



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2017



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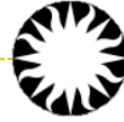


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OVERVIEW

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

- Program Diversity
- Supplier Diversity
- Workforce Diversity

This report contains over 470 entries from 24 Smithsonian units. While the Executive Summary is only 11 pages, the entire report consists of 119 pages of tables and text. For quick access to your unit's information, please reference the table of contents.

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

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

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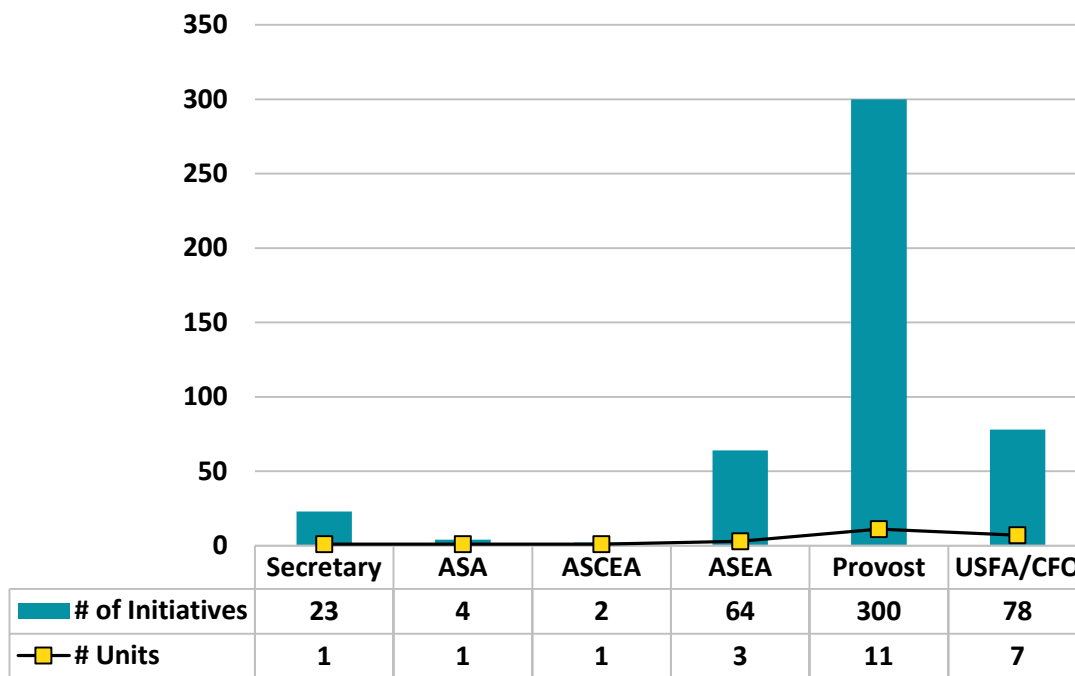


EXECUTIVE SUMMARY

ALL SMITHSONIAN

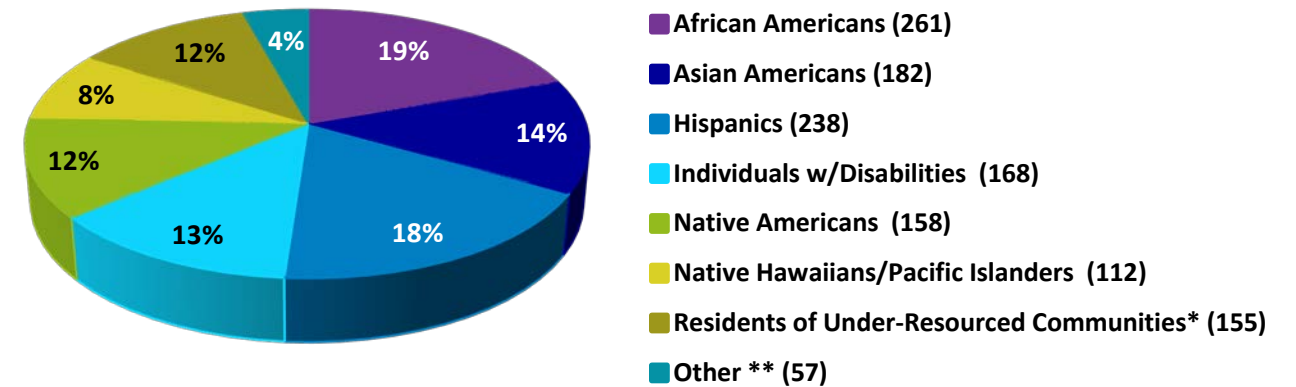
The goal was to increase the recognition of the Smithsonian brand in under-served communities and increase representation in the Smithsonian’s workforce, supplier base and public programming. More than 470 initiatives were submitted by 24 Smithsonian units. All historically underrepresented groups were represented in the diversity and inclusion initiatives. The highest percent of initiatives (20% and 18% respectively) targeted African Americans and Hispanics. The percentage of initiatives aimed at historically underrepresented groups greatly exceeded their representation in the Civilian Labor Force. This report also includes residents of under-resourced communities. While this group and others have no recognized percentage of reference, they are an important focus in the Smithsonian’s efforts to increase and diffuse knowledge across the United States and around the world.

Initiatives by Direct Report



Percent Served by Race and Ethnicity

(Units often target more than one group)



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

**Includes: LGBTQ+, Haitian Americans, Hindi, Muslim, South East Asians, Women, Military Veterans, Individual from Venezuela, Non-English Speaking Individuals, Veterans, Maori, Middle Eastern Americans

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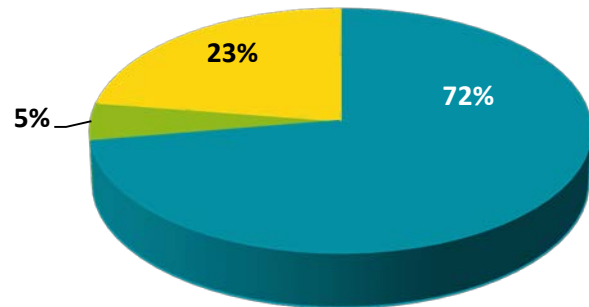
EXECUTIVE SUMMARY

ALL SMITHSONIAN (CONT.)

Diversity and inclusion are categorized into three areas: Program, Supplier and Workforce Diversity. All three categories were represented. At 72%, program diversity was the largest category. While only 5% of the reported initiatives fell under supplier diversity, the Smithsonian exceeded 5 of 6 supplier diversity goals. Of the 35% awarded to small businesses, 4% was awarded to 8(a) small disadvantaged businesses, 15% was awarded to non-8(a) small disadvantaged businesses, 11% was awarded to women-owned small businesses, and 3% was awarded to HUB-Zone small businesses. There were 107 STEM initiatives. The majority of initiatives targeted adults (24%).

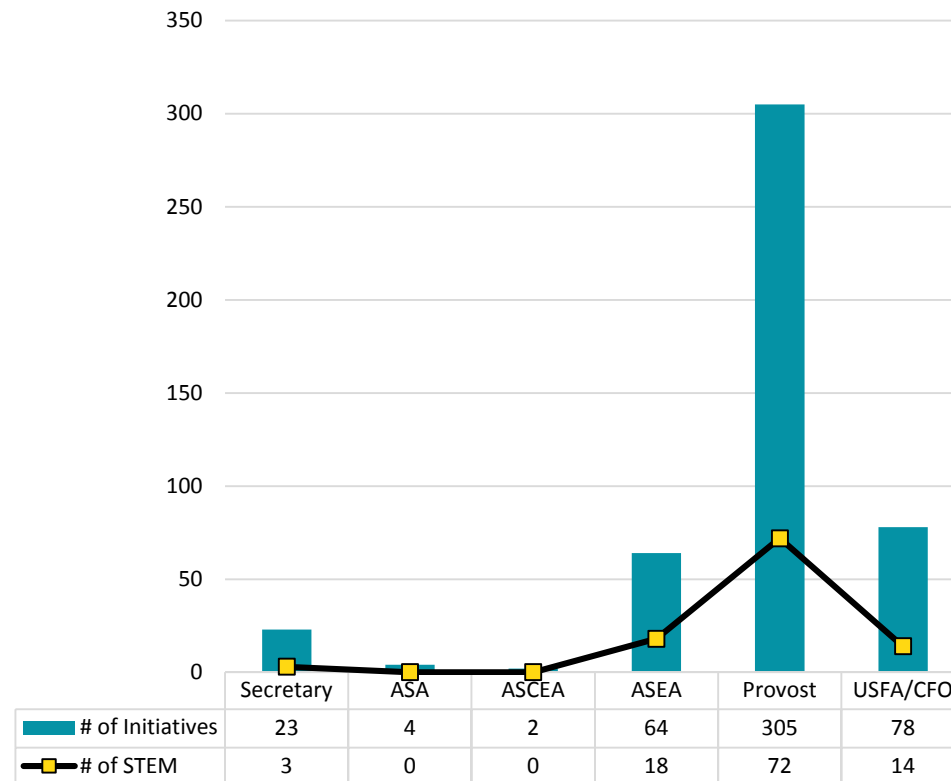
Initiatives by Category

(Units often target more than one category)



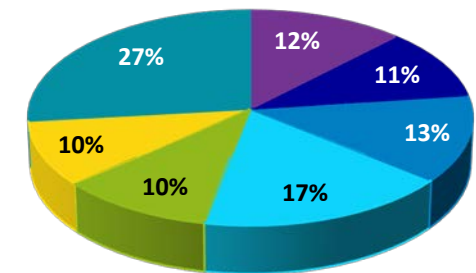
- Program Diversity (400)
- Supplier Diversity (28)
- Workforce Diversity (125)

Number of STEM Initiatives



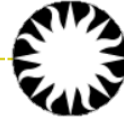
Audience Age Groups

(Units often target more than one group)



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

Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2017



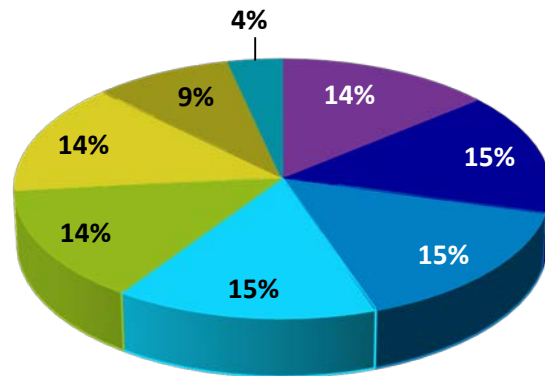
EXECUTIVE SUMMARY

OFFICE OF THE SECRETARY

More than 20 initiatives were submitted by OEEMA. Three were STEM initiatives. All three categories were represented. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (15%) were geared towards Asian Americans, Hispanics and Individuals with Disabilities. At 50%, supplier diversity was the largest category. The majority of initiatives targeted adults (67%).

Percent Served by Race and Ethnicity

(Units often targets more than one group)



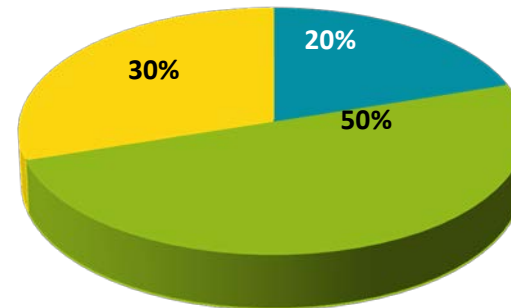
- African Americans (20)
- Asian Americans (22)
- Hispanics (22)
- Individuals w/Disabilities (21)
- Native Americans (20)
- Native Hawaiians/Pacific Islanders (20)
- Residents of Under-Resourced Communities* (13)
- Other ** (5)

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

**Includes: LGBTQ+

Initiatives by Category

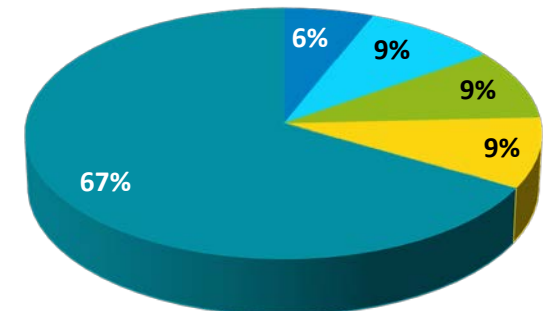
(Units often target more than one category)



- Program Diversity (6)
- Supplier Diversity (15)
- Workforce Diversity (9)

Audience Age Groups

(Units often target more than one group)



- High School (9th - 12th Grade)
- College/University
- Masters
- PhD
- Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report

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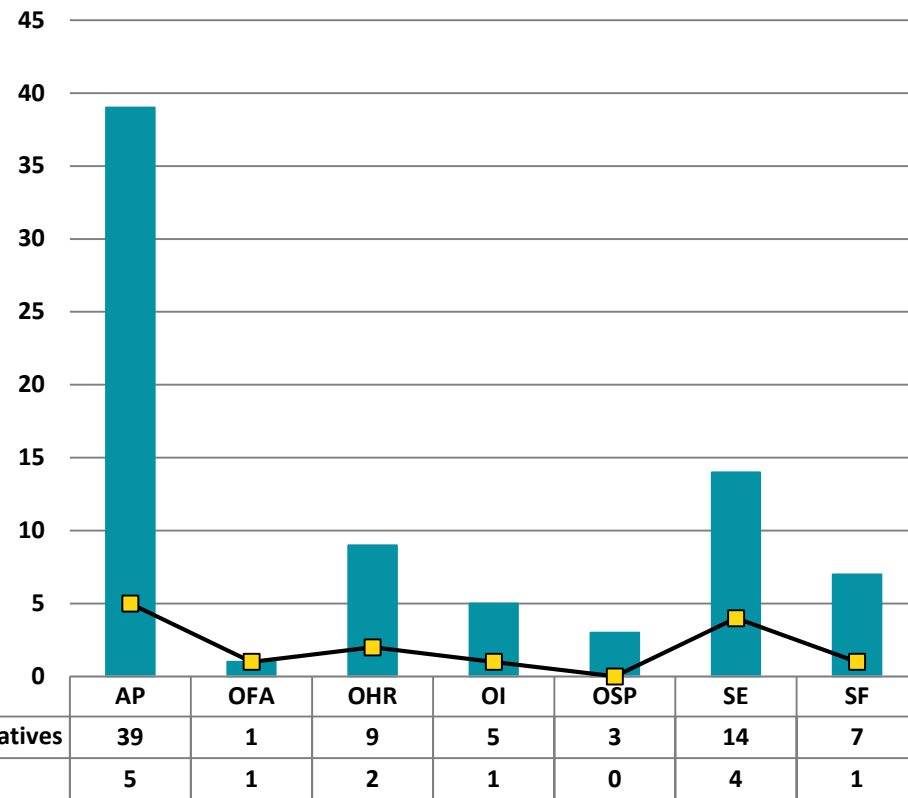


EXECUTIVE SUMMARY

UNDER SECRETARY FOR FINANCE & ADMINISTRATION/CHIEF FINANCIAL OFFICER

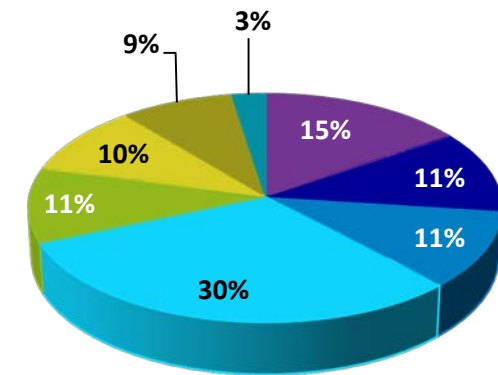
More than 70 initiatives were submitted by 7 USFA/CFO units (AP, OFA, OHR, OI, OSP, SE, and SF). Fourteen were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (30%) of initiatives were geared towards Individuals with Disabilities.

Initiatives by Unit



Percent Served by Race and Ethnicity

(Units often target more than one group)



- African Americans (31)
- Asian Americans (23)
- Hispanics (22)
- Individuals w/Disabilities (61)
- Native Americans (21)
- Native Hawaiians/Pacific Islanders (20)
- Residents of Under-Resourced Communities* (17)
- Other ** (5)

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

** Includes: Women

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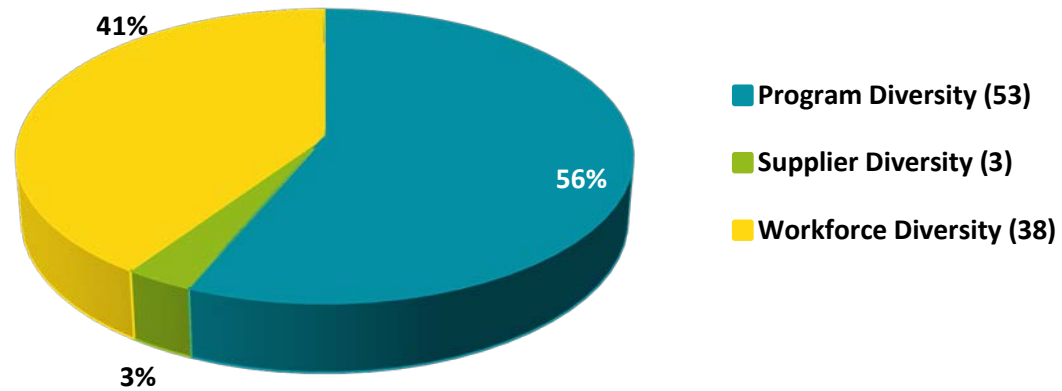


UNDER SECRETARY FOR FINANCE & ADMINISTRATION/CHIEF FINANCIAL OFFICER (CONT.)

All three categories were represented. At 56%, program diversity was the largest category. While only 3% of reported initiatives fell under supplier diversity, the USFA/CFO exceeded 5 of 6 supplier diversity goals. Of the 34% awarded to small businesses, 4% was awarded to 8(a) small disadvantaged businesses, 15% was awarded to non-8(a) small disadvantaged businesses, 10% was awarded to women-owned small businesses, and 4% was awarded to HUB-Zone small businesses. The majority of initiatives targeted adults (31%).

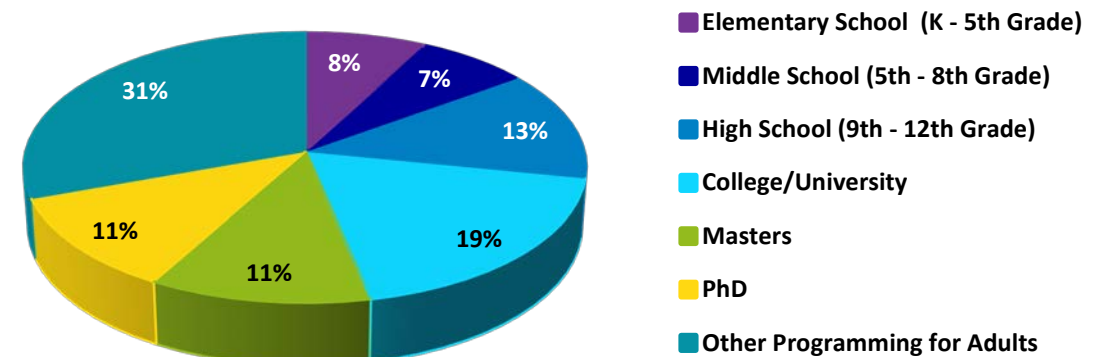
Initiatives by Category

(Units often target more than one category)



Audience Age Groups

(Units often target more than one group)



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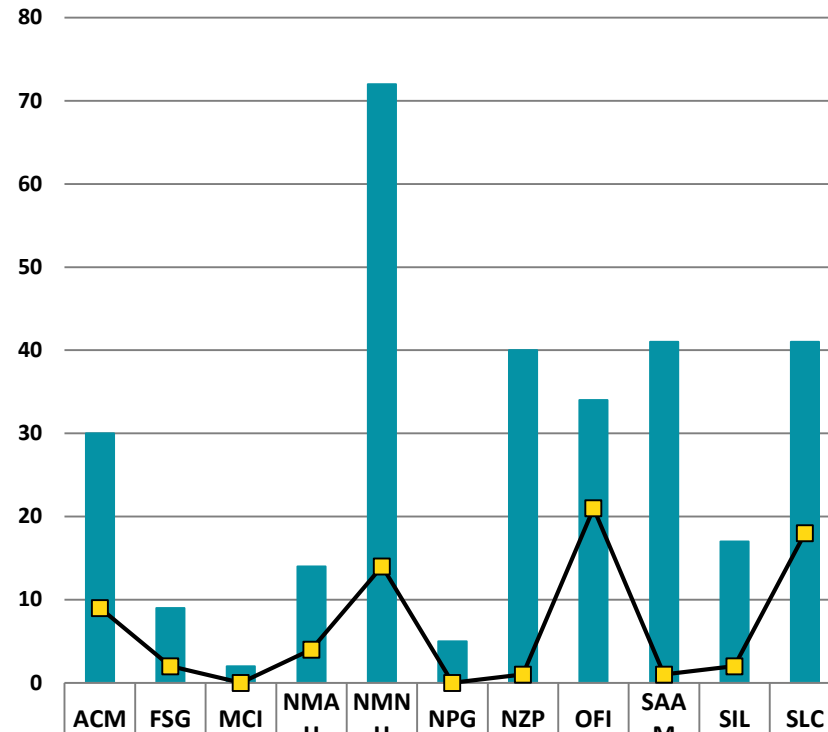


EXECUTIVE SUMMARY

PROVOST/UNDER SECRETARY FOR MUSEUMS & RESEARCH

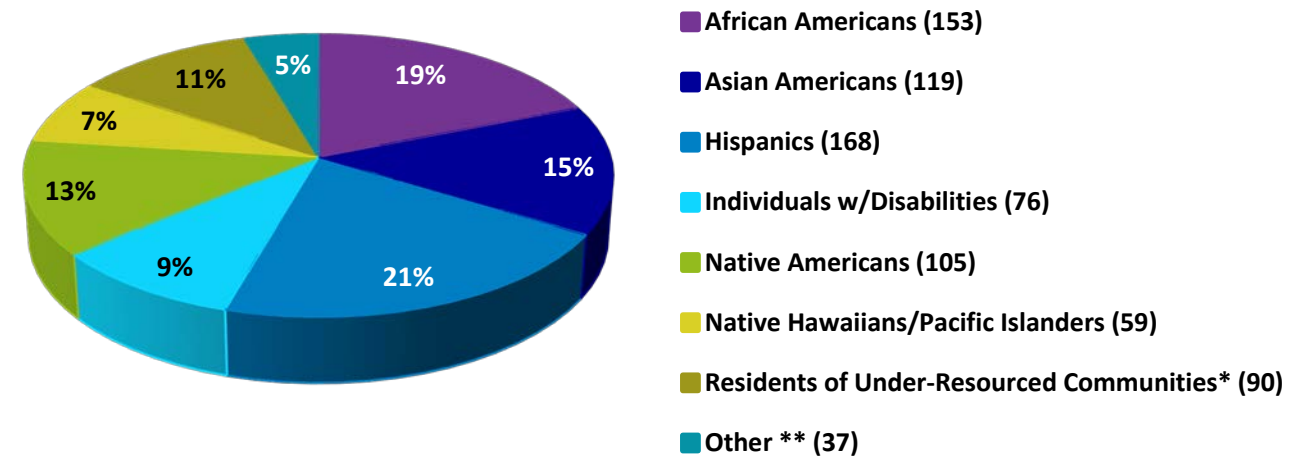
More than 300 initiatives were submitted by 11 Provost units (ACM, FSG, MCI, NMAH, NMNH, NPG, NZP, OFI, SAAM, SIL, and SLC). Seventy-two were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (21%) of initiatives were geared towards Hispanics.

Initiatives by Unit



Percent Served by Race and Ethnicity

(Units often target more than one group)



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

** Includes: LGBTQ+, Haitian Americans, Hindi, Muslim, South East Asians, Women, Military Veterans, Individual from Venezuela, Non-English Speaking Individuals, Veterans, Maori, Middle Eastern Americans

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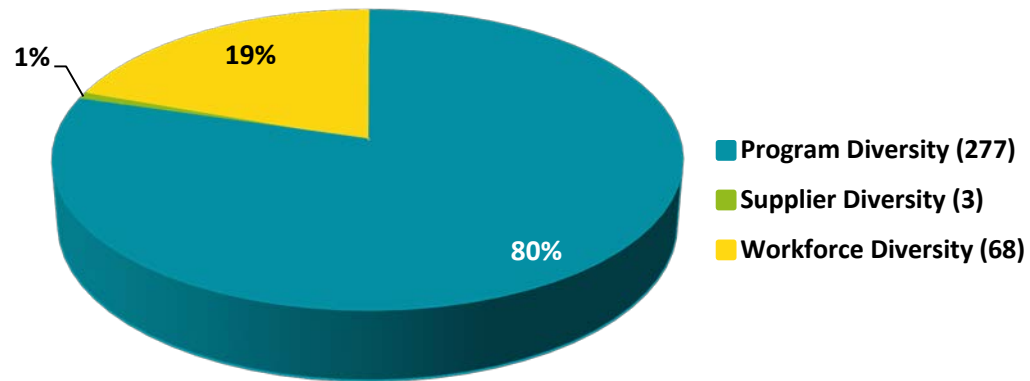
EXECUTIVE SUMMARY

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

All three categories were represented. At 80% program diversity was the largest category. While only 1% of reported initiatives fell under supplier diversity, the Provost exceeded 5 of 6 supplier diversity goals. Of the 51% awarded to small businesses, 4% was awarded to 8(a) small disadvantaged businesses, 18% was awarded to non-8(a) small disadvantaged businesses, 16% was awarded to women-owned small businesses, and 8% was awarded to HUB-Zone small businesses. The majority of initiatives targeted adults (26%).

