collaboration with APAC and Wikimedia DC to improve articles in Wikipedia about Asian Pacific American art and artists.	09/04/2015	Completed	Asian Americans		Publication	Program Diversity
USHAC	SAAM	An American Diary	Presented a lecture by artist Roger Shimomura, who discussed his work that juxtaposes everyday images with racially charged imagery, confronting Asian-American political and ethnic issues. He also discussed his paintings, prints and experimental theatre pieces that span his forty-year career.	08/20/2015	Completed	Asian Americans		Public Program-Lecture	Program Diversity
USHAC	SAAM	Mingering Mike's Supersonic Greatest Hits	SAAM Curator of Folk and Self-Taught Art, Leslie Umberger, organized the exhibition "Mingering Mike's Supersonic Greatest Hits. This exhibition features more than 100 artworks made by self-taught African American Washington, DC artist known as Mingering Mike. The works powerfully evoke the black entertainers of the late 1960s and '70s and are a window onto an historical moment when black radio was new and Washington-based performers like Marvin Gaye were gaining national attention and transforming American music.	02/27/2015 - 08/02/2015	Completed	African Americans		Exhibition	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Loan Program	SAAM lent 3 artworks to the Museum of Modern Art for their show: "One Way Ticket: Jacob Lawrence's Migration Series and Other Visions of the Great Movement North" [paintings lent, 1967.59.610, 1967.59.618 and 2010.52, two William H. Johnson works and one Jacob Lawrence work]	04/03/2015-09/07/2015	Completed	African Americans		Exhibition	Program Diversity
USHAC	SAAM	Gallery Highlights	All walk-in tours featured the work of an Asian American artists during the entire month of May as part of the Asian Pacific Heritage month celebrations.	05/01/2015-05/30/2015	Completed	Asian Americans		Gallery Talk	Program Diversity
USHAC	SAAM	The Artistic Journey of Yasuo Kuniyoshi	First comprehensive overview of Yasuo Kuniyoshi's works by a U.S. museum in more than 65-years. Organized by guest curator Tom Wolf and co-curated with Joann Moser, deputy chief curator at SAAM. Traces the artist's career through 66 of his finest paintings and drawings.	05/04/2015 - 08/30/2015	Completed	Asian Americans		Exhibition, publication	Program Diversity
USHAC	SAAM	Internship, Summer Program	SAAM actively recruited for a diverse summer internship program, which had a 15% diversity rate, with 100% female and 15% Hispanic.	06/08/2015 - 08/10/2015	Completed	Hispanics		Internship Program	Workforce Diversity
USHAC	SAAM	The Modern Pueblo Painting of Awa Tsireh	Featured the exhibition <i>The Modern Pueblo Painting of Awa Tsireh</i> . The paintings of Awa Tsireh, also known by his Spanish name, Alfonso Roybal, represent an encounter between the art traditions of native Pueblo peoples in the Southwestern United States and the American modernist at style begun in New York, which quickly spread across the country.	09/04/2015 - 01/31/2016	In-progress	Native Americans		Exhibition	Program Diversity
USHAC	SAAM	Fellowship Program Diversity Stats	Gender: 73% female; 27% male; Race: 16.6 % Asian American.	10/1/2014-8/26/2015	In-progress	Asian Americans Hispanics		Fellowship Program	Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Our America: The Latino Presence in American Art	SAAM's Curator of Latino Art, E. Carmen Ramos organized the exhibition titled "Our America: The Latino Presence in American Art." It presents more than ninety works of art across all media by significant Latino artists active from the 1950s to present day, and gives voice to their broad American experience. Drawn entirely from SAAM permanent collection, the exhibition explores how Latino artist shaped the artistic movements of their day and recalibrated key themes in American art and culture. The show will travels to 7 additional venues: The Patricia and Phillip Frost Art Museum (Miami, FL), Crocker Art Museum (Sacramento, CA), Utah Museum of Fine Arts (Salt Lake City, UT), Arkansas Art Center (Little Rock, AR), Delaware Art Museum (Wilmington, DE), Hunter Museum of American Art (Chattanooga, TN), and Sioux City Art Center (Sioux City, IA). The exhibition is accompanied by exhibition catalog of same title, a bilingual mobile website and audio podcast featuring commentaries by curators and artists.	10/25/2013-3/2/2014 , with travelling shows at 7 additional venues from 2013 through October 15, 2017. Currently on view at: Crocker Art Museum (Sacramento, CA), Sept. 21, 2014-Jan. 11, 2015.	In-progress	Hispanics		Traveling Exhibitions	Program Diversity
USHAC	SAAM	Internship Advanced Level Program Diversity Stats	SAAM actively recruits for a diverse internship program. The Fall Internship Advanced Level Program, achieved diversity rate of 12.5%: Including 6.25% Hispanic, 6.25% African-American and gender diversity of 75% female and 25% male.	9/1/2014-5/1/2015	In-progress	African Americans Asian Americans Hispanics Native Americans		Internship Program	Workforce Diversity
USHAC	SAAM	Art Signs	Provided an ongoing series of gallery talks, held twice a month, for Deaf Visitors in American Sign Language (ASL).	9/2/2013 - Ongoing	In-progress	Individuals with Disabilities		Public Program-Gallery Talk	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Untitled: The Art of James Castle	Curated an exhibition by Nicholas Bell, the Fleur and Charles Bresler Senior Curator of American Craft and Decorative Art. The exhibition highlights SAAM's recent acquisitions of Castle's works. Castle was born profoundly deaf, remained illiterate, and never acquired a conventional mode of communicating with others. He is often assumed to have lived a form of extreme isolation. This exhibition seeks to move beyond such biography, to appreciate the remarkable quality of Castle's vision, and to question how the works themselves can elucidate the world of one of the most enigmatic American artists of the twentieth century. The exhibition is accompanied by catalog of same title.	9/26/2014-2/1/2015	Completed	Individuals with Disabilities		Exhibition, Publication	Program Diversity
USHAC	SAAM	Confronting Taboo: Photography and the Art of Jacob Lawrence	Featured the article titled <i>Confronting Taboo: Photography and the Art of Jacob Lawrence</i> by Tanya Sheehan in American Art, the scholarly journal co-published by SAAM and the University of Chicago (Fall 2014, vol. 28, no. 3). The article explores African American artist Jacob Lawrence's references to vernacular photographic practices.	Fall 2014	Completed	African Americans		Publication	Program Diversity
USHAC	SAAM	To Reap the Harvest Wonderful: On Sustainability at the National Museum of African American History and Culture	Included commentary by Kinshasha Holman Conwill, Deputy Director of NMAAHC on the article <i>To Reap the Harvest Wonderful: On Sustainability at the National Museum of African American History and Culture</i> , was published in American Art, the scholarly journal co-published by SAAM and the University of Chicago (Fall 2014, vol. 28, no. 3).	Fall 2014	Completed	African Americans		Publication	Program Diversity
USHAC	SAAM	American InSight	Docent led gallery tours designed for visitors who are blind or who have low vision.	July 2015 - On going	In-progress	Individuals with Disabilities		Public Program-Gallery Talk	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Direct Carving	Exhibition curated by Karen Lemmey, SAAM's Curator of Sculpture titled <i>Direct Carving</i> , which features 24 sculptures from across the twentieth century that showcase the direct carving method by artists of diverse backgrounds, including African American and Native American.	March 2015 - Ongoing	In-progress	African Americans Native Americans		Exhibition	Program Diversity
USHAC	SAAM	A Cloudburst in Venice: Fred Kabotie and the U.S. Pavilion of 1932	Featured the article titled <i>A Cloudburst in Venice: Fred Kabotie and the U.S. Pavilion of 1932</i> by Jessica L. Horton in <i>American Art</i> , the scholarly journal co-published by SAAM and the University of Chicago Press (Spring 2015, vol. 29, no. 1). The article discusses the early paintings of Hopi artist Fred Kabotie in light of their rediscovered inclusion in the U.S. Pavilion at the 1932 Venice Biennale.	Spring 2015	Completed	Native Americans		Publication	Program Diversity
USHAC	SAAM	The Afterimages of Emmett Till	Featured the article titled <i>The Afterimages of Emmett Till</i> by Shawn Michelle Smith in <i>American Art</i> , the scholarly journal co-published by SAAM and the University of Chicago Press (Spring 2015, vol. 29, no. 1). This article considers Jason Lazarus's photograph <i>Standing at the Grave of Emmett Till, Day of Exhumation, June 1st, 2005 (Alsip, Illinois)</i> as a meditation on photography, history, national memory, and mourning. It suggests that Lazarus's enigmatic image provides a striking metaphor for the spectacle and absence that defined the postmortem photographs of Emmett Till that circulated in 1955. Those images communicated the horror of Till's murder to a segregated viewing audience, even as they also failed to capture the trauma of the events. Lazarus's image represents the national mourning of Till's murder, which continues over fifty years later, and is marked by the perpetual repetition and return of Till's photographs.	Spring 2015	Completed	African Americans		Publication	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	The Sartorial and the Skin: Portraits of Pocahontas and the Allegories of English Empire	Featured the article <i>The Sartorial and the Skin: Portraits of Pocahontas and the Allegories of English Empire</i> by Charlotte Ickes in <i>American Art</i> , the scholarly journal co-published by the museum and the University of Chicago Press (Spring 2015, vol. 29, no. 1). This article examines how the particulars of portraiture and the abstraction of allegory met on the ground of the sartorial and then the skin to both reflect and resist English imperialism.	Spring 2015	Completed	African Americans		Publication	Program Diversity
USHAC	SAAM	George Catlin's American Buffalo	The touring exhibition titled <i>George Catlin's American Buffalo</i> and the related book by Adam Duncan Harris explore Catlin's representation of buffalo and their integration into the lives of Native Americans through forty original paintings by the artist. George Catlin was among the earliest artists of European descent to travel beyond the Mississippi River to record what he called "the manners and customs" of American Indians, painting scenes and portraits from life. His intention was to document these native cultures before, as he feared, they were irrevocably altered by settlement of the frontier and the mass migrations forced by the Indian Removal Act of 1830. In chronicling the lifeways of Plains Indian cultures, he captured the central importance of the buffalo in the daily lives of American Indian tribes, from food and shelter to ceremony and naming. This show which debuted at the National Museum of Wildlife Art (Jackson Hole, WY), travelled to 6 additional venues: Palm Springs Art Museum (Palm Springs, CA), Wichita Art Museum (Wichita, KS), C.M. Russell Museum (Great Falls, MT), Mennello Museum of American Art (Orlando, FL), Reynolda House Museum of Art (Winston-Salem, NC) and Panhandle-Plains Historical Museum (Canyon, TX).	Travelling show, 7 venues, 5/10/2013-8/30/2015 Currently on view at: Mennello Museum of American Art (Orlando, FL) - 10/04/2014 - 01/01/2015.	In-progress	Native Americans		Traveling Exhibitions	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Assisted Listening Audio Loop System	Installed a new state-of-the-art audio loop system for assisted listening SAAM's McEvoy Auditorium	Winter 2014	Completed	Individuals with Disabilities		Program	Program Diversity
USHAC	SLC	Encuentro de Poetas Salvadoreñas: An Evening of Spoken Word and Performance	SLC presented <i>Encuentro de Poetas Salvadoreñas: An Evening of Spoken Word and Performance</i> at NMAI on October 2. The evening featured four Salvadoran poets from the west and east coasts, as well as a live webcast. This event was held in conjunction with the exhibition <i>Cerámica de los Ancestros: Central America's Past Revealed</i> , which explores the ancestral past of Central America. ATTENDANCE: 50	10/02/2014	Completed	African Americans Hispanics Native Americans Residents of Under-resourced Communities		Virtual Programming Public Program with Webcast	Program Diversity
