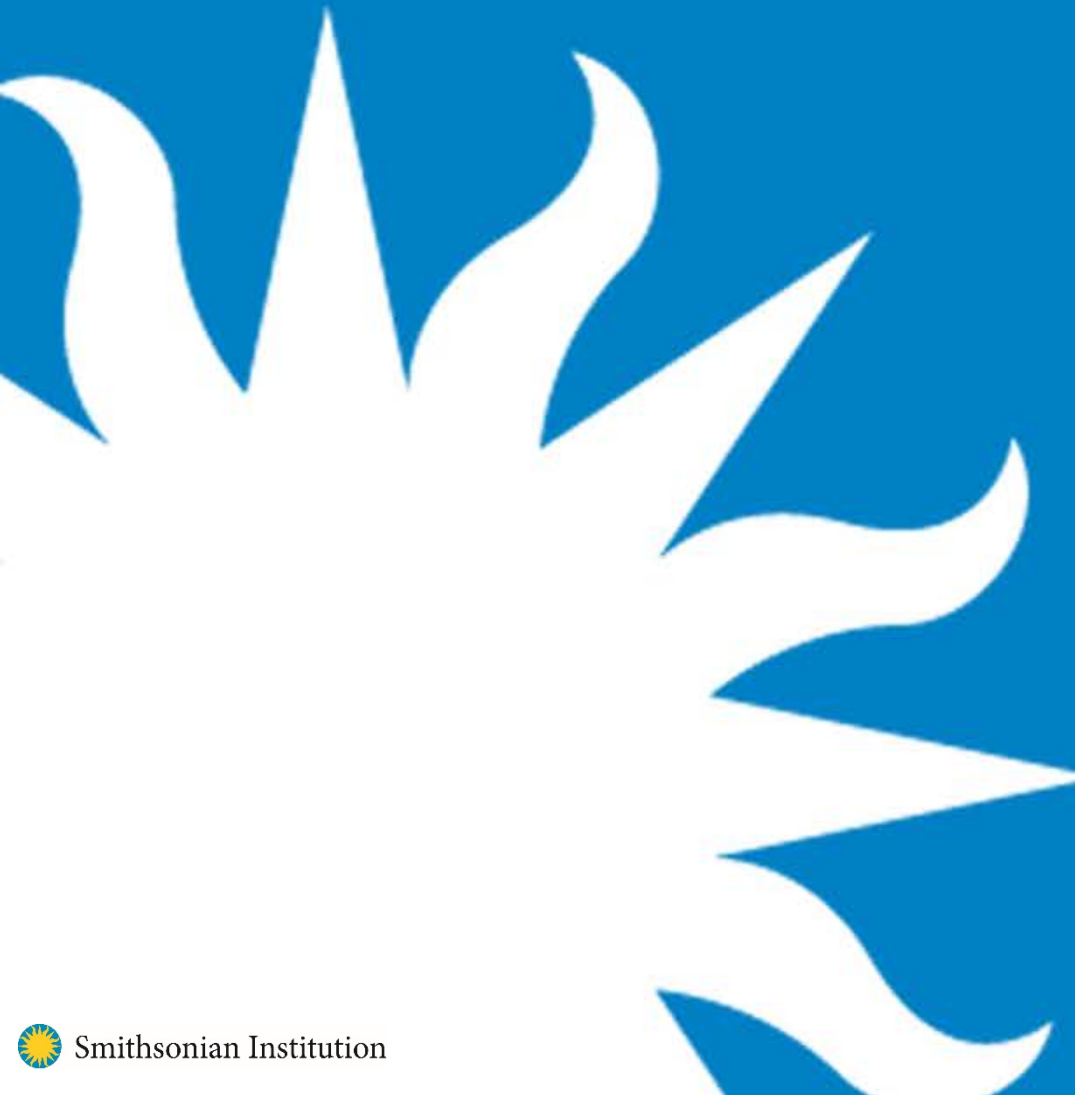




Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2018



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2018

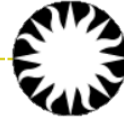


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Smithsonian Diversity and Inclusion Initiatives Report

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OVERVIEW

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

- Program Diversity
- Supplier Diversity
- Workforce Diversity

This report contains more than 580 entries from 21 Smithsonian units. While the Executive Summary is only 12 pages, the entire report consists of 143 pages of tables and text. For quick access to your unit's information, please reference the table of contents.