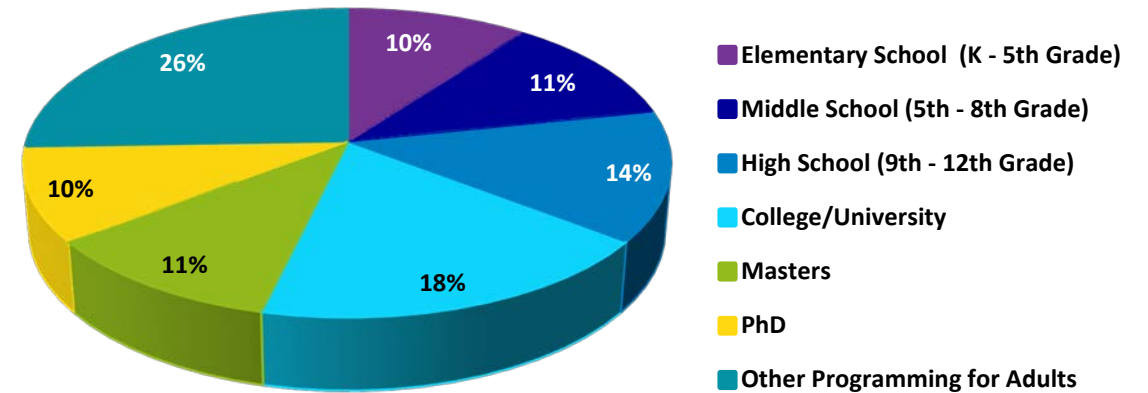
Initiatives by Category

(Units often target more than one category)



Audience Age Groups

(Units often target more than one group)



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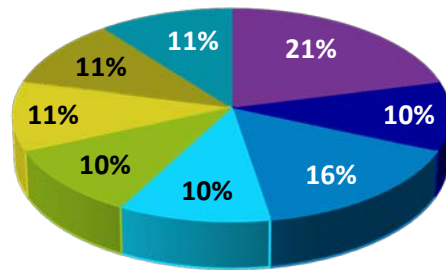
EXECUTIVE SUMMARY

ASSISTANT SECRETARY FOR ADVANCEMENT

The Office of the Assistant Secretary for Advancement submitted 4 initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (21%) of initiatives were geared towards African Americans. All three categories were represented. At 60%, workforce diversity was the largest category. The majority of initiatives targeted college/university students (40%) and adults (40%).

Percent Served by Race and Ethnicity

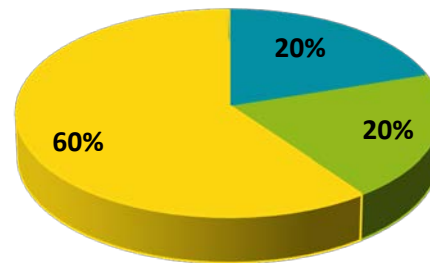
(Units often target more than one group)



- African Americans (4)
- Asian Americans (2)
- Hispanics (3)
- Individuals w/Disabilities (2)
- Native Americans (2)
- Native Hawaiians/Pacific Islanders (2)
- Residents of Under-Resourced Communities* (2)
- Other ** (2)

Initiatives by Category

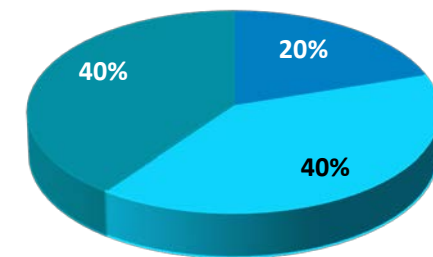
(Units often target more than one category)



- Program Diversity (1)
- Supplier Diversity (1)
- Workforce Diversity (3)

Audience Age Groups

(Units often target more than one group)



- High School (9th - 12th Grade)
- College/University
- Other Programming for Adults

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

** Includes: Women

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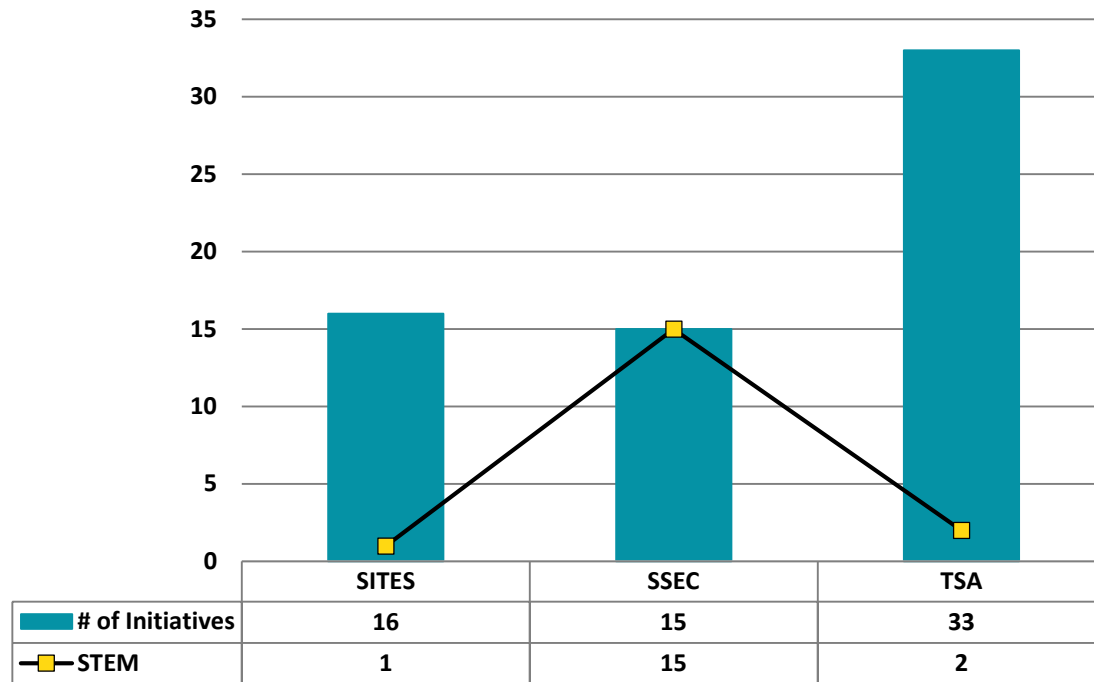
ASSISTANT SECRETARY FOR COMMUNICATIONS & EXTERNAL AFFAIRS

The Office of Public Affairs submitted two initiatives that focused on African Americans and Women. The initiatives targeted college/university students and adults.

ASSISTANT SECRETARY FOR EDUCATION & ACCESS

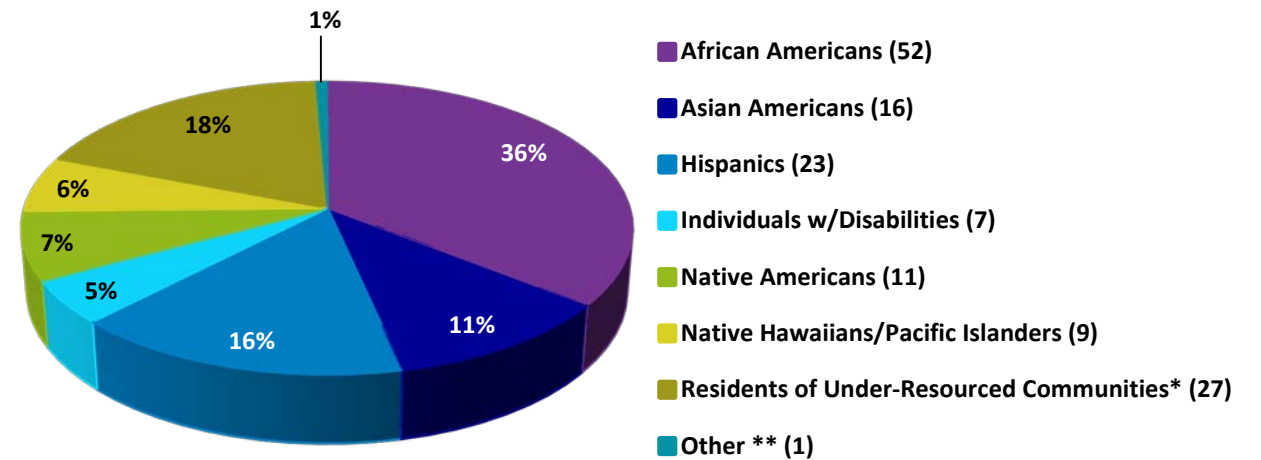
More than 60 initiatives were submitted by 3 ASEA units (SITES, SSEC and TSA). Eighteen were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (36%) of initiatives were geared towards African Americans.

Initiatives by Unit



Percent Served by Race and Ethnicity

(Units often target more than one group)



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

** Includes: Women

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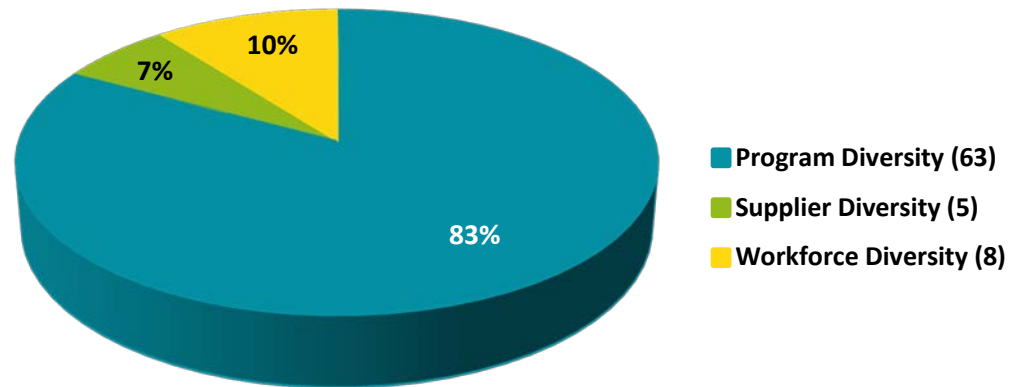


ASSISTANT SECRETARY FOR EDUCATION & ACCESS, CONT.

All three categories were represented. At 83%, program diversity was the largest category. The majority of initiatives targeted elementary school students (32%).

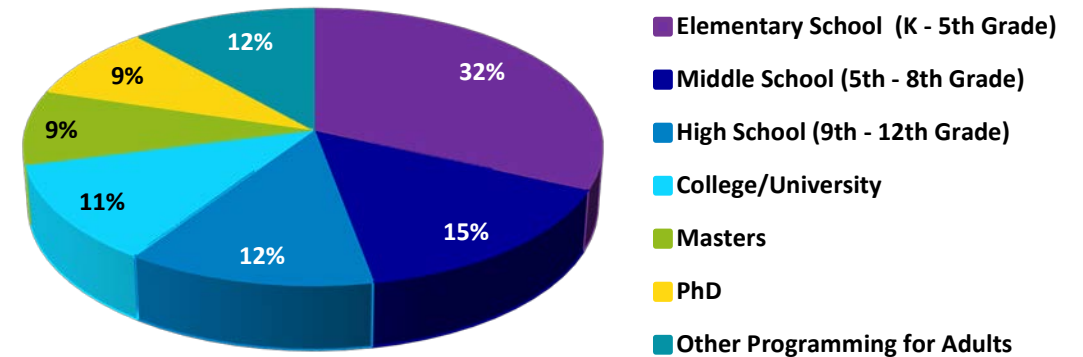
Initiatives by Category

(Units often target more than one category)



Audience Age Groups

(Units often target more than one group)



Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	CAREERS & the disABLED Career Expo	Participated, along with staff from AP, OHR and OFI, in the CAREERS & the disABLED Career Expo. This pan-institutional outreach effort reached over 100 individuals with a disability. The Institution shared information regarding Schedule A hiring and Reasonable Accommodation practices. This resulted in numerous individuals with disabilities learning the Smithsonian is a place where they too can succeed and find careers or academic appointments.	November 2016	Completed	Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Career Fairs Conferences w/Professional Organizations	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Secretary	OEEMA	Member of Academic Appointment Diversity and Publicity Taskforce (AADAPT)	As a member of AADAPT, OEEMA is dedicated to increasing diversity in all forms including but not limited to gender, race/ethnicity, socio-economic status, age, ability, and sexual orientation in Smithsonian Institution's internships and fellowships. AADAPT's pan-institutional team meets monthly. Members regularly participate in outreach events such as affinity-group conferences and internship/career fairs in Washington, DC and around the country to promote SI academic programs to diverse audiences.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities LGBTQ+	Yes	Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Fellowships Internships	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Secretary	OEEMA	National Science Foundation (NSF) Committee on Equal Opportunities in Science and Engineering	OEEMA represented the Smithsonian at NSF's Committee on Equal Opportunities in Science and Engineering (CEOSE) and presents information regarding SI's STEM related educational programs and initiatives to the committee. Participation is met with high praise and the Institution was commended by NSF for its efforts to further STEM education to underrepresented groups.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Yes	Diversity Committee	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Secretary	OEEMA	Diversity Showcase	OEEMA created a new initiative entitled the "Diversity Showcase" that can be found on OEEMA's internal website. Each quarter, OEEMA will highlight initiatives submitted for the Diversity and Inclusion Initiatives Report that showcase the Smithsonian's dedication to promote diversity and inclusion Institution-wide, as well as, across the Nation and globally. We hope that you find these initiatives informative, educational, and inspiring.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities LGBTQ+	No	Diversity Outreach	Program Diversity Supplier Diversity Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	U.S. Hispanic Chamber of Commerce (USHCC) National Conference & Business Expo	OEEMA participated in the USHCC National Conference & Business Expo. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the Hispanic business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	10/09/2016 - 10/11/2016	Completed	Hispanics	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	National HUBZone Conference	OEEMA participated in the National HUBZone Conference. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with HUBZone businesses. All firms were encouraged to register in the Smithsonian's Small Business Database.	10/13/2016 - 10/14/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	National Minority Supplier Development Council Conference	OEEMA participated in the National Minority Supplier Development Council's Conference. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with minority-owned businesses. All firms were encouraged to register in the Smithsonian's Small Business Database.	10/23/2016 - 10/26/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	National Veterans Small Business Engagement	OEEMA participated in the National Veterans Small Business Engagement. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with veteran-owned businesses. All firms were encouraged to register in the Smithsonian's Small Business Database.	11/01/2016 - 11/03/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	ProcureCon NOVA 2016, VA Asian American Chamber of Commerce	OEEMA participated in the ProcureCon NOVA 2016 Conference. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the Asian American business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	11/02/2016	Completed	Asian Americans	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	OSHEM Safety Day	OEEMA participated in OSHEM's Safety Day – representatives from OEEMA shared information regarding the Institution's Reasonable Accommodation policies and procedures. This spread awareness internally and externally regarding the Smithsonian's dedication in providing Equal Opportunity for individuals with disabilities.	6/1/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Diversity Outreach	Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Capital PRIDE Parade	Collaborated with Smithsonian GLOBE, as over 75 Smithsonian LGBTQ employees, affiliated staff, and allies marched together in the 2017 Capital Pride Parade. Fitting this year's Capital Pride theme of "Unapologetically Proud," participants wore colorful t-shirts representing the Smithsonian Institution's LGBTQ Employees and Allies as they marched through Dupont Circle and along the parade route to 14th Street. The Smithsonian was one of nearly two hundred organizations participating in the parade this year, making its members among the tens of thousands of people who celebrated diverse identities and communities for 2017 Capital Pride!	6/10/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders LGBTQ+	No	Diversity Outreach	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Capital PRIDE Festival	The Smithsonian maintained its presence at Pride as exhibitors at the Capital Pride Festival. Employees and affiliated staff from several units reached out to thousands of attendees and echoed the Institution's commitment to equal opportunity, diversity and inclusion. Organized by the Office of Equal Employment and Minority Affairs, the Institution's participation in the Festival was a valuable opportunity for individuals throughout the Institution to come together, collaborate, and celebrate Pride. The Smithsonian provided festival attendees from all over the country and world with information on our programs, collections, jobs, and academic appointment opportunities.	6/11/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders LGBTQ+	No	Diversity Outreach	Program Diversity Workforce Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	U.S. Housing and Urban Development's EEO & Diversity in the Workplace Conference	OEEMA participated in HUD's 3rd Annual EEO & Diversity in the Workplace Conference, entitled "Building an Inclusive Workplace Together". This event allowed for OEEMA to benchmark best practices and network with federal colleagues who are passionate about diversity and inclusion.	6/13/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders LGBTQ+	No	EEO, Diversity and Inclusion Outreach	Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	ACT/IAC Acquisition Excellence Conference 2017	OEEMA participated in the ACT/IAC Acquisition Excellence Conference. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the small business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	6/13/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	National Association of Minority Contractors Conference	OEEMA participated in the National Association of Minority Contractors Conference. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with minority-owned businesses. All firms were encouraged to register in the Smithsonian's Small Business Database.	6/14/2017 - 6/16/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	Eleanor Holmes Norton Access to Capital Small Business Fair	OEEMA participated in the Eleanor Holmes Norton Access to Capital Small Business Fair. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the local small business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	6/15/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Govconnectx Small Business Outreach	OEEMA participated in the Govconnectx Small Business Outreach fair. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the small business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	6/28/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	U.S. Dept. of Housing and Urban Development Small Business Outreach	OEEMA participated in the U.S. Dept. of Housing and Urban Development Small Business Outreach fair. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the small business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	6/28/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	ProBiz Small Business Outreach	OEEMA participated in the ProBiz Small Business Outreach Fair. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the small business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	7/20/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	Small Biz Tech Expo	OEEMA participated in the Small Biz Tech Expo. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the small business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	7/27/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Eleanor Holmes Norton Annual Job Fair	OEEMA participated in the Congresswoman Eleanor Holmes Norton Annual Job Fair. Representatives from OEEMA, OHR, OFI, Exhibits and the Zoo shared information about the Institution's career, volunteer and academic appointment opportunities with hundreds of local DC residents. The Institution was thrilled to meet with so many talented individuals from diverse backgrounds and share our opportunities.	8/2/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Carrer Fair	Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Elite Veteran-Owned Small Business National Conference	OEEMA participated in the Elite Veteran-Owned Small Business National Conference. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the veteran-owned business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	8/16/2017 - 8/19/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	Congressional Black Caucus National Conference	OEEMA participated in the Congressional Black Caucus National Conference. This outreach event provided the Smithsonian the opportunity participate in one-on-one matchmaking sessions with the African American business community. All firms were encouraged to register in the Smithsonian's Small Business Database.	9/20/2017 - 9/23/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
USFA	AP	AADAPT	As a member of AADAPT, OEEMA is dedicated to increasing diversity in all forms including but not limited to gender, race/ethnicity, socio-economic status, age, ability, and sexual orientation in Smithsonian Institution's internships and fellowships. AADAPT's pan-institutional team meets monthly. Members regularly participate in outreach events such as affinity-group conferences and internship/career fairs in Washington, DC and around the country to promote SI academic programs to diverse audiences.	2016 - Present	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships Fellowships Supplier Diversity Outreach Recruitment	Program Diversity Supplier Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	AP	Project SEARCH	Project SEARCH is a 10-month internship program for young adults with cognitive disabilities, which is sponsored by the Accessibility Program. Interns in 3 10-week internships during their tenure to increase their job readiness skills. In addition, interns gain experience in other job development areas, such as resume writing, interviewing and professional workplace behavior. Each year the Smithsonian hosts 10-12 interns. To date, SI has hired 21 interns with a 90% retention rate, further diversifying SI's workforce.	2013 - Present	In Progress	Individuals with Disabilities	No	Internships Training	Program Diversity Workforce Diversity	High School (9th - 12th Grade) Other Programming for Adults
USFA	AP	Access to Opportunities	Access to Opportunities is an internship program for college students with disabilities. Typically, there are 5-8 ATO interns each year. Funded by the HSC Foundation, interns are placed in various units throughout SI that relate to their field of study and/or career path. AP recruits students, selects candidates from	2011 - Present	In Progress	Individuals with Disabilities	No	Internships Recruitment	Program Diversity Workforce Diversity	College/University Other Programming for Adults
USFA	AP	Morning at the Museum	Morning at the Museum is an ongoing initiative in which individuals with cognitive disabilities or sensory processing disorders and their families are invited to visit an SI museum one hour before it opens to the public. Families are given "pre-visit" materials to help them prepare (e.g., social stories, visual schedules, sensory tips, etc.) and are allowed to participate in theme-related activities that are developed for different learning types. MATM was developed by staff in the Accessibility Program and currently hosts monthly events at different SI museums (e.g., NASM, NPG, NPM, NMAH, etc.). In addition, the AP oversees a Community Advisory Committee that meets monthly and develops programming for diverse audiences.	2011 - Present	In Progress	Individuals with Disabilities	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
USFA	AP	Greater Washington Internship Coalitions	As a member of the GWIC, the Accessibility Program is dedicated to increasing the number of internship and educational opportunities for individuals with disabilities at SI and in the community. The GWIC meets quarterly. Members regularly participate in outreach events such as affinity-group conferences and internship/career fairs in Washington, DC to promote SI academic programs to diverse audiences.	2014 - Present	In Progress	Individuals with Disabilities	No	Career Fairs Education Fellowships Internships Training	Workforce Diversity	College/University Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	AP	National Disability Employment Awareness Month Panel	Staff from the Accessibility Program participated on a panel to educated community organizations and to celebrate National Disability Employment Awareness Month in the Castle Commons. Panelists from other local organizations spoke about inclusive hiring practices.	10/11/2016	Completed	Individuals with Disabilities	No	Training Recruitment Internships	Workforce Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to new docents at NASM, including access services, making programs accessible, and inclusive customer service for all visitors.	2/04/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to staff and volunteers at the Spark!Lab, including access services, making programs accessible, and inclusive customer service for all visitors.	12/03/2016	In Progress	Individuals with Disabilities	No	Education Public Programming Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to educators at the Phillips Collection, including access services, making programs accessible, and inclusive customer service for all visitors.	10/17/2016	Completed	Individuals with Disabilities	No	Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
USFA	AP	Millennials in the Workplace	The Accessibility Program hosted a program to provide information about entering the workplace to millennials with disabilities. AP collaborated with external partners (the Ivymount School, TransCen, and School Talk) to develop discussion topics and program materials. The event was attended by 7 SI AADAPT members and 27 millennials from the community.	10/25/2016	Completed	Individuals with Disabilities	No	Career Counseling Training	Program Diversity Workforce Diversity	High School (9th - 12th Grade) Other Programming for Adults
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to staff and volunteers at the Cooper Hewitt Design Museum, including access services, making programs accessible, and inclusive customer service for all visitors. AP staff met with the Accessibility Taskforce at CHDM and provided advice/consultation on accessibility initiatives for 2017.	10/26/2016 - 10/28/2016	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to college students from Montgomery College. AP staff discussed access services, making programs accessible, created accessible educational materials/resources, and inclusive customer service for all visitors.	11/01/2016	Completed	Individuals with Disabilities	No	Training Education Public Programming	Program Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	AP	NMAH Accessibility Committee	Accessibility Program staff served on the NMAH Accessibility Committee. AP staff provided consultation to other committee members, attended monthly meetings, and helped committee members develop a charter to be presented to NMAH leadership.	2014 - Present	In Progress	Individuals with Disabilities	No	Training Public Programming	Program Diversity Workforce Diversity	Other Programming for Adults
USFA	AP	Employment Working Group	Accessibility Program staff served on the Employment Working Group steering committee, which is led by the National Youth Transition Center. The EWG is comprised of 7 community organizations. The EWG will be creating training materials for businesses on how to provide accommodations for employees with disabilities and how to overcome unconscious bias when hiring.	2016 - Present	In Progress	Individuals with Disabilities	No	Recruitment Training	Workforce Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to educators at NPG, including access services, making programs accessible, creating educational materials, and inclusive customer service for all visitors/student groups.	12/09/2016	Completed	Individuals with Disabilities	No	Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
USFA	AP	OPS BELT Training	Accessibility Program staff conducted training to new officers as a part of the BELT training series, including access services, making programs accessible, and inclusive customer service for all visitors.	10/4/2016 1/24/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to ArtLab staff and volunteers, including access services, making programs accessible, and working with diverse learners.	1/26/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	High School (9th - 12th Grade)
USFA	AP	Accessibility Training	AP Staff provided an introductory training to new docents at NASM, including access services, making programs accessible, and inclusive customer service for all visitors.	2/04/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults
USFA	AP	Spark!Lab Accessibility Workshop	AP staff and Spark!Lab staff participated in three workshops to develop accessibility materials and resources for S!L in an effort to make the space welcoming and accessible for all inventors.	2/06/2017; 2/14/2017; 3/28/2017	Completed	Individuals with Disabilities	No	Education Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to HMSG staff and volunteers, including access services, making programs accessible, and inclusive customer service for all visitors.	2/08/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	AP staff provided training to staff and volunteers in Spark!Lab, including access services, making programs accessible, verbal description, sighted guide, using assistive listening equipment, tactile experiences, and inclusive customer service for all visitors.	2/11/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
USFA	AP	Accessibility Training	Accessibility Program staff members provided training to visitor services staff at NMAAHC, including access services, making programs accessible, and inclusive customer service for all visitors.	2/15/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Engaging Visitors with Alzheimer's or Dementia	AP staff are developing programming for older adults with Alzheimer's or dementia in Smithsonian museums. Working with experts in the field and collaborating with other museum professionals, AP aim to provide this population and their caregivers a meaningful museum experience. AP staff hosted a two-day training with representatives from 8 SI museums. AP staff will oversee an advisory committee and will be helping an SI museum develop a pilot program for fall 2017.	3/01/2017 - Present	In Progress	Individuals with Disabilities	No	Education Public Programming Training	Program Diversity	Other Programming for Adults
USFA	AP	Sensory Friendly Resource Development Working Group	AP staff will be developing video materials to help visitors with cognitive disabilities prepare to visit a museum and appropriately interact with the content when in a museum. In collaboration with museum professionals and special educators, AP staff will develop, film, and market video social narratives. AP plans to prepare materials in 2017 and release to the public, local organizations, and teachers in early 2018.	3/02/2017 - Present	In Progress	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
USFA	AP	Accessibility Training	AP staff provided an all-day training to staff and volunteers at CHSDM, including access services, making programs accessible, verbal description, sighted guide, using assistive listening equipment, tactile experiences, and inclusive customer service for all visitors	3/10/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	AP	Accessibility Training	AP Staff provided an all-day training to staff and volunteers at the International Spy Museum, including access services, making programs accessible, verbal description, sighted guide, using assistive listening equipment, tactile experiences, and inclusive customer service for all visitors	3/20/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults
USFA	AP	NMAH Accessibility Working Group	In collaboration with NMAH staff, AP staff is working to develop: inventory of accessibility tools and resources in the museum, guidelines for public programs, FAQ for staff, and glossary of access services requests.	3/20/2017 - Present	In Progress	Individuals with Disabilities	Yes	Training Public Programming	Program Diversity	Other Programming for Adults
USFA	AP	More than Ramps: Accessibility at the Smithsonian	AP staff hosted graduate students from Johns Hopkins University. Students are current and future museum professionals seeking to gain more knowledge about museum accessibility. AP staff and Spark!Lab staff hosted a workshop in which they learned about the following topics: AP programs, access services at SI, Spark!Lab accessibility project, and universal design.	3/24/2017	Completed	Individuals with Disabilities	Yes	Education Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	AP staff provided a training to new docents at NASM, including access services, making programs accessible, verbal description, sighted guide, using assistive listening equipment, tactile experiences, and inclusive customer service for all visitors.	3/30/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	AP staff members provided training to staff and volunteers from the NASM Observatory, including access services, making programs accessible, and inclusive customer service for all visitors.	4/06/2017; 4/08/2017	Completed	Individuals with Disabilities	Yes	Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	AP Staff provided training to Spark!Lab staff and volunteers on working with diverse learners, sighted guide, verbal description, and facilitating tactile experiences.	4/1/2017	Completed	Individuals with Disabilities	Yes	Education Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	AP	Museums in Accessibility Workshop	AP Staff hosted a workshop for Montgomery College Students on how to engage all learners, including those with disabilities, in museum-based programs. Topics included: materials development, access services, customer service for all audiences, and educational programs for individuals with intellectual disabilities.	4/4/2017	Completed	Individuals with Disabilities	No	Education Teacher Workshops Training	Program Diversity	College/University
USFA	AP	Accessibility Training	AP Staff provided training to NASM Observatory staff and volunteers on working with diverse learners, sighted guide, verbal description, and facilitating tactile experiences.	4/6/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Smithsonian Accessibility Network (SAN)	SAN – AP staff coordinated the formation of the Smithsonian Accessibility Network in collaboration with educators and staff from around SI to promote accessibility best practices, provide staff training, and encourage community partnerships. The network will hold bimonthly workshops and training opportunities in FY18.	FY 2017	In Progress	Individuals with Disabilities	No	Education Public Programming Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	AP Staff provided training to National Gallery of Art staff, educators, and volunteers on working with diverse learners, sighted guide, verbal description, and facilitating tactile experiences.	5/15/2017 9/19/2017	In Progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility in Museums Visit	AP staff hosted a group of delegates and educators from China to discuss accessibility in museums and programs for individuals with disabilities. The group toured NMAAHC to examine accessibility features in the museum.	5/24/2017	Completed	Individuals with Disabilities	No	Public Programming Training	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	AP Staff provided training to OVS staff and volunteers on working with diverse learners, sighted guide, verbal description, and facilitating tactile experiences.	6/17/2017	Completed	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	User Experts Group	AP staff collaborated with the Institute for Human Centered Design to establish a group of user experts (i.e., individuals with disabilities) to test accessibility on exhibition prototypes, apps, interactives, public programs, and other SI projects. The group of experts have participated in sessions at NASM, NMNH, and F/S thus far.	6/20/2017 - Present	In Progress	Individuals with Disabilities	No	User Experts Testing of Exhibitions	Program Diversity	Other Programming for Adults
USFA	AP	Accessibility Training	AP Staff provided training to NMAI staff and volunteers on working with diverse learners, sighted guide, verbal description, and facilitating tactile experiences	7/27/2017 8/4/2017	In Progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	OFA	Gallaudet University	Briefing on IRM; potential internship program	On Going	In Progress	Individuals with Disabilities	Yes	Internship	Workforce Diversity	College/University
USFA	OHR	30th Annual Conference of Hispanic Association of Colleges & Universities	HACU's College and Career Fair brings together college-bound students, their families and current college students with postsecondary education institutions. The fair is also the ideal opportunity for students from colleges and universities nationwide to meet directly with employers to discuss careers, part-time jobs, internships, and/or volunteer opportunities.	10/08/2016 - 10/10/2016	Completed	Hispanics	No	Career Fairs Conferences w/Professional Organizations Career Counseling	Program Diversity Workforce Diversity	College/University
USFA	OHR	Careers & the Disabled Magazine's Career Expo for People with Disabilities	CAREERS & the disABLED Magazine's Career Expo For People With Disabilities brings industry and government together with people with disabilities who are entry level and professionals in all career disciplines.	11/18/2016	Completed	Individuals with Disabilities	No	Career Counseling Career Fairs	Workforce Diversity	College/University Masters PhD
USFA	OHR	Millennials Outreach Event - Millennials in the Workplace Dialogue Series: Diversity in the Workplace Moving Beyond Stereotypes	This is a 3-part series that is geared towards millennials from diverse backgrounds to help them learn more about how to enter the workforce.	10/25/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling	Workforce Diversity	College/University
USFA	OHR	Smithsonian Affiliations - Conference Resource and Exhibitor Fair	Smithsonian collaborates with other museums and those with similar missions in broadening our diversity and inclusion portfolio and sharing knowledge.	10/18/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Conferences w/Professional Organizations	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	OHR	Historically Black Colleges and University (HBCU) – Career Development Fair	The HBCU Career Development Marketplace is a national conference designed in 2004 to inform and educate top undergraduate students of Historically Black Colleges and Universities (HBCU) about how to achieve success in corporate America. During this national conference, students attend a series of workshops on leadership, what to expect after graduating and on how to effectively begin a career. The students speak face-to-face with experienced HBCU alumni from many different professions and gain access to representatives from corporations, organizations and government agencies seeking to hire talented students. The event continues to grow and it ultimately benefits talented graduating students.	11/09/2016 - 11/11/2016	Completed	African Americans	No	Career Counseling Career Fairs	Program Diversity Workforce Diversity	College/University
USFA	OHR	7th Annual Student Conference on Conservation Science	The Center for Biodiversity and Conservation and its partners invite graduate students, post-docs, and early-career professionals to take part in the annual Student Conference on Conservation Science – New York. As a part of the only international series of conservation conferences featuring students, SCCS-NY provides opportunities for emerging scientists to professionally network, gain experience, and present and get feedback on their work. Interactions with peers as well as leaders in science, policy and management will encourage collaborations, inspire further research, and create lasting professional connections.	10/20/2016 - 10/22/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Conferences w/Professional Organizations	Program Diversity Workforce Diversity	College/University Masters PhD
USFA	OHR	Villanova, Spring Career Fair	Throughout the year, career fairs and recruiting events are planned to connect organizations with opportunities to students and alumni seeking full-time jobs and internships.	2/07/2017 - 2/08/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling Career Fairs	Workforce Diversity	College/University Masters PhD