USHAC	SLC	Screening: Harvest of Empire	SLC, in partnership with NMAH, screened the award-winning, 2012 feature-length documentary <i>Harvest of Empire</i> on October 8. Based on the book by journalist Juan González of Democracy Now!, the film featured real-life stories and rare archival footage and examined the political events, social conditions, and U.S. government actions that led millions of Latino families to leave their homelands in an unprecedented wave of migration from Mexico, the Caribbean and Central America. The program also featured a panel discussion with the film's co-director Eduardo López, political science professor María de los Angeles Torres (University of Illinois, Chicago) and curator Margaret Salazar-Porzio (NMAH). ATTENDANCE: 100	10/08/2014	Completed	Hispanics Residents of Under-resourced Communities		Public Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	¡Descubra! Meet the Science Expert Program at Hispanic Innovators in Air and Space Family Day	SLC's ¡Descubra! Meet the Science Expert Program was offered as part of the Hispanic Innovators in Air and Space Family Day at NASM on October 11. Science experts from the Society for Hispanic Professional Engineers, the U.S. Patent and Trademark Office and the First Robotics Competition participated in the program. The day included Latino space-age themed music and dance performances, key presenter Candy Torres, engineer for NASA's Johnson Space Center and activities highlighting early Latino aviators from Mexico, Peru, Brazil, and other Latin American countries. ATTENDANCE: 28,359.	10/11/2014	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Family Day Program	Program Diversity
USHAC	SLC	Panel: What's Trending in Latino Art	SLC's Director, Edurado Díaz, moderated the panel What's Trending in Latino Art with panelists E. Carmen Ramos, SAAM's Curator of Latino Art, and Taína Caragol, NPG's Curator of Latino Art and History as part of the Smithsonian Campaign Weekend Programming. The panel highlighted both curators' work in expanding Latino representation at the Smithsonian vis-à-vis collections and their inaugural exhibitions, <i>Our America: The Latino Presence in American Art</i> and <i>Portraiture Now: Staging the Self</i> . Both exhibitions were supported by the Latino Initiatives Pool and by SLC.	10/18/2014	Completed	Hispanics		Public Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Celebración de la Dominicanidad	SLC participated in an onstage conversation at the Organization of American States (D.C.) reflecting on the complex legacies and the layered histories of Hispaniola, the island shared by the Dominican Republic and Haiti on October 20. The program featured literary critic and writer Diógenes Céspedes, historian and essayist Daniel Balcácer and journalist Adriano Miguel Tejada. The conversation was moderated by Randal Woodaman, SLC's Director of Exhibitions and Public Programs. The program was conducted in Spanish and was organized by the Permanent Mission of the Dominican Republic to the Organization of American States, the Embassy of the Dominican Republic in the U.S. and the Latino Center. ATTENDANCE: 30	10/20/2014	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Program	Program Diversity
USHAC	SLC	Lecture: University of California Washington Center	SLC's Director, Edurado Díaz, gave a guest lecture to students of University of California Washington Center on cultural representations in museums.	10/27/2014	Completed	African Americans Asian Americans Hispanics		Guest Lecture	Program Diversity
USHAC	SLC	CHCI Intern Talk and Tour	SLC's Director, Edurado Díaz, hosted a talk with Congressional Hispanic Caucus Institute Interns on the work of the Smithsonian Latino Center in promoting Latino contributions across the Institution. Latino Curator of Art and History of NPG, Taína Caragol, then gave interns a tour of NPG exhibition, Portraiture Now: Staging the Self.	10/31/2014	Completed	Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
USHAC	SLC	Guest Lecture: University of Maryland, College Park	SLC's Director, Edurado Díaz, gave a guest lecture at the University of Maryland, College Park on the topic of Latino Identity Formation.	11/5/2014	Completed	African Americans Asian Americans Hispanics		Conferences w/Colleges or Universities	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Inter-University Program for Latino Research: Co-Directors Meeting	SLC hosted IUPLR's co-director's meeting in Washington, D.C. Leaders of Latino Studies Programs nationwide convened at the Latino Center to discuss the advancement of Latino intellectual presence in the United States. IUPLR is headquartered at the University of Illinois at Chicago.	11/13/2014	Completed	Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
USHAC	SLC	Young Ambassadors Program: Post-Collegiate Seminar	In order to keep Young Ambassador Program alumni engaged throughout the year, SLC conducted a Young Ambassadors Post Collegiate Seminar Webinar on November 22nd. The webinar consisted of three sessions and explored topics such as networking, interviewing, resume building and graduate school preparation. The webinar was offered through VYDIO and also utilized Facebook, Instagram and Twitter. PARTICIPANTS: 63	11/22/2014	Completed	Hispanics		Virtual Programming	Program Diversity Workforce Diversity
USHAC	SLC	Staging the Self Mirror Masks	SLC held a teen program titled "Staging the Self Mirror Masks" on November 23. This 90-minute workshop at NPG was offered to teens and college students and focused on new ways of thinking about identity and culture by working with artist Pedro Lasch. Participants used the artists mirror masks to connect the collections of NPG on topics and themes such as abstraction and social justice. This program was held in conjunction with the exhibition Portraiture Now: Staging the Self, currently on view at NPG through April 12, 2015.	11/23/2014	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Teen Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Young Ambassadors Program: Alumni Conexiones	SLC's Young Ambassadors Alumni Network <i>Conexiones</i> initiative provides opportunities for regional and inter-year connections. In December SLC hosted three <i>Conexiones</i> events in Washington, D.C., New York and Miami. The event in Miami connected program alumni with experts in the arts: Aida Levitan, President of ArtesMiami and Ramiro Ortiz, President of History Miami.	December 2014	Completed	Hispanics Residents of Under-resourced Communities		Career Counseling	Program Diversity Workforce Diversity
USHAC	SLC	Sharing Stories: The Deaf Latino Experience	SLC and NPG presented an onstage conversation in American Sign Language (ASL) between former Gallaudet University president Dr. Robert Davila and master storyteller Manny Hernandez. The program was moderated by Gabriel Arellano, the incoming President of the Latino Deaf and Hard of Hearing Association of the Metropolitan Washington, DC. The program addressed the lived experiences of deaf Latinos and the explored the unique culture and challenges shared by this community. The presentation was followed by Q&A and included a live webcast. ATTENDANCE: 50	12/02/2014	Completed	Hispanics Individuals with Disabilities Residents of Under-resourced Communities		Public Program	Program Diversity
USHAC	SLC	Groundbreaking Institution Award	SLC, along with the NMAH and CFCH, received the Groundbreaking Institution Award at the Dominican Intellectual Legacy Gala presented by the Dominican Studies Institute (CUNY). The award recognizes institutions that were committed to documenting the collective cultural experience of the Dominican people as they have inserted themselves into the fabric of U.S. society.	12/06/2014	Completed	Hispanics		Groundbreaking Institution Award	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	University of Maryland Museum Studies Lecture	SLC's Director, Edurado Díaz, and APAC's Director, Konrad Ng, gave lecture regarding the Smithsonian's Asian-Latino Project to a University of Maryland Museum Studies Course taught by NMAH's Margaret Salazar-Porzio and APAC's Masum Momaya	02/02/2015	Completed	African Americans Asian Americans Hispanics		Career Counseling	Program Diversity Workforce Diversity
USHAC	SLC	Outreach at Cox School of Business	SLC's Director, Edurado Díaz, gave a presentation on arts and non-profit administration to participants of the Corporate Executive Development Program at Southern Methodist University's Cox School of Business and MA/MBA students of SMU's Cox and Meadows School for the Arts Joint Degree Program.	02/05/2015	Completed	African Americans Asian Americans Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
USHAC	SLC	Opening Remarks at El Movimiento Exhibition Opening in Denver	SLC's Director, Edurado Díaz, gave opening remarks with Colorado Lieutenant Governor, Joe Garcia, at opening of History Colorado's exhibition <i>El Movimiento: The Chicano Movement in Colorado at History Colorado</i> , a Smithsonian Affiliate. Attendance: 500.	02/06/2015	Completed	Hispanics Residents of Under-resourced Communities		Presentation	Program Diversity
USHAC	SLC	SLC Website Refresh	This spring SLC unveiled its new refreshed website showcasing its online offerings. This includes a mobile friendly experience to SI Latino collections and research presented via SLC's collaborative work on exhibitions, public programs, educational materials and signature leadership training programs.	March 2015	Completed	Hispanics Residents of Under-resourced Communities		Virtual Programming	Program Diversity
USHAC	SLC	Panel Discussion at Iberian Suite: Global Arts Remix	SLC's Director, Edurado Díaz, participated in panel on Latin American cultural presence and influence in America as part of the Kennedy Center's Iberian Suite: Global Arts Remix. The Director served on a panel with James Early, formerly of the CFCH.	03/06/2015	Completed	African Americans Asian Americans Hispanics		Conferences w/Professional Organizations	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	SI/Montgomery College Seminar Hosting	SLC hosted a panel discussion as part of the Smithsonian Institution/Montgomery College Partnership Annual Seminar 2015: I Too, Am America: Understanding the American Immigrant Experience on April 2. The panel discussion was titled We, Too, Are America: Immigration, Identity, Representation at the Nations Museum and it featured Ranald Woodaman, SLC Exhibitions and Public Programs Director, Ariana Curtis, ACM Curator, and Cedric Yeh, NMAH Curator.	04/02/2015	Completed	African Americans Asian Americans		Conferences w/Colleges or Universities	Program Diversity
USHAC	SLC	American Sabor Docent Training	SLC Project Director, Evelyn Figueroa, attended the press preview and VIP opening event for SITES' exhibition American Sabor: Latinos in U.S. Popular Music at the Arizona Latino Arts and Cultural Center (ALAC) in Phoenix, AZ on April 7. She also led two docent training sessions for ALAC staff and volunteers.	04/07/2015	Completed	Hispanics		Docent Training	Program Diversity
USHAC	SLC	Cultural Expressions with Los Padres Foundation	SLC hosted a Cultural Expressions arts education and leadership workshop for 35 high school students as part of the Los Padres Foundation College Tuition Assistance Scholarship Program on April 7. This program is geared towards underrepresented students from the New York/New Jersey metro area.	04/07/2015	Completed	Hispanics Residents of Under-resourced Communities		Leadership Development	Program Diversity