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

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

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2018

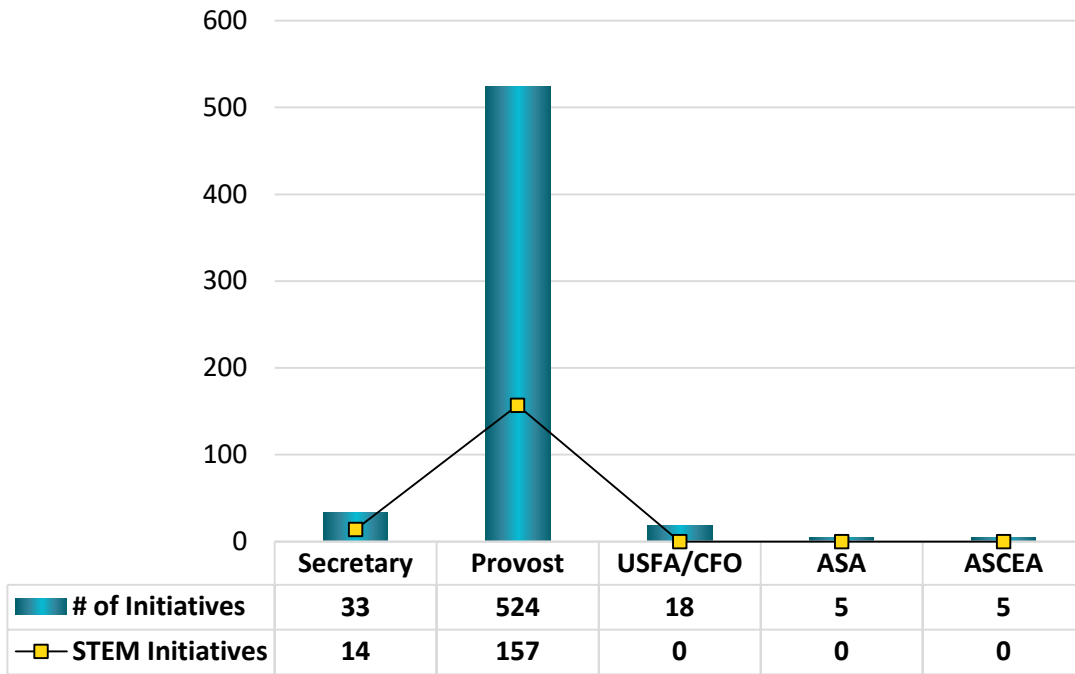


EXECUTIVE SUMMARY

ALL SMITHSONIAN

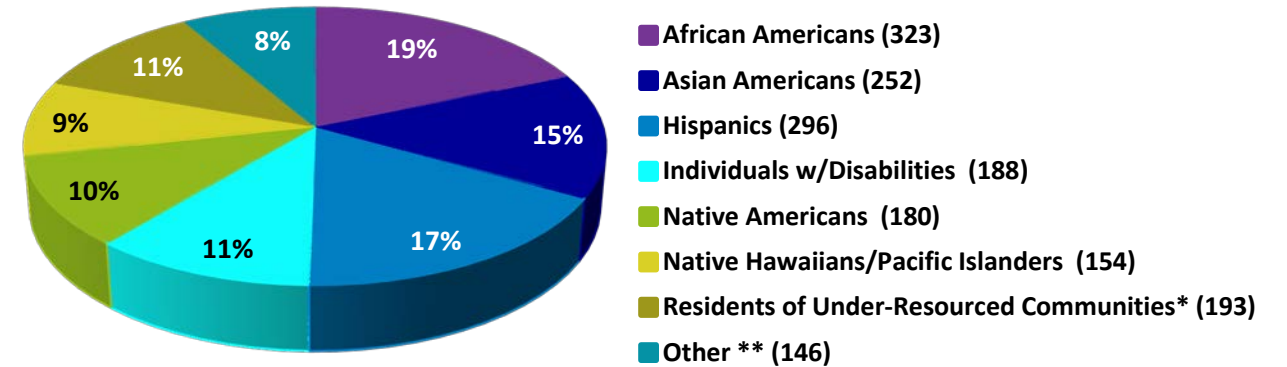
The goal was to increase the recognition of the Smithsonian brand to under-served communities and increase representation in the Smithsonian’s workforce, supplier base and public programming. More than 580 initiatives, 171 were identified as STEM initiatives, were submitted by 21 Smithsonian units representing all five Direct Reports. All historically underrepresented groups were represented in the diversity and inclusion initiatives. The highest percent of initiatives (19% and 17% 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: Women owned businesses, ESOL, Recent Migrants, Tibetan monks and nuns (living in India and exiled), Small businesses Women, LGBTQ+ Community, Agriculture business community, Guilds, non-gardeners, Horticulture community, Mixed race LGBTQ+ Community, Transgender Military, Seniors, LGBTQ+ Youth, Rural communities, Afro-Asians, Arab-Americans, Buddhist community, Iranian-Americans, Jewish-Americans, Autism Outreach, Caribbean-Americans, Environmental and conservation-minded community, French, German, Italian, Arabic and Mandarin speaking individuals, Incarcerated and post-incarcerated adults and/or teens, Indian Community, Irish-Americans, Lebanese Community, Non-English speaking visitors, People with Dementia and their care partners, Urban Gardeners, Women and girls of Color, DC visual arts community, Venezuela, Visiting Japanese Librarian

Smithsonian Diversity and Inclusion Initiatives Report

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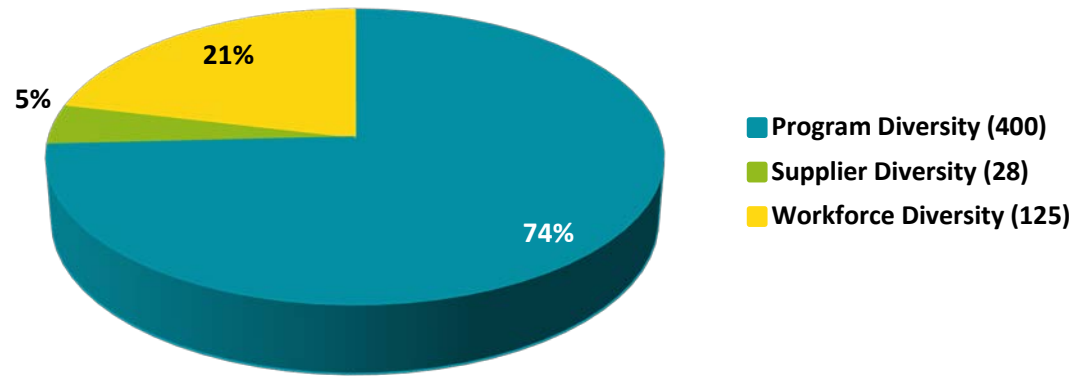
EXECUTIVE SUMMARY

ALL SMITHSONIAN (CONT.)

Diversity and inclusion are categorized into three areas: Program, Supplier and Workforce Diversity. All three categories were represented. At 74%, program diversity was the largest category. While only 5% of the reported initiatives fell under supplier diversity, the Smithsonian exceeded 4 of 6 supplier diversity goals. Of the 37% awarded to small businesses, 3% was awarded to 8(a) small disadvantaged businesses, 20% was awarded to non-8(a) small disadvantaged businesses, and 15% was awarded to women-owned small businesses. While a majority of initiatives targeted adults (26%), a significant number were aimed at elementary, middle, and high school students demonstrating Smithsonian's efforts to reach audiences during their developing years.