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USFA	OHR	NAACP Diversity Career Fair	At Professional Diversity Network, we know that career advancement directly relates to the professional network that you cultivate. Join us for a unique, complimentary event designed to give diverse professionals a chance to network, socialize and increase your career success. Engage with corporate leaders and make quality connections that will help you build a solid network of professionals who value diversity	7/25/2017	Planned	African Americans	No	Career Counseling Career Fairs	Program Diversity Workforce Diversity	College/University Masters PhD
USFA	OHR	OMB/OPM Taskforce on Increasing Diversity in the STEM workforce by Reducing the Impact of Bias	Participated on the OMB/OPM Taskforce on increasing diversity in the STEM workforce by reducing the impact of bias. A final report was published by the taskforce, this report was posted to the Smithsonian's website in FY 2017.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	OMB/OPM Task Force	Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	OI	Program	OI invests the endowment funds in external investment funds. Once a year, as part of the annual audit endowment process, OI surveys the investment funds' managers on their strategy, performance, personnel, etc. This year, to help track racial and gender diversity in our asset managers, we have added questions to the annual managers' questionnaire to determine the level of ownership by minorities and women, as well as numbers of staff that are women and minorities.	10/1/2016 - 12/31/2016	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Memorandums of Understanding Informal	Program Diversity	Other Programming for Adults
USFA	OI	Program	OI hired 2 diverse investment fund managers.	10/1/2016 - 12/31/2016	Completed	African Americans	No	New Investments	Program Diversity	Other Programming for Adults
USFA	OI	Suppliers	OI initiated an RFP for a private equity investment consultant. At the end of the process, OI decided to extend the contract with the existing consulting company that is owned by an African American. Since 2008, OI has had an excellent relationship with this company being one of their first clients and have seen the company grow over the years.	10/1/2016 - 12/31/2016	Completed	African Americans	No	Supplier Diversity Outreach	Supplier Diversity	Other Programming for Adults

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USFA	OI	Employees	EEO Training – this training course offered by Smithsonian is included in all OI employees’ performance plan.	10/1/2016 - 9/30/2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Training	Workforce Diversity	Other Programming for Adults
USFA	OI	Employees	NMAACH/volunteer - our staff takes pride in the mission and outreach of our newest museum. Two individuals from our staff volunteered for a second time at the museum.	10/1/2016 - 12/31/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Volunteer Opportunities	Workforce Diversity	Other Programming for Adults
USFA	OSP	Internships	Identify candidates for unpaid internships.	October 2016 - August 2017	In Progress	Hispanics	No	Internships	Workforce Diversity	High School (9th - 12th Grade)
USFA	OSP	Internships (6)	Identify candidates for unpaid internships.	FY 2017	Completed	Asian Americans Hispanics	No	Internships	Workforce Diversity	High School (9th - 12th Grade) College/University
USFA	OSP	Employee recruitment (2)	Workforce Diversity	FY 2017	Completed	African Americans	No	Recruitment	Workforce Diversity	College/University
USFA	SE	Staff Recognition	SE recognizes employee service starting at 5 years and is awarded both a letter of congratulations, award certificate and service pin.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Staff Outreach	Workforce Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	SE	Diversity Recruiting	SE collaborates their recruiting with such organizations as National Association of Black Journalists/Hispanic Journalists and Asian American Journalists. Also uses diversity websites to post SE positions on Career Builder and National Retail Association . Individuals with Disabilities	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Recruitment	Workforce Diversity	College/University Masters PhD
USFA	SE	Quarterly Staff Meetings	President holds quarterly meeting for all SE staff to provide business updates and new initiative SE plans to support the mission of SI.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Staff Outreach	Workforce Diversity	Other Programming for Adults
USFA	SE	Internships	SE has hosted 6 interns in the Media Group	FY 2017	In Progress	African Americans Asian Americans Women	Yes	Internships	Workforce Diversity	College/University Masters PhD
USFA	SE	Recruitment	Hired one individual with disabilities	FY 2017	In Progress	Individuals with Disabilities	Yes	Yes	Workforce Diversity	College/University Masters PhD
USFA	SE	Smithsonian American Ingenuity Awards Media Group	SE involves the entire Institution in nominating recent cutting - edge work in a variety of fields, including social progress, education, technology, science, history, and visual and performing arts. Past winners included a diverse group including Esperanza Spalding, Lin-Manuel Miranda, Bryan Stevenson, Pardis Sabeti, Mimi Lok, Hugh Herr, Kimberly Bryant, Theater Gates and Aziz Ansari.	FY 2017	In Progress	African American Asian-Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Public Programs	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	SE	Futurecon/Media Group	The Media Group produces a three-day science, technology and entertainment celebration inside AwesomeCon. It highlights the intersection of science, technology and science fiction inside DC's largest pop culture event, featuring guest speakers (including NASA astronauts and engineers), booths and events. The public presentations cover the Cassini finale at Saturn, Mars: Past, Present and Future; Antarctic Dinosaurs and Space Lasers.	6/1/2017	In Progress	African-Americans Asian-Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Public Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	SE	Supplier Diversity	Working closely with OEEMA and OCON to expand SE's use of diverse suppliers.	FY 2017	In Progress	African-Americans Asian-Americans Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Women	No	Public Programs	Supplier Diversity	Other Programming for Adults
USFA	SE	Publishing	Penguin published "How to Build a Museum" book covering NMAAHC's genesis.	FY 2017	Completed	African Americans Asian Americans Women	No	Licensed Publication	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	SE	Education	Smithsonian Great Course: Native Peoples of North America	FY 2017	In Progress	Native Americans	No	Licensed Publication	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	SE	Education	Pomegranate coloring book of William H. Johnson's art	FY 2017	Completed	African Americans	No	Licensed Publication	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	SE	Education	Great Courses planned for NMAAHC	FY 2019	Planned	African Americans	No	Education Publication	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	SE	Education	Partnered with NMAAHC to develop 2 tours that highlight the African American experience in France, both led by Museum experts.	FY 2017	In Progress	African Americans	No	Public Programs	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	SE	Education Publishing	Smithsonian Books published 3 books with NMAAHC to commemorate the opening of the museum: "Dream a World Anew: The African American Experience and the Shaping of America"; "Begin with the Past: Building the National Museum of African American History and Culture"; and "National Museum of African American History and Culture: A Souvenir Book."	FY 2017	Completed	African Americans	No	Public Programs	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	SF	Project SEARCH	Smithsonian Facilities continues to partner with the SI Accessibility Program to provide rotational intern opportunities for Project SEARCH candidates. This quarter, SF hosted 3 interns and is in the process of recruiting one for a permanent hire in Smithsonian Gardens. While this initiative is reported complete, it is actually an ongoing program, with new candidates for each rotational cycle.	10/1/2016 - 12/31/2016	Completed	Individuals with Disabilities	No	Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	SF	Diversity Recruitment	Smithsonian Facilities partners with the Hispanic Landscape Alliance, HortJobs, PGMS, APGA, and Veterans Affairs to target hiring of minorities and persons with disabilities.	10/1/2016-12/31/2016	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced	No	Recruitment	Workforce Diversity	College/University Other Programming for Adults
USFA	SF	Outreach Activities	October – participated in the University of the District of Columbia Internship and Volunteer Fair October – participated in the Anacostia Community Museum Career Day October – hosted a Facility Management Career Expo at the Quad November - participated in the So Others Might Eat/Center for Employment Training Career Day November – participated in the Fairfax County Technical Education Career Event Continuous – participate in the Capital Chapter of the International Facility Management Association We brought diversity in through our programming: Garbage to Gardens; YES! Interns; Garden Fest Northern Virginia Community College Career Fair APGA College and University workshop Skyping with an elementary school in Indiana	10/1/2016-12/31/2016	Completed	Residents of Under-resourced Communities	No	Community Outreach	Workforce Diversity	Other Programming for Adults
USFA	SF	Conferences	Participated in the International Association of Museum Facilities Administrators annual conference Participated in the International Facility Management Association annual conference Participated in the Society for Maintenance and Reliability Professionals annual conference Participated in the Association of Energy Engineers conference Participated in the Smart Diagnostics Summit at the University of Pennsylvania Presentation with other SI colleagues at the International Union for Conservation IUCN Conference speaking on the North American Orchid Conservation Center.	10/1/2016 - 12/31/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Conferences w/Professional Organizations Conferences w/Colleges or Universities	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	SF	Career Counseling	Work with the University of Maryland Career Center to advise selected students on academic and career matters – worked with 3 students. Work with So Others Might Eat/Center for Employment Training advising students about pursuing a career in maintenance	10/1/2016-12/31/2016	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling	Workforce Diversity	Other Programming for Adults
USFA	SF	Smithsonian Science for the Classroom & Smithsonian Science Stories	Hands-on elementary STEM curriculum series (Smithsonian Science for the Classroom) with associated literacy series (Smithsonian Science Stories). Designed to help all students meet the expectations of the Next Generation Science Standards. Highlights work, stories, and images of people from underrepresented groups, including historical or cultural figures as well as people currently in STEM careers. For example, Grandmaster Flash's contributions to hip-hop are featured in a module on sound, a Hispanic engineer is interviewed about his educational and career path in a module on energy, and a module on water scarcity discusses how people in under-resourced communities in developing countries must spend large portions of their day walking to get water.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)
USFA	SF	Promotion of academic appointments and job opportunities	Prepared internship write-ups for summer 2017 academic internship program and informed the colleges, universities and career centers we have worked with over the last ten years of the opportunities. During the period, OFMR had 1 technical intern. The Technical Internship program is to provide students in local technical education or vocational training programs the opportunity to work with our staff and learn about performing facilities operations and maintenance work in cultural facilities. We continuously communicate the OFMR internship programs through correspondence with colleges, universities, community and vocational training programs through periodic emails, personal visits and participation in their activities by their invitation. The internship opportunities are highlighted on our public website facilities.si.edu/internships. The OFMR Internship programs and job opportunities are consistently highlighted at the Career Expo we host as well as all events we attend.	10/1/2016-12/31/2016	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Fairs	Workforce Diversity	College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Gateways/ Portales	Through the lens of civil rights, social justice and celebration this exhibition explores the experiences of Latino migrants and immigrants in four U.S. metro areas: Washington DC, Baltimore, MD; Charlotte, NC; and Raleigh-Durham, NC.	12/05/2016 - 8/06/2017	In Progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education Public Programming Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	ACM	Urban Ecology Engagement Initiative- A Citizen Science Program	To cultivate future steward of the Anacostia Watershed this project engages youth in a program to design and conduct inquiry-based research projects in neighborhoods where they go to school and live. Their research will help inform their own personal perspectives about urban environments, and serve as the basis for independent and group research project.	10/1/2016 - On Going	In Progress	African Americans Asian Americans Hispanics	Yes	Career Counseling Education Teacher Workshops Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	ACM	Career Day	To create an understanding of the broad spectrum of careers available for people in the work of museums this day-long program for school students provided an orientation to the variety of discipline of staff of ACM and an opportunity to see the work of other museum professional at another museum.	10/20/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Career Orientation Education Modeling Public Programming	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	ACM	Youth Advisory Council	Conducted in collaboration with Thurgood Marshall Academy this program engaged high school students in the work of the museum through regular meetings, engagement with program initiatives and direction and guidance on programming for youth.	10/1/2016 - On Going	In Progress	African Americans	Yes	Career Counseling Education Public Programming	Program Diversity	High School (9th - 12th Grade)
Provost	ACM	National Hispanic Heritage Month: Author talk with Nicolas Vaca	This lecture/ discussion focused on Dr. Vaca's publication "The Presumed Alliance: The Unspoken Conflict Between Latinos and Blacks and What It Means for America"	10/1/2016	Completed	African Americans Hispanics	No	Education Heritage Month Programming Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Panel Discussion: Community Mental Health and Women of Color	This program presented with health care provider and advocates discussed the urban mental health environment as it specifically related to women of color.	10/15/2016	Completed	African Americans	Yes	Education Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	ACM	Native American Heritage Month Curator Talk with Penny Gamble-Williams	This program provided a discussion of "IndiVisible: African Native Lives in the Americas" an exhibition co-curated by Penny Gamble-Williams for the National Museum of American Indian.	11/13/2016	Completed	African Americans Native Americans	No	Heritage Month Programming Public Programming Heritage Month Programming	Program Diversity	High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	ACM	Author Talk with Gregory Bush	Dr. Bush discussed his 2016 Book "White Sand Black Beached : Civil Rights, Public Spaces and Miami's Virginia Key". Using a small whites-only beach in Miami as the historical locus of discussion, Bush explores Jim Crow- era segregationist policy in Florida.	12/03/2016	Completed	African Americans	Yes	Education Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	ACM	Annual Kwanzaa Celebration	This three day celebration included, on day one, an interactive family program with Culture Kingdom Kids of dance, music and performance; day two, a performance of Taratibu Youth Performance group; and day three a family arts and crafts event.	12/27/2016 - 12/29/2016	Completed	African Americans	No	Education Public Programming	Program Diversity Supplier Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	ACM	Teen Dialogue	Working with area youth mentorship group this program (first in a series) served to engage area teens in issue of importance to them their families and their communities.	11/19/2016	In Progress	African Americans Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	ACM	Community Forum: Climate Justice East of the River	This panel discussion explored climate change outlooks, shared proposed solutions to impacts and discussed community concerns related to climate change particularly as it impacts east of the river communities.	10/15/2016	Completed	African Americans Residents of Under-resourced Communities	Yes	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Neighborhood Change	Exploring both the history and contemporary transformation of neighborhoods in all four quadrants of the nation's capital this project highlights the role that residents, business owners, tenants associations, developers, activists and government officials played in the reshaping of Washington over the past half-century. An extensive collection of oral history interviews and accompanying photographic documentation has been conducted as part of this project.	10/1/2016 - On Going	In Progress	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities	No	Collections	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Urban Waterways	As part of the Urban Waterways project a collaboration with Howard University includes the documentation of the neighborhood of Buzzard Point in Washington DC with oral history and photographic documentation.	10/1/2016 - On Going	In Progress	African Americans Residents of Under-resourced Communities	Yes	Collections Memorandums of Understanding Formal	Program Diversity	College/University Masters PhD
Provost	ACM	Community Art Series: Gateways North Carolina Artist Panel	Four North Carolina artists whose work is displayed in the current exhibit Gateways/Portales discussed their work and process.	1/29/2017	Completed	Hispanics	Yes	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters Other Programming for Adults
Provost	ACM	Community and Collection Lecture Series	A pilot public program designed to make the general public aware of rarely seen objects in the museum's permanent collection. Usually facilitated by the museum's curators, archives, and collections staff, the one hour program also served to enhance the museum's weekday public programming platform.	FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Collections Education Employee Affinity Groups Heritage Month Programming Public Programming	Program Diversity	Other Programming for Adults
Provost	ACM	Environmental Film Festival Series	Annual collaborative program with the DC Environmental Film Festival enhances museum's outreach platform to diverse audiences and to promote environmental awareness and conservation advocacy.	FY 2015 and FY 2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Environmental training and awareness	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	ACM Youth Slam	Pilot program initiative designed to engage youth from both east-of-the-river and non-east-of-the-river communities in the realm of spoken word creativity. Target age group, middle to high school.	4/25/2015	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	ACM	Community Entrepreneur Workshop	Quarterly public program designed to help Ward 7 and Ward 8 women of color learn about creating self-business opportunities, entrepreneurship, monitoring wealth management, and creating a sense of self-empowerment.	3/12/2015	Completed	African Americans Hispanics	No	Career Counseling Education Public Programming Training Other Entrepreneur Workshop	Workforce Diversity	Other Programming for Adults
Provost	ACM	Asian Pacific Heritage Month Programming	Diwali: A Cultural Adventure; author talk and book signing with Hindi children's author Sana Hoda Sood.	5/03/2015	Completed	African Americans Asian Americans Hispanics Hindi, Muslim, Southeast Asian	No	Education Spoken Word	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	ACM	Film and Audience Discussion / Haitian Heritage Month	Visitors viewed the documentary, "Égalité for All: Toussaint L'ouverture and Haitian Revolution" followed by an audience Q/A facilitated by an ACM museum educator.	5/30/2015	Completed	Haitian Americans	No	Education Heritage Month Programming Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Outreach to LGBTQ Audiences: June 2015 Pride Month	Film and Discussion: Alice Walker: Beauty in Truth	6/17/2015	Completed	LGBTQ+	No	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	LGBTQ Outreach Programming: June 2015 Pride Month	Film: Looking for Langston followed by audience Q/A facilitated by an ACM educator.	6/27/2015	Completed	LGBTQ+	No	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Diversity Panel	Panel title: April 1968: Through Chinatown's Eyes was a collaboration between ACM and the Washington, DC-based non-profit, 1882 Foundation designed to increase non-Asian audience understanding of Chinese historical involvement in Washington's civil rights struggle during the 1960s	5/21/2017	Completed	African Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Education Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Career Day	Quarterly ACM initiative designed to acquaint middle and high school students to museum careers.	5/18/2017 - On Going	In Progress	African Americans Hispanics	No	Career Counseling Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	ACM	ACM Teen Summit	New ACM Initiative designed to expand ACM's outreach to engage youth audiences (ages 13-18) by creating a platform to discuss issues of contemporary interest and concern. To accomplish this the Anacostia Community Museum began a pilot program series on youth issues with active youth participation and input. Historically the museum has been a convener for discussion for primarily adult audiences on various subjects of particular interest to the community of Southeast Washington as well as communities beyond. As yet, however the focus of much of these discussion have not been led by youth or focused on issues directly affecting youth. The teen summit series is an effort to do so as well as cultivate an audience that is both important and necessary. Mission of the ACM Teen Summit Series: Objectives of the ACM Teen Summit Series • Connect with diverse, multicultural teens and serve as a convening venue and place for dialogue and discussion • Understand youth issue and concerns • Inform the work of the Anacostia Community Museum • Strengthen the work of local youth focused NGOs • To connect youth with resources and address contemporary interest and concerns of youth • Align with the Smithsonian's larger mandate to cultivate youth audiences	3/25/2017 - On Going	In Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders LGBTQ+	No	Education Public Programming Youth Engagement Recruitment	Program Diversity	High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Government Engagement Outreach	Purpose of this initiative is to enhance ACM's public programming profile with city, and federal government agencies. During current quarter FY17, this included a February Black History Month program with the DC Mayor's Office of Latino Affairs (MOLA). Upcoming cross-collaborative programming with the Mayor's Office include the office of Asian and Pacific Islander Affairs for Asian Pacific Heritage Month in May 2017, and the Office of LGBTQ Affairs for DC Gay Pride Month in June 2017.	FY 2017 - On Going	In Progress	Asian Americans Hispanics Native Hawaiians/Pacific Islanders LGBTQ+	No	Education Heritage Month Programming Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Non-SI Museum Collaborations	ACM seeks to engage its community cultural partners in cross-programming opportunities in order to cross-pollinate audiences and establish long-term, strategic partnerships. Recent non-SI museum partners for current quarter FY17 include The George Washington University Museum, and the Textile Museum.	FY 2017 - On Going	In Progress	Asian Americans Hispanics Native Americans Individuals with Disabilities Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	College/University Masters PhD
Provost	ACM	Outreach to LGBTQ Audiences	DC Pride March 2017 w/the DC Mayor's Office of LGBTQ Affairs	6/10/2017	Completed	LGBTQ+	No	Supporting Supplier Diversity Goals Supplier Diversity Outreach	Program Diversity Supplier Diversity Workforce Diversity	Other Programming for Adults
Provost	ACM	Community Engagement with Other Cultural Entities	Cross-collaborative program with the Washington National Opera (public program)	6/04/2017	Completed	African Americans	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Enhance STEAM Integration into Existing Programming Platform	With STEM education an important marker for DCPS in-classroom student achievement, ACM is involved in a new initiative to enhance existing STEM offerings and engage community partners in cross-curricular programming to include STEM and arts & humanities integration (e.g. STEAM) A new partnership with a fully-integrated STEAM curriculum DCPS middle school is in progress. Some programs will be folded into ACM's existing Urban Waterways project.	6/05/2017	In Progress	African Americans Hispanics	Yes	Memorandums of Understanding Formal Recruitment Public Programming; Teacher Workshops Training Virtual Programming Volunteer Opportunities	Program Diversity Supplier Diversity Workforce Diversity	Elementary School (K - 5th Grade)
Provost	FSG	Freer Sackler Teen Council	The Freer Sackler Teen council is an afterschool program throughout the academic year that introduces teens from across the DC, Maryland and Virginia region to Asian art and culture, and museum careers. 12 students participated in the program in FY17, and 500 additional teens were served through programs created by the core group of teens, including a teens take over the museum event. The group is very diverse and includes teens of different races, cultural backgrounds, and income levels.	October 2016 - May 2017	In Progress	African Americans Asian Americans Residents of Under-resourced Communities	No	Career Counseling Arts Education/Enrichment	Program Diversity	High School (9th - 12th Grade)
Provost	FSG	Partnership with Asian American LEAD	5 museum visits served 180 Asian American youth in total. Youth participated in art making and career exploration.	2016 - 2017	Completed	Asian Americans	No	Education	Program Diversity	Elementary School (K - 5th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	FSG	Art of the Qur'an Programming	Art of the Qur'an Opening Celebration: Saturday, October 22: 2,214 people, including a large number of Muslim Americans, attended the public opening. Activities included curator-led tours, musical storytelling performances, a talk by a master calligrapher, calligraphy demonstrations, family-friendly tours and art making, and Turkish tea tasting. More than 700 parents and children participated in the family activities throughout the day. Art of the Qur'an exhibition Closing Weekend: The museum was open until 7pm on Feb.18 and 19 to accommodate large numbers of visitors during the final weekend of the exhibition. More than 60 people attended each of the 7 curator-led tours offered over the weekend, 800 people participated in an intergenerational open studio activity offered in partnership with local interfaith artist group the Sanctuaries, and a panel discussion on "Islam in Washington, D.C.: Then and Now" drew a capacity crowd of 200. Speakers on the panel included Asma Naeem of the National Portrait Gallery; Amir Muhammad of America's Islamic Heritage Museum in Anacostia, author and historian James Johnston, and Brookings Institution Senior Fellow Shadi Hamid.	October 2016 - February 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	FSG	Performing Indonesia Festival	Delivered the third festival in Partnership with the Indonesian Embassy, which included a fashion show, shadow puppet performances, a martial arts workshop, recitation by a master Qur'an reciter, and premiers of new musical compositions. 1,300 people attended and a larger audience watched online through Facebook Live.	September 2016 - November 2016	Completed	Asian Americans	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	FSG	Lunar New Year	To ring in the Year of the Rooster, the ImaginAsia Family Program hosted our third annual Chinese New Year Celebration on Sunday, February 5 in collaboration with the Embassy of the People's Republic of China. We had an astounding 10,576 visitors explore the Sackler Gallery and Ripley Concourse, which represents an extraordinary 340% increase in attendance at this event from the previous year. Visitors of all ages enjoyed paper cutting, Chinese Opera mask making, acrobatic performances, sugar painting demonstrations, Chinese music, and so much more. This year, the event focused on arts and culture of Beijing, and we welcomed over 30 folk artists and performers from Beijing as a result of the partnership with the Embassy.	January 2017	Completed	Asian Americans	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	FSG	Iranian Film Festival	Reseeing Iran: The 21st Annual Iranian Film Festival: January 22-February 8, 2017. This year's festival, co-presented in Washington with the National Gallery of Art and the AFI Silver Theatre, presents a selection of new films and a tribute to the late Abbas Kiarostami.	January 2017 - February 2017	Completed	Asian Americans	No	Public Programming	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	FSG	Nowruz	Ring in the Persian New Year at our ninth annual Nowruz celebration! With free attractions for all ages, this year's festival is held in the Sackler and adjacent Ripley Center as the Freer undergoes renovation. Activities include: Haft sin table display; Storytelling by Xanthe Gresham (with ASL interpretation at 2pm); Calligraphy; Hands-on art activities; Live music; Film screenings; Food; and Featured exhibition Turquoise Mountain: Artists Transforming Afghanistan.	March 2017	Completed	African Americans Asian Americans	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	FSG	Kung Fu Wildstyle	To celebrate the new National Museum of African American History and Culture, we present a month-long exhibition and program series highlighting connections between African American and East Asian art, music, and film. The exhibition, Kung Fu Wildstyle, explores pop culture through contemporary street art, featuring works by legendary street artist and hip-hop impresario Fab 5 Freddy and Hong Kong graffiti and hip-hop pioneer MC Yan. They examine how Bruce Lee and kung fu affected New York City's street culture and emerging hip-hop scene in the 1970s. Fab and MC Yan also show how this influence came full circle when hip-hop inspired a generation of Hong Kong street kids in the 1990s. Their paintings, which have previously popped up in New York, Shanghai, and Hong Kong, are enhanced by concerts, talks, and film screenings throughout April.	April 2017	Completed	African Americans Asian Americans	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	FSG	Utamaro Public Programs	A rich variety of programming in June supported the exhibition "Inventing Utamaro." On June 9, 70 visitors attended a talk by historian Dr. Amy Stanley of Northwestern University on women's lives in Edo period Japan, and 120 visitors attended two performances of traditional Japanese comic storytelling (Rakugo) by actor Katsura Sunshine, who explored stories based on art works on view in the exhibition. A film series focused on Utamaro and the Edo district of Yoshiwara continued throughout the month of June, further illuminating the themes of the exhibition with screenings at NMAH and the Embassy of France. On June 30, a performance of popular songs from Japan's first Broadway-style musical devoted to Utamaro by five performers from Tokyo was hosted in the Sackler.	June 2017	Completed	Asian Americans	No	Public Programming	Program Diversity	College/University Masters PhD
Provost	MCI	The Centre for Doctoral Training in Science and Engineering in Arts, Heritage and Archaeology (SEAHA)	MCI is a partner in an 8-year initiative (2014-2022) with The Centre for Doctoral Training in Science and Engineering in Arts, Heritage and Archaeology (SEAHA) that has a goal of training a minimum of 60 doctoral students in heritage, science, and engineering. A unique feature of the training is the tripartite supervision where students benefit from the support of experts in universities, industry, and cultural institution to advance the knowledge and skills base of the cultural heritage sector.	10/1/2016 - 9/30/2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Formal Professional Training International Program Memorandum of Understanding	Program Diversity	PhD