USHAC	SLC	Cerámica de los Ancestros New York Press Preview	SLC and NMAI presented the exhibition <i>Cerámica de los Ancestros: Central America's Past Revealed</i> at a bilingual press preview at the George Gustav Heye Center to major news networks including CNN en Español, AP, New York TV 1, Univision, and Epoch Times, among others on April 15. Smithsonian staff in attendance were SLC Director and Education Programs Manager and NMAI Curator Ann McMullen with Public Affairs Specialist Joshua Stevens.	04/15/2015	Completed	Hispanics Residents of Under-resourced Communities		Exhibition Promotion	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Cerámica de los Ancestros Opening Reception New York	SLC, NMAI-GGHC and the Office of Advancement hosted an opening reception for the exhibition <i>Cerámica de los Ancestros: Central America's Past Revealed</i> at NMAI's George Gustav Heye Center in New York City on April 15. Remarks at the reception were presented by SLC and NMAI's Directors as well as Roel Campos, Chair, Smithsonian National Latino Board; Antonio Pérez, National Museum of the American Indian New York Board of Directors; and Jorge Puente, Smithsonian National Board. Over 140 guests were in attendance.	04/15/2015	Completed	Hispanics		Reception	Program Diversity
USHAC	SLC	Association of Asian American Studies Conference	SLC's Director, Edurado Díaz, met with members of the Smithsonian Asian-Pacific American Center Staff presented on a panel at the Association for Asian-American Studies Conference in Evanston, IL on the Smithsonian Asian-Latino Project.	04/24/2015	Completed	Asian Americans Hispanics Native Hawaiians/Pacific Islanders		Conferences w/Professional Organizations	Program Diversity
USHAC	SLC	National Association of Latino Arts and Culture Institute Hosting	SLC hosted the National Association of Latino Arts and Culture (NALAC) National Advocacy Leadership Institute (ALI) in our offices on April 28. SLC's Staff Assistant, Adrian Aldaba, gave welcoming remarks and a brief overview of the Latino Center's 18-year history.	04/28/2015	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
USHAC	SLC	Black Pride Film Festival	SLC and NMAAHC supported the Black Pride Film Festival in Washington, D.C. with a screening of the documentary film <i>Through a Lens Darkly: Black Photographers and the Emergence of a People</i> on May 23. <i>Through a Lens Darkly</i> is the first documentary to explore the role of photography in shaping the identity, aspirations, and social emergence of African Americans from slavery to the present, the film probes the recesses of American history through images that have been suppressed, forgotten, and lost.	05/23/2015	Completed	African Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities		Community Outreach Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Designing for Maya Heritage: Artist Talk	SLC hosted an Artist Talk for Designing Maya Heritage at the Latino Center.	05/28/2015	Completed	Hispanics		Public Program	Program Diversity
USHAC	SLC	NALAC Regional Conference Presentation	SLC's Senior Advancement Officer presented on Development, Fundraising, and Grant Writing at the National Association of Latino Arts and Culture (NALAC) Regional Conference in Detroit, MI.	06/05/2015	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
USHAC	SLC	Capital Pride March	SLC's Director, Edurado Díaz, and staff marched with Smithsonian employees, including other Directors and the Acting Secretary, in the Capital Pride Parade on June 13. This was the first time the Smithsonian officially participated in this event.	06/13/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities		Community Outreach	Program Diversity
USHAC	SLC	Descubra! Meet the Science Expert at the Miami Underwater Festival	SLC collaborated with the Patricia and Philip Frost from the Museum of Science, an SI Affiliate, on the official launch of the national presence of Descubra! Meet the Science Expert at the Miami Underwater Festival. This is the first time this family science series traveled outside of Washington, D.C. thanks to the support of NBCUniversal Telemundo. SLC also collaborated with USPTO, the Smithsonian Marine Station at Ft. Pierce. The event featured speaker Sonia Ortega of the National Science Foundation. This family day science series will be traveling to the Chabot Space and Science Center and the Houston Children's Museum of Science in August.	06/14/2015	Completed	Hispanics Residents of Under-resourced Communities		Regional STEM Outreach	Program Diversity Workforce Diversity
USHAC	SLC	Inti Raymi Festival	SLC collaborated with NMAI on the Inti Raymi Festival, which took place at NMAI on June 20. Latino Center staff facilitated hands-on activities and presentation of festival music and dance groups.	06/20/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities		Family Day	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Paris Is Burning 25th Anniversary Screening and Panel	In celebration of LGBT Heritage Month, SLC and NMAAHC hosted a special screening and panel of Paris Is Burning to commemorate the 25th Anniversary of the legendary film. The screening and panel discussion took place in NMNH's Baird Auditorium. The panel discussion after the film featured Dr. Sol Williams Pendavis, original cast member; Rayceen Pendarvis, local LGBT activist; Ruby Corado, local Trans-Latina activist; and Dr. Katherine Ott, Curator at the NMAH. The film was shown with closed captions and an ASL interpreter was present to serve deaf and hard of hearing audiences. The program was at capacity with 535 guests.	06/25/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities		LGBT Public Programs	Program Diversity
USHAC	SLC	We Share STEM	SLC presented We Share STEM with NASM's Stephen F. Udvar-Hazy Center. This event featured SLC's family science series ¡Descubra! Meet the Science Expert, which highlights Latinos in aerospace. Attendance: 17,625	08/03/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Family Day Program	Program Diversity
USHAC	SLC	Conexiones: Young Ambassadors Program Regional Reunions	SLC coordinated a Dallas-based Conexiones, a Young Ambassadors Program Alumni gathering, with Board member Marcos Ronquillo at the Dallas Latino Cultural Center on August 8. Attendance: 13	08/08/2015	Completed	Hispanics		Alumni Regional Programming	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	New Perspectives on Puerto Rican Migration	SLC, CUNY's Center for Puerto Rican Studies (Centro) and the Washington D.C. Chapter of the National Conference of Puerto Rican Women presented a public program on Puerto Rican migration to the mainland. Centro Director Edwin Meléndez shared his findings from the new publication <i>Puerto Ricans at the Dawn of the New Millennium</i> . Dr. Emma Amador (Goucher College) presented on the experiences of women in historic and contemporary Puerto Rican migrations. This event was followed by a book signing. ASL Interpretation was provided.	09/03/2015	Completed	Hispanics Individuals with Disabilities		Programs with Colleges and Universities	Program Diversity
USHAC	SLC	Assoc. Fundraising Professionals Presentation	SLC Senior Advancement Officer presented on a panel about how to approach the, "Who Are You Again" question with greater awareness, sharing the advantages of "being different" and teaching how to turn reluctant prospects into investing donors. This panel was presented at the National Council of La Raza by the Association of Fundraising Professionals, DC Metro Chapter. Attendance: 30	09/09/2015	Completed	African Americans Asian Americans Hispanics		Conferences w/Professional Organizations	Program Diversity
USHAC	SLC	Celebrating The Great Inka Road Family Day	SLC presented in collaboration with NMAI and SCLDA the Great Inka Road Family Day in collaboration with the USPTO and SITES. This event highlighted Andean culture including weaving, pottery, and traditional music and dance as well as STEM contributions. This included SLC's ¡Descubra! Meet the Science Expert series with an interactive bridge making activity; an Inka Skies portable planetarium show, in collaboration with the Udvar-Hazy Center; and hands-on activities regarding bridge structures and patents. Attendance: approx. 4,000 visitors with additional online visitors through performance webcasts.	09/13/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Family Day	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Young Ambassadors Program Brightspot White House Award	The Young Ambassadors Program has been recognized and named a HispanicEd Bright Spot by the White House Initiative on Educational Excellence for Hispanics, celebrating Latino progress in education in the category of K-12 College Access. As a Bright Spot, the Young Ambassadors Program will be part of a national online catalog that includes over 230 programs that invest in key education priorities for Hispanics nationwide. SLC attended the press conference announcement made by Alejandra Ceja, Executive Director of the Initiative at the launch of Hispanic Heritage Month and in honor of the Initiative's 25th anniversary in Washington, D.C on September 15, 2015.	09/15/2015	Completed	Hispanics		Program Award	Program Diversity
USHAC	SLC	SLC ¡Descubra! at ZooFiesta	SLC collaborated with NZP to bring ¡Descubra! Meet the Science Expert to ZooFiesta. The family science series featured collaborators were Latino scientists from Latinos@NOAA (National Oceanic and Atmospheric Administration) and activities about water conservation and ecology. The ¡Descubra! Create-It activity focused on marine mammal behavior.	09/20/2015	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Family Day Programs	Program Diversity
USHAC	SLC	Conversation with an Old School D.C. Latina	SLC, in collaboration with the Washington D.C. Historical Society, presented A Conversation with an Old School D.C. Latina. Ranald Woodaman, SLC Director of Exhibitions and Public Programs, interviewed artist Carmen Torruella Quander. An artist and Washingtonian, Carmen grew up during the civil rights era as the daughter of Dominicans in D.C.'s small but tight-knit Latino community. She has witnessed dramatic changes in the city, from desegregation and the 1968 riots to growth of the Central American community and the intensified gentrification of the new millennium.	09/27/2015	Completed	African Americans Hispanics Residents of Under-resourced Communities		Public Programs	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Omaha Talks About Latinos and Art	SLC's Director, Edurado Díaz, gave a lecture at University of Nebraska at Omaha, "Latinos in the Midlands: Reflections on Historical Presence and Contemporary Art Production" to Office of Latino and Latin American Studies (OLLAS) students and artists.	09/27/2015	Completed	Hispanics Residents of Under-resourced Communities		Programs with Colleges/Universities	Program Diversity
USHAC	SLC	Museum Practice Seminar, Museo del Canal Interoceánico de Panamá	SLC Exhibitions and Public Programs Director Ranald Woodaman give three talks on issues of relevance, community engagement, and exhibition and public program design in Panama City from March 10 - 12. This free seminar was organized by the SI Affiliate Museo del Canal Interoceánico de Panamá and served the Panamanian museum community. Attendees included museum staff from the Smithsonian Affiliate Bio-Museo, the Afro-Antillean Museum, the Museum of Contemporary Art, and the Colonial Art Museum, in addition to representatives from National Institute of Culture, small regional museums, and independent cultural centers. Attendance: 50.	03/10/2015 - 03/12/2015	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity Workforce Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Cerámica de los Ancestros: Central America's Past Revealed	SLC curated the bilingual (English/Spanish) exhibition <i>Cerámica de los Ancestros: Central America's Past Revealed</i> , which illuminates Central America's diverse and dynamic ancestral heritage with a selection of more than 160 objects. For thousands of years, Central America has been home to vibrant civilizations, each with unique, sophisticated ways of life, value systems, and arts. The ceramics these peoples left behind, combined with recent archaeological discoveries, help tell the stories of these dynamic cultures and their achievements. <i>Cerámica de los Ancestros</i> examines seven regions representing distinct Central American cultural areas that are today part of Belize, Guatemala, Honduras, El Salvador, Nicaragua, Costa Rica, and Panama. This marked the last full quarter that this exhibit be on display at NMAI-DC before it travels New York City to NMAI's George Gustav Heye Center for its opening on April 18, 2015. This exhibition represents a fruitful collaboration with NMAI, which has included several years of extensive planning and research, a successful exhibition run and several public, family and educational programs. We are excited for the next phase of this project/exhibit and look forward to working with our museum family in New York City.	03/14/2015 - 03/16/2015	In-progress	Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities		Traveling Exhibitions	Program Diversity