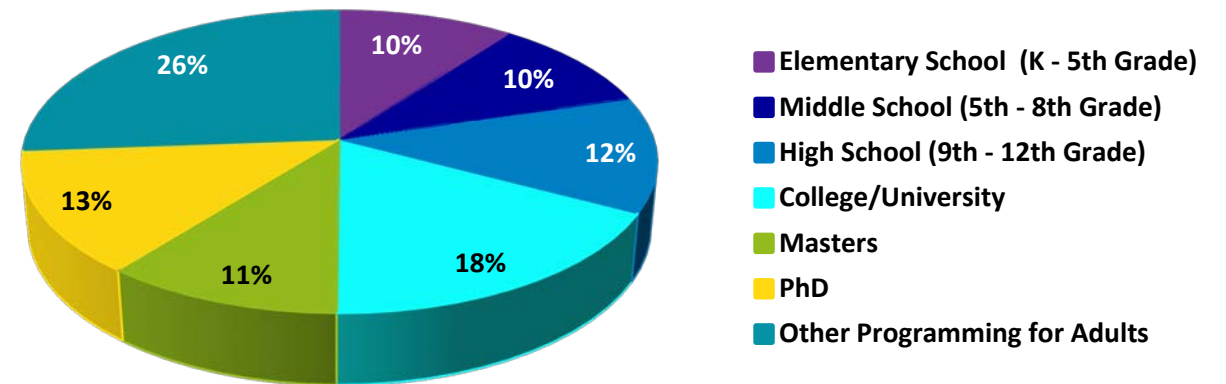
Initiatives by Category

(Units often choose more than one category)



Audience Age Groups

(Units often target more than one group)



Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2018



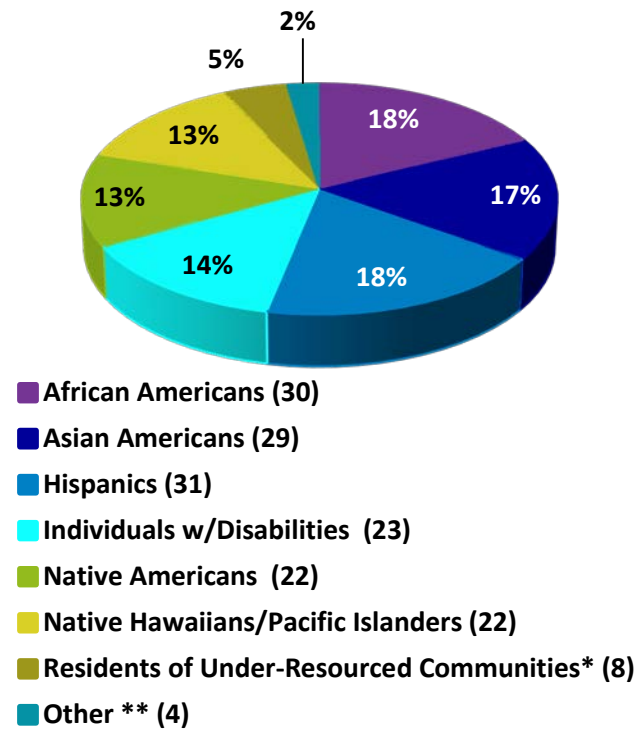
EXECUTIVE SUMMARY

OFFICE OF THE SECRETARY

More than 30 initiatives were submitted by OEEMA. Fourteen were identified as 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 (18%) were geared towards African Americans and Hispanics. At 38%, workforce diversity was the largest category. While a majority of initiatives targeted adults (56%), a significant number were aimed at college/university students demonstrating Smithsonian's efforts to reach audiences during their developing years.

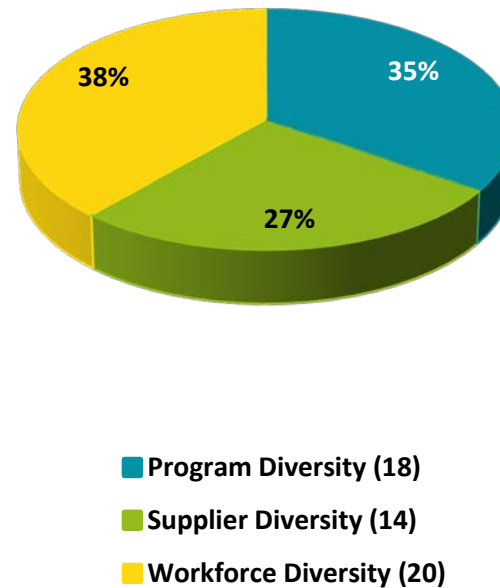
Percent Served by Race and Ethnicity

(Units often target more than one group)



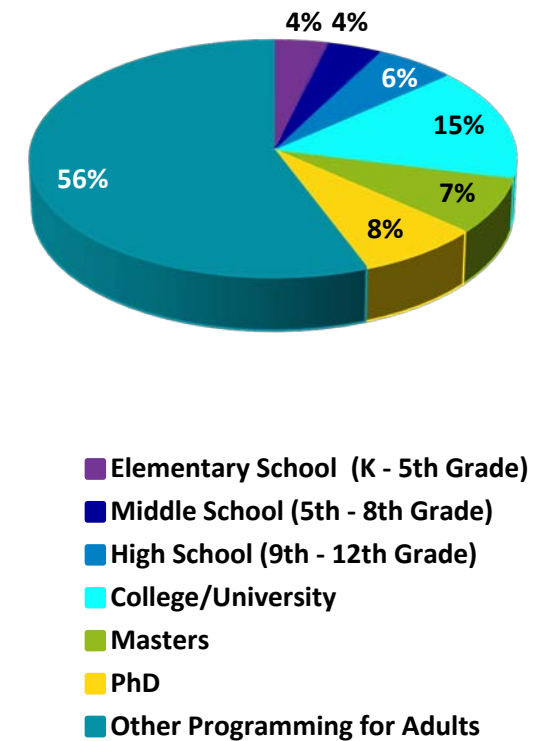
Initiatives by Category

(Units often choose more than one category)



Audience Age Groups

(Units often target more than one group)

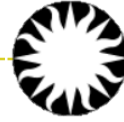


*Communities with limited and/or under-funded access to educational resources and technology.