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	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 that reaches over 10,000 people in 92 countries; the Museum-L that reaches over 4000 people and gets picked up and redistributed; and the American Institute of Conservation Of Historic and Artistic Works (AIC) that reaches over 3500 people in 20 countries. MCI also announces through other sources such as the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers, the American Indian Science and Engineering Society, the American Society for Engineering Education, the Society of Women Engineers, the Society of Hispanic Professional Engineers, the Society for Advancement of Chicanos & Native Americans in Science, and the Arab American Association of Engineers and Architects.	10/1/2016 - 9/30/2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Professional Training	Program Diversity	College/University Masters PhD
Provost	NMAH	Hispanic Association of Colleges and Universities Annual Conference	As a part of the AADAPT (Academic Appointment Diversity & Publicity Taskforce) NMAH's Intern & Fellows Program Manager Omar Eaton-Martinez participated in a joint recruitment with other SI units of Latinx students from Hispanic Serving Institutions. We also build coalitions, both formal and informal with higher education professionals that work at those schools. We do this by having an exhibition table, producing an advertisement, and facilitating and sponsoring student-centered sessions.	10/08/2016 - 10/10/2016	Completed	Hispanics	No	Career Counseling Career Fairs Conferences w/Colleges or Universities	Workforce Diversity	High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	NMAH	Museums as Sites for Social Action	The Minneapolis Institute of Art, in collaboration with stakeholders across the field, proposed to provide a platform for dialogues on these topics of equity inside the museum, creating relevant programming, and community engagement to take shape publicly and move towards an actionable practice. Omar Eaton-Martinez was sponsored and invited to participate.	10/5/2016 - 10/8/2016 On Going 3 Year Project	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities LGBTQ+	No	Project Initiative to Create Toolkit for the Museum Field	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Southeastern Museum Conference	Omar Eaton-Martinez was on a panel with the Museums and Race initiative facilitating a session titled "Conversations on Museums and Race".	10/11/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Conferences w/Professional Organizations	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	NMAH	NMAH 2016 Fall Cycle Internship	Internship program that offers experiences across all of our departments. We had %50 students of color participate .	10/1/2016 - 12/31/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Internships	Workforce Diversity	College/University Masters PhD
Provost	NMAH	Socially Responsive Museum Conference	Omar Eaton-Martinez delivered a presentation titled "Re-Imagining Diversity and Inclusion in Museums: Acknowledging Communities by Addressing the Blind Spots."	10/15/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities	No	Conferences w/Professional Organizations	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	NMAH	Fall 2016 NMAH Diversity Advisory Council Intern	We selected Martina Howard, masters student in the Harvard University Museum Studies program to support administratively the Diversity Advisory Council and the enrichment activities of the NMAH Interns and Fellows program	October 2016 - Present	In Progress	African Americans	No	Internships	Program Diversity Workforce Diversity	Masters
Provost	NMAH	NMAH Accessibility Committee sent by Julia Garcia	A group of NMAH staff working towards making the museum experience on-site and online accessible for all visitors.	Monthly	In Progress	Individuals with Disabilities	Yes	Accessibility	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Dollars and Sense: A Tactile Approach to the History of Money by Kate Steir (Numismatics)	In observance of White Cane Day and National Disability Employment Awareness Month, this program involved objects out of storage and a hands-on activity to examine how communities have used different kinds of objects as money. This event was run in partnership with the Bureau of Engraving and Printing and featured audio description and tactiles.	10/14/2016	Completed	Individuals with Disabilities	Yes	Accessibility	Program Diversity	Other Programming for Adults
Provost	NMAH	Ella Fitzgerald exhibition by John Hasse (Culture & the Arts)	An exhibition marking the centennial of Ella Fitzgerald	3/30/2017 - 4/25/2018	In Progress	African Americans	Yes	Exhibition	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMAH	Women's History Self-Guide submitted by Dan Holm (OAE)	New Self-Guide featuring object and stories on women's history throughout the museum.	1/16/2017	Completed	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities	No	Resource Guide for Visitors	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMAH	Early Learning Programs (PNC Word Expeditions, Museum ABCs, hiSTORYtime)	Literacy based programming for families and early learning school groups from underserved DC area communities. Target audience: Children 0-6 and their adult caregivers.	January 2017 - June 2017	Completed	African Americans Hispanics Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMAH	Curator attended training/seminar to prepare for updating web descriptions for approximately 50 prints and artifacts	Attended training/seminar "In Black and White: Race and American Visual Culture" (19th Century artifacts)	6/09/2017 - 6/13/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Yes	Training	Program Diversity	Other Programming for Adults
Provost	NMAH	Tracing American Journeys	The Smithsonian's National Museum of American History presents a new display that shows some of the impact that the Immigration and Nationality Act of 1965, also known as the Hart-Celler Act, had on the country. "Tracing American Journeys" looks at the changing face of the nation through the stories and objects that represent more than 17 entrepreneurs in business, medicine and technology who came to the U.S. in the past 50 years. The exhibition features selected stories and objects from a group of nearly forty individuals. Some came as political refugees; others seeking education and economic opportunity. The project is part of an initiative in the Division of Home and Community Life focused on how people came here, interacted, negotiated and in the process collectively built the nation together. "Tracing American Journeys" is a companion display to the new permanent exhibition, "Many Voices, One Nation," which opens June 28 within a newly transformed wing at the museum.	5/12/2017 - 5/11/2018	In Progress	Asian Americans Hispanics Middle Eastern Americans	No	Exhibition, Oral history, and Collecting Initiative	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMAH	Many Voices, One Nation	<i>Many Voices, One Nation</i> is an exhibition on 2 West that takes visitors on a 500 year chronological and thematic journey that maps the unique and complex stories that animate the country's Great Seal: E pluribus unum, Out of many one.	2017 to 2037	In Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	NMNH Intern Event 2017: Contract & Hiring Discussion	The NMNH HR Team in partnership with procurement managers of NMNH participated in the Museum's Academic Research Center's annual intern event in July 2017, which informed summer interns and fellows of career paths for future employment with the Smithsonian and NMNH to include process for seeking and applying to federal and trust jobs as well as procedures for contract opportunities.	7/25/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Career Fairs Career Counseling Non-digital Promotion of Job Opportunities	Workforce Diversity	College/University Masters PhD
Provost	NMNH	Repatriation Consultation - Chitimacha Tribe of Louisiana	Repatriation consultation and collections visit with six members of the Chitimacha Tribe of Louisiana.	10/07/2016	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Aleut Village Conference	Repatriation consultation at the Aleut Village conference in Anchorage, Alaska, with President of the Native Village of Nikolski.	10/13/2016 - 10/14/2016	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation, Native Village of Atka	Repatriation consultation at the Aleut Village conference in Anchorage, Alaska, with two representatives from the Native Village of Atka.	10/13/2016 - 10/14/2016	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation with Native Alaskans	Repatriation consultation at the Aleut Village conference in Anchorage, Alaska, with 10 Native Alaskans from: Chaluka Corporation (another name for tribe in Alaska), Village of Niloski, Akatak, Nelson Lagoon, Aleut Health and others.	10/13/2016 - 10/14/2016	Planned	Native Americans Native Alaskan	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Crow Tribe	Repatriation Consultation with Emerson Bull, Chief, Crow Tribe, at the Plains Anthropological Conference, Lincoln, Nebraska	10/14/2016	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Iowa Tribe of Kansas and Nebraska	Repatriation consultation with Lance Foster, Iowa Tribe of Kansas and Nebraska at the Plains Anthropological conference, Lincoln, Nebraska	10/14/2016	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Standing Rock Sioux Tribe	Repatriation consultation with Jon Eagle, Standing Rock Sioux Tribe at the Plains Anthropology conference, Lincoln, NE	10/14/2016	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Repatriation Consultation - Cherokee Nation	Repatriation consultation and collections visit with two representatives of the Cherokee Nation.	10/19/2016 - 10/20/2016	Planned	Native Americans	No	Repatriation consultation and collections visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Eastern Band of the Cherokee Indians	Repatriation consultation and collections visit with two representatives from the Eastern Band of the Cherokee Indians.	10/19/2016 - 10/20/2016	Planned	Native Americans	No	Repatriation consultation and collections visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - United Keetoowah Band of Cherokee Indians	Repatriation consultation and collections visit with two representatives from the United Keetoowah Band of Cherokee Indians.	10/19/2016 - 10/20/2016	Planned	Native Americans	No	Repatriation consultation and collections visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Workshop on Human Remains Identification	Two members of the Stockbridge-Munsee Tribe of Mohican Indians, one member of the Menominee Tribe, one member from Graton Rancheria.	11/07/2016 - 11/13/2016	Planned	Native Americans	No	Repatriation Workshop on Human Remains Identification	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - United Auburn Indian Community of the Auburn Rancheria of California	Repatriation consultation with four members of the United Auburn Indian Community of the Auburn Rancheria of California	11/29/2016	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Pueblo of Jemez	Repatriation consultation and collections visit with two members of the Pueblo of Jemez.	12/07/2016 - 12/08/2016	Planned	Native Americans	No	Repatriation consultation and collections visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Caddo Nation	Repatriation consultation and collections visit with three members of the Caddo Nation.	1/18/2017	Planned	Native Americans	No	Repatriation consultation and collections visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Poarch Band of Creek Indians	Repatriation consultation with one member of the Poarch Band of Creek Indians at the United South and Eastern Tribes Impact Week meeting, Crystal City, VA	2/06/2017 - 2/09/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Repatriation Consultation - Coushatta Tribe	Repatriation consultation with one member of the Coushatta Tribe at the United South and Eastern Tribes Impact Week meeting, Crystal City, VA	2/06/2017 - 2/09/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Seminole Tribe of Florida	Repatriation consultation with four members of the Seminole Tribe of Florida at the United South and Eastern Tribes Impact Week meeting, Crystal City, VA	2/06/2017 - 2/09/2017	Planned	Native Americans	No	Other	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Multiple Tribes	Repatriation consultations were held at the "To Bridge a Gap" annual meeting in Tulsa, Oklahoma, with the following: the Choctaw Nation of Oklahoma, the Caddo Nation of Oklahoma, the Wyandotte Nation, the Cherokee Nation, the United Keetoowah Band of Cherokee, the Poarch Band of Creek Indians, the Coushatta Tribe, the Pawnee Nation.	2/21/2017 - 2/23/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Pomo Kashia and Yosemite Miwok/Paiute	Repatriation consultation with a representative of the Pomo Kashia and Yosemite Miwok\Paiute.	3/10/2017	Planned	Native Americans	No	Other	Program Diversity	Other Programming for Adults
Provost	NMNH	Recovering Voices Collections Visit	NMNH's Recovering Voice initiative hosted a delegation of the Tlingit (11 tribal members) for a collections visit and during the visit NMNH Repatriation staff also met with the delegation.	3/10/2017 - 3/25/2017	Planned	Native Americans	No	Other	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Blackfeet Tribe	Repatriation consultation with two representatives from the Blackfeet Tribe.	3/21/2017	Planned	Native Americans	No	Repatriation consultation and collections visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Lac du Flambeau Band of Lake Superior Chippewa Indians	Repatriation consultation with two member of the Lac du Flambeau Band of Lake Superior Chippewa Indians	3/24/2017	Planned	Native Americans	No	Repatriation consultation and collections visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Wanapum Band of Priest Rapids	Repatriation consultation with the repatriation representative and two tribal members of the Wanapum Band of Priest Rapids at the Wanapum Heritage Center, WA.	4/04/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Repatriation Consultation Gabrieleno/Tongva	Repatriation Consultation with a representative from the Gabrieleno/Tongva tribe at the Society for American Archaeology meeting in Vancouver.	3/29/2017 - 4/01/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Agua Caliente Tribe	Repatriation consultation with the Agua Caliente tribe at the Society for American Archaeology meetings in Vancouver	3/29/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Abenaki	Repatriation consultation with a member of the Abenaki tribe at the Society for American Archaeology meetings in Vancouver.	3/29/2017 - 4/01/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Ukpeagvik Inupiat Corporation	Repatriation consultation with the Native Alaskan Ukpeagvik Inupiat Corporation (many of the Native Alaskan tribes are called corporations) at the Society for American Archaeology meeting in Vancouver	4/01/2017	Planned	Native Americans	Yes	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Central Council Tlingit and Haida Indian Tribes of Alaska	Repatriation consultation with the Central Council Tlingit and Haida Indian Tribes of Alaska.	4/12/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation - Seneca Cayuga Tribe of Oklahoma	Repatriation to the Seneca Cayuga Tribe of Oklahoma.	4/12/2017	Planned	Native Americans	No	Repatriation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Three Affiliated Tribes	Repatriation consultation and knowledge revitalization with ten members of the Three Affiliated Tribes in North Dakota.	6/06/2017 - 6/08/2017	Planned	Native Americans	No	Repatriation consultation and knowledge revitalization	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Pascua Yaqui Tribe of Arizona	Repatriation Consultation with the Pascua Yaqui Tribe of Arizona	5/16/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Repatriation Consultation - Native Village at Atka	Repatriation Consultation with the Native Village at Atka.	8/28/2017 - 9/01/2017	Planned	Native Americans	No	Repatriation consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation - Igiugig Village, Alaska	Repatriation of human remains to the Native Alaskan community of Igiugig Village. Both the repatriation program manager and NMNH director traveled to the remote village to return the human remains.	9/12/2017 - 9/13/2017	Planned	Native Americans	No	Repatriation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Native Village of Eyak	Repatriation consultation with 5 members of the Native Village of Eyak.	9/07/2017	Planned	Native Americans	No	September 7, 2017	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - San Ildefonso Pueblo	Repatriation Consultation with three member of the San Ildefonso Pueblo	9/14/2017 - 9/15/2017	Planned	Native Americans	No	Repatriation	Program Diversity	Other Programming for Adults
Provost	NMNH	Summer Institute in Museum Anthropology	One of the graduate students who participated in the month-long Summer Institute in Museum Anthropology, held by the Department of Anthropology, was Native American.	6/26/2017 - 7/22/2017	Planned	Native Americans	No	Education	Program Diversity	PhD
Provost	NMNH	TUKU IHO: Living Legacy	Anthropology curator Joshua Bell helped host a group of 20 Maori cultural performers and artists in Q?rius for a pop-up Maori exhibit and performance.	7/22/2017 - 7/30/2017	Planned	Maori	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	NMNH	Two Yes! Interns hosted	Two Yes! interns were hosted by Anthropology curator Joshua Bell	6/30/2017 - 8/04/2017	Planned	African Americans Hispanics	No	Internships	Program Diversity	High School (9th - 12th Grade)
Provost	NMNH	Recovering Voices - Master Class on Multilingual Child Language Acquisition	2 hour master class presented to the Coalición de Maestros y Promotores Indígenas de Oaxaca A.C. Comprised of 30 indigenous teachers of the State of Oaxaca, Mexico.	8/18/2017	Planned	Hispanics	No	Education	Program Diversity	Other Programming for Adults
Provost	NMNH	Recovering Voices - National Breath of Life Institute for Indigenous Languages 2017	The National Breath of Life is a two-week long hands-on workshop that promotes the revitalization of endangered languages by providing linguistic and archival research training to 37 Native American language activists and scholars.	5/28/2017 - 6/10/2017	Planned	Native Americans	No	Language Revitalization	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Recovering Voices - National Breath of Life Archival Materials Visit	A group of students and staff from Myaamia Center from Miami University of Ohio, came to the NAA for a week to identify archival documents/manuscripts for digitization ahead of Breath of Life 2017.	1/9/2017 - 1/13/2017	Planned	Native Americans	No	Language Revitalization	Program Diversity	Other Programming for Adults
Provost	NMNH	Recovering Voices - Mother Tongue Film Festival	Over five days, 750 people gathered in Washington, DC to experience 32 films in 33 languages from across 6 continents in honor of the United National International Mother Languages Day.	2/21/2017 - 2/25/2017	Planned	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	NMNH	Recovering Voice - Tlingit Community Research Visit	Recovering Voices community research visit with 10 members of the Tlingit community (Alaska). Visit to NMAI and NMNH Anthropology collections for language and knowledge revitalization research.	3/12/2017 - 03/15/2017	Planned	Native Americans	No	Community research visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Recovering Voices - Intergenerational Hopi Pottery Festival	One day festival held at Hopi with 20 Hopi potters speaking on a panel on social value of pottery as well as NMNH curator, Gwyneira Isaac presenting on Recovering Voices' to an audience of 20 Hopi youth and community members.	4/29/2017	Planned	Native Americans	No	Community visit and outreach	Program Diversity	Other Programming for Adults
Provost	NMNH	Recovering Voices - Tututni Community Research Visit	Recovering Voices community research visit with 3 members of the Tututni community (Oregon). A pilot of the Recovering Voices Indigenous Digital Archive software as a tool in language revitalization work to manage digital surrogates of archival manuscripts.	5/28/2017 - 6/09/2017	Planned	Native Americans	No	Community research visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Recovering Voices - Summer internship	The Recovering Voices Summer Intern completed a digital video project for the National Breath of Life Archival Institute for Indigenous Languages 2017.	5/25/2017 - 8/11/2017	Planned	African Americans	No	Internships	Program Diversity	Other Programming for Adults
Provost	NMNH	Recovering Voices - Smithsonian Science How: Sustaining Global Linguistic Diversity	700 total viewers tuned into the show, mostly from D.C., California, Maryland, and Virginia but also high priority states and Title I schools were well represented in the registration data. This program was the first Science How episode to incorporate a bilingual Q&A session. A follow up Science How Career Chat is scheduled to also be conducted in English and Spanish.	5/25/2017 - 9/21/2017	Planned	Hispanics	No	Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Kennedy Krieger School Partnership	FY2017 was the third year of the Kennedy Krieger Partnership with NMNH. 4 students over the age of 18 volunteered alongside their job coaches at the butterfly ticket counter ripping tickets and giving the entry information, in the Insect Zoo lab caring for Manduca sexta caterpillars, in the Last American Dinosaurs exhibition facilitating the It's a Date cart and with the Volunteer Program maintaining the lounge and cart room spaces. In FY2017, the 4 students contributed 500 hours to the Museum.	On Going	In Progress	Individuals with Disabilities	No	Education Recruitment Training Volunteer Opportunities	Program Diversity	Other Programming for Adults
Provost	NMNH	The Changing Face of the NMNH Volunteer Program	Aside from the former Kennedy Krieger Student now in Last American Dinosaurs, the Volunteer Program has recruited three adult volunteers who are on the Autism Spectrum. They underwent volunteer interviews, our badging process, attended the 3-hour Museum orientation, and the content specific trainings for their area. One has contributed over 83 hours to the Museum as a volunteer both Behind-the-Scenes in Paleobiology and on the floor with the Insect Zoo. The other two have each contributed over 24 hours in Q?rius.	On Going	In Progress	Individuals with Disabilities Residents of Under-resourced Communities	No	Education Recruitment Training Volunteer Opportunities	Program Diversity	Other Programming for Adults
Provost	NMNH	Expanding Current Volunteers Knowledge into Accessibility	The NMNH Volunteer Program has offered an accessibility portion in its New Volunteer Orientation session since FY2016. For existing volunteers, FY2017 introduced an All-NMNH Volunteer Program Enrichment on science terms in sign language and about changing perceptions of how we see scientists to include those with disabilities. A group of 20 staff and volunteers attending this insightful session led by Dr. Cara Gormally of Gallaudet University.	On Going	Planned	Individuals with Disabilities	No	Training Volunteer Opportunities	Program Diversity	Other Programming for Adults
Provost	NMNH	Natural History Research Experiences	NHRE is an NSF-funded Research Experience for Undergraduates site offering 10-week summer internships for college students. Each student works closely with NMNH mentor(s) to complete a question-driven research project, while also experiencing curriculum that covers the natural history sciences and professional development. NHRE encourages applications from groups under-represented in science and 30-40% of interns are individuals from these groups.	6/2010 - 8/2020 (current funding ends in 2020)	In Progress	African Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Yes	Internships	Program Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Morning at the Museum	Morning at the Museum is a program designed to help children with cognitive or sensory processing disabilities and their families enjoy a visit to Smithsonian museums by providing entrance to the museum an hour before the public. Staff and volunteers led a number of specially designed engagement opportunities and provided resources.	1/28/2017	Completed	African Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education Public Programming Visitor Engagement	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NMNH	Tactile Highlights Tours for Visitors who are Blind or have Low Vision	Tactile tours are privately arranged tours led by specially trained volunteers that incorporate audio description techniques and objects that visitors who are blind or have low vision can touch.	11/17/2016 - 8/27/2017	Planned	Individuals with Disabilities Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	NMNH	Non-English Maps	For the first time, maps of the Museum are being provided in languages other than English. Maps are now available in Chinese, Japanese, and Spanish. First maps will be available in spring 2017.	4/8/2017	In Progress	Asian Americans Hispanics	No	Visitor Engagement	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NMNH	Smithsonian Science How	The SSH program puts scientists and natural history collections "into" classrooms nationwide and broadens access to students who otherwise might not visit the museum or have access to these Smithsonian resources. Priority audiences for the SSH program include underserved youth from Title I schools and students from under-resourced communities, including rural communities and states with the lowest performing school districts. Our most recent data indicates at least 52% of registered students were from Title I schools.	2016 – 2017 School Year	Completed	Residents of Under-resourced Communities	Yes	Education Public Programming Training	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NMNH	Google Day School Programs	Google days provide the opportunity for title 1 schools to visit the museum and participate in a customized self-guided tour of the museum and a Q?rius School Program, where the students engage in solving real-world problems using inquiry-based, team-oriented approaches to answer scientific questions.	2016 – 2017 School Year	Completed	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities	Yes	Education Community Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	YES! Internship	YES! is a well-regarded and highly competitive program that connects local teens with Smithsonian collections, experts, technology, and training. The program provides youth from communities in the Washington, D.C. Metro area that are traditionally underrepresented in science careers with the resources needed to familiarize them with science and to assist them in achieving the goal of attending college.	Summer 2017	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education Internships Training	Program Diversity	High School (9th - 12th Grade)
Provost	NMNH	Q?Crew Volunteer Program	The Q?Crew volunteer program seeks to help teens -- particularly those from under resourced communities and populations underrepresented in science -- form strong science identities and become confident science-minded citizens by building their communication and other 21st Century skills so that they can actively and regularly communicate to their peers and other audiences about science.	Summer 2017	Completed	African Americans Hispanics Native Americans Residents of Under-resourced Communities	Yes	Education Public Programming Volunteer Opportunities	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NMNH	PNC World expeditions project	Improving science education for K-2nd students in the District of Columbia through a strategic community partnership that brings museum experience to the community	2016 – 2017 School Year	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education Community Outreach	Program Diversity	Elementary School (K - 5th Grade)
Provost	NMNH	CHISPA project	Supporting parents and help them increase their capacity to be active partners in their children's education; making connections with their children around science and increasing their appreciation of museums as an academic support network.	2016 – 2017 School Year	Completed	Hispanics Residents of Under-resourced Communities	Yes	Education Public Programming Community Outreach	Program Diversity	Elementary School (K - 5th Grade)
Provost	NMNH	CHISPA Day	Families who participated were able to speak and have conversations with scientists that work in the field of marine science and get hands-on experience with the importance of marine science and ocean conservation.	6/10/2017	Completed	Hispanics Residents of Under-resourced Communities	Yes	Education Community Outreach	Program Diversity	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Diversity and Inclusion	An five module education program – a foundational platform for the Museum’s Diversity and Inclusion Initiative to strengthen the diversity of workforce and leadership and promote a culture of inclusiveness. The annual program is open to all staff including affiliates working within the Museum community. Using a cohort format with an educational learning project for immediate application in their jobs, participants are required to complete all workshops. 88 current museum staff including 35 supervisors completed the program. FY 17 accounts for 20 of the 88.	FY 2011 - On Going	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Training Community Building Activities	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMNH	Increase the Diversity of Scientific Staff	Hosted 30 military veterans who are participating in the DOD Veterans Curation Program. The NMNH Collections Program and NMNH Operations team provided information sessions on how to obtain scientific positions in particular, collections and curatorial and general inside information on applying for jobs here. The full day program included a variety of breakout session and tours with collections and scientific research staff.	9/25/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Veterans	Yes	Career Counseling Career Fairs Collections Recruitment	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	NMNH	An Evening With Sant Director, Kirk Johnson "Signature Series"	Featuring thought leaders in conversation, Dr. Johnson conducted 8 separate programs featured scientist, authors and stem education leaders representing a variety of scientific professions, cultural backgrounds and approaches to diffusing knowledge.	10/3/2016 - 9/26/2017 On Going	In Progress	African Americans Asian Americans Hispanics	Yes	Career Fairs Career Counseling Collections Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) College/University Masters PhD