USHAC	SLC	Siglo XXI: Inter-University Programs for Latino Research Conference	SLC Director, Edurado Díaz, and SLC Director of New Media and Technology, Melissa Carrillo, attended the Siglo XXI Conference hosted by the Inter-University Program for Latino Research (IUPLR) at the University of Notre Dame. They participated on conference panels "Painting" Borders: Latino Visual Cartographies and Memory and Space in Contemporary Culture. The SLC team also attended planning meetings for the 2016 Latino Art Now! Conference hosted by the SLC and the IUPLR headquartered at the University of Illinois at Chicago. SLC's Director also attended IUPLR Co-Director's Meeting.	04/23/2015 - 04/25/2015	Completed	Hispanics		Conferences w/Colleges or Universities	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	American Alliance of Museums Conference	SLC Director, Edurado Díaz moderated a panel discussion "Latino New South: New Approaches for Community Engagement," at the American Alliance of Museums Conference in Atlanta, GA. The panel featured the President of the Levine Museum of the New South; Interim President and CEO of the Birmingham Civil Rights Institute; Vice President of Programs of the Atlanta History Center; and the Latino New South Coordinator of the Levine Museum of the New South. On April 28, SLC Project Director was a panelist at the Latino Network Luncheon of the American Alliance of Museums, which was moderated by SLC Director of Exhibitions and Public Programs. The Smithsonian Latino Center provided funding and technical support for the Latino Network reception, luncheon, and roundtable that were part of the AAM Conference.	04/26/2015 - 04/29/2015	Completed	African Americans Asian Americans Hispanics		Conferences w/Professional Organizations	Program Diversity
USHAC	SLC	The Strangest Fruit Opening	SLC Director, Edurado Díaz met with artist Vincent Valdez and representatives of Washington and Lee University's Art Department regarding the opening of Valdez's one-person exhibition "The Strangest Fruit," at Washington and Lee's Staniar Gallery on April 29. SLC Director, Edurado Díaz with NPG Curator of Latino Art and History gave a talk to Washington and Lee Arts Students on arts and culture at Smithsonian on April 30.	04/29/2015 - 04/30/2015	Completed	Hispanics		Official Representation and College Lecture	Program Diversity
USHAC	SLC	Native American and Indigenous Studies Association Conference	SLC was present at the Native American and Indigenous Studies Association Conference, delivering a paper on the objectives and theoretical framework from the Smithsonian's Caribbean Indigenous Legacies Project.	06/04/2015 - 06/06/2015	Completed	Hispanics Native Americans		Conferences w/Professional Organizations	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Wise Latinas International Summit	SLC Director of New Media and Technology, Melissa Carrillo, spoke at the 2015 Wise Latinas International Summit hosted at the El Paso Museum of Art on June 12 and 13. Her panel keynote and workshop session highlighted the Latino Virtual Museum and the Latino Center's use of technology to shape the image of Latinos. The two day summit, drew local community artists, educators, policy makers, Latino serving Media organizations and others to share and discuss solutions for improving the quality of life for Latinas on the border and increasing access to bilingual educational resources and professional development opportunities.	06/12/2015 - 06/13/2015	Completed	Hispanics Residents of Under-resourced Communities		Conferences w/Professional Organizations	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Young Ambassadors Program Celebrated 10 Years on June 21	<p>SLC hosted several events as part of its Young Ambassadors Program from June 21 thru July 31, 2015. The Young Ambassadors Program Washington Week included informal conversations with Latino leaders such as Jose Aristimuño, CEO of Latino Giant; Dr. Jose Alejandro Caballero Beltran, Inka expert; and STEM experts Javier Fadul, Diego Mayer Cantu, and Yajaira Sierra Sastre. The event also included a private screening of the documentary <i>Underwater Dreams</i>; as well as, conversations with Cristian Arcega, and Lorenzo Santillan. There were hands-on workshops on exhibition design, social media engagement and video production with Alberto Ferreras and Sebastian Rea, YAP 2007 alumni; as well as hands-on planetary habitat simulations and Afro-Caribbean drumming. After the Washington experience, the 2015 Young Ambassadors return to their local communities across the USA and Puerto Rico to complete a four-week internship at arts or science museums and facilitate story time at local libraries to promote childhood literacy using the skills obtained during Washington Week.</p> <p>The Young Ambassadors Program Anniversary Alumni Weekend Programming included leadership and management strategy roundtables and panels with Latino leaders including Adriana Gallego, Deputy Director of NALAC and Ron Estrada of Univision, as well as members of the Smithsonian National Latino Board Joe Avila, Dr. Thomas Chavez, Roel Campos, Dr. Aida Levitan, and Raquel "Rocky" Eguasquiza. The keynote speech given by branding expert Claudia "Havi" Goffan highlighted the importance of developing your personal brand. SLC also hosted an evening celebration the Smithsonian Castle with major program sponsorship by the Ford Motor Company Fund and the premiere of the YAP impact video. The press release is available on news desk and the two hashtags used were #SLCYAP2015 and #YAPturns10.</p>	06/21/2015 - 07/31/2015	Completed	Hispanics Residents of Under-resourced Communities		Leadership Development Programming	Program Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Latino Museum Studies Program	<p>The Latino Museum Studies Program (LMSP) was created in 1994 to increase the representation, documentation, research, knowledge and interpretation of Latino art, culture and history. The program focuses on developing museum practice within a framework of Latino cultural studies and is offered in two components. The first weeklong component is designed to enhance leadership, research and creative skills through a series of lectures, workshops, interactive discussions and behind-the-scenes tours of Smithsonian museums and collections. Participants will have the opportunity to meet and exchange ideas with Smithsonian and non-Smithsonian professionals. Curators, researchers, historians, archivists and professors will lead interactive and lively tours and discussions providing participants a unique opportunity to see and hear first-hand the best practices in museums and cultural centers. Additionally, the program will provide an ideal platform to promote the diverse perspectives, fields of study, ethnic backgrounds and experiences of the participants and the faculty. The second four-week component consists of a practicum project with a selected Smithsonian museum. Applicants are asked to list their top three choices for a project in their application essay. Smithsonian units offering practicums in 2015 include: SLC, SAAM, CFCH, NMAH, NPG, SITES, and ACM. The National Trust for Historic Preservation, based in D.C., also offers one practicum.</p>	06/29/2015 - 07/31/2015	Completed	Hispanics		Graduate Student Professional Development	Program Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	¡Descubra! Meet the Science Expert Regional Programming	SLC's family science series ¡Descubra!, traveled to the Children's Museum of Houston (Houston, TX) and the Chabot Space and Science Center (Oakland, CA) respectively. This event featured Dr. Contreras-Vidal of the University of Houston in Houston and Orlando Figueroa, formerly of NASA, in Oakland. ¡Descubra! Meet the Science Expert Series was created by the Smithsonian Latino Center as a fun way to build science skills in youth and includes interactive science activities that highlight informal conversations with Latino speakers, collaborating organizations, and hands-on activities. The United States Patent and Trademark Office and the Society for Hispanic Professional Engineers collaborated in regional programming.	08/07/2015 and 08/22/2015	Completed	Hispanics Residents of Under-resourced Communities		Regional Programming	Program Diversity
USHAC	SLC	Caribbean Indigenous Legacies Project Research	The SLC Caribbean Indigenous Legacies Project research team traveled to the New York Metro Area, Puerto Rico, and Jamaica in August and September of 2015 to consult with community members and to conduct interviews around issues of indigenous heritage with diverse leaders and organizers within the Taino and Garifuna communities.	08/15-09/15	Completed	African Americans Hispanics Native Americans		Exhibition Research	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Portraiture Now: Staging the Self	SLC supported the NPG exhibit Portraiture Now: Staging the Self by directing Latino Initiatives Pool funding for a curatorial position and exhibit related costs. This exhibition will remain on view in D.C. at NPG through April 12, 2015. This bilingual exhibit is the first effort of the Portrait Gallery to raise awareness of the Latino population's long presence and contributions to U.S. history and contemporary culture. It investigates identity construction in portraits, presenting the work of artists of Latino background. Recently, NPG received additional funding from the Latino Initiatives Pool to support a tour of the exhibit to the America's Society in New York and the National Hispanic Cultural Center in New Mexico later this year.	08/2014 - Ongoing	In-progress	Hispanics Residents of Under-resourced Communities		Traveling Exhibitions	Program Diversity
USHAC	SLC	Cultural Expressions	SLC continued its Cultural Expressions school tours program in October and November. This is a sustained outreach effort geared to 1st-12th grade audiences which includes tours and hands-on activities focused on current Smithsonian Latino-themed exhibitions and programs. This quarter's program included In the Field: Investigate and Learn, which highlighted the exhibition <i>Cerámica de los Ancestros: Central America's Past Revealed</i> . ATTENDANCE: 170 students.	09/2014 - 12/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities		School Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Latino Virtual Museum: Teacher Training Tool Kit	SLC launched in September the Teacher Training Tool Kit and a series of six animated short films as part of ¡Chequea Esto!, SLC's educational series. The Teacher Toolkit supports educators with integrating Smithsonian Latino collections of transmedia and virtual exhibits into their existing STEM +Arts programs, made possible with generous funding from Target. The toolkit and activities are aligned with Common Core standards, incorporate instructional approaches that cultivate 21st century skills, and teach career pathways in STEAM.	09/2014 - Ongoing	In-progress	Hispanics Residents of Under-resourced Communities		Virtual Programming	Program Diversity
USHAC	SLC	¡Descubra! at the Innovation Festival	SLC's ¡Descubra! Meet the Science Expert was featured at the Smithsonian's Innovation Festival on September 26 and 27. It featured Dr. Contreras-Vidal's scientific team from the University of Houston, who demonstrated their brain-wave powered exoskeleton technology and the Create-It activity focused on making your own musical instrument.	09/26/15 - 09/27/15	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities		Programs with University Collaborators	Program Diversity