**Includes: LGBTQ+ Communities and Women

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2018

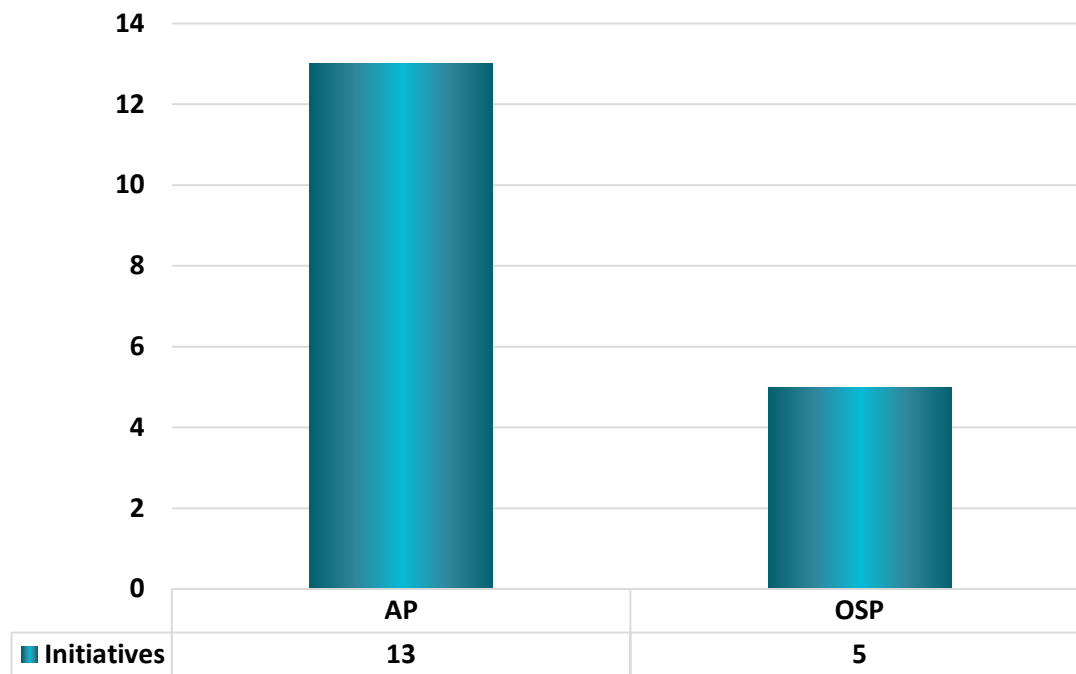


EXECUTIVE SUMMARY

UNDER SECRETARY FOR FINANCE & ADMINISTRATION/CHIEF FINANCIAL OFFICER

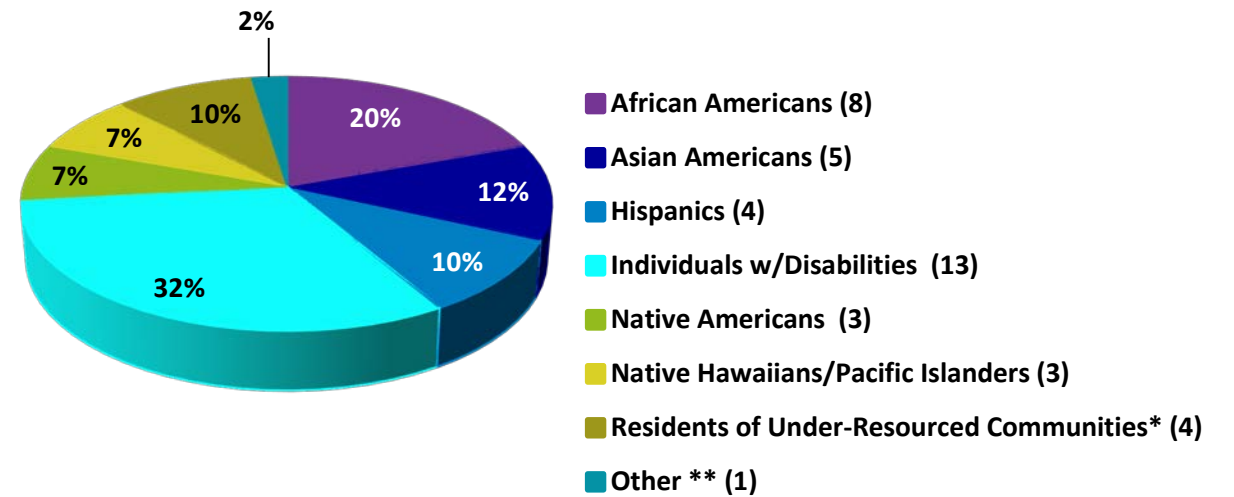
Eighteen initiatives were submitted by the Accessibility Program and Office of Sponsored Projects. None were identified as STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (32%) of initiatives were geared towards individuals with disabilities.

Initiatives by Unit



Percent Served by Race and Ethnicity

(Units often target more than one group)

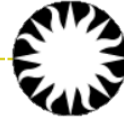


* Communities with limited and/or under-funded access to educational resources and technology.