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Strengthen all NMNH Staff Skills in the Application of EEO Policy	Various learning event offerings teaching all employees, including affiliated staff, on the EEO & Diversity and Prevention of Workplace Harassment policies to further develop a practical understanding beyond compliance. Included a Town Hall discussion on the POWH, an EEO for Supervisor's Part II course, The Senate of Scientist Speaker Program had a conversation with OEEMA Special Emphasis Manager, Shahin Nemazee on the Prevention of Workplace Harassment and encouraged all academic appointees, volunteers and other affiliated staff to take the POWH online training. Crucial Conversations and Civility training supported the educational efforts.	11/9/2016 - 6/8/2017 On Going	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Employee Affinity Groups Affiliated Staff Training	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NMNH	Train the Next Generation of Museum Scientist and Professionals	To become an academic appointee or a sponsor individuals must have completed their required EO training. Academic appointees and their Non-SI employee sponsors must complete the online POWH training before receiving their SI badge. Sponsors who are SI employees must be up to date on their EO training compliance requirements. In 2017 900 science program academic appointees and their non-SI sponsors completed the online training.	12/1/2016 - 9/30/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Yes	Training for Science Academic Appointees	Program Diversity	College/University Masters PhD
Provost	NMNH	Research collaboration meetings with the Yakutat Tlingit Tribe	Aron Crowell (Arctic Studies Center, Dept. of Anthropology, NMNH) and Tlingit senior researcher Judith Ramos (University of Alaska Fairbanks) presented results of their collaborative research on Yakutat Bay archaeology and oral tradition to the annual meeting of the Yakutat Tlingit Tribe in Yakutat, and met separately with tribal president Victoria Demmert to review collaborative agreements with the tribe, including Data Recovery MOU under the National Historic Preservation Act Section 106.	5/12/2017 - 5/14/2017	Completed	Native Americans	No	Public Programming Memorandums of Understanding Formal Research Presentation to Native American Tribal Organization	Program Diversity	Other Programming for Adults
Provost	NMNH	Cultural Conversations coordination meeting with Sugpiaq Alaska Native leaders	Aron Crowell (Arctic Studies Center, NMNH) attended a Cultural Conversations meeting organized by Kenai Fjords National Park in Anchorage, AK with tribal and corporate representatives from the Sugpiaq Chugach region to discuss a planned ASC publication on the archaeology of the region and to address concerns about site protection.	4/17/2017	Completed	Native Americans	No	Research and Publication Discussion with Tribal Representatives	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	"Twining Cedar" Alaska Native artists' residency in Anchorage, AK and workshop in Metlakatla, AK	The Arctic Studies Center hosted a week-long an artists' teaching residency in Anchorage on the art of Tsimshian and Haida cedar bark basketry. The residency was taught by two senior artists (Haida) with two adult apprentices (Tsimshian). Public hours during the residency were attended by 60 public school students and 100 museum visitors (all ethnicities). The ASC also hosted a community workshop in Metlakatla, AK for basketry instruction (2 Haida teachers, 5 Tsimshain students, 32 Tsimshian public visitors). All events were recorded on video, and an instructional video was produced for online and DVD distribution.	10/3/2016 - 10/28/2016	Completed	African Americans Asian Americans Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Public Programming Training	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NMNH	Production of interdisciplinary Alaska Native-based curricula	The NMNH Arctic Studies Center office in Anchorage worked with an Alaska Native Title VII Indian Education specialist (Gwich'in Athabascan) to produce two middle to high school curricula combining scientific and indigenous knowledge: "Salmon Give Life: Learning from Alaska's First Peoples" and "Gifts from the Land: Lifeways and Quill Art of the Athabascan Peoples."	6/1/2017 - 8/15/2017	Completed	Native Americans	Yes	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NMNH	Tanning and Sewing Moosehide in the Dene Way - community workshop	The NMNH Arctic Studies Center's Alaska office conducted a community workshop on traditional tanning of moose hide led by an Alaska Native elder (Dena'ina Athabascan) and two Alaska Native artists (Dena'ina and Inupiaq/Athabascan) with two Dena'ina apprentices and a community public audience.	9/28/2017 - 9/30/2017	Completed	Native Americans	No	Community Arts Workshop	Program Diversity	Other Programming for Adults
Provost	NPG	Exhibition label translation	Exhibition label translation	FY 2017	In Progress	Non-English Speaking Individuals	No	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NPG	Website Translation	Website translation into Spanish	FY 2017	In Progress	Hispanics	No	Program Outreach	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	NPG	Accessibility Programming	Accessibility programming	FY 2017	In Progress	Individuals with Disabilities	No	Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	NPG	Mobile Device Tours	Mobile devices audio tour (multiple languages)	FY 2017	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NPG	Sign language interpretation (programs)	Sign language interpretation provided for programming	FY 2017	In Progress	Individuals with Disabilities	No	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NZP	Job Fair	Tamie Dewitt represented NZP by participating in the Eleanor Holmes Norton District of Columbia Job Fair at the DC Convention Center.	8/02/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Career Fairs Internships Recruitment	Workforce Diversity	Other Programming for Adults
Provost	NZP	Pathways Program	For the first time, NZP is using the Pathways Recent Graduate Program to recruit for a Management Support Specialist and a Budget Analyst. The Zoo's goal is to attract a pool of diverse recent graduates. In addition to a traditional SI announcement, NZP is advertising this position on the job boards of local colleges and universities.	Summer and Fall 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships Recruitment	Workforce Diversity	College/University Masters PhD
Provost	NZP	Career Fair	Dan Weinwurm and Tamie Dewitt represented NZP at the 2017 University of the District of Columbia Career Fair.	4/06/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Fairs Career Counseling Internships Recruitment	Workforce Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	NZP Diversity Committee	The mission of the National Zoo's Diversity Committee is to foster an environment that is inclusive and, at all levels of the institution, to promote diversity of race, ethnicity, national origin, socioeconomic status, age, sex, gender identity/expression, sexual orientation, and other differences in culture, background and identity. We will also inspire learning and discovery about diverse cultures and nature; develop respectful student-centered programs in various departments in the zoo; and identify and recruit appropriate and diverse student interns to enhance their understanding of, and abilities in, conservation biology, zoo management, and supporting sciences and disciplines. NZP employee Devin Murphy currently serves as the chair of this committee. She and the committee are currently working to create a staff survey that will be used to inquire of staff as regarding what goals of the committee are most important to them.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Diversity Committee	Workforce Diversity	Other Programming for Adults
Provost	NZP	Community	NZP employee Melba Brown and now other Animal Care Primate Unit staff have been going to a local community center to give talks about our work here at the zoo as a way of doing outreach for a group of kids that might not otherwise have an opportunity to learn about the Zoo.	FY 2017	In Progress	African Americans Hispanics	No	Community Outreach	Program Diversity	Other Programming for Adults
Provost	NZP	Morning at the Museum	NZP employee Melba Brown is on one of the principal organizers of NZP's "Morning at the Museum" event. She was the Zoo's contact and helped with the planning of activities for families and logistics with staff and volunteer interpreters. This event, which is now in multiple buildings; has been very successful, both this year and in previous years.	FY 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University
Provost	NZP	Internships & Fellowships	NZP hosted over 200 interns and fellows of multiple ethnicities and backgrounds during 2017. NZP's Intern & Fellowship Coordinator is Tamie DeWitt.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Fellowships Internships	Program Diversity	College/University Masters PhD

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Volunteer Opportunities	In conjunction with the Friends of the National Zoo, NZP hosted dozens of volunteers of multiple ethnicities and backgrounds during 2017.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Volunteer Opportunities	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	NZP	AADAPT (Academic Appointment Diversity and Publicity Taskforce)	Tamie DeWitt serves as a member of this group and attends meetings and hosted Smithsonian-wide meeting at the Zoo. The group is working on plan for diversity inclusion in academic appointments for head of OFI to present to Secretary.	FY 2017	In Progress	Individuals with Disabilities	No	Fellowships Internships	Program Diversity	College/University
Provost	NZP	Wounded Warrior Program	Tamie DeWitt of NZP's Internship & Fellowship Unit works with military organizations to get soldiers placements in internships at the Zoo after being discharged from active duty	FY 2017	Completed	Military Veterans	No	Fellowships Internships Opportunities for Military Veterans	Program Diversity	Other Programming for Adults
Provost	NZP	Easter Monday Community Day Event	Annual historic community event. Staff from throughout NZP and Friends of the National Zoo participated. Contributions include program participation and logistical support.	4/17/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Take Your Sons and Daughters to Work Day	NZP again hosted "Take Your Sons and Daughters to Work Day." Multiple units from throughout the Zoo, FONZ and OFMR participated.	4/24/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NZP	NZP/SCBI & George Mason University	As part of NZP/SCBI's relationship with George Mason University (GMU), Ricardo Stanoss works with GMU on diversity recruitment for students and for potential internships and fellowships. Diversity recruitment is implemented by GMU, as it affects undergraduate students. Graduate professional students are mostly global, particularly from developing countries, and that's determined by course topics and scholarships available only for developing countries. In the future, there are plans for a diversity-focused recruitment effort for our undergraduate track that would be specific to our school in addition to Mason's Early Identification program. (which is at the idea stage of development).	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Fellowships Internships Education	Program Diversity	College/University Masters PhD
Provost	NZP	Millennials with Disabilities in the Workplace	NZP Internship & Fellowship Coordinator Tamie DeWitt has participated in workshops for Millennials with Disabilities in the Workplace.	FY 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling	Program Diversity	College/University
Provost	NZP	Opportunities for Minority Students	NZP Internship & Fellowship Coordinator Tamie DeWitt met with Dr. Irene Porro, Director of Christa Corrigan McAuliffe Center for Integrated Science Learning at Framingham State University in Massachusetts on creating new models that provide opportunities, especially for minority students	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling Fellowships Internships	Program Diversity	College/University Masters PhD

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Hosted the Wounded Warrior Transition Brigade Team	NZP Internship & Fellowship Coordinator Tamie DeWitt hosted the Wounded Warrior Transition Brigade Team (50 people) at the Zoo for a team building day.	FY 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Outreach to military personnel.	Program Diversity	Other Programming for Adults
Provost	NZP	Internship Opportunity	NZP's Office of Communications, Exhibits & Planning accepted applicants from the Virtual Student Foreign Service Program. The internship opportunity was open to U.S. college students studying anywhere in the World. All three are women. Two are of Asian descent. One of the interns is currently studying abroad in South Korea.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Program Diversity	College/University
Provost	NZP	Unconscious Bias Discussion	NZP Diversity Committee Chair Devin Murphy attended an unconscious bias discussion hosted by Cook Ross in April 2017.	April 2017	Completed	Residents of Under-resourced Communities	No	Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	NZP	Panel on Diversity & Inclusion in Animal Care Sciences	NZP Diversity Committee Chair Devon Murphy moderated a panel at the American Association of Zoo Keepers conference in Sept. 2017 on diversity and inclusion in animal care sciences.	September 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	NZP	Community Playground Outreach	The NZP Exhibits Department installed a Kaboom playground interpretation in underserved community park in DC.	FY 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Community Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Smithsonian Accessibility Network	NZP employee Devra Wexler of the Zoo's Exhibits Department is co-chairing Smithsonian Accessibility Network.	FY 2017	In Progress	Individuals with Disabilities	No	Accessibility for persons with disabilities.	Program Diversity	Other Programming for Adults
Provost	NZP	Community Exhibit	The "My Zoo Story" about the National Zoo from the perspective of DC's African American community remains on exhibit in the Visitor Center	FY 2017	In Progress	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	NZP	Lecture & Career Guidance	Megan Vodzak, MS, MPH (of NZP's Global Health Program), provided a guest lecture covering One Health, the Smithsonian's Global Health Program, and career guidance at George Mason University in April 2017.	April 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling	Program Diversity	College/University Masters
Provost	NZP	Presentation	McCarty Veterinary Intern Dr. Jennifer Kishbaugh (of NZP's Global Health Program) presented an overall review of the Global Health Program's projects and vision to include PREDICT, One Health, and Rhino Conservation at the Washington Youth Summit on June 26th, 2017	6/27/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Youth Outreach	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NZP	Presentation	Dr. Jennifer Kishbaugh (of NZP's Global Health Program) presented at the Smithsonian Scholars Program on July 28th, 2017 to undergraduate students on the Global Health Program, One health and PREDICT.	7/28/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Conferences w/Colleges or Universities	Program Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Presentation	Dr. Dawn Zimmerman (of NZP's Global Health Program) was invited to speak at the 2017 National Veterinary Scholars Symposium at NIH, speaking on "Conservation Medicine: Saving Species through One Health."	8/5/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	NZP	Interview	Dr. Suzan Murray was interviewed by the New York Times Kid's Section regarding her job as a Wildlife Veterinarian for Smithsonian's National Zoo.	FY 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NZP	Development & Implementation of iERES!	<p>NZP employee Jesus Maldonado helped lead the development and implementation of the iERES! (Early Research Experiences for Students) program that culminated by a two week (July 31st, 2017 – August 4th, 2017) experiential learning program at the Smithsonian-Mason School of Conservation in Virginia and at SCBI Rock Creek in Washington D.C.</p> <p>This program is designed to engage diverse students in experiential learning centered on multi-disciplinary conservation strategies, biodiversity research, and careers in STEM. The program was attended by 20 first-generation and/or low-income students. The program featured activities and learning opportunities in areas such as field techniques, including visual encounter surveys, cover object surveys, and traps. Environmental DNA and noninvasive DNA sample collection and processing including DNA data analysis. Tours of labs and museums including SCBI's Center for Conservation Genomics' lab, STRI, Smithsonian Environmental Research Center and professional development opportunities including job shadowing of Smithsonian scientists.</p> <p>He obtained funding for this program for FY 2017 from Smithsonian Latino Center (\$76,000).</p>	31/2017 - 8/04/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Conferences w/Professional Organizations	Program Diversity	College/University Masters PhD