USHAC	SLC	Latino Virtual Museum: Online Day of the Dead Festival	SLC presented the sixth annual Day of the Dead Online Festival took place in the Latino Virtual Museum October 1 – November 3. In addition to utilizing our Center's website, we also expanded technologies to offer activities to iPhone and Android users. Activities were also shared via Facebook, Twitter, Instagram and UStream. A featured event included a series of live broadcasts of artist Sandra Cisneros installing her Day of the Dead altar at the NMAH. On visits during this time totaled over 300,000 compared to 200,000 the year before. The Center also worked again with the University of Texas El Paso and the Rodadora Museum in Juárez, Mexico.	10/01/2014 - 11/03/2014	Completed	Hispanics Residents of Under-resourced Communities		Virtual Programming	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Hispanic Association of Colleges and Universities Conference	SLC collaborated with OEEMA, OFI, OHR, and NMAH to present at this year's Hispanic Association of Colleges and Universities Annual Conference in Denver, CO. The Center distributed materials and engaged with prospective program participants and interns at the Smithsonian exhibitor booth. With Smithsonian colleagues, the Latino Center also presented in a panel on Diversity at the Smithsonian. A Young Ambassador alumna presented on her experience with YAP and internships experiences throughout her undergraduate career.	10/03/2014 - 10/05/2014	Completed	Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
USHAC	SLC	Day of the Dead Festival	SLC, in collaboration with the NMAI, hosted the annual Day of the Dead Festival that featured a series of performances, artist talks, artist-created ofrendas (altars) and inter-generational activities to promote this Mexican cultural tradition. Acclaimed author and artist Sandra Cisneros participated in a lecture and book signing in conjunction with her altar installation titled A Room of Her Own: An Altar for my Mother, currently on view at NMAH through September 7, 2015. The festival was supported in large part through a generous first-time donation from AARP. ATTENDANCE: 12,800 visits to NMAI and NMAH, 250,000 visits to Cisneros altar at NMAH through 12/15/14.	11/01/2014 - 11/02/2014	Completed	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities Individuals with Disabilities		Family Festival	Program Diversity
USHAC	SLC	Career Center Conference	SLC staff Adrián Aldaba, Emily Key, and Danny López participated in various panels of the Smithsonian Career Center Conference hosted by the NMAH and the OFI.	12/04/2014 - 12/05/2014	Completed	African Americans Asian Americans Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Collections Tour with NPG Latino Curator	SLC Director, Edurado Díaz participated on a week-long tour of the Southwest with NPG Latino Curator, Taína Caragol to visit with artists and museum leadership in Albuquerque, El Paso, Houston, and San Antonio. The SLC Director hosted various receptions and coordinated meetings with artists and NPG's curator to make connections and expand NPG's U.S. Latino collection.	12/07/2014 - 12/14/2014	Completed	Hispanics		Expanding Latino Collections	Program Diversity Supplier Diversity
USHAC	SLC	Latino Virtual Museum Digital Expansion	As part of SLC's online makeover and digital expansion effort, the Latino Virtual Museum (LVM) unveiled its new Transmedia hub, which is composed of cross platform accessible experiences. The LVM site provides visitors with innovative approaches to exploring and experiencing Latino digital collections and resources through the lens of immersion. The online hub features an interactive home portal that encourages participatory user engagement leveraging social media, avatar driven 3D experiences and 3D virtual world immersion. LVM FY15 1st quarter visits were 491,355 (includes LVG directories, Day of the Dead, iTunes, Second Life and LVM.org metrics) and LVM FY15 2nd quarter visits were 106,215.	Ongoing	In-progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Virtual Programming	Program Diversity
USHAC	SLC	Young Ambassadors Program: Alcanzemos Mentor Days	SLC's Young Ambassadors Alumni Network continues to reach out into local communities to promote education for future leaders. In December, YAP 2013 and 2014 alumni conducted two high school outreach events in Miami, FL and San Marcos, TX respectively.	Ongoing	In-progress	Hispanics Residents of Under-resourced Communities		Career Counseling	Program Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	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 Archeology will train a minimum of 60 doctoral students in 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	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	International Program	Professional Training Memorandum of Understanding	Program Diversity
USS	MCI	MCI Fellowships and MCI Internships	MCI Fellowships and Internships are announced through various sources that target diverse audiences, such as through the Conservation Distribution List, which reaches over 10,000 peoples 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 3,500 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 Women 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.	10/01/2015	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Professional Training	Professional Training	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	MCI	REU Site Research Experiences for Undergraduates in Archaeological and Museum Conservation Science at the Smithsonian Museum Conservation	This was a three-year NSF Research Experience for Undergraduates (REU) project awarded to MCI Research Scientist Christine France and six MCI senior personnel in 2012. The grant supported short-term opportunities for undergraduates to work on research projects with MCI's scientific staff. Over the three years, the program hosted 30 science interns who worked on projects in areas such as museum studies, art history, archaeology, paleontology, chemistry, biochemistry, biology, ecology, earth science, chemical engineering and materials science engineering with a focus on museum and research collections. The program included a weekly training seminar that provided additional educational opportunities to the interns.	March 2012 - March 2015	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Professional Training	Professional Training	Program Diversity
USS	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.	03/21/2015	Completed	Asian Americans		Family Day	Program Diversity
USS	NASM	Explore the Universe Day: Everyone Looks Up	NASM hosted a family day as part of its Northrup Grumman Heritage Family Days Series focused on how people across cultures look at the sky. Through hands-on activities visitors learned about astronomy from historic and recent cultures across the globe.	04/11/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Family Day Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NASM	We Share STEM! Connecting Across Cultures	NASM presented "We Share STEM! Connecting Across Cultures," which highlighted the contributions of scientist and engineers in STEM professions from across cultures, including bilingual activities and story times.	08/01/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Family Day	Program Diversity
USS	NASM	Morning at the Museum	NASM participated in the Accessibility Program's Morning at the Museum project. Guided by a Community Advisory Committee comprised of museum educators, exhibit designers, professionals who work with children with cognitive or sensory processing disabilities, parents, and self-advocates, the Smithsonian has developed a series of pre-visit materials designed to help children with cognitive and sensory processing disabilities and their families enjoy a visit to the Smithsonian Museums. During the program the selected museum opens its doors to ASD families one hour before opening to the general public.	October 2015	In-progress	Individuals with Disabilities		Family program	Program Diversity
USS	NASM	African American Pioneers in Aviation	NASM hosted a family day as a part of its Northrop Grumman Heritage Family Day Series, which focused on African American pioneers in aviation, such as the Tuskegee Airmen and NASA astronauts Stephanie Wilson at the Museum in DC and Jeanette Epps at the Hazy Center.	02/21/2015 (NMB) 02/28/2015 (UHC)	Completed	African Americans		Family Day Program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NASM	Women in Aerospace 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. They also welcomed back the Science Cheerleaders, current and former NFL and NBA cheerleaders who are either pursuing advanced degrees or who have careers in engineering or science.	03/14/2015 (UHC) 09/12/2015 (NMB)	Completed	Others	Women in STEM	Family Day Program	Program Diversity
USS	NASM	Internship Program	NASM intentionally recruits for an increased diversity in its internship program. In 2015 the program included 3 Asian Americans; 3 African Americans; 2 Hispanic, 1 Hawaiian or other Pacific Islander; 38 Caucasian; 30 Females; 22 Males; 2 individuals with disabilities.	06/01/2015 - 08/07/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Internship program	Program Diversity Workforce Diversity
USS	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 SLC which focused on Hispanic innovators in air and space.	10/11/2014 (NMB) 08/01/2015 (UHC) 10/03/2015 (NBM)	Completed	Hispanics		Family Day Program	Program Diversity
USS	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. The program serves between 10 and 20 schools each year and over 3,000 students.	2008 – 2016 additional programming pending funding	In-progress	Residents of Under-resourced Communities		Professional development and school programs	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NASM	Heritage Family Days Series	NASM's Heritage Family Day Series takes place over eight Saturdays and celebrates the diverse ethnic and cultural communities that have contributed to aviation and space exploration. These events commemorate these historic and current contributions through presentations and activities for the entire family.	Hispanic Heritage Month-October 11, 2014 (NMB). Seven more programs planned for FY2015.	In-progress	African Americans Asian Americans Hispanics	Women	Family Day	Program Diversity
USS	NASM	6th Grade Astronomy Program	NASM's 6th Grade Astronomy Program prioritizes DCPS, 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 Hispanics		On-site School Programs, Professional Development for Teachers	Program Diversity Workforce Diversity
USS	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, TechQuest, Discovery Stations, and interactives. The Explainer program employs a highly diverse staff in gender and ethnicity.	Ongoing	In-progress	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders Native Americans	Women	Workforce Diversity	Workforce Diversity
USS	NZP	Association of Zoos and Aquariums Diversity Committee	NZP employee Tangara Cross is a member of the Association of Zoos and Aquariums (AZA) Diversity Committee and attended the 2015 Annual conference in which she collaborated with her colleagues from other Institutions on the prioritization on this year's projects for the committee.	2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Conferences w/Professional Organizations Committee membership & collaboration	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	Internship Opportunity for Disabled Military Veteran	NZP Senior Curator Ed Bronikowski, in partnership with the Veterans Administration and as part of the Disabled Veterans Program, hosted Nick Schroth for an internship. The primary benefit to Mr. Schroth was in resume' building through on-the-job experience at the Smithsonian. This position was located in the Animal Care Sciences (ACS) directorate of NZP and worked specifically with Life Support Systems (LSS). Mr. Schroth worked in a team-like environment with area Biologists, Animal Keepers, LSS Operators, Water Quality Lab staff, LSS consulting engineers and the area Curator to gain an understanding of the individual animal environments and the daily operations in animal care overall. This was accomplished by shadowing LSS Operators and Animal Keepers.	2015	Completed	Others	Disabled Military Veterans	Outreach to disabled military veterans	Program Diversity
USS	NZP	Internships & Fellowships	NZP hosted over 100 interns and fellows of multiple ethnicities and backgrounds during 2015.	2015	In-progress	Others	All ranges of diversities and backgrounds	Internships and Fellowships	Program Diversity