** Includes: Arab-Americans

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2018

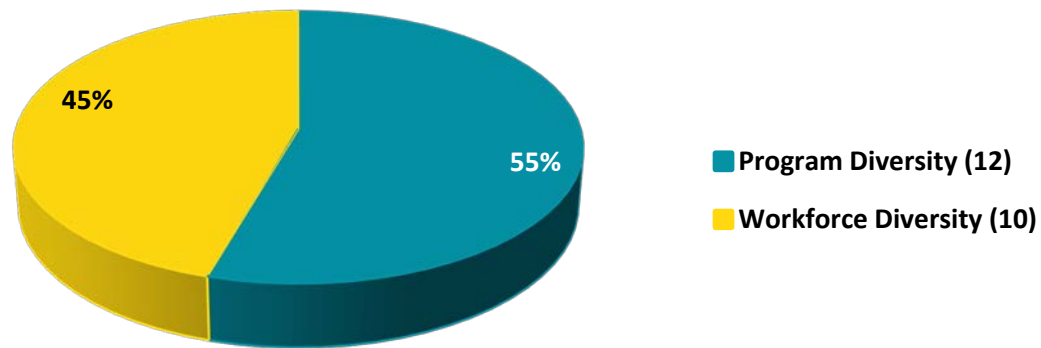


UNDER SECRETARY FOR FINANCE & ADMINISTRATION/CHIEF FINANCIAL OFFICER (CONT.)

Both program and workforce diversity initiatives were represented. At 55%, program diversity was the largest category. While none of the reported initiatives fell under supplier diversity, the USFA/CFO exceeded 4 of 6 supplier diversity goals. Of the 36% awarded to small businesses, 4% was awarded to 8(a) small and disadvantaged businesses, 20% was awarded to non-8(a) small and disadvantaged businesses, and 15% was awarded to women-owned small businesses. The majority of initiatives targeted college/university students and adults (26%).

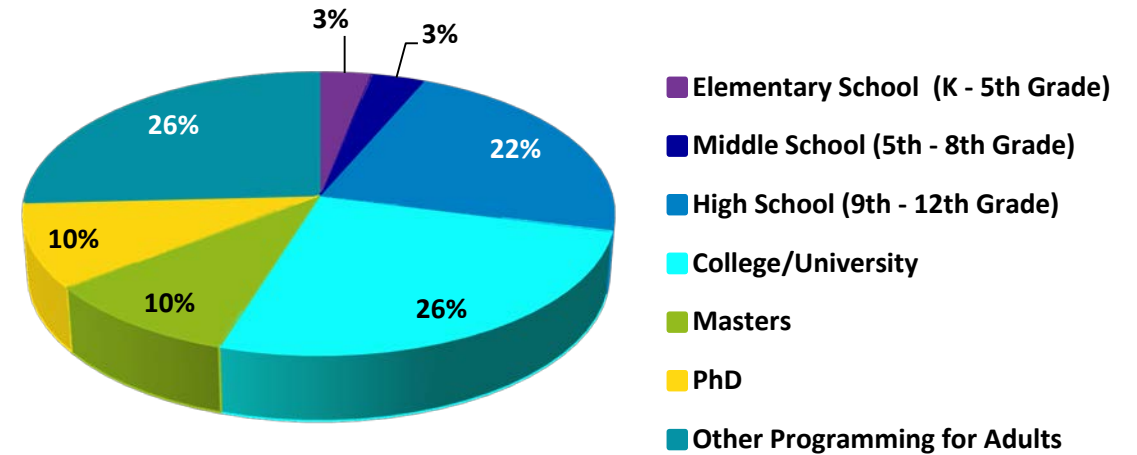
Initiatives by Category

(Units often choose more than one category)



Audience Age Group

(Units often choose more than one group)