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Heritage Month Programming	NZP employee Jesus Maldonado was a presenter and participant at the NZP Hispanic Heritage Month's celebration of Zoo Fiesta.	FY 2017	Completed	Hispanics	No	Heritage Month Programming	Program Diversity	Other Programming for Adults
Provost	NZP	Facebook Interview	NZP employee Jesus Maldonado participated in Facebook live interview of <i>DESCUBRA! Meet the Science Expert</i> . Facebook Live video has received 475 views and reached over 3,370 people.	FY 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	NZP	Mentoring	NZP employee Jesus Maldonado mentored a diverse group six of Postdoctoral Fellows and Graduate Students during FY 2017.	FY 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Fellowships	Program Diversity Workforce Diversity	Masters PhD
Provost	NZP	Wounded Warrior	NZP employees Tangara Cross and Jessica Sosa have successfully launched a "pilot" veterinary technician internship program with the Wounded Warrior Project this year and had one intern successfully complete the program. In addition, they also set up a table at an event at the zoo for the Wounded Warrior team where we talked about the vet tech intern program and about the veterinary care we offer to our collection.	FY 2017	Completed	Military Veterans	No	Internships Opportunities for military veterans.	Program Diversity	Other Programming for Adults
Provost	NZP	Diversity Outreach	NZP employee Jessica Sosa hosted a table as a representative for the Wildlife Health Sciences department at Zoo Fiesta in September.	September 2017	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	NZP	SI interns from diverse backgrounds	NZP's Animal Care Sciences Bird House Unit is hosting a Chinese American.	Fall 2017	In Progress	Asian Americans	No	Internships	Program Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	YES! Program Interns	NZP's Animal Care Sciences Bird House Unit hosted multiple (African American and Hispanic) YES! interns for three days.	FY 2017	Completed	Hispanics	No	Internships	Program Diversity	High School (9th - 12th Grade) College/University
Provost	NZP	Volunteer Opportunities	NZP's Animal Care Sciences Bird House unit has hosted multiple diverse interns this year (including individuals of African American descent, Indian American descent, Asian American descent and Hispanic descent.	FY 2017	Completed	African Americans Asian Americans Hispanics	No	Internships	Program Diversity	College/University
Provost	NZP	Volunteer Opportunities for Individuals with Disabilities	NZP's Animal Care Sciences Bird House Unit hosted two high functioning autistic volunteers	FY 2017	Completed	Individuals with Disabilities	No	Volunteer Opportunities	Program Diversity	College/University
Provost	NZP	School Outreach	Animal Care Sciences' Bird House Unit Animal Keeper Gwen Cooper coordinated event for Cooper Lane Elementary School that included hosting 70 kids at the zoo for the day. They children received tours and talked with Animal Keepers. The majority of children were Hispanic, Asian and African American.	FY 2017	Completed	African Americans Asian Americans Hispanics	No	Education	Program Diversity	Elementary School (K - 5th Grade)
Provost	NZP	Internship	Kristina J. Anderson-Teixeira's (Ecologist, Leader of CTFS-ForestGEO Ecosystems & Climate Initiative) lab supported an intern from Venezuela for 12 months.	2016 into 2017	Completed	Individual from Venezuela	No	Internships	Program Diversity	College/University
Provost	NZP	Forest Ecology Research Experience	Kristina J. Anderson-Teixeira's (Ecologist, Leader of CTFS-ForestGEO Ecosystems & Climate Initiative) lab hosted a forest ecology research experience for students participating in UCSB-Smithsonian Scholars program.	FY 2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education	Program Diversity	College/University Masters
Provost	OFI	Smithsonian Native American Internship and Fellowship Awards	The Smithsonian Native American Internship and Fellowship Awards provide a range of programs aimed at offering opportunities specifically to would-be interns and fellows from Native American communities.	Spring 2017 - Fall 2017	In Progress	Native Americans	No	Fellowships Internships	Workforce Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	The Smithsonian Minority Internship Awards	OFI administers the Smithsonian's Minority Internship Program, which provides undergraduate and graduate students the opportunity to experience the Smithsonian as a universal lens for learning. Under the guidance of Smithsonian staff who are experts in their fields, Smithsonian Interns are inspired to learn, examine and collaborate in their specific academic fields that relate to current research at the Smithsonian.	Spring 2017 - Fall 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Internships	Workforce Diversity	College/University Masters PhD
Provost	OFI	Support for the Youth Engagement in Science (YES!) Internship Program	OFI provides administrative and logistical support for the Pan-SI Youth Engagement in Science (YES) program, which provides opportunities to low income DC high school students.	Summer and Fall 2017	In Progress	Residents of Under-resourced Communities	Yes	Digital Promotion of Academic Appointments	Workforce Diversity	High School (9th - 12th Grade)
Provost	OFI	Ongoing Support for Project SEARCH at the Smithsonian	OFI continues to provide program support for Project Search, a program that brings students with cognitive disabilities to SI to do internships.	FY 2017	In Progress	Individuals with Disabilities	Yes	Internships	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	OFI	Representation on the NSF Hosted Federal Interagency "Broadening Participation" Working Group	OFI represents the Smithsonian on the National Science Foundation hosted Federal Interagency Broadening Participation Interagency Working Group, which is focused on expanding STEM opportunities at undergraduate and graduate levels.	FY 2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Interagency Working Group	Program Diversity Workforce Diversity	College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Chair of Smithsonian AADPT	OFI serves as the Chair of the Smithsonian Academic Appointment Diversity and Publicity Taskforce (AADAPT), which is dedicated to increasing diversity in all forms including but not limited to gender, race/ethnicity, socioeconomic status, age, ability, and sexual orientation in Smithsonian Institution's internships and fellowships. AADAPT's pan-institutional team meets monthly. Members regularly participate in outreach events such as affinity-group conferences and internship/career fairs in Washington, DC and around the country to promote SI academic programs to diverse audiences. Team members include representatives from OFI, SA, NMAAHC, NZP, NMAH, SLC, NPG, NMAI, OHR, OEEMA and AP.	On Going	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities LGBTQ+	No	Career Fairs Fellowships Internships Conferences w/Colleges or Universities Conferences w/Professional Organizations Standing In-house Group	Workforce Diversity	College/University Masters PhD
Provost	OFI	Member of the Smithsonian Chapter of the Federal GLOBE Group	OFI regularly attends meetings of the Smithsonian chapter of the Federal GLOBE (Gay Lesbian, Bisexual, Transgender).	On Going	In Progress	LGBTQ+	No	Fellowships In-house Working Group Internships	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	OFI	Hispanic Association of Colleges and Universities Annual Conference	For the fourth consecutive year, the pan-institutional SI Academic Appointment Diversity and Publicity Taskforce (AADAPT)'s Outreach Team will participate at the Hispanic Association of Colleges and Universities (HACU) 30th Annual Conference.	10/09/16-10/10/16	Completed	Hispanics Residents of Under-resourced Communities	No	Career Counseling Career Fairs Internships Fellowships	Program Diversity Workforce Diversity	College/University
Provost	OFI	Historically Black Colleges and Universities (HBCU) Career Development Marketplace	OFI participated in the 9th 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.	10/24/16-10/25/16	Completed	African Americans	No	Career Fairs	Program Diversity Workforce Diversity	High School (9th - 12th Grade) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	CAREERS & the disABLED Career Expo	On Friday November 18, 2016, the CAREERS and the disABLED Career Expo took place at the Ronald Reagan Building and International Trade Center. The event allows federal agencies and other potential employers to speak with disabled professionals, with an emphasis on disabled military veterans who want to reenter the workforce. The Smithsonian Institution was glad to be there to speak to the many experienced and passionate professionals.	11/18/2016	Completed	Individuals with Disabilities	Yes	Career Counseling Career Fairs Internships Fellowships	Program Diversity Workforce Diversity	College/University Other Programming for Adults
Provost	OFI	Montgomery College's Student Success Guides Club	OFI participated in Montgomery College's Student Success Guides Club. During the visit students had an opportunity to learn about various internships and fellowship opportunities offered by the Smithsonian.	11/10/2016	Completed	Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs	Program Diversity Workforce Diversity	College/University
Provost	OFI	American University Career Center Presentation	OFI participated in a panel discussion to AU Career Center professional and graduate and undergraduate students advising them on careers with SI and NGA.	1/11/2017	Completed	Residents of Under-resourced Communities	Yes	Career Counseling Conferences w/Colleges or Universities	Program Diversity Workforce Diversity	College/University
Provost	OFI	Indiana University School of Public and Environmental Policy Outreach Event	Career event for students visiting from Indiana	1/4/2017	Completed	Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs	Workforce Diversity	College/University
Provost	OFI	Shakespeare Theater Internship/Fellowship Fair in the Arts and Humanities	Career event for students interested in the performing arts	2/24/2017	Completed	Residents of Under-resourced Communities	Yes	Career Fairs Fellowships Internships	Workforce Diversity	College/University
Provost	OFI	University of DC Career Fair	Career Fair with UDC	4/06/2017	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs Internships Fellowships	Workforce Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	American University Spring Career Fair	Career fair with American University	4/12/2017	Completed	Residents of Under-resourced Communities	No	Career Fairs Fellowships Internships	Workforce Diversity	College/University
Provost	OFI	OEEMA-OPA Working Group	Convening to find ways for SI to more effectively communicate stories about diversity	12/05/2016	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Communication	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	OFI	University of Houston-Smithsonian Internships	Program to bring UH (a Hispanic Serving Institution) students to SI to do internships	5/15/2017 - 6/09/2017	Planned	Hispanics	No	Internships Memorandums of Understanding Formal	Workforce Diversity	College/University
Provost	OFI	NSF INCLUDES Grant	Working with SCBI and Provost on grant that would bring more students from UCSB (a Hispanic Serving Institution) to SI for Internships	FY 2018	In Progress	Hispanics	Yes	Internships Memorandums of Understanding Formal	Workforce Diversity	College/University
Provost	OFI	East Los Angeles Community College	Working with SLC to spearhead program that would bring more students from East Los Angeles Community College (ELAC; a Hispanic Serving Institution) to SI for internships	FY 2018	Planned	Hispanics	No	Internships	Workforce Diversity	College/University
Provost	OFI	Internship Meeting with the Smithsonian African American Association	Meetings with colleagues representing SAAA to strategize about ways to bring more students from underrepresented African American communities to SI to do internships	FY 2017	In Progress	African Americans	No	Internships	Workforce Diversity	High School (9th - 12th Grade) College/University
Provost	OFI	Meeting with INROADS	Meeting with representatives of INROADS, a nonprofit organization that works to bring professional opportunities to underrepresented high school and college students.	FY 2017	In Progress	African Americans Hispanics Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs Internships Fellowships	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University
Provost	OFI	SI-ACHP Internship	Worked with the Advisory Council on Historic Preservation (ACHP) to develop a fellowship opportunity focused on the intersection between place and intangible cultural heritage.	Fall 2017	In Progress	Hispanics	No	Fellowships	Program Diversity Workforce Diversity	College/University Masters

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Eleanor Holmes Norton Job Fair	Free Career Fair targeted to Washington, DC residents	8/02/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Yes	Career Fairs	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	OFI	University of the District of Columbia Career Fair	Twice yearly career and internship fair for UDC students	9/19/2017	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders	Yes	Career Counseling Education Fellowships Internships Career Fairs	Program Diversity Workforce Diversity	College/University
Provost	OFI	White House Initiative on Historically Black Colleges and Universities (HBCU's) National HBCU Week Conference	Annual career conference for students, faculty, and administrators in the HBCU national community.	9/17/2017 - 9/19/2017	Planned	African Americans	Yes	Career Fairs Career Counseling	Program Diversity Workforce Diversity	College/University
Provost	OFI	Conference of Asian Pacific American Leadership (CAPAL) Annual AANHPI Career Fair	CAPAL hosts an annual career fair for Asian American Native Hawaiian and Pacific Islander (AANHPI) students, faculty, and administrators with participation from federal agencies and private companies.	7/21/2017	Completed	Asian Americans Native Hawaiians/Pacific Islanders	Yes	Career Fairs Career Counseling	Program Diversity Workforce Diversity	College/University
Provost	OFI	Howard University Career Fair	Howard University sponsored a Career Fair for their students and staff to meet with prospective federal agencies and private employers.	10/28/2016	Completed	African Americans Asian Americans Hispanics	Yes	Career Counseling Career Fairs	Program Diversity Workforce Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Smithsonian Affiliations Conference	Smithsonian Affiliations sponsored a conference of their affiliated museums and institutions.	10/17/2016 - 10/20/2016	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Collections Conferences w/Professional Organizations Education Public Programming	Program Diversity Workforce Diversity	College/University Other Programming for Adults
Provost	OFI	DC Pride Festival	The DC Pride Festival is a signature event of the annual Capital Pride Festival which promotes outreach to the LGBT community	6/11/2017	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Fairs Career Counseling Conferences w/Professional Organizations Education	Program Diversity Workforce Diversity	College/University Other Programming for Adults
Provost	OFI	George Mason University Students on Scholars Internships/Fellowships Presentation	George Mason University through their Students on Scholars initiative invited SI to give a presentation on Internship and Fellowship Programs.	10/18/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders	Yes	Conferences w/Colleges or Universities Fellowships Internships	Program Diversity	College/University
Provost	OFI	Howard University Career and Internship Fair	Career and Internship Fair	10/27/2017 10/28/2017	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities	Yes	Career Fairs	Program Diversity Workforce Diversity	College/University
Provost	OFI	Indiana University School of Public and Environmental Policy Trip to DC	Indiana University SPEA invited members of AADAPT to join round table discussions with SPEA students and recent alums about SI careers internships and fellowships	1/4/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Yes	Career Counseling Career Fairs Conferences w/Colleges or Universities Education Fellowships Internships	Program Diversity Workforce Diversity	College/University Masters

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	OFI Representative in Residence at American University Career Center	Once a semester, AU Career Center invites OFI representative to staff the Career Center so students can meet one-on-one to discuss opportunities for work and academic appointments at SI.	9/20/2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities	Yes	Career Counseling Education Fellowships Internships	Workforce Diversity	College/University Masters
Provost	SAAM	Love, Lilyan backpacks for students	Funded by an endowment from a former docent. Provides backpacks full of art supplies for underserved students in Title 1 and FERS programs in DC, MA and VA schools.	2013 - On Going	In Progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SAAM	Art Signs	Ongoing series of Gallery talks for Deaf Visitors in American Sign Language (ASL), usually held twice a month.	10/12/2013 - On Going	In Progress	Individuals with Disabilities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Our America: The Latino Presence in American Art	Exhibition organized by E. Carmen Ramos, curator of Latino art. Presents more than ninety works of art across all media by significant Latino artists active from the 1950s to today, and gives voice to their broader American experience. Drawn entirely from the Smithsonian American Art Museum's permanent collection, the exhibition explores how Latino artist shaped the artistic movements of their day and recalibrated key themes in American art and culture. Show travels to 8 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), Allentown Art Museum (PA), the Museum of Fine Arts, St., Petersburg (FL), and the Hunter Museum of American Art (Chattanooga, TN). Accompanied by exhibition catalog of same title. bilingual mobile website and audio podcast featuring commentaries by curators and artists.	10/25/2013 - 06/04/2017	Completed	Hispanics	No	Collections Exhibition Publication Public Programming Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Student Bus Grants	Buses provided to bring students to the museum for field trips. Donor Funded.	2014 - On Going	In Progress	African Americans Hispanics Residents of Under-resourced Communities	No	Collections;#Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SAAM	America InSight	Ongoing series of tours for blind and visually impaired visitors, incorporating touch and verbal description; held twice a month.	2015 - On Going	In Progress	Individuals with Disabilities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Direct Carving	Exhibition by Karen Lemmey, curator of sculpture. Includes 24 sculptures from across the twentieth century that showcase the direct carving method. Included are works by artists of diverse backgrounds, including African American and Native American.	March 2015 - On Going	In Progress	African Americans Native Americans	No	Collections Exhibition	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Creating America Stories	On-going program of Hearst bus funding that enables school visits from under-represented areas. During this reporting period, included multi-visit school program with students from Capital City Public Charter School (47% Hispanic; 37% African American students).	11/01/2015 - On Going	In Progress	African Americans Hispanics	No	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade)
Provost	SAAM	Harlem Heroes Teaching Resource	To accompany the exhibition: 16-page guide for teachers has chapters on Debating Black Identity and Recording Black History. An in-depth look at the cultural history behind the creation of Van Vechten's photographs and sitters. Printed and added as an online resource.	8/26/2016 - On Going	In Progress	African Americans	No	Education Exhibition Publication	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SAAM	Artworks by African Americans from the Collection	Brochure published to highlight and explore works by African Americans on view in the museum	9/01/2016 - 2/28/2017	Completed	African Americans	No	Heritage Month Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Fellowship Program Diversity Statistics	For class of 2016/2017, achieved diversity rate of 8%. Of the 25 fellows, there are 2 Hispanics, 1 Hispanic/Black, and 21 women.	9/01/2016 - 8/31/2017	In Progress	African Americans Hispanics	No	Fellowships	Workforce Diversity	Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Intern Program Diversity	For Advanced Level and Summer interns, achieved diversity rate of 23%. of the 35 interns, there are 1 Asian American, 1 Asian, 5 African-American, 1 Hispanic. 34 females; 1 male.	9/01/2016 - 8/31/2017	In Progress	African Americans Asian Americans Hispanics	No	Internships	Workforce Diversity	College/University
Provost	SAAM	Visions and Revisions: Renwick Invitational 2016	This exhibition features the work of four artists who explore a current fascination with change, transformation, ruin, and reinvention: Steven Young Lee (a Korean-American), Kristen Morgin, Jennifer Trask and Norwood Viviano.	9/09/2016 - 1/16/2017	Completed	Asian Americans	No	Exhibition Publication	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Isamu Noguchi, Archaic/Modern	Exhibition organized in collaboration with the Isamu Noguchi Foundation and Garden Museum and the United States Patent and Trademark Office. The exhibition, co-organized by Dakin Hart, senior curator at The Noguchi Museum and Karen Lemmey, SAAM's sculpture curator, brings together more than seventy works made by the artist over six decades, and explores how the ancient world shaped the artist's innovative visions for the future. Published catalog accompanies the exhibition.	11/11/2016 - 3/19/2017	Completed	Asian Americans	No	Exhibition Public Programs Publication	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Poster Set: The American Experience	18 x 24 teaching poster set. Printed and added as an online resource. Three of the ten posters feature works that highlight African American and Latino artists: Jacob Lawrence (2) and Antonio Martorell.	January 2017 - On Going	In Progress	African Americans Hispanics	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Chinese New Year Festival	Family day event to celebrate the 2017 Lunar New Year and Year of the Rooster! Includes performances by artists from Beijing, family activities and traditional handicraft demonstrations. Presented in partnership with the Embassy of the People's Republic of China.	1/28/2017	Completed	Asian Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Artist Talk-Renwick Invitational	Steven Young Lee discusses his porcelain forms and the dramatic "broken" silhouettes that characterize his work.	2/09/2017	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Harlem Heroes Talk	In celebration of Black History Month, Dr. Walter Evans, noted collector of African American art and artifacts shared his insights into the contribution to American sculpture by icons such as W.E.B. Dubois, Bessie Smith, Paul Robeson, Ella Fitzgerald, Langston Hughes and more, who are captured in Carl Van Vechten's portraits.	2/10/2017	Completed	African Americans	No	Heritage Month Programming;#Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Noguchi Gallery Talk	Led by Karen Lemmey, sculpture curator.	2/11/2017	Completed	Asian Americans	No	Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Museum loan	Museum of Latin American Art, Long Beach, CA: lent Frank Romero's Death of Ruben Salazar to "Dreamland: A Frank Romero Retrospective"	2/11/2017 - 5/21/2017	Completed	Hispanics	No	Collections Exhibition	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Our America: The Latino Presence in American Art	Bilingual (Spanish/English) Family Guide created by SAAM for exhibition has been re-printed for Hunter Museum of American Art (Chattanooga, TN) exhibition venue.	2/17/2017 - 6/04/2017	Completed	Hispanics	No	Collections Education Publication Public Programming Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Down These Mean Streets: Community and Place in Urban Photography-lecture	Presentation by curator E. Carmen Ramos on the upcoming exhibition Mean Streets, for the Montgomery Community County Fellows Program, run by the Smithsonian Center for Learning and Digital Access	3/03/2017	Completed	Hispanics	No	Lecture Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Conservation in Focus: Isamu Noguchi	Objects conservator Ariel O'Connor discusses the materials and techniques used by Isamu Noguchi	3/10/2017	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Tamayo: The New York Years - lecture	Lecture by curator E. Carmen Ramos on her upcoming Tamayo exhibition for class at George Mason University, Fairfax, VA	3/23/2017	Completed	Hispanics	No	Public Programming	Program Diversity	College/University
Provost	SAAM	SAAM Cherry Blossom Celebration	SAAM and the National Cherry Blossom Festival celebrate Japanese culture with Japanese music and dance performances, face painting, and cherry blossom themed crafts	3/25/2015	Completed	Asian Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Tamayo: The New York Years - lecture	Lunch bag lecture by curator E. Carmen Ramos on her forthcoming Tamayo exhibition	4/06/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Masters PhD Other Programming for Adults
Provost	SAAM	Our America - lecture	Our American exhibition lecture, by curator E. Carmen Ramos, at Hunter Museum of American Art, Chattanooga, TN	4/27/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Ella Turns 100	Jazz's first lady of song turns 100! SAAM celebrates Ella Fitzgerald's musical legacy with vocalist, Sharón Clark and her ensemble as they perform works that span Fitzgerald's extensive career and highlight the timelessness of Ella's rich repertoire. The Duke Ellington School of the Arts New Washingtonians Jazz Ensemble opens the program with a tribute to one of Ellington's musical collaborators.	4/29/2017	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Cut Out, Drop Out by Jo Applin	Article by Jo Applin, published in the spring edition of the museum's journal American Art, vol. 31, no. 1, pg. 6-11, on African-American artist Lee Lozano whose work addresses the restrictions imposed by the category of "woman artist."	Spring 2017	Completed	African Americans	No	Publication - Journal Article	Program Diversity	College/University
Provost	SAAM	Thoughts of Haiti, Thoughts of Liberia: The Shifting Titles and Interpretations of Edwin White's "Thoughts of the Future" by Lindsay S. Twa	Article by Lindsay J. Twa, published in the spring edition of the museum's journal American Art, vol. 31, no. 1, pg. 72-97. Article about references to voluntary emigration by free blacks, as seen in Civil-War-era painting.	Spring 2017	Completed	African Americans	No	Publication - Journal Article	Program Diversity	College/University
Provost	SAAM	Down These Mean Streets: Community and Place in Urban Photography	Down These Mean Streets explores the work of ten photographers--Manuel Acevedo, Oscar Castillo, Frank Espada, Anthony Hernandez, Perla de Leon, Hiram Maristany, Ruben Ochoa, John Valadez, Winston Vargar, and Camilo José Vergera. The exhibition is organized by E. Carmen Ramos, SAAM's curator of Latino art. The Latino Initiatives Pool of the Smithsonian Latino Center provided generous support for the new acquisitions featured in this exhibition.	5/12/2017 - 8/06/2017	In Progress	Hispanics	No	Exhibition	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Down These Mean Streets: Poetry Reading	Martin Espada, award-winning poet, essayist and attorney, reads poems inspired by his father, Frank Espada, who photographs are featured in Down These Mean Streets. Naomi Ayala and Sami Mirando join Espada to read from their work in the context of the exhibition.	5/12/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Frank Romero's painting Death of Ruben Salazar	Lecture by E. Carmen Ramos, in conjunction with the Romero retrospective, Dreamland, at the Museum of Latin American Art (MOLAA), Long Beach, CA	5/21/2017	Completed	Hispanics	Yes	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	New York Latino Film Series	Two day celebration with films, salsa dancing, and conversations, highlighting the social and cultural contributions of New York's Latino community and the Puerto Rican diaspora.	6/09/2017 - 6/10/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Gallery Talk with artist Camilo José Vergara	Gallery walk through Down These Mean Streets with photographer.	6/29/2017	In Progress	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Down These Mean Streets: Lightning Gallery Talks	Five curators from around the Smithsonian share their insights on their favorite works in the exhibition.	7/13/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Happy Birthday Nam June Paik!	Annual event in celebration of Nam June Paik's birthday. This year featuring lecture with Barbara London, MoMA's former associate curator of media and performance arts; and editor of Soundings: A Contemporary Score: the first major exhibition of sound art.	7/20/2017	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Gallery Talk with artist Hiram Maristany	Gallery walk through "Down These Mean Streets" with curator E. Carmen Ramos and photographer Hiram Maristany.	7/25/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Luce Artist Talk with Danielle Scruggs	Monthly lecture series produced in partnership with CulturalDC's Flashpoint Gallery. This month featuring Danielle Scruggs.	7/29/2017	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Diversity Task Force	Diversity Task Force established, comprised of members of each office at SAAM. Responsible for crafting a mission statement and prioritized strategic plan, with short and long actionable goals to promote diversity.	8/14/2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Other	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SAAM	Director's Circle Dinner	Conversation with artist Nick Cave	9/9/2017	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Beauty and Struggle: Latino Photographers Document Urban America	Online exhibition featuring photographs by Latino artists in SAAM's permanent collection, created by Latino curator E. Carmen Ramos and SAAM Webmaster Jeff Gates, as part of the Smithsonian and Google's celebration of Hispanic Heritage Month	9/15/2017 - On Going	In Progress	Hispanics	No	Heritage Month Programming	Program Diversity	Other Programming for Adults
Provost	SIL	ACM Carnival Family Day	Helped outreach to the Anacostia community	2/11/2017	Completed	African Americans	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SIL	ACM Family Program: It's Cinco de Mayo!	Helped outreach to the Anacostia community	5/05/2017	Completed	African Americans	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SIL	ACM Career Day	Outreach to Children from Phelps Senior High School, Ward 5	10/20/2016	Completed	African Americans	Yes	Education Public Programming	Program Diversity	High School (9th - 12th Grade)
Provost	SIL	ACM Career Day	Outreach to Children from SEED Public Charter School, Ward 7	5/18/2017	Completed	African Americans	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	SIL	ACM Open House: Fire and Rescue	Community awareness	10/11/2016	Completed	African Americans	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	SIL	CCA Staff Development Week	Show/discuss NPM library collections	10/06/2016	Completed	African Americans	No	Education	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SIL	National Breath of Life Archival Institute for Indigenous Languages	Outreach to endangered language communities find and utilize their linguistic archival sources from archives located in the D.C. area. In coordination with the National Anthropological Archives, the MSC Library staff assisted researchers with utilizing SIL materials and e-resources, and provided a space for them to use NAA materials.	5/30/2017 - 6/09/2017	Completed	Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Public Programming Training	Program Diversity	Other Programming for Adults
Provost	SIL	Presentations in Kenya	Presentations on the Biodiversity Heritage Library at the US Embassy, the Mpala Research Centre, and the AETFAT 2017 Congress	5/18/2017 - 5/20/2017	Completed	African Americans	No	Education Public Programming Training	Program Diversity	Other Programming for Adults
Provost	SIL	ASL training for Supervisor	ASL training for Supervisor	October 2016 - January 2017	Completed	Individuals with Disabilities	No	Employee Affinity Groups Staff training to allow Supervisor to speak sign language to employee, and enable hiring of others who speak ASL.	Workforce Diversity	Other Programming for Adults
Provost	SIL	Great Migration research resources training	Demo'ed and discussed research resources on the Great Migration and African American history	10/04/2016	Completed	African Americans Hispanics	No	Education Training	Program Diversity	High School (9th - 12th Grade)
Provost	SIL	Reach of Digital Library Materials	Google Analytics-In some cases, checking the most used digital pages for a particular state can provide valuable insight. In Montana, for example, the most accessed page is the book Crow Indian Beadwork by William Wildschut et al. and the second most accessed page is the title page for the Indians at Work serial. This suggests that our primary users in Minnesota are Native populations. We can even get a little more granular by looking at the city level and see that most of people accessing Crow Indian Beadwork are located within the Crow Reservation or in Billings, a city just outside of the Crow Reservation. Indians at Work, on the other hand, is mostly being accessed from Missoula, a city just outside of the Flathead Reservation, and Bozeman, a city equidistant between the two reservations. This suggests that both the Crow Nation and Flathead Nation and possibly others are making use of our materials.	January 2017 - May 2017	In Progress	Native Americans	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SIL	ASL training for Supervisor	Digitizing Native language bible translations	4/18/2017 - 5/20/2017	Completed	Native Americans	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SIL	Turner Diversity Internship	Hired a 10-wk summer intern from Spelman College	6/05/2017 - 8/11/2017	Completed	African Americans Women	No	Education Internships	Program Diversity Workforce Diversity	College/University
Provost	SIL	NMAfA Project SEACRH interns	AFA Library hosted two interns	2/2017 - 6/2017	Completed	African Americans Hispanics Individuals with Disabilities	No	Employee Affinity Groups	Workforce Diversity	Other Programming for Adults
Provost	SIL	Internship	To survey SI units underserved by SIL	4/17/2017 - 5/26/2017	Completed	Asian Americans	No	Career Counseling Internships	Program Diversity Workforce Diversity	College/University
Provost	SIL	Survey	Surveyed APAC as SI unit underserved by SIL	4/05/2017 5/03/2017 5/17/2017 6/09/2017	Completed	Asian Americans Native Hawaiians/Pacific Islanders	Yes	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SIL	Service Implementation	Implement library services in SI unit	July 2017 - On Going	In Progress	Asian Americans Native Hawaiians/Pacific Islanders	No	Collections Education	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	Young Ambassadors Program Alumni Network	First Quarter: 10/9: Hosted Conexiones regional alumni reunion in San Antonio, TX. 10/15: Ask a Young Ambassador Webinar featured 2014 alumnus, discussing time management techniques. The series allows YAP alumni connections and provides informal mentoring opportunities on a variety of topics via online and mobile device streaming. The Center and YAP Alumni Network Advisory Group launched annual #YAP giveback campaign from Dec. 1–31, titled <i>Be Present and Participate</i> ; 16 alumni donations totaled \$2,330.	10/1/2016 - 12/31/2016	In Progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities LGBTQ+	Yes	Virtual Programming, Other Community Outreach	Program Diversity	College/University
Provost	SLC	Latino Art Now! (LAN!) Chicago Virtual Gallery and Educational Resources Launch	SLC Director attended reception hosted by IUPLR at the National Museum of Mexican Art, celebrating official launch of e-products, soft-launched in FY16 Q4. Downloads: 2,471.	10/6/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities LGBTQ+	No	Virtual Programming	Program Diversity	College/University Other Programming for Adults
Provost	SLC	¡Descubra! Meet the Science Expert Program at Hispanic Innovators in Air and Space Family Day	Hispanic Innovators in Air and Space Family Day, National Air and Space Museum (NASM) featuring Dr. Pablo de León, Aerospace Engineer and Create-It activities. Collaborating organizations included the FAA and SAO. ASL interpreters were available for deaf and hard-of-hearing audiences during the day. Attendance: 37,535.	10/8/2016	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Family Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults
Provost	SLC	Hispanic Association for Colleges and Universities (HACU) Conference, San Antonio, TX	#YAP get involved YAP alumni volunteers staffed the information booth, promoting SLC programs and opportunities including YAP and LMSP. SLC Education Programs Manager presented at two panels on student engagement and opportunities. YAP Alumni Liaison spoke at the Smithsonian's panel on student opportunities. Attendance: 600 Students and University Administrators.	10/8/2016 - 10/10/2016	Completed	Hispanics Residents of Under-resourced Communities LGBTQ+	No	Conferences w/Colleges or Universities Conferences w/Professional Organizations	Program Diversity Workforce Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	II International Congress of Museums, Lima, Peru	SLC New Media and Technology Director was keynote presenter and workshop facilitator, presenting the role of digital immersion in the interpretation of Latino cultural heritage. SLC Project Director also presented on museums and communities and their work to preserve cultural patrimony and identity. Program hosted under the auspices of UNESCO and ICOM, supported by the U.S. Embassy in Peru. Attendance: 240 participants	10/10/2016 - 10/13/2016	Completed	Hispanics	Yes	Conferences with Professional Organizations	Workforce Diversity	Other programming for adults
Provost	SLC	Ford Driving Dreams Reading Party, Obadiah Knight Elementary School, Dallas, TX	SLC Education Programs Manager participated in Ford Driving Dreams Reading Party, an event that encourages childhood literacy. Program was hosted by SNLB member Joe Ávila.	10/12/2016	Completed	Hispanics Residents of Under-resourced Communities	No	Community Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SLC	Consultation at the Afro-Peruvian Museum, Zaña, Peru	SLC Project Director provided professional museum consultation and training on best practices and community outreach strategies.	10/14/2016 - 10/16/2016	Completed	Hispanics Residents of Under-resourced Communities	No	Training	Workforce Diversity	Other programming for adults
Provost	SLC	Latino Virtual Museum Day of the Dead Festival	Google Cultural Institute (Virtual), Reach: 20,477 visits, featured four (4) virtual exhibitions, showcasing over 200 center DOD digital assets. National Webinar and Workshops for Educators. Outreach partner, National Girls Collaborative Project, facilitated SLC Digital Outreach teacher trainings and workshops on SLC bilingual transmedia digital outreach products. Oct 15 workshop at NMAI: 25 registered; Nov 2 national webinar: 65 registered. Arts and Culture Podcast Series (Virtual) Featured bilingual articles and recordings by Dr. Xanath Caraza highlighting historical figures Sor Juana Inés de la Cruz and La Catrina.	10/15/2016 - 11/8/2016	Completed	Hispanics Residents of Under-resourced Communities	Yes	Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	LVM Mobile Broadcast Series	Day of the Dead In-Community Program Broadcasts, California captured: 20 community programs, 3 workshops, and 62 video oral histories. Holiday Foodways Series featured 9 oral histories and 15 mobile broadcasts. Mia's Kitchen, highlighted the diversity of foods across the Latino community diaspora with in-community broadcasts in Colorado, Puerto Rico and Zacatecas, Mexico. Quinoa and Amaranth: La Comida de los Dioses, explored food staples of Peru, Bolivia, Mexico, and the diaspora in U.S.; facilitated by guest scholar Xanath Caraza. Virgin of Guadalupe Day celebrations were captured via in-community broadcasts from Colorado and Maryland on December 12. Three Kings Day was documented in communities in Colorado and Puerto Rico, exploring celebration traditions around the holiday.	10/15/2016 - 12/30/2016	Completed	Hispanics Residents of Under-resourced Communities	No	Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	SLC	Resilience: Reclaiming History and the Dominican Diaspora Opening Reception and Exhibition, IDB	The Center supported the Resilience: Reclaiming History and the Dominican Diaspora exhibition, comprised of U.S. Dominican artists who use art to depict life during the three decades of the Trujillo dictatorship. Exhibit was organized by the Inter-American Development Bank.	10/28/2016 - 2/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities LGBTQ+	No	Exhibitions	Program Diversity	Other programming for adults
Provost	SLC	Gallery Talk by Artist Carmen Lomas Garza	Artist-led talk about her installation, Ofrenda para Antonio Lomas, in the American Stories at NMAH exhibit followed by a book-signing. Attendance: 30 visitors.	10/28/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	No	Lecture	Program Diversity	Other programming for adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	Day of the Dead Festival	Festival, co-presented with NMAI, featured artist talks and demonstrations with award-winning artists Carmen Lomas Garza, Verónica Castillo, and Rubén Guzmán. It also included intergenerational hands-on activities, including sugar skull magnets and dancing calavera flip-books based on José Guadalupe Posada's work. Festival closed with concert by Las Cafeteras. Festival allowed for prototyping of potential interactives for the Latino Gallery including: Virtual Reality (VR)-360 digital interactives: the festival had two VR stations, The Meaning of the Ofrenda and Flight of the Monarch and 3D printing prototyping of sugar skulls that corresponded to the other hands-on activities using the ¡Descubra! 3D printer. Attendance: 7,625.	10/29/2016 - 10/30/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	No	Virtual Programs Family Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults
Provost	SLC	¡Descubra! Meet the Science Expert Program at USPTO/SHPE Noche de Ciencias	SLC partnered with SHPE Foundation and USPTO Noche de Ciencia for a family outreach event distributing create-it pocket science notecards and conducting science activities for 500 parents and children. Also included the Create-it Activity: Let's Land a Rover on Mars. Attendance: 500.	11/3/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Family Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults
Provost	SLC	¡Descubra! Meet the Science Expert Program Children's Museum of Houston	Star Wars: Beyond the Brink Family Program explored Program explored the science, technology and real engineering behind Star Wars, featuring scientists, including Rodolfo Montez, Ph.D. from SAO. Day included hands-on activities related to rocketry, space travel, as well as 3D printing of light sabers and learning about laser technology. Collaborating organizations: Hispanic Employee Resource Group at the NASA Johnson Space Center and USPTO. Attendance: 2,000.	12/10/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Family Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	Day of the Dead Feature on NBC4 Washington	SLC Education Programs Manager was interviewed live during NBC4's midday broadcast by anchor Barbara Harrison on Day of the Dead traditions.	11/1/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	No	Broadcast Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults
Provost	SLC	The Importance and Opportunity of Diversity and Inclusiveness in Fundraising Webinar	SLC Senior Advancement Officer presented at the Association of Fundraising Professionals webinar, attendance: 100.	11/7/2016	Completed	African Americans Asian Americans Hispanics	No	Training	Workforce Diversity	Other programming for adults
Provost	SLC	Young Ambassadors Program Post-Collegiate Seminar	Attendance: 14 alumni; The seminar included workshops on resume writing, interviewing, and networking, for upcoming or recent graduates as part of YAP Alumni; PCS segment on interview techniques was live-streamed to the YAP Alumni Network. Network offerings. The Center hosted the PCS Networking Reception on November 16, featuring members of non-profits, companies, as well as government agencies; reception attendance: 65.	11/16/2016 - 11/18/2016	Completed	Hispanics Residents of Under-resourced Communities	Yes	Capacity Building Conferences with Professional Organizations	Program Diversity Workforce Diversity	College/University
Provost	SLC	¡Descubra! Meet the Science Expert Program at the Tech Museum of Innovation	SLC's ¡Descubra!, with national collaborating organization USPTO, was part of the Tech Museum of Innovation (San José, CA)'s Tech for Global Good Day, bringing ¡Descubra! activities and featured scientists to explore the science for the benefit of humanity. Program featured scientists from SERC-Tiburon Michelle Marraffini; featured speakers: NASA Ames Ali Luna, Lawrence Berkeley National Laboratory's Robin Lopez, Edgar Dueñes-Guzman, Computer Engineer at Google, and SACNAS (Society for Advancing Chicanos and Native Americans in Science) Chemists (3). Attendance: 1,750.	1/16/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Family Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	Latino Gallery Education Space Research	Education Programs Manager conducted site visit research for SLC Gallery on best practices for active learning. Visits included San Francisco, CA to San Francisco Exploratorium, Children's Creativity Center, and the Yerba Buena Arts & Culture Center. Site visits in San José, CA to the Discovery Children's Museum and Tech Museum.	1/17/2017 - 1/18/2017	In Progress	Hispanics Residents of Under-resourced Communities	Yes	Field Research	Program Diversity	Other Programming for Adults
Provost	SLC	Latino Gallery Advisory Group Convening	SLC organized two meetings with internal and external Smithsonian Latino Gallery advisory groups; they reviewed, provided comment, and approved content and approach under development for the future gallery. 2/13: Consisted of Latino Studies curators, archivists and exhibit developers across SI. o 2/15: Consisted of seven Latino studies experts from universities and museums across the United States.	2/13/2017 - 2/15/2017	In Progress	Hispanics	No	Advisory Convenings	Program Diversity	College/University Masters PhD
Provost	SLC	SLC Digital Summit	SLC co-hosted Digital Summit with Michigan State University's School of Journalism in East Lansing, MI, exploring use of technology in interpreting Latino collections and resources. Summit featured industry leaders such as Google, Teknolog.IO, Reallusion, Noitom, Viar360, Sinewave Entertainment, and Zappar.	2/23/2017 - 2/24/2017	Completed	Hispanics	Yes	Virtual Programming Convenings with Colleges/Universities	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SLC	SI-Yale Exchange	Completed first phase of scholar exchange with Yale University; graduate students working on projects at NMAH, CFCH and SLC.	3/13/2017 - 3/24/2017	Completed	Hispanics	No	Internships Formal MOU with Colleges/Universities	Program Diversity	College/University Masters PhD
Provost	SLC	Georgetown Latinx History Lecture	SLC Exhibitions and Public Programs Director gave presentation to Georgetown University Students on preserving Latinx history.	3/17/2017	Completed	African Americans Asian Americans Hispanics	No	Conferences w/Colleges or Universities	Program Diversity	College/University
Provost	SLC	Silicon Valley Virtual Reality Conference and Expo	New Media & Technology Director attended Silicon Valley Virtual Reality Conference and Expo, stewarding potential collaborations with tech companies for SLC initiatives.	3/29/2017 - 3/31/2017	Completed	African Americans Asian Americans Hispanics LGBTQ+	Yes	Virtual Programming	Program Diversity	College/University Other Programming for Adults
Provost	SLC	Harvard Museum Studies Lecture	SLC Director guest lectured for the SI-Harvard Museum Studies Course taught by Professor Delaney, discussing the work of the SLC as well as equity and access in the museum ecosystem.	3/29/2017	Completed	African Americans Asian Americans Hispanics LGBTQ+	Yes	Virtual Programming	Program Diversity	Masters