USS	NZP	NZP Diversity Committee	NZP's Diversity Committee's mission is to foster an environment that is inclusive 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. The Committee 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.	2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Others	LGBTQ Community	Diversity Committee	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	Project Search	Animal Keeper Melba Brown remains active in Project SEARCH.	2015	In-progress	Individuals with Disabilities		Internships	Program Diversity
USS	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 2015.	2015	In Progress	Others	All ranges of diversities and backgrounds (including special needs)	Volunteer Programs	Program Diversity
USS	NZP	Women's History Month Celebration	NZP hosted a women in science panel discussion in honor of Women's History Month in March.	March 2015	Completed	African Americans Asian Americans Hispanics		Women's History Month	Program Diversity
USS	NZP	Career Fair	NZP Administration & Operations Department; Dan Weinwurm, Athena Mylonas and Sidiki Gassama, participated in the University of the District of Columbia's annual career fair.	03/26/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Career Fairs	Program Diversity
USS	NZP	Morning at the Museum at the Museum	NZP participated in the Accessibility Program's Morning at the Museum project at the Great Ape House. Guided by a Community Advisory Committee comprised of museum educators, exhibit designers, professionals who work with children with cognitive or sensory processing disabilities, parents, and self-advocates, the Smithsonian has developed a series of pre-visit materials designed to help children with cognitive and sensory processing disabilities and their families enjoy a visit to the Smithsonian Museums. During the program the selected museum opens its doors to ASD families one hour before opening to the general public.	April 2015	Completed	African Americans Asian Americans Hispanics		Intern Event	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	Easter Monday Community Day Event	NZP hosted the annual historic Easter Monday Community Day event, in which staff from throughout NZP and Friends of the National Zoo participated. Contributions included program participation, such as the hosting of booths including one entitled <i>Center for Species Survival: Frozen for the Future</i> , and logistical support.	04/06/2015	Completed	African Americans Others	Multiple other local underrepresented groups	Community Outreach	Program Diversity
USS	NZP	Career Day	NZP Veterinary Technician, Veronica Acosta, participated in a career day event held at Baldwin Elementary school in Manassas, VA on April 22. Through presentation, posters, and demos Ms. Acosta was able to give a quick overview of the role of a Zoo Veterinary Technician.	04/22/2015	Completed	Others	School children of multiple diversities	Outreach to schools	Program Diversity
USS	NZP	Bring Your Child to Work Day	NZP hosted "Bring Your Child to Work Day on April 23. Multiple departments participated including Wildlife Health Sciences staff; specifically NZP Veterinary Technician, Sherri Divband, organized educational games for the children to showcase jobs of Vets and Vet Techs.	04/23/2015	Completed	Others	Children of multiple diversities	Outreach to children	Program Diversity
USS	NZP	Advocates for Biodiversity Conservation (ABC Club) Blair High School	NZP hosted the Advocates for Biodiversity Conservation (ABC Club) Blair High School, which is in its third year of this partnership. The event included a Frog Watch training session with NZP Animal Keeper Matt Neff.	May 2015	Completed	African Americans Asian Americans Hispanics		Outreach to High School students	Program Diversity
USS	NZP	Science Fair	NZP Veterinary Technician Veronica Acosta participated as a guest judge at the Annual Science Fair for the DC Bilingual Public Charter School on June 5. She judged the students projects, write-up of the project in Spanish, and presentation of the project in Spanish.	06/05/2015	Completed	Asian Americans Hispanics		Outreach to schools	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	Preceptorship	Ms. Angela Lawrence, a Veterinary Student studying at the Ross University School of Veterinary Medicine, participated in a 6 week veterinary preceptorship with NZP's Wildlife Health Sciences Unit.	07/20/2015	Completed	African Americans		Outreach to schools	Program Diversity
USS	NZP	Career Fair	NZP's Administration and Operations Department, Sidiki Gassama and Emily Murphy, represented the National Zoo at Congresswoman Eleanor Holmes Norton's Annual District of Columbia Job Fair.	08/21/2015	Completed	African Americans Asian Americans Hispanics Others	Multiple other underrepresented groups	Career Fairs	Program Diversity
USS	NZP	International Preceptorship	Ms. Tanja Himmel, a veterinary student from Austria, participated in a 6 week veterinary preceptorship with NZP's Wildlife Health Services Unit.	08/31/2015	In-progress	Others	International Veterinary Preceptors	International Preceptorship	Program Diversity
USS	NZP	STEAM Initiative	STEAM Initiative: Dr. Tameka Phillips September 2015	September 2015	Completed	African Americans Asian Americans Hispanics		Other	Program Diversity
USS	NZP	White House Panda Naming Event	NZP Supervisory Biologist Tangara Cross and NZP Veterinarian Tracy Clippinger participated in a White House event at NZP with First Lady Michelle Obama and First Lady of China Peng Liyuan unveiling the name of the new Panda cub on September 25. Ms. Cross and Ms. Clippinger set up an educational table that included several areas of Veterinary medicine such as "Examine a Panda" where kids could participate in completing a physical exam on a Giant Panda plush toy.	09/25/2015	Completed	Others	Children of multiple diversities	Outreach to children	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	Andean Bear Cub Naming Campaign	<p>NZP partnered with Univision's morning show, ¡Despierta América!, to launch a public naming campaign for NZP's two male Andean bear cubs on March 16. The two names with the most votes were revealed at a press conference on March 26, where the Ambassador of Peru, Luis Miguel Castilla, spoke at the press conference along with ¡Despierta América! Correspondent Damaris Diaz and NZP's Associate Director of Animal Care Dr. Brandie Smith.</p> <p>This strategic opportunity engaged Latino audiences and promoted onsite and online visitation. By collaborating with Univision in an interactive and fun outreach campaign, NZP increased awareness of the Andean bears, the need for habitat conservation and the Zoo's animal care expertise. Special attention was given to developing bilingual materials so that the campaign was accessible and engaging for both the English and Spanish-speaking communities. At the conclusion of the voting, a total of 8668 votes (4334 per bear) had been cast and a total of 1116 emails were submitted and collected. After a vote was cast, a voter was given access to predesigned content that they could directly share with friends via social media channels. The content, which was shared 658 times, consisted of an image stating that the person had voted and a link to the voting site.</p> <p>--Total media hits: 198105 print and online   93 television and radio hits in the U.S. and Latin America \$113,576.10 earned media value of national and local television and radio hits</p> <p>--Local viewership: 2,033,312</p> <p>--National viewership for D.A. hits: 1,076,292</p> <p>--Potential viewership: 1,595,022,819 (print/online)\$7,314,458.88 value of print and online media hits</p> <p>--Unique visitors: 790,752,311 (print/online)</p> <p>--Total earned media value: \$7,428,034.98 (includes all local and national television, radio, online and print media with known media values. Between the online, print and television stories the Andean bear's naming was picked up in 32 states.)</p>	03/16/2015 - 03/26/2015	Completed	Hispanics		Andean Bear Naming Campaign and ZooFiesta Outreach	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	UCSB Smithsonian Scholars Week	NZP's SCBI as a partner hosted an experiential STEM enrichment program for 20 students selected for participation by UC Santa Barbara from the Central Coast Regional Alliance of Hispanic Serving Institutions in California. The customized program, built around a relevant STEM themes, provided students with the opportunity to explore conservation themes first-hand and through a multi-disciplinary lens.	07/25/2015 to 08/01/2015	Completed	Hispanics		STEM enrichment program	Program Diversity
USS	NZP	Spanish Interpretation	Bilingual interpretation for Flamingo Demonstration (interpreted in Spanish by Bird House Animal Keeper).	April 2015 - September 2015	Completed	Hispanics		Bilingual Programming	Program Diversity
USS	NZP	Collaboration/partnership with Asian Pacific American Committee	Establishment of a Collaboration/partnership with Asian Pacific American Heritage Committee, an Smithsonian Affinity group. Fall 2014	Fall 2014	Completed	Asian Americans		Outreach to committee	Program Diversity
USS	NZP	Community Organization Meet and Greet	NZP convened a meeting at the Zoo bringing together multiple community organizations in the D.C Area. These groups included the National Urban League, Alliance for Concerned Men, Pep Rally for Peace in the Streets (PRPIS), and Beat the Streets. Fall 2014	Fall 2014	Completed	African Americans		Community Meeting	Program Diversity
USS	NZP	Hellenic Initiative Internship	NZPs' Administration & Operations Department hosted Aspasia Chrysanthi as part of an international internship opportunity for up and coming Greek citizens to come to the United States, work with American organizations and then bring the knowledge and experience they gained back to Greece.	January 2015 - July 2015	Completed	Others	International Greek Citizens	Internship	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	Smithsonian Latino Center Young Ambassadors Program (YAP)	NZP's Smithsonian Conservation Biology Institute hosted an event on science that was sponsored by Smithsonian Latino Center, the Young Ambassadors Program (YAP) and its Alumni Network to provide Latino high school seniors with interdisciplinary, leadership experiences. This flagship program supports their progress through college and into their early professional careers. SCBI offers these students, many them first generation college attendants, with hands-on and minds-on experiences about conservation science around the world, providing opportunities for the students to expand their horizons and see themselves as conservation professionals.	One visit every other year	In-progress	Hispanics		Providing students with interdisciplinary, leadership experiences	Program Diversity
USS	NZP	Science Fair	NZP Veterinary Technician Veronica Acosta participated as a judge for the CentroNia DC Bilingual Public Charter School science fair.	Spring 2015	Completed	Asian Americans Hispanics		Outreach to schools	Program Diversity
USS	NZP	– National Zoo Women in Science and Leadership	NZP Research Specialist Dr. Tameka Phillips participated as a panelist for the National Zoo Women in Science and Leadership program.	Summer 2015	Completed	Others	Women	Leadership Program	Workforce Diversity
USS	NZP	Job Shadow Day	NZP staff Tameka Phillips, LaVerne Gist, Tim Walsh, Craig Saffoe, Betty Ackerman, Erin Latimer and Sherry Divband participated in Job Shadow Day with a Thurgood Marshall Academy African American high school freshman.	Summer 2015	Completed	African Americans		Career Shadowing/ Counseling	Program Diversity
USS	NZP	Outreach to Cooper Land Elementary School	NZP's Bird House Animal Keeper coordinated event for Cooper Lane Elementary School which consisted of 70 children coming to the Zoo, receiving tours and meeting Animal Keepers. The majority of the children were Hispanic, Asian and African Americans.	Summer 2015	Completed	African Americans Asian Americans Hispanics		Outreach to schools	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	Recruitment Outreach	NZP Primate Curator Meredith Bastian informally discussed the recruitment of LGBT persons within the Smithsonian and other Federal agencies at an event after approached by a representative from the HRC.	Summer 2015	Completed	Others	LGBTQ Community	Community Outreach	Workforce Diversity