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2018

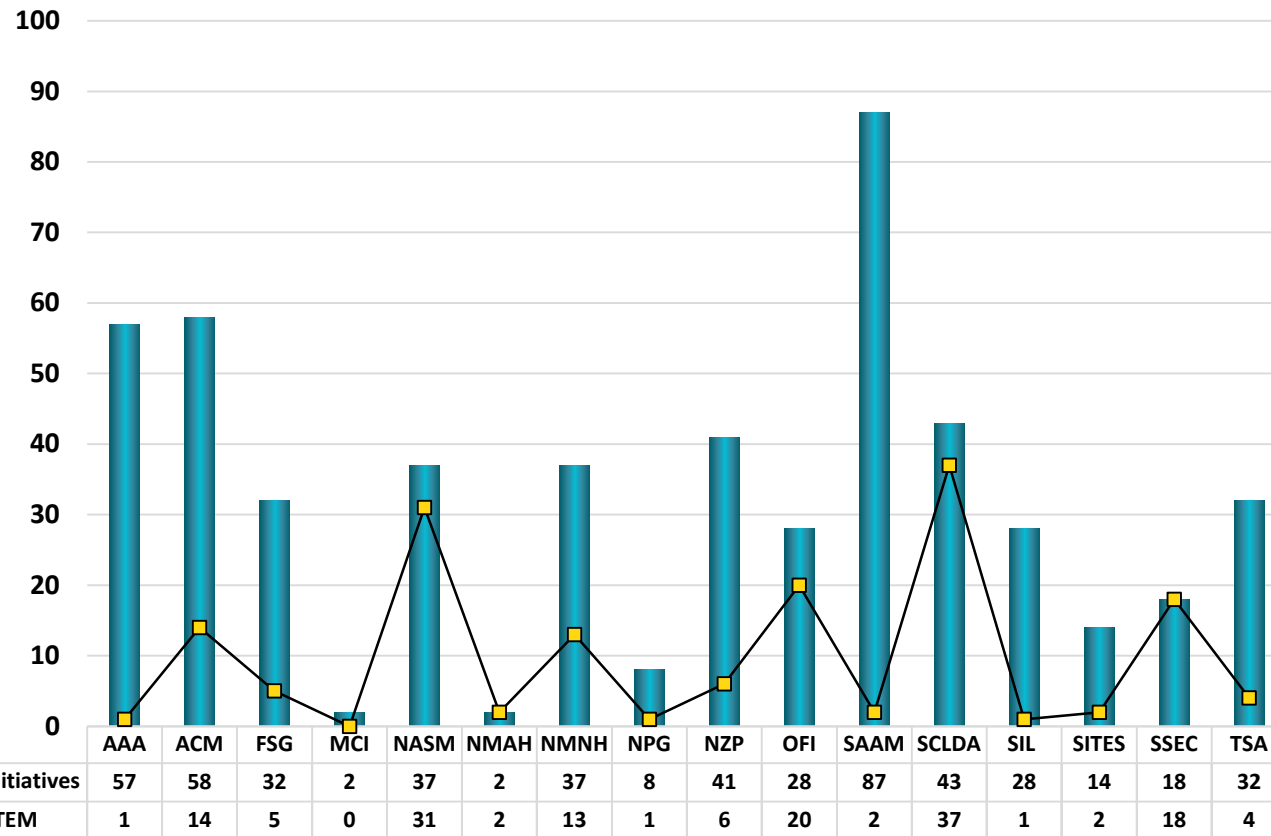


EXECUTIVE SUMMARY

PROVOST/UNDER SECRETARY FOR MUSEUMS & RESEARCH

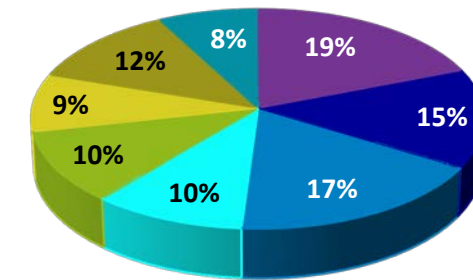
More than 500 initiatives were submitted by 16 Provost units (AAA, ACM, FSG, MCI, NASM, NMAH, NMNH, NPG, NZP, OFI, SAAM, SCLDA, SIL, SITES, SSEC, and TSA). One hundred fifty-seven were identified as STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (19%) of initiatives were geared towards African Americans.

Initiatives by Unit



Percent Served by Race and Ethnicity

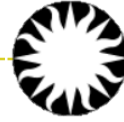
(Units often target more than one group)



- African Americans (277)
- Asian Americans (212)
- Hispanics (251)
- Individuals w/Disabilities (145)
- Native Americans (152)
- Native Hawaiians/Pacific Islanders (124)
- Residents of Under-Resourced Communities* (175)
- Other ** (113)

* Communities with limited and/or under-funded access to educational resources and technology.
 ** Includes: Women owned businesses, ESOL, Recent Migrants, Tibetan monks and nuns (living in India and exiled), Small businesses Women, LGBTQ+ Community, Agriculture business community, Guilds, non-gardeners, Horticulture community, Mixed race LGBTQ+ Community, Transgender Military, Seniors, LGBTQ+ Youth, Rural communities, Afro-Asians, Arab-Americans, Buddhist community, Iranian-Americans, Jewish-Americans, Autism Outreach, Caribbean-Americans, Environmental and conservation-minded community, French, German, Italian, Arabic and Mandarin speaking individuals, Incarcerated and post-incarcerated adults and/or teens, Indian Community, Irish-Americans, Lebanese Community, Non-English speaking visitors, People with Dementia and their care partners, Urban Gardeners, Women and girls of Color, DC visual arts community, Venezuela, Visiting Japanese Librarian

Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2018



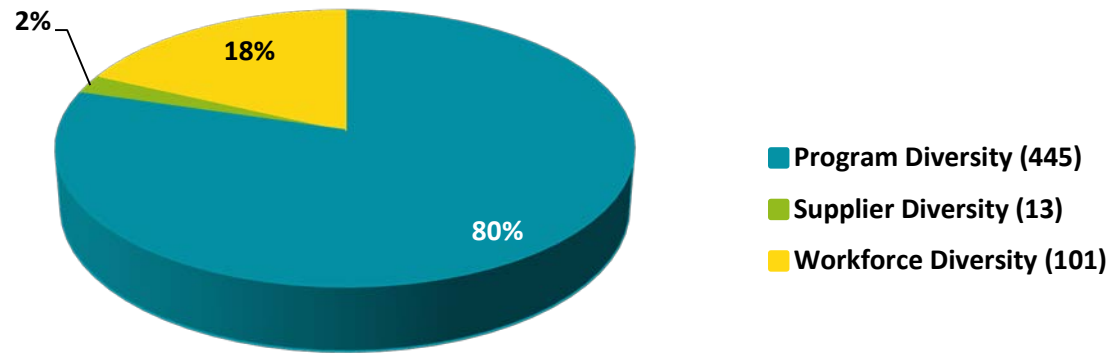
EXECUTIVE SUMMARY

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

All three categories were represented. At 80% program diversity was the largest category. Two percent of reported initiatives fell under supplier diversity, contributing to the Provost exceeding 4 of 6 supplier diversity goals. Of the 46% awarded to small businesses, 7% was awarded to 8(a) small disadvantaged businesses, 21% was awarded to non-8(a) small disadvantaged businesses, and 11% was awarded to women-owned small businesses. While a majority of initiatives targeted adults (26%), a significant number were aimed at elementary, middle, high school, and college/university students demonstrating Smithsonian's efforts to target audiences in their developmental years.

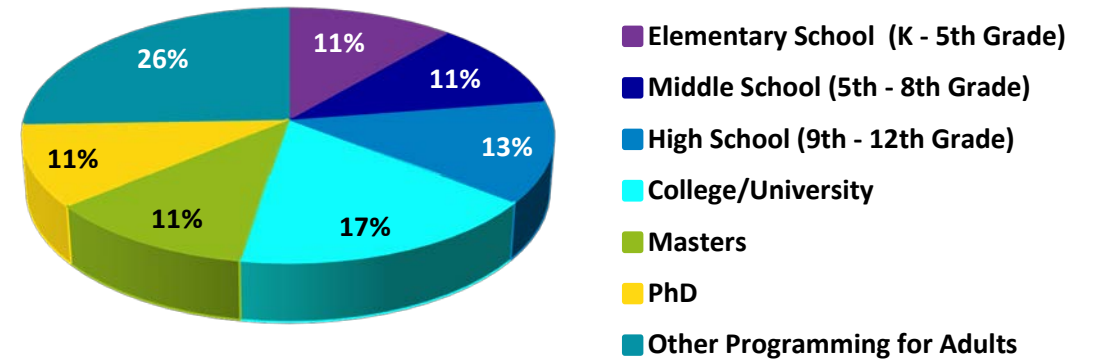
Initiatives by Category

(Units often choose more than one category)