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	George Washington University Diversifying Museum Studies Symposium	Exhibitions & Public Programs Director was a guest panelist in the GWU's Diversifying Museum Studies Symposium.	4/7/2017	Completed	African Americans Asian Americans Hispanics LGBTQ+	No	Conferences w/Colleges or Universities	Program Diversity Workforce Diversity	College/University Masters PhD
Provost	SLC	Museums and the Web Conference	SLC Director of New Media and Technology attended Museums and the Web Conference in Cleveland, OH. Gave demonstration with partner, Michigan State University on Transforming the Visitor Experience: Culturally Immersive Storytelling through Embodied Interactions, using virtual and augmented reality as well as motion capture technologies.	4/19/2017 - 4/22/2017	Completed	African Americans Asian Americans Hispanics LGBTQ+	Yes	Conferences with Professional Organizations	Program Diversity	College/University Other Programming for Adults
Provost	SLC	American Alliance of Museums Conference	SLC Director presented session on SI's Latino Curatorial Initiative and conference keynote Vincent Valdez at AAM St. Louis. SLC Exhibitions & Public Programs Director presented a lightning talk on the development of a future SI Latino Gallery.	5/6/2017 - 5/10/2017	Completed	African Americans Asian Americans Hispanics LGBTQ+	No	Conferences with Professional Organizations	Program Diversity Workforce Diversity	Other programming for adults
Provost	SLC	¡Descubra! Meet the Science Expert Program at Frost Science	SLC's ¡Descubra!, with national collaborating organization USPTO, was part of Frost Science Museum Opening Weekend activities, bringing ¡Descubra! activities on rocketry, circuitry, and 3D printing demos and featured scientists celebrating women in science. Featured scientists from SI Marine Station at Ft. Pierce Dr. Iris Segura; featured speakers: SHPE (Society for Hispanic Professional Engineers) South Florida Chapter and Virologist Dr. Tracie Delgado, Northwest University. SNLB Secretary Egusquiza of NBC Telemundo attended Miami program. Attendance: 7,000.	5/13/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Family Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults
Provost	SLC	Siglo XXI Conference IUPLR	SLC Director attended IUPLR (Inter-University for Latino Research) board meeting and Siglo XXI Conference in San Antonio, TX.	5/17/2017 - 5/19/2017	Completed	Hispanics Residents of Under-resourced Communities	No	Conferences w/Colleges or Universities Conferences w/Professional Organizations	Program Diversity	College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	¡Descubra! Meet the Science Expert Program CHISPA Family Day, NMNH	SLC's ¡Descubra! was at NMNH's CHISPA Family Day, bringing ¡Descubra! activities on marine mammal behavior and featured scientist celebrating World Ocean's Day. Featured scientist: Dr. Carlos del Castillo, Chief of the Ocean Ecology Lab, NASA Goddard. Attendance: 1,172.	6/10/2017	Completed	Hispanics Residents of Under-resourced Communities	Yes	Family Programs with Professional Organizations	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults
Provost	SLC	SLC with SI GLOBE at Capital Pride	SLC Director and Staff marched with at the Capital Pride Parade with SI LGBTQ Employees and Allies, including the Secretary and other SI Unit Directors, SI participation coordinated by GLOBE.	6/10/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities LGBTQ+	No	Internal SI	Program Diversity	Other programming for adults
Provost	SLC	Young Ambassadors Program	6/25-7/1: SLC welcomed 21 graduating high school seniors from across the U.S. and Puerto Rico for Washington Week of our 12th annual Young Ambassadors Program (YAP). Program fosters next generation of Latino leaders in the arts, sciences, and humanities. Two program sessions were streamed via Facebook Live: 1) Conversation on Contemporary Latino Communities (4, 136 views); 2) What's Next In STEM! (991 views) hosted at Ford Motor Company's Government Affairs Offices. July: Internship and Alcancemos Summer Reading Days: Participants completed finished their 4-week internships in museums and cultural institutions across the US and Puerto Rico. Participants also conducted Storytime outreach with local YAP alumni in libraries across the US and Puerto Rico to promote early childhood literacy.	6/25/2017 - 8/2/2017	Completed	Hispanics Individuals with Disabilities Residents of Under-resourced Communities LGBTQ+	Yes	Leadership Development Community Outreach	Program Diversity	College/University
Provost	SLC	20th Anniversary Dance Party Concert	SLC 20th anniversary dance party at the Smithsonian Folklife Festival featuring music by NYC-based Los Pleneros de la 21, founded by NEA National Heritage Fellow, Juan Gutiérrez.	7/1/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities LGBTQ+	No	Public Programs	Program Diversity	Other programming for adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	Latino Museum Studies Program	SLC welcomed 12 graduate students for annual Latino Museum Studies Program, increasing the cadre of Latino museum professionals; opening reception on 7/3 was supported in-kind by former SNLB chair Gil Cárdenas. Part 1 featured workshops, lectures, and tours with SI Latino curators and guest faculty including Potomac Technologies, NPS, UT-El Paso, and CSU-Northridge. Fellows completed practicums at SLC, NMAH, NMAI, NMAAHC, NPG, AAA, and SITES.	7/3/2017 - 8/11/2017	Completed	Hispanics LGBTQ+	No	Capacity Building	Program Diversity Workforce Diversity	Masters PhD
Provost	SLC	Trans Latina Stories: Resistance in the Nation's Capital	SLC presented Trans Latina Stories Program at the Folklife Festival, featuring panel of local Central American Trans Women leaders discussing topics of immigration, resilience, family, and building up the transgender community in D.C.	7/7/2017	Completed	Hispanics Residents of Under-resourced Communities LGBTQ+	No	Public Programs	Program Diversity	Other programming for adults
Provost	SLC	Latinidad at the Smithsonian Talk with UMD Fellows	SLC Director and NPG Latino Art and History Curator, Taína Caragol, presented on the Latino Curatorial Initiative to DeVos Arts Management Institute Fellows (UMD).	7/12/2017	Completed	African Americans Asian Americans Hispanics LGBTQ+	No	Lectures with Colleges and Universities	Program Diversity	Masters
Provost	SLC	Museum Workers Mixer	SLC hosted a networking event for the American Alliance of Museum's Latino Network and LGBT Alliance, bringing together emerging museums professionals (including fellows from the Smithsonian Latino Museum Studies Program) with veterans in the field.	8/9/2017	Completed	African Americans Asian Americans Hispanics LGBTQ+	No	Conferences with Professional Organizations	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	SLC	Pacific Standard Time: LA/LA	SLC representatives attended openings of the Pacific Standard Time LA/LA initiative and met with Latino art and history curators to inform planning for the future a future Latino gallery at the Smithsonian.	9/13/2017 - 9/17/2017	Completed	Hispanics	No	Conferences with Professional Organizations	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SLC	¡Descubra! Meet the Science Expert Program at Zoo Fiesta	SLC's ¡Descubra! at NZP ZooFiesta featured collaborating organizations US Patent and Trademark Office and Latinos@NOAA, create-it hands-on activities, and on-site science experts. Attendance: 6,629.	9/21/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities LGBTQ+	Yes	Family Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SLC	Hispanic Heritage Remix: An Intergenerational Tribute to African American Music and Poetry	Hispanic Heritage Remix co-presented with NMAAHC. Featured ¡Descubra! create-it hands-on activities, scientists from the Noninvasive Brain-Machine Interface Systems Lab, University of Houston, Youth Poets from Words, Beats, Life, Hip-Hop Artists Circa '95, DJ Jim Byers, and ongoing poetry performances throughout the day. Spoken word programs were ASL interpreted. Attendance: 9,602.	9/30/2017	Completed	African Americans Asian American Hispanics Individuals with Disabilities Residents of Under-resourced Communities LGBTQ+	Yes	Family Programs	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other programming for adults
ASA	ASA	Internship Program	Hosted 10 interns so far in FY17 (80% women)	10/1/2016 - 3/30/2017	In Progress	African Americans Women	No	Career Counseling Internships	Workforce Diversity	College/University
ASA	ASA	Advanced Procurement Plan	Submitted an advanced procurement plan with planned procurement needs for FY17. This is shared with small businesses to increase Smithsonian work with them. Inquiries from small business are shared with program managers.	10/1/2016 - 9/30/2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Advanced Procurement Plan	Supplier Diversity	Other Programming for Adults
ASA	ASA	Employee recruitment outreach	Recruited candidates through a network of organizations in our efforts to expand our minority, women, and persons with disabilities applicant pools.	10/1/2016- 9/30/2017	In Progress	African Americans Hispanics Women	No	Recruitment	Program Diversity Workforce Diversity	Other Programming for Adults
ASA	ASA	CASE Advancement Internship Program	In its second year, the CASE Advancement Internship Program seeks to provide opportunities for students to explore careers in higher educational advancement. This year, we have 92 students from all over North America participating in the program. Participating institutions include Boston University, American University, Delaware State University, Notre Dame, Johns Hopkins, University of Pennsylvania and University of Washington. Students are primarily juniors, seniors and recent grads. They have been selected to intern at a host institution's advancement office for eight weeks, beginning June 5. In addition to their work for their host institution, interns also participate in eight hours of e-Learning each week including participating in webinars on advancement topics led by CASE members. We also bring them to DC for a three day professional development training. These students were hosted for a half-day session by the Office of Advancement.	6/27/2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling Conferences w/Professional Organizations Internships Recruitment	Workforce Diversity	High School (9th - 12th Grade) College/University
ASCEA	OPA	Women Own Business	OPA has retained the services of independently own women contract writer.	12/01/2016 - Present	In Progress	Women	No	Supplier Diversity Outreach	Supplier Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASCEA	OPA	Interns	OPA has used an African-American intern from American University to provide multimedia assistance to the Smithsonian inside webpage	2/01/2017 - 5/01/2017	Completed	African Americans	No	Internships	Workforce Diversity	College/University
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 FY17 providing program and installation tools and training for hosting a traveling exhibition and developing community-based displays and programs.	FY 2017	In Progress	Residents of Under-resourced Communities	No	Professional Training	Program Diversity Workforce Diversity	Other Programming for Adults
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.	March 2013 - On Going	In Progress	Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
ASEA	SITES	The Way We Worked	A fresh approach to how and why Americans work -- whether in offices, factories, farms, schools, homes, on the road, rails, or sky, in the military -- through photographs and first-hand stories. A Museum on Main Street project that provides rural communities with tools and training to utilize local resources for complementary programming and outreach.	September 2011 - November 2018	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
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.	May 2016 - June 2022	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
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	On Going	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Digital Promotion of Job Opportunities	Workforce Diversity	College/University Masters PhD
ASEA	SITES	Beyond Baseball: The Life of Roberto Clemente	Beyond Baseball: The Life of Roberto Clemente is an online exhibition based on one originally on view at San Juan's Museum 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, Museum de Arte de Puerto Rico, and CARIMAR, captures the original uniquely Puerto Rican perspective for an American audience.	On Going	In Progress	Hispanics	No	Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	SITES	Hometown Teams: How Sports Shape America	Sports are an indelible part of our culture and community. Hometown Teams: How Sports Shape America shows how sports reflect the trials and triumphs of the American experience and help mold our national character. Host communities utilize SITES' tools, resources, and professional training to develop complementary exhibits that highlight their own local histories and stories.	March 2014 - April 2020	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
ASEA	SITES	Bittersweet Harvest: The Bracero Program 1942-1964	Award-winning bi-lingual posters from SITES convey the little-known story of the Bracero Program, the largest guest worker program in U.S. history. Between 1942 and 1964, millions of Mexican men came to the U.S. on short-term labor contracts. Distributed at no cost to schools, migrant education centers, museums, and small libraries. Bi-lingual traveling exhibit to 37 venues through 2017.	2/20/2010 - On Going	In Progress	Hispanics Residents of Under-resourced Communities	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
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 - On Going	In Progress	Residents of Under-resourced Communities	No	Virtual Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
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-On Going	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
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.	2/13/2017 - 8/01/2021	In Progress	Native Americans Native Hawaiians/Pacific Islanders	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
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	Completed	Women	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
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.	5/02/2015 - 12/31/2020	In Progress	Asian Americans	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
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.	8/11/2017 - 8/15/2017	Completed	Native Americans	No	Traveling Exhibitions	Program Diversity	Other Programming for Adults
ASEA	SITES	Journey Stories	Americans on the move, whether for work or pleasure, illustrate a key chapter in the nation's story. Journey Stories encourages host communities to collect and share stories, including those from immigrants new and old.	July 2017 - On Going	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
ASEA	SITES	A Place for All People: Introducing the National Museum of African American History and Culture	Produced in collaboration with the National Museum of African American History and Culture, this new exhibition of 20 posters explores African American history, culture, and community and will include programming and educational resources for host venues. Available as printed posters and digital files to print yourself.	August 2016 - On Going	In Progress	African Americans Women	No	Poster Exhibition	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	SSEC	2016 North Carolina Science Education Institute for Leadership Development and Strategic Planning	Teachers, administrators, community and business partners representing 13 school districts came together from October 5-6, 2016 for what was originally planned as a 2.5-day institute on strategic planning for science education reform. Due to the approach of Hurricane Matthew, October 7 was canceled to be rescheduled later. Attendees participated in sessions highlighting three pillars of the SSEC's Leadership and Assistance for Science Education Reform (LASER) model: curriculum, professional development, and materials support. This content and the subsequent strategic planning was a continuation for 7 districts of the Building Awareness program in July 2016 in Washington, DC whereas five other districts were reviewing the materials and revisiting the plans drafted at a 2013 SPI.	10/05/2016 - 10/06/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
ASEA	SSEC	2016 LASER Building Awareness for STEM Education in Colorado	44 participants from a variety of affiliations gathered together to take part in the Colorado Building Awareness for STEM Education event.. The half day workshop focused on several STEM topic of interest to Colorado organizations. It started with an overview of the Denver Museum of Nature & Science and its partnership with the Smithsonian Science Education Center, followed by an overview of STEM Education in Colorado presented by Colorado Education Initiative. After a networking lunch, participants were challenged to create a shared vision for STEM Education based on an STEM activity. Three current Colorado LASER teachers and administrators presented a quick snapshot of what LASER looks like in their schools and how it has changed their STEM Education. Finally, participants were given opportunity for feedback and idea of how to become involved in STEM Education in Colorado.	10/25/2016	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
ASEA	SSEC	Kindergarten Exploring My Weather PD Workshop in New York	26 teachers from a variety of schools from upstate New York gathered together to take part in the Kindergarten Exploring My Weather PD Workshop. The two day workshop focused on providing professional development to K teachers that: (1) provides support to K teachers in their understanding of the basics of engineering design; (2) models pedagogical approaches to applying these standards directly into K classrooms with recommendations for specific curricular activities to support the implementation of these standards.	11/28/2016 - 11/29/2016	Completed	African Americans Asian Americans Hispanics	Yes	Education	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	SSEC	2017 Smithsonian STEM Education Forum	The Smithsonian STEM Education Forum sponsored by Dow and CH2M took place February 17 and 18 in Baton Rouge, LA. Day 1 of the Forum brought together 8 teachers (Scholars) who had previously attended the Smithsonian Science Education Academies for Teachers (SSEATs) along with 10 scientists and engineers (Ambassadors) from Dow and CH2M who took part in planning and facilitation for the Day 2 workshop. Day 2 saw Scholars and Ambassadors coming together to support 37 teachers who had not had contact with the Smithsonian Science Education Center before as they took part in a full day engineering workshop led by a professor and grad student from Louisiana Tech.	2/17/2017 - 2/18/2017	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Conferences w/Colleges or Universities Teacher Workshops	Program Diversity Workforce Diversity	College/University
ASEA	SSEC	Teacher Leadership Summit: Attracting, Retaining and Developing a Diverse STEM Teaching Workforce	On February 24, 25 and 26, the Smithsonian Science Education Center hosted "Teacher Leadership Summit: Attracting, Retaining and Developing a Diverse STEM Teaching Workforce" in partnership with Howard University and funded by Shell Oil. Twenty-two teams of teachers from across the country were matched with mentors to undertake the development of a systemic solution to a problem of practice in their school or district connected to attracting, retaining and developing teachers from diverse backgrounds. Teams walked away with strong, teacher-centered logic models that will help them return home with invigoration and purpose. The weekend wrapped up with a visit to NMAAHC. This is part of a larger ongoing initiative.	2/24/2017 - 2/26/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Leadership development for k-12 STEM educators and administrators.	Program Diversity Supplier Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
ASEA	SSEC	Grade 2 How can we stop soil from washing away? PD Workshop in New York	This work is funded through a grant from 100kin10 to increase the confidence of K-2 teachers to teach engineering. 27 teachers from a variety of schools from upstate New York (representing the OCM BOCES) gathered together to take part in the workshop. It focused on providing professional development to grade 2 teachers that: (1) provides support to grade 2 teachers in their understanding of the basics of engineering design; (2) models pedagogical approaches to applying these standards directly into grade 2 classrooms with recommendations for specific curricular activities to support the implementation of these standards.	4/26/2017	In Progress	Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education Teacher Workshops Training	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	SSEC	Grade 1 How can I send a message using sound? PD Workshop	This work is funded through a grant from 100kin10 to increase the confidence of K-2 teachers to teach engineering in their classrooms. 36 teachers from a variety of schools from upstate New York gathered together to take part in the workshop. Grade 1 How can I send a message using sound? PD Workshop. The workshop focused on providing professional development to grade 1 teachers that: (1) provides support to grade 1 teachers in their understanding of the basics of engineering design; (2) models pedagogical approaches to applying these standards directly into grade 1 classrooms with recommendations for specific curricular activities to support the implementation of these standards.	4/27/2017	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Teacher Workshops Training	Program Diversity	Other Programming for Adults
ASEA	SSEC	2017 Biodiversity Smithsonian Science Education Academy for Teachers	Eighteen teachers traveled to the nation's capital to participate in a week of presentations and hands-on activities hosted by the Smithsonian Science Education Center designed to enrich each educator's content knowledge on the concept of biodiversity. Activities took place primarily at the National Museum of Natural History and the Smithsonian Environmental Research Center. Along with content knowledge, teachers received 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.	6/18/2017 - 6/23/2017	Completed	African Americans Hispanics Native Americans Residents of Under-resourced Communities	Yes	Education Teacher Workshops Training	Program Diversity Supplier Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	SSEC	2017 Colorado LASER Introductory Professional Development	One hundred one teachers and administrators participated in a two and one-half day professional development specifically designed to enhance their knowledge and understanding of the STC unit they will be teaching in the upcoming school year. This year our professional development added a focus on English Learners (ELs) and strategies to use to support ELs learning and interaction in the science classroom. Presentations and hands-on activities hosted by the Smithsonian Science Education Center were designed to enrich each educator's knowledge of inquiry-based learning, note booking, strategies for teaching each unit and strategies to implement with EL students. Activities took place at the Aurora Frontier P-8 School in Aurora, Colorado. Along with unit training, teachers received 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.	6/05/2017 - 6/07/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education Teacher Workshops Training	Program Diversity Supplier Diversity	Other Programming for Adults
ASEA	SSEC	2017 Energy's Innovations and implications Smithsonian Science Education Academy for Teachers (SSEATs)	Eighteen teachers traveled to the nation's capital to participate in a week of presentations and hands-on activities hosted by the Smithsonian Science Education Center designed to enrich each educator's content knowledge on the concept of energy. Activities took place at the National Museum of American History, the National Air and Space Museum, and the National Museum of African American History and Culture. Along with content knowledge, teachers received 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.	7/09/2017 - 7/14/2017	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education Training Teacher Workshops	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	SSEC	2017 Earth's History and Global Change Smithsonian Science Education Academy for Teachers	Twenty-one teachers traveled to the nation's capital to participate in a week of presentations and hands-on activities hosted by the Smithsonian Science Education Center designed to enrich each educator's content knowledge on the concept of Earth's History and Global Change. Activities took place primarily at the National Museum of Natural History and the National Air and Space Museum. Along with content knowledge, teachers received 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.	7/03/2017 - 8/04/2017	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education Teacher Workshops Training	Program Diversity	Other Programming for Adults
ASEA	SSEC	2017 K-12 Science Education Institute for Leadership Development and Strategic Planning	Teachers, administrators, community and business partners representing 2 schools and 5 school districts came together from July 24-28, 2017 for an intensive 5-day institute guiding their strategic planning for STEM programs. Attendees participated in sessions focusing on curriculum, professional development, materials support, assessment, and administrative and community support. The information from these sessions was then used to inform their own five-year strategic plans.	7/24/2017 - 7/28/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education Training Conference for K-12 Educational Leadership Development	Program Diversity Supplier Diversity Workforce Diversity	Other Programming for Adults
ASEA	SSEC	Panama-Introductory Professional Development on Rocks and Minerals	6 teachers and 11 Johnson and Johnson (J&J) employees from Panama gathered together at the J&J offices in Panama city to take part in the Rocks and Minerals Professional Development Workshop that were designed to enrich each educator's knowledge of inquiry-based learning, note booking and strategies for teaching the unit	12/2017 - 9/13/20	Completed	Hispanics	Yes	Professional Development Training	Program Diversity	College/University Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	SSEC	Increase, train, and retain the number of STEM teachers from underrepresented populations in the workforce.	Implementation Steering Group Planning Meeting. The Smithsonian Science Education Center in collaboration with Shell Oil Company is working with a steering committee of experts to increase, train, and retain the number of STEM teachers from underrepresented populations in the workforce. One action item set forth by the steering committee is to host a summit engaging leadership teams from promising districts throughout the US who have identified problems of practice related to attracting, retaining, and developing a diverse STEM teaching workforce. The first summit was held at Howard University in Washington, DC from February 24-26, 2017. Twenty-two teams were accepted and with the support of mentors developed action plans for recruiting, retaining, and elevating minority STEM teachers to leadership roles while remaining in the classroom. We will host a second summit at Howard from February 23-25, 2018 for a new cohort of teams and mentors.	2/26/2017 - 9/27/2017	In Progress	African Americans Hispanics Native Americans Residents of Under-resourced Communities	Yes	Professional Development	Program Diversity Supplier Diversity Workforce Diversity	Other Programming for Adults
ASEA	TSA	Smithsonian Scholars in the Schools	As part of the Dept. of Education GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant, five Smithsonian presenters visited six Lafayette, LA middle schools to conduct in-class presentations and lead hands-on activities, reaching a total of 1,125 8th grade science students. Topics focused on "Factors that Affect the Earth."	10/11/2016 - 10/13/2016	Completed	African Americans Residents of Under-resourced Communities	Yes	Public Programming	Program Diversity	Middle School (6th - 8th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	TSA	Fábulas Fairy Tales part of the Kinder Adventure Series developed from Tools of Discovery	<p>Three's the charm in the newest version of this interactive Discovery Theater original. Start with three bears, three pigs, three little kittens, and three billy goats gruff. Add two languages, and what do you get? The perfect combination for a fresh and fun introduction to Spanish, literacy through storytelling, math, music, and more—and a fábulas new take on a quartet of familiar stories. New this year: Join the kittens on their search to find their essential outdoor accessory—their beloved mittens!</p> <p>About the Kinder Adventure Series & Tools of Discovery: Productions in this series have been developed from Discovery Theater's Tools of Discovery program. Acclaimed by educators, Tools of Discovery brings Smithsonian-trained teaching artists into DCPS classrooms to provide preschool and kindergarten teachers with skills in theatrically based play techniques that help children develop critical pre-literacy skills. The series sponsored by the Nora Roberts Foundation.</p> <p>In 2013, Discovery Theater developed an innovative arts/education program for DCPS early education teachers and their students who were implementing the "Tools of the Mind" curriculum. Derived from the theories of Lev Vygotski, the curriculum uses guided play to promote early childhood literacy and the development of executive function, self-regulation, and creative thinking in pre-K and Kindergarten classrooms. Using philosophies, techniques, and content drawn from Smithsonian-developed Museum Theatre practices and models, Vygotskian theory of play within a social context, and the Core Common State Standards; Tools of Discovery directors Roberta Gasbarre and Oran Sandel developed techniques that Smithsonian trained actor/educators employ to help teachers and parents enrich creative, guided play in class or at home.</p>	10/6/2016 - 10/7/2016 10/12/2016 - 10/13/2016	Completed	African Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Tot Rock: Marsha and the Positrons	<p>The sky's no limit when you join Marsha and the Positrons at the Smithsonian's Air and Space Museum for a musical event that explodes with positive energy—and plenty of fun science facts. The group blasts off with upbeat songs from their CD Gravity Vacation, full of upbeat songs like "Why Can't You Dance on Jupiter?" and "Nobody Likes Germs and Viruses." Generously underwritten by the Conrad N. Hilton Foundation and presented in partnership with the National Air and Space Museum.</p>	10/26/2016 - 10/27/2016	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	TSA	Tools of Discovery: Grocery Theme	Discovery Theater's innovative arts/education program for DCPS early education teachers and their students who were implementing the "Tools of the Mind" curriculum. The curriculum uses guided play to promote early childhood literacy and the development of executive function, self-regulation, and creative thinking in pre-K and Kindergarten classrooms. Using philosophies, techniques, and content drawn from Smithsonian-developed Museum Theatre practices and models, Vygotskian theory of play within a social context, and the Core Common State Standards; Smithsonian-trained actor/educators help teachers enrich creative, guided play in the classroom. The grocery unit Grocery store helps children count/pay with money, weigh food, choose items, check out and bag groceries.	11/02/2016 - 11/10/2016	In Progress	African Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Einstein in Motion	What's relative? Everything! Just ask the genius who developed the Theory of Relativity. Marc Spiegel brings Albert Einstein to life in a program that blends science, history, and entertainment. In engaging demonstrations, he introduces elementary students to physics topics including motion and rest, matter, and energy. There's no better way to learn about science than from one of its leading innovators—and have a great time, too!	11/09/2016 - 11/10/2016	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Hoop of Life with Ty Defoe (Giizhig)	With his vivid presence as a performer, Ty Defoe recounts an eloquent story of life through movement, music, and words rooted in his Oneida and Ojibwe heritage. He uses the sacred Hoop Dance to explore Native American stories framed by traditional and contemporary culture, history, and values. As the colorful interlinked hoops move, they speak of the unity and interdependence of all living things—and offer lessons for our everyday lives.	11/15/2016	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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ASEA	TSA	Katy's Grocery Store Birthday	Katy knows exactly what she wants for her fourth birthday: chocolate cake, flowers, peanut butter-and-jelly sandwiches, and the coolest new rocket toy. But when Katy and her parents go shopping, everything they need is out of stock! Can her big day still be perfect? Sing your way through the grocery store with them as they assemble all the makings for Katy's celebration.	11/17/2016 - 11/18/2016	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Seasons of Light	Joy, warmth, and community illuminate seasonal holiday celebrations the world over. Back for its 17th season, this signature Discovery Theater show celebrates the history and customs of Diwali (Devali), Chanukah, Las Posadas, Ramadan, Sankta Lucia Day, Kwanzaa, Christmas, and the First Nations' tradition of the Winter Solstice in an interactive event that bridges communities and cultures. This show sells out early, so get your tickets now!	11/30/2016 - 12/20/2016	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Ray Charles: "The Genius"	<p>Ray Charles overcame racism, poverty, and blindness to gain worldwide acclaim as a singer, songwriter, pianist, and arranger. As a lad, he had ears like a sonic sponge, absorbing everything from blues to country and western music. Infusing R&B with the fervor of down-home gospel music, he helped pioneer the genre of soul music. His unique voice and passionate style made him one of the most beloved musicians of our time.</p> <p>With his genius for fusing gospel, rhythm and blues, soul, blues, jazz, country, rock, and pop, Charles became one of the most innovative and influential talents in American music. He wrote such enduring songs as "Hallelujah, I Love Her So" and "What'd I Say" and made every other song his own—popular standards ("Georgia On My Mind," "Baby, It's Cold Outside"), pop hits ("Eleanor Rigby"), crossover country ("You Are My Sunshine," "I Can't Stop Loving You"), and a stirring interpretation of "America the Beautiful."</p> <p>Join music curator John Edward Hasse as he illuminates Ray Charles's unique life story and illustrates—with analysis, anecdotes, photos, and video clips—his enduring contributions to American culture.</p> <p>Hasse, curator of American music at the American History Museum, curated the exhibition Ray Charles: "The Genius."</p>	12/01/2016	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	TSA	Tot Rock: Holiday Sing Along with Rocknoceros	Who's having a holiday party? Coach, Williebob, and Boogie Bennie, that's who! The area's favorite kid-rock band has a great big musical present for you. Join them as they lead audiences in seasonal songs and Rockno classics. It's a bash you just can't miss!	12/15/2016 - 12/16/2016	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Professor Wingnut Wants to Fly	One wacky citizen-scientist Professor Wingnut and his friend Seymour Seagull as they explore the amazing science of flight! From birds to airplanes, this pair loves all things airborne, and are in pursuit of the secret to just what makes them fly. Songs, science, and a flight-tastic dance party take off right under the planes in the Air and Space Museum. Tour the museum after the show!	1/11/2017 - 1/12/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Smithsonian Scholars in the Schools	As part of the Dept. of Education GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant, five Smithsonian presenters visited four Lafayette, LA high schools to conduct in-class presentations and lead hands-on activities, reaching a total of 1,125 9th grade science students. Some classes learned about the physics behind "Force and Motion," while other classes focused on "Chemical Reactions."	1/24/2017 - 1/26/2017	Completed	African Americans Residents of Under-resourced Communities	Yes	Public Programming	Program Diversity	Middle School (6th - 8th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2017