USS	NZP	Recruitment Outreach	NZP Curator Meredith Bastian used the Diversity Sources Database to help reach several groups traditionally underrepresented by Smithsonian groups when posting her Primate Animal Keeper announcement in the hopes of attracting qualified Hispanic, Asian and African American candidates.	Summer 2015	Completed	African Americans Asian Americans Hispanics	Multiple other underrepresented groups that viewed this employment opportunity.	Recruitment Outreach	Workforce Diversity
USS	NZP	Recruitment Outreach	NZP Curator Sara Hallager recruited for a Bird House Biologist position by posting about this employment opportunity on four university websites including University of the District of Columbia, Cal Poly Pomona, Tuskegee University and Howard University.	Summer 2015	Completed	African Americans	Multiple other underrepresented groups that viewed this employment opportunity.	Recruitment Outreach	Workforce Diversity
USS	NZP	Smithsonian Latino Center's Young Ambassador's Program	NZP Research Specialist Dr. Tameka Phillips gave a presentation to the SLC's Young Ambassador's Program which included 21 students and 5 chaperones.	Summer 2015	Completed	Hispanics		Internship outreach	Program Diversity
USS	NZP	YES Summer Internship Program	NZP participated in NMNH's "YES! 2015 Internship" for high school students who a part of underrepresented communities. During their 6 week internship in the summer with NZP, they received hands on experience working in the Animal Care Sciences profession. This is the fifth year that NZP has collaborated with the NMNH in this program.	Summer 2015 (6 weeks)	Completed	African Americans Asian Americans Hispanics		Internship program	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	SERC	Training the Next Generation of Scientists	SERC recruits Postdoctoral Fellows and Undergraduate Interns for a rigorous program of Professional Training in Environmental Science and Education. Although the program does not specifically target underrepresented groups, we do make an effort to assure that we are recruiting from a broad array of minority-serving institutions, including HBCUs, Tribal Colleges, etc.	January 2015 - December 2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Professional Training in Scientific Research and/or Education fields.	Program Diversity Workforce Diversity
DUSCIS	OFI	MOU w/the University of Houston	OFI completed a Memorandum of Understanding with the University of Houston to bring students to the Smithsonian for internships.	10/15/2014	Completed	Hispanics		Memorandums of Understanding Formal	Program Diversity Workforce Diversity
DUSCIS	OFI	George Mason University Council on Undergraduate Research	OFI spoke to a group of over 100 students at George Mason University about internships and fellowships at SI.	10/17/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	LGBTQ Community	One time presentation	Program Diversity
DUSCIS	OFI	Banner Signs	OFI Procured Two Banner Signs for SI Participation at Conferences.	11/01/2014	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	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	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.	11/07/2014	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities		Career Fairs	Program Diversity Workforce Diversity
DUSCIS	OFI	Careers & disABLED Career Expo	Member of the Smithsonian Academic Appointment Diversity and Publicity Taskforce (AADAPT), which include representatives from SA, NZP, NMAAHC, NMAH, SLC, NPG, NMAI, OHR, OEEMA, and AP; promoted Smithsonian internships, fellowships, and employment opportunities at the 2015 Careers and the disABLED Career Expo at the Ronald Reagan Building in Washington, DC. Edith Tudah-Torboh, Office of Human Resources; Shahin Nemazee, Office of Equal Opportunity and Minority Affairs; Ashley-Terrell-Rea, Accessibility Program; and Karen Carter, Office of Fellowships and Internships met with hundreds of individuals interested in academic appointments and jobs at the Smithsonian. Project SEARCH interns placed at SI were also in attendance, including OFI intern, Adrian Forsythe, who noted, "Being at the Career Fair opened my eyes to all [the career opportunities] in the D.C. area." Smithsonian and AADAPT are proudly committed to increasing diversity at SI in all forms and it was great to work alongside so many terrific organizations equally dedicated to this important mission.	11/21/2014	Completed	Individuals with Disabilities		Career Fairs	Program Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	OFI	University of Rochester DC Career and Internship Connections Conference	OFI participated in the University of Rochester DC Career and Internship Connections conference, and provided information about internship and fellowship opportunities at the Smithsonian.	01/07/2015	Completed	Residents of Under-resourced Communities		Career Fairs	Program Diversity Workforce Diversity
DUSCIS	OFI	University of Pennsylvania Career Fair	OFI supported Smithsonian staff in attendance at the University of Pennsylvania's Career fair.	02/14/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Career Fairs	Workforce Diversity
DUSCIS	OFI	Presentation to Students from Bowling Green University	OFI held information session about internship and fellowship opportunities at the Smithsonian for visiting students from Bowling Green University.	03/11/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Career Counseling	Workforce Diversity
DUSCIS	OFI	University of DC Career Fair	OFI supported Smithsonian staff in attendance at the University of DC Career Fair.	03/26/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Career Fairs	Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	OFI	Gallaudet University Career Fair	OFI supported Smithsonian staff in attendance at the Gallaudet University Career Fair.	03/27/2015	Completed	Individuals with Disabilities		Career Fairs	Workforce Diversity
DUSCIS	OFI	Native American and Indigenous Studies Conference	OFI attended the Native American and Indigenous Studies Conference, which provided the opportunity to learn about best practices for engaging Native American communities.	06/04/2015	Completed	Native Americans		Conferences w/Professional Organizations	Program Diversity
DUSCIS	OFI	Meeting with University of DC re: Internship Opportunities	OFI met with representatives from the University of DC to discuss possible Smithsonian and University of DC partnerships.	06/09/2015	In-progress	Residents of Under-resourced Communities		Memorandums of Understanding Informal	Program Diversity
DUSCIS	OFI	NAACP National Conference	OFI promoted academic appointment opportunities at the NAACP National Conference.	07/14/2015	Completed	African Americans		Conferences w/Professional Organizations	Program Diversity
DUSCIS	OFI	Meeting w/Pathways to Careers Reps	OFI is meeting with Pathway to Career Reps, these meetings are aimed at discussing opportunities for Americans with cognitive disabilities.	09/03/2015	In-progress	Individuals with Disabilities		Memorandums of Understanding Informal	Program Diversity
DUSCIS	OFI	Participation in the NMAfA Diversity and Inclusion Conference	OFI participated in the NMAfA Diversity and Inclusion Conference and shared best practices regarding increasing diversity through academic appointments.	09/30/2015	Planned	African Americans		Conferences w/Professional Organizations	Program Diversity
DUSCIS	OFI	University of Maryland College Park Career Conference	OFI supported Smithsonian staff in attendance at the University of Maryland's (College Park) Career Conference.	02/11/2015 - 02/19/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Career Fairs	Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	OFI	National Association of African American Museums Conference	OFI promoted SI academic appointment opportunities at the National Association of African American Museums Conference in Memphis, TN.	08/05/2015 - 08/06/2015	Completed	African Americans		Conferences w/Professional Organizations	Program Diversity
DUSCIS	OFI	International Council of Museums (ICOM) CECA 2015	The International Council of Museums (ICOM)'s Committee for Education and Cultural Action (CECA) convened at the Smithsonian Institution's National Museum of the American Indian for its 2015 Annual Conference from September 17-21, 2015. This year's theme was "Museum Education & Accessibility: Bridging the Gaps" and featured speakers from all over the world, presenting on topics such as plural accessibility, using technology to increase access, museum outreach and social change, and storytelling and accessibility. Over 240 museum professionals from Africa, Asia, Central and South America, Europe, and the United States were in attendance. It was the first time CECA has held its annual conference in the U.S. since 1982. Dr. Pino Monaco, one of CECA's board members, and Associate Director of Program Evaluation at the Smithsonian Center for Learning and Digital Access hosted this year's event and took the responsibility of the organization and engaged many local institutions to provide diverse and comprehensive experiences to the conference participants. OFI's Karen Carter, chair of the Smithsonian's Academic Appointment Diversity and Publicity Taskforce (AADAPT) staffed a table on internships and fellowships at the Smithsonian and was able to network with many attendees about increasing diversity in all forms in academic appointments at the Smithsonian.	09/17/2015 - 09/18/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Conferences w/Professional Organizations	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	OFI	White House Initiative HBCU	OFI is planning to participate in the White House Initiative on HBCUs conference, which is an initiative that provides a forum to exchange information and share innovations among and between institutions. Stakeholders include: federal agencies, private sector companies and philanthropic organizations) provide an overview of successful engagements that if replicated could improve instruction, degree completion and the understanding of federal policies that shape and support higher education.	09/21/2015 - 09/22/2015	Planned	African Americans		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
DUSCIS	OFI	Hispanic Association of Colleges and Universities Annual Conference	For the third consecutive year, the pan-institutional SI Academic Appointment Diversity and Publicity Taskforce (AADAPT)'s Outreach Team had a strong and successful presence at the Hispanic Association of Colleges and Universities (HACU) 29th Annual Conference. The theme of the 2015 conference, held in sunny Miami, was "Championing Hispanic Higher Education Success: Empowering Students, Enhancing Collaboration." Karen Carter (OFI), Omar Eaton-Martinez (NMAH), Emily Key (SLC), Shahin Nemazee (OEEMA), and Edith Tudae-Torboh (OHR) led a highly interactive, collaborative workshop to a packed audience entitled, "How to Develop Your Professional Networks While Still in School." After the presenters introduced themselves, the students self-selected into four discussion groups including, "Making Internships and Fellowships Work For You," "Your Digital Calling Card," "Building Your Network," and "Resumes, Interviews, and Follow-Ups." Eric Woodard, OFI's Director, presented at the professional track on "Smithsonian in Your Community: Internship and Fellowship Partnerships." In addition, the Smithsonian had a double-booth presence in the HACU Exhibit Hall and SI staff made hundreds of connections with college and university students, staff and faculty as well as business professionals from around the United States.	10/03/2014 - 10/06/2014	Completed	Hispanics Residents of Under-resourced Communities		Conferences w/Professional Organizations	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	OFI	Ongoing Support for Project Search at SI	OFI provides program support for Project Search, a program that brings students with cognitive disabilities to SI to do internships.	10/01/2014 - 09/30/2015	In-progress	Individuals with Disabilities		Internship Program	Program Diversity Workforce Diversity
DUSCIS	OFI	Promoted the SI Fellowship Program Through Hispanic Association Channels	OFI worked with SLC to promote the Smithsonian Fellowship Program to Hispanic communities.	10/01/2014 - 12/01/2014	Completed	Hispanics		Digital Promotion of Academic Appointments	Program Diversity Workforce Diversity
DUSCIS	OFI	Smithsonian Institution Career Center Conference	OFI participated in the 3rd annual Smithsonian Career Center Conference, which is aimed at promoting internship and fellowship opportunities at professionals at higher learning institutions.	12/04/2014 - 12/05/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
DUSCIS	OFI	Representation on the NSF Hosted Federal Interagency "Broadening Participation" Working Group	OFI represented the Smithsonian at the National Science Foundation hosted Federal Interagency Broadening Participation interagency working group, which is focused on expanding stem opportunities at undergraduate and graduate levels.	FY2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Interagency Working Group	Program Diversity Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	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, 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. To see our calendar of upcoming events, scroll down. 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 Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	LGBTQ Community	Standing In-house Group	Program Diversity Workforce Diversity
DUSCIS	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 Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Others	LGBTQ Community	In-house Working Group	Program Diversity Workforce Diversity
DUSCIS	OFI	Young African Leadership Initiative (YALI) at Smithsonian	This is the second 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).	September - October 2015	In-progress	Residents of Under-resourced Communities		Memorandums of Understanding Informal	Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	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 2015 - Fall 2015	In-progress	Native Americans		Internship and Fellowship Program	Workforce Diversity
DUSCIS	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 2015 - Fall 2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Internship Program	Workforce Diversity
DUSCIS	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, 2015	In-progress	Residents of Under-resourced Communities		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	Participation in Museum Day for Women and Girls of Color Planning	OFI is planning its participation in the Smithsonian's Museum Day for Women and Girls of Color.	Summer and Fall 2015	In-progress	African Americans Asian Americans Hispanics Native Americans		Museum Day	Program Diversity
DUSCIS	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 2015	In-progress	Residents of Under-resourced Communities		Digital Promotion of Academic Appointments	Program Diversity



## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	OFI	Richard Louie Memorial Internship Revision	OFI worked with FSGA to revise the Louie Memorial Internship to ensure that it was fully inclusive.	Winter 2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Internship Program	Workforce Diversity
DUSCIS	SIL	WALRC Grant to Catalog Latino Books	Anacostia Librarian helped w/ Anacostia youth poetry contest	January 2015	Completed	African Americans		Community Event	Program Diversity
DUSCIS	SIL	Mentoring	Anacostia Librarian mentored CUA LIS student Whitney Jerome	March 2015	Completed	African Americans		Career Counseling	Workforce Diversity
DUSCIS	SIL	African Digital Libraries and Archives Conference	SIL's Martin Kalfatovic participated in the 4th International Conference on African Digital Libraries and Archives in Accra, Ghana. Kalfatovic is a member of the ICADLA Advisory group. While in Accra, Kalfatovic also presented on SI educational outreach activities to a group of 35 Ghanaian educators at the invitation of the US Embassy.	May 2015	Completed	Others	African Educators	Conferences w/Professional Organizations	Program Diversity
DUSCIS	SIL	BHL in Brazil	SIL Director, Nancy Gwinn, attended the 6th Global Biodiversity Heritage Library meeting in Sao Paulo, Brazil. As Secretary of the Global BHL Steering Committee, Gwinn participated in the executive sessions of the meeting as well as presenting on the activities of the BHL.	May 2015	Completed	Others	South Americans	International Outreach	Program Diversity
DUSCIS	SIL	ACM Career Day	ACM Career Day - presentations and counseling to 30 7th graders from SEED Public Charter School in DC	05/21/2015	Completed	African Americans		Career Counseling	Workforce Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	SIL	Press Conference-Freedmen's Bureau	SIL's NMAAHC Librarian and Genealogy Specialist attended a press conference in Los Angeles, California on June 19, 2015 to launch a promotion to index 1.5 million images from Reconstruction-era records of the Freedmen's Bureau, a federal agency created on March 3, 1865 to assist former slaves and destitute whites in restoring order to war-torn communities within former Confederate states.	06/19/2015	Completed	African Americans		Outreach	Program Diversity
DUSCIS	SIL	Workshop on African American Lineage	Workshop, "Constructing a Family Tree," in conjunction with <i>Hands of Freedom</i> Exhibit on the Plummer Family, at the Anacostia Community Museum; SIL's Genealogy Specialist lead a two-hour beginning workshop on constructing an African American lineage. The Genealogy Specialist also distributed preservation kits, provided by NMAAHC's <i>Save Our African American Treasures</i> program to encourage best practices in the personal preservation of African American artifacts.	07/18/2015	Completed	African Americans		Genealogy Workshop	Program Diversity
DUSCIS	SIL	IFLA South Africa	Nancy Gwinn and Mary Augusta Thomas participated in the annual International Federation of Library Associations (IFLA) meetings held in Cape Town, South Africa in August. There was significant attendance from African nations. Both Gwinn and Thomas hold leadership positions in IFLA and participated in organization and execution of programs at the conference.	August 2015	Completed	Others	South African Librarians	Conferences w/Professional Organizations	Program Diversity
DUSCIS	SIL	BHL in Kenya	Martin Kalfatovic, Carolyn Sheffield, and Jacqueline Chapman participated in the TDWG meetings held in Nairobi, Kenya, in September 2015. The group participated in a symposium on the Biodiversity Heritage Library as well as presenting a poster on collections analysis.	September 2015	Completed	Others	Kenyans	Conferences w/Professional Organizations	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	SIL	SIL Participation in Anacostia Neighborhood Fair	SIL Librarian, Baasil Wilder, volunteered to work at a booth at the Anacostia Museum's Neighborhood Fair	09/12/2015	Completed	African Americans		Community Outreach	Program Diversity
DUSCIS	SIL	Freedmen's Bureau Digitization Project Night	SIL's Genealogy Specialist participated in a training workshop sponsored by NMAAHC's Education Department to index digital images of the Freedmen's Bureau records as part of NMAAHC's initiative to increase research access to 19th century African American federal records.	09/16/2015	Completed	African Americans		Workshop	Program Diversity
DUSCIS	SIL	Hosting Students from University of Pretoria	SIL staff hosted 20 students from the University of Pretoria Information Science program. The students, who came from four African nations (Kenya, South Africa, Uganda, and Ghana), received an overview of Smithsonian Libraries, the Biodiversity Heritage Library, a visit to the "Once there were Billions" exhibition, and a tour of the Cullman Library. Staff participating included Martin Kalfatovic, Grace Costantino, Leslie Overstreet, Jackie Chapman, and Erin Rushing (coordinator)	09/17/2015	Completed	Others	African Students	Outreach to international students	Program Diversity
DUSCIS	SIL	Revealing Hirshhorn Vertical Files	Latina intern to work on Hirshhorn Library project.	06/01/2015 - 08/07/2015	Completed	Hispanics		SIL Internship	Workforce Diversity
DUSCIS	SIL	Catalog Latin American Books	\$5000 Grant received from WALRC to catalog Latin American Books	06/22/2015 - 09/30/2015	In-progress	Hispanics		Collection Diversity	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	SIL	SIL Exhibition: Artists' Books and Africa	NMAfA and SIL opened a new exhibition, " <i>Artists' Books and Africa</i> ," at the National Museum of African Art on September 16, 2015. " <i>Artists' Books and Africa</i> " will be on display through Sept. 11, 2016. An artist's book is a work of art that can be held and touched—one with pages to turn, flaps to unfold and enclosures to explore. As 3-D artworks, artists' books build on the traditional codex—sequential bound pages, but they expand and push those boundaries in limitless creative ways. The books are intended as visual artworks, because structure and format supersede content.	09/16/2015 - 09/11/2016	In-progress	African Americans		Exhibition	Program Diversity
DUSCIS	SIL	Save Our African American Treasures	SIL Preservation Dept. participated in a NMAAHC event workshop: <i>Save Our African American Treasures</i> workshop to assist African Americans in preserving items of historical and cultural significance. At each event, members of the public learn how to preserve their family photographs and papers, military uniforms, quilts and the other ephemera that document African American life.	11/08/2014 - 11/09/2014	Completed	African Americans		Workshop	Program Diversity
DUSCIS	SIL	BHL Mexico	BHL expanded internationally when SIL staff met with the staff of Comisión Nacional para el Conocimiento y Uso de la Biodiversidad (National Commission for the Knowledge and Use of Biodiversity), or CONABIO, December 14-18, 2014, in Mexico City, to sign an MOU that makes CONABIO a dues-paying member of BHL and a new global node. Attending for the Smithsonian were Nancy Gwinn, Martin Kalfatovic, and Carolyn Sheffield.	12/14/2014 - 12/18/2014	Completed	Hispanics		International Outreach	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	SIL	ARL Diversity Scholar	SIL's Monique Libby has been selected as a 2015-2017 ARL Diversity Scholar. This year the selection committee, composed of members of the Association of Research Libraries' Committee on Diversity and Leadership, received the largest number of applications in the program's history.	2015 - 2017	In-progress	Asian Americans		Scholarship	Program Diversity
DUSCIS	SIL	WALRC Grant to Catalog Latino Books	Washington Art Libraries Resources Committee grant will help further SIL's effort to catalog Latino book collection.	FY 2015	In Progress	Hispanics		Expanding Access to SIL Collections	Program Diversity
DUSCIS	SIL	African Art Library Welcomes 1st Neville-Pribram Award Recipient	This summer, the first recipient of the Neville-Pribram Award, Joseph Murphy, a middle school teacher from Seattle, WA, began to develop an educational video game using our collections at the Warren M. Robbins Library at the National Museum of African Art. Joseph is using the mediums of film, literature, music, and art to tell stories about Africa. His video game, designed for 7th and 8th graders, will be a fun, interactive way for students to learn about African history and culture. The award is open to educators of all levels, including middle and high school teachers, college professors, and museum specialists working on curriculum development.	July 2015 - July 2016	In-progress	African Americans		Library Mid-Career Educator Award	Program Diversity
DUSCIS	SIL	Increase Access to 19th Century African American Federal Resources	SIL's Genealogy Specialist conducts ongoing conversations with FamilySearch.org, a non-profit family history organization dedicated to connecting global families across generations. Conversations held related to recruiting volunteer participants for the freedmen's Bureau Digitization Project.	July 2015 - September 2015 Bi-weekly	In-progress	African Americans		Outreach	Program Diversity

## Smithsonian Diversity and Inclusion Initiatives Report - FY 2015

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
DUSCIS	SIL	SIL Project for Katzenberger Foundation Art History Internship Program	SIL Project: <b>Institutional Art and Artist Files Research</b> through Katzenberger Foundation Art History program, a need-based program supporting internships for undergraduates in research and collections projects at SI.	Summer 2015	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities	Undergraduate Students in need of financial aid	Career Experience Opportunity	Workforce Diversity