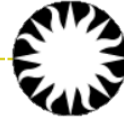


Audience Age Group

(Units often target more than one group)



Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2018



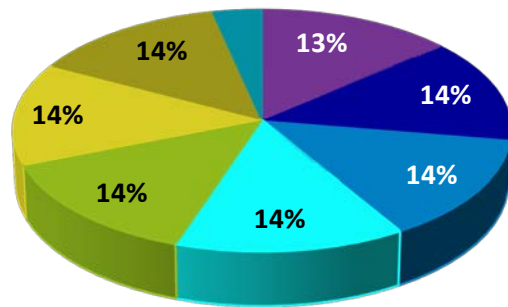
EXECUTIVE SUMMARY

ASSISTANT SECRETARY FOR ADVANCEMENT

The Office of the Assistant Secretary for Advancement submitted 5 initiatives. None were identified as 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 African Americans. Supplier and work force diversity initiatives were represented. At 60%, workforce diversity was the largest category, additionally 40% of reported initiatives fell under supplier diversity. The majority of initiatives targeted college/university students and adults (50%).

Percent Served by Race and Ethnicity

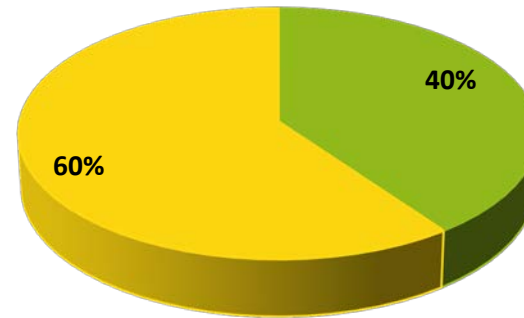
(Units often target more than one group)



- African Americans (4)
- Asian Americans (4)
- Hispanics (4)
- Individuals w/Disabilities (4)
- Native Americans (4)
- Native Hawaiians/Pacific Islanders (4)
- Residents of Under-Resourced Communities* (4)
- Other ** (1)

Initiatives by Category

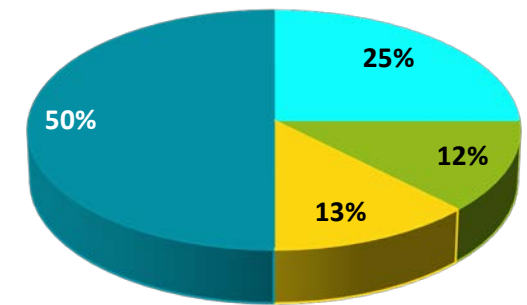
(Units often choose more than one category)



- Supplier Diversity (2)
- Workforce Diversity (3)

Audience Age Group

(Units often target more than one group)



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

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

** Includes: Women

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2018



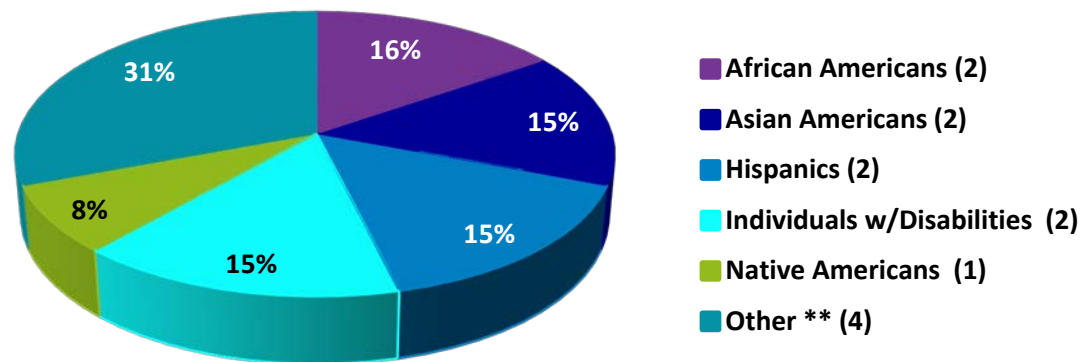
EXECUTIVE SUMMARY

ASSISTANT SECRETARY FOR COMMUNICATIONS AND EXTERNAL AFFAIRS

The Office of Visitor Services submitted five initiatives. None were identified as 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 others, specifically the LGBTQ+, Mexican/Latin communities as well as foreign language speakers. Program and workforce diversity initiatives were represented. At 60%, workforce diversity was the largest category. All submitted initiatives targeted adults.

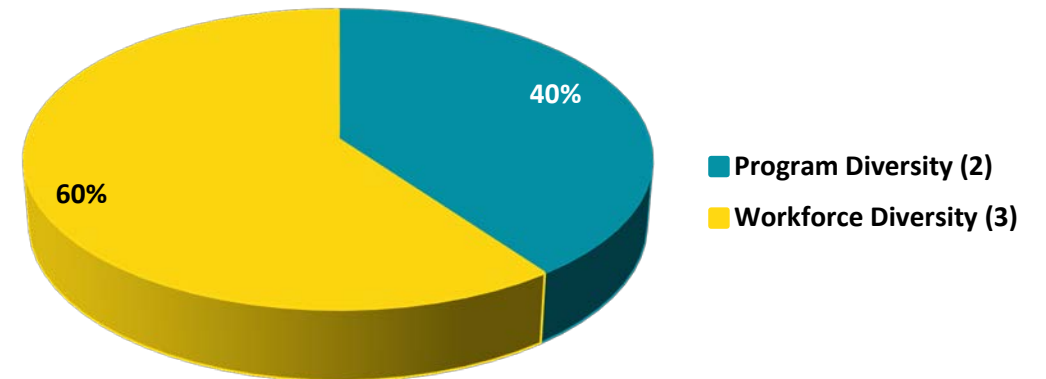
Percent Served by Race and Ethnicity

(Units often target more than one group)



Initiatives by Category

(Units often choose more than one category)



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

**Includes: LGBTQ+ Community, Mexican/Latin Community in DC, and Foreign Language Speakers

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Hispanic Association of Colleges and Universities (HACU) Conference	Participated, along with staff from OFI, SLC, NMAH and OFI; in FY 2018 Hispanic Association of Colleges and Universities Conference in San Diego, CA. Connected with hundreds of students and facilitated a workshop that provided career direction and networking advice to over 75 Latino students. Participation resulted in a pan-institutional effort in providing career and academic appointment information to underrepresented groups and sharing the message that the Smithsonian is dedicated to equal opportunity, diversity and inclusion.	10/27/2017-10/31/2017	Completed	Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Internships Recruitment	Program Diversity Workforce Diversity	College/University
Secretary	OEEMA	BELT Training for OPS Officers	Provided POWH training to incoming OPS officers at Pennsy MD facility to ensure they are aware of their rights and responsibilities as it relates to EEO	FY 2018	Completed	African Americans Asian Americans Hispanics	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	CAREERS & the disABLED Career Expo	Participated, along with staff from AP, OHR and OFI, in the CAREERS & the disABLED Career Expo. This pan-institutional outreach effort reached over 100 individuals with a disability. The Institution shared information regarding Schedule A hiring and Reasonable Accommodation practices. This resulted in numerous individuals with disabilities learning the Smithsonian is a place where they too can succeed and find careers or academic appointments.	11/17/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Career Fairs Recruitment	Program Diversity Workforce Diversity	College/University 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 2018	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities LGBTQ+ Community	Yes	Career Fairs Career Counseling Conferences w/Colleges or Universities Conferences w/Professional Organizations Education Fellowships Internships	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
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 2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Diversity Committee	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Secretary	OEEMA	Diversity Showcase	OEEMA continues the initiative entitled the "Diversity Showcase" that can be found on OEEMA's internal website. Each quarter, OEEMA highlights initiatives that showcase the Smithsonian's dedication to promote diversity and inclusion Institution-wide, as well as, across the Nation and globally. We hope that you find these initiatives informative, educational, and inspiring.	FY 2018	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities LGBTQ+ Community	No	Training	Program Diversity Supplier Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Affinity Group Council	OEEMA sits on Affinity Group Council made up of the Chairs of SI's Affinity Groups. Council meets to discuss outreach initiatives and diversity / inclusion related topics. The goal is to maximize collaboration.	FY 2018	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans	No	Employee Affinity Groups	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	POWH Training for NMAH Interns	Throughout FY 2018, OEEMA provided in-person POWH training for the fall, winter, spring and summer NMAH intern cohorts. This serves as a learning opportunity for these students that not only emphasizes the Institution commitment to EEO, diversity and inclusion, but also a learning opportunity regarding applicable civil rights laws in the federal workplace.	FY 2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Education Training	Program Diversity Workforce Diversity	College/University
Secretary	OEEMA	the National Federation of the Blind – District of Columbia Career Fair	Participated in the National Federation of the Blind – District of Columbia Career Fair. Met with dozens of individuals interested in careers with the Smithsonian.	1/29/2018	Completed	Individuals with Disabilities	No	Career Counseling Career Fairs	Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	POWH Training for CFCH Staff and Interns	Provided special requested POWH training for CFCH Staff and Interns. Covered the process for complaints, how to talk to their supervisor about it, what to do if the complaint is against the supervisor etc.	2/9/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans	Yes	Training	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Secretary	OEEMA	POWH NZP Craft Shop	Provided requested onsite POWH Training to NZP craft workers to ensure those in-need of EEO training get the requirement completed in a timely manner.	2/28/2018	Completed	African Americans Asian Americans Hispanics	Yes	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	POWH Training Wilson Center Staff	Provided POWH training for Wilson Center Staff	3/9/2018	Completed	African Americans Asian Americans Hispanics	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	POWH SCBI Front Royal	Provided onsite POWH training to Front Royal SCBI staff to ensure compliance with SI mandated EEO training requirements.	3/21/2018	Completed	African Americans Asian Americans Hispanics	No	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Operation Warfighter Education and Employment Internship/Career Fair	Operation Warfighter (OWF) is a Department of Defense internship program that matches qualified wounded, ill and injured Service members with non-funded federal internships in order for them to gain valuable work experience during their recovery and rehabilitation. This process assists with the Service members' reintegration to duty, or transition into the civilian work environment where they are able to employ their newly acquired skills in a non-military work setting.	FY 2018	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Internships	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	EEO Training for PPM (in-person refresher)	Provided in-person refresher training for PPM staff at Pennsy MD facility to ensure compliance with mandatory SI EEO training requirements.	4/11/2018	Completed	African Americans	Yes	Training	Program Diversity Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
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.	6/10/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders LGBTQ+ Community	No	Volunteer Opportunities Fellowships Internships Recruitment Career Counseling Outreach	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Secretary	OEEMA	Eleanor Holmes Norton Annual Job Fair	OEEMA participated in the Congresswoman Eleanor Holmes Norton Annual Job Fair. Representatives from OEEMA, OGR and the Zoo shared information about the Institution's career, volunteer and academic appointment opportunities with hundreds of local DC residents. The Institution was thrilled to meet with so many talented individuals from diverse backgrounds and share our opportunities.	8/1/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs	Workforce Diversity	College/University Other Programming for Adults
Secretary	OEEMA	POWH Training for NASM Hazy	Provided onsite POWH session for HAZY restoration workers to ensure compliance with SI mandated EEO training requirements	8/2/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	Yes	Training	