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	TSA	African Art Through the Centuries 4-Session Evening Course	<p>From the vibrant paintings found in Stone Age caves to the abstract sculptures produced during the continent's colonial period, the arts of Africa have been shaped by unique creative insight as well as by specific political, social, religious, and economic forces. Art historian Kevin Tervalá explores these vibrant artistic expressions through an examination of the continent's historical trajectory. Tervalá is a Ph.D. candidate in African studies and the history of art and architecture at Harvard University.</p> <p>Jan. 31 Ancient Africa (Prehistory to 1000) - From cave paintings to the pyramids: How artistic creativity evolved in cradle of humanity.</p> <p>Feb. 7 Medieval Africa (1000–1500) - An examination of the art produced during the continent's Age of Empires and the role of Islam in shaping African creative thought.</p> <p>Feb. 14 Early Modern Africa (1500–1900) - How artists responded to the Atlantic and Indian Ocean slave trade and how the increasing ties between Africa and Europe shaped artistic patronage.</p> <p>Feb. 21 Modern and Contemporary Africa (1900–Present) - How European colonialism, independence-era politics, and economic globalization transformed the content and form of African art.</p>	1/31/2017 - 2/21/2017	In Progress	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
ASEA	TSA	Kofi's Drums: The Beat of Life	Drummer Kofi Dennis brings the vibrant rhythms of a West African village to life through music, storytelling, and dance. Using authentic instruments, the Ghanaian native leads lively call-and-response songs, games, and movement that gets audiences on their feet in a high-energy exploration of African cultural traditions.	2/08/2017 - 2/10/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Signal Songs of the Underground Railroad with Phyllis Wade	With the aid of her powerful voice, Phyllis Wade combines acapella spirituals, slave narratives, and stories passed down through generations to pay tribute to one of the more controversial periods of our nation's history. The music we have come to know as "signal songs" was used by slaves to communicate with one another and to share directions to the Promised Land via the Underground Railroad. These powerful songs and stories will move you to stand up, clap, sing and rejoice for freedom.	2/14/2017 - 2/15/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	TSA	Urban Artistry: Surviving the Times	This high-energy acrobatic team of dance educators showcases the global and historical influences on American social dance from cultures within Africa, South America, Asia, Europe, and the Caribbean. It's a one-of-a-kind performance that will have you dancing to the heartbeat of the world! Urban Artistry, Inc., is an internationally recognized non-profit organization dedicated to the performance and preservation of art forms inspired by the urban experience. Junious Brickhouse founded Urban Artistry in 2005 with a small group of friends in the Washington, D.C. Metro Area. Serving as cultural ambassadors for communities that are often unsung, the group fulfills their mission through effective collaborations that support artists' past, present, and future. Their core values are education, preservation, community, service, perspective, excellence and innovation.	2/16/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	How Old is a Hero?	Everyone can make a difference! In this uplifting play, audiences meet young people who helped change the nation by their heroic actions during the Civil Rights era: Ernest Green of the Little Rock Nine; Claudette Colvin, who stayed seated on a bus before Rosa Parks; and brave 6-year-old Ruby Bridges. Their inspiring stories demonstrate that courage begins with our young.	2/21/2017 - 2/24/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	All Ireland! with Shannon Dunne and Alex Boatright	Erin go bragh! Celebrate Paddy's Day with dancer-musician Shannon Dunne and musician Alex Boatright in their joyful show includes old-style sean nós dancing, singing, and the sounds of traditional instruments. Experience a little taste of Ireland as you join the floor-stomping fun!	3/17/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Mother Earth & Me	The magic of earth science takes center stage in this fun, interactive Discovery Theater original as we explore the origins of our planet, the water cycle, and our important role in the ecosystem, as well as folklore about the "big blue marble" we call home. Kick off Earth Month by pledging to become an Earth Warrior—and find out some great ways to start right away!	3/28/2017 - 3/31/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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ASEA	TSA	Tot Rock: Alphabet Rockers - Hip Hop for Kids	Alphabet Rockers is the "modern day De La Soul for the 21st century (all-natural) juice box crowd" (Cooper & Kid). This is an intergenerational dance party where the performers' infectious energy and hip hop grooves get kids jumping and head noddors rocking out - all set to educational lyrics about complex cultural topics and learning goals. Alphabet Rockers make learning come alive through the beats, rhymes, moves and community of hip hop - and you will have confidence this is adding value to your community and life.	4/06/2017 - 4/07/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Ecosystems Alive	From tropical forests to tundra, deserts to wetlands, our planet's ecosystems display a rich diversity. Be introduced to live reptiles from a variety of habitats and discover why healthy ecosystems are so important to all life. You might get to meet a boa constrictor, box turtle, bearded dragon, or other creatures from around the world.	4/20/2017 - 4/21/2017	Planned	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Garbage to Gardens	Mother Nature loves garbage, and uses ours to make new earth. Meet Smithsonian naturalists from the Green Team in the beautiful Haupt Garden of the Castle for a welcome session. Then get the inside scoop on how compost becomes dirt and find out how throwing a "seed bomb" can make a bare patch of ground bloom. Step into our garden and find the perfect way to celebrate our planet.	4/27/2017 - 4/28/2017	Planned	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	TSA	Tools of Discovery "Hospital" Theme	Discovery Theater's innovative arts/education program for DCPS early education teachers and their students who were implementing the "Tools of the Mind" curriculum. The curriculum uses guided play to promote early childhood literacy and the development of executive function, self-regulation, and creative thinking in pre-K and Kindergarten classrooms. Using philosophies, techniques, and content drawn from Smithsonian-developed Museum Theatre practices and models, Vygotskian theory of play within a social context, and the Core Common State Standards; Smithsonian-trained actor/educators help teachers enrich creative, guided play in the classroom. The hospital unit helps children learn about the human body, health lessons, taking care of babies/younger siblings, and going to the doctor and/or hospital.	3/01/2017 - 3/27/2017	Completed	African Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	"Pet/Vet" Theme	Discovery Theater's innovative arts/education program for DCPS early education teachers and their students who were implementing the "Tools of the Mind" curriculum. The curriculum uses guided play to promote early childhood literacy and the development of executive function, self-regulation, and creative thinking in pre-K and Kindergarten classrooms. Using philosophies, techniques, and content drawn from Smithsonian-developed Museum Theatre practices and models, Vygotskian theory of play within a social context, and the Core Common State Standards; Smithsonian-trained actor/educators help teachers enrich creative, guided play in the classroom. The Pet/Vet unit helps children learn about animals, responsibility, homes/habitats and scientific discovery.	4/25/2017 - 5/17/2017	Completed	African Americans Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Jojo's Puppy Adventure	Part of the Kinder Adventure Series developed from Tools of Discovery. Jojo has always wanted a pet of his own. But when he discovers an injured puppy, he knows he must reunite it with its owner. Join Jojo on an interactive musical search to find the puppy's home—and a happy ending for both of them.	5/04/2017 - 5/05/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	TSA	Under the Baobab Tree with Iya	Gather beneath the iconic tree of life as master educator Iya Bashea Imana shares captivating folktales. Music and movement, puppets, and eco-friendly crafts combine with timeless stories that offer an introduction to African traditions and wisdom.	6/01/2017 - 6/02/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Galapagos George with Barefoot Puppets	Based on the true story of "Lonesome George," this show tells the tale of a truly one-on-a-kind tortoise from the Galapagos Islands. Described as "an uplifting eco-fable," this engaging theatrical piece shares an important lesson about man's impact upon the environment. This show was funded in part by a grant from the Puppeteers of America Endowment Fund and was awarded an UNIMA Citation of Excellence in 2005.	6/28/2017 - 6/30/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	Taratibu!	The Taratibu Youth Association (TYA) is a sensational ensemble of young artists representing the performing arts of the African diaspora. With eclectic and diverse musical influences, TYA performs percussive dance styles from stepping to traditional South African Gumboot. They also perform modern dance and hip hop. TYA sings in Zulu and Sotho from South Africa, Kiswahili from Tanzania, Creole from Haiti, and Yoruba from Cuba. Their performances are educational and inspirational; telling stories of empowerment and cultural history from several different countries. You may learn a song in Zulu, steps from Taratibu; a Pan African drill or learn the history of 'Ti Zwezo,' the traditional song of Haiti.	7/05/2017 - 7/07/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
ASEA	TSA	Rhythm & Beats with Max Bent	Max takes us with him as he takes the mic to make some crazy-good mouth music. This astounding human beatbox introduces kids to the most powerful musical instrument ever: their own bodies. With lots of audience participation and exciting on-the-spot improvisations, Max covers themes in hip-hop culture, language, math, and music. Get ready to make some truly hip beats!	7/11/2017 - 7/14/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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ASEA	TSA	Summer Magic with Dave Thomen	Come celebrate an American summer on the National Mall with D's Magic. You won't believe your eyes when Mr. Dave performs illusions with boxes, hoops and maybe even a rabbit and magic hat! D's Magic will surprise and astound you. This Discovery Theater favorite is back for another summer of magic and entertainment!	7/18/2017 - 7/21/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
ASEA	TSA	SOLE Defined	SOLE Defined puts an exciting twist on percussive dance by turning their bodies into human drums. In one word, SOLE Defined creates a "Percussical," an innovative twist on the traditional musical with its integration of percussive dance and multi-media with acting, singing. Each show is a power-packed performance to create a free flowing conversation through music and movement.	7/25/2017 - 7/28/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
ASEA	TSA	African Art and the Slave Trade	Between 1400 and 1900, nearly 20 million Africans were captured and sold into slavery. They left the continent in the holds of ships or on the backs of camels, bound for destinations across Europe, Asia, and the Americas. The modern world was built on the backs of these individuals and their arrival in the northern hemisphere contributed greatly to its growth and development. In contrast, the African continent's own development suffered as a result of this forcible depopulation. Art historian Kevin Tervalá introduces participants to Atlantic and Indian Ocean slave trades, with a focus on how African artists—and the societies that they were a part of—reacted to the sudden and brutal disruption and transformation of the world's second-largest continent. From the protective arts such as the Kongolese religious objects, minkondi, to the defensive architecture of Ganvie, a village built as a safe haven in Benin's Lake Nokoue, Tervalá highlights how the slave trade forever altered Africa's cultural history, spreading misery as well as bestowing great material wealth throughout.	8/08/2017	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
ASEA	TSA	The Great Migration	From World War I through the Civil Rights era, more than 6 million African Americans left the Jim Crow agrarian south for the industrial urban North in a movement known as the Great Migration. Many blacks ended up creating their own communities within big cities, fostering the growth of a new urban African-American culture. The most prominent example was Harlem, a once all-white neighborhood in New York City that by the 1920s was home to some 200,000 African Americans. The black experience during this time became an important theme in the artistic movement known first as the New Negro Movement and later as the Harlem Renaissance, which would have an enormous cultural impact on the era. Members of the Great Migration also engendered an increase in political activism as African Americans—disenfranchised for so long in the South—found a new place for themselves in public life in the cities of the North and West. Spencer Crew, the former director of the American History Museum and a professor of history at George Mason University, takes an in-depth look at this pivotal movement in America’s history.	8/16/2017	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
ASEA	SSEC	Seminar on the results of the Investing in Innovation (i3) grant "The LASER Model: A systemic and sustainable approach for achieving high standards in science education"	The SSEC shared the results, challenges and lessons learned from our five year research study focused on implementing our systemic reform model in North Carolina, New Mexico and Texas in Mexico City, Mexico. The SSEC has also supported 16 Mexican states to implement the same model so the information is particularly of interest to STEM education leaders across the country.	11/16/2016 - 11/17/2016	Completed	Hispanics	Yes	Leadership development for k-12 STEM educators, administrators, and state leaders.	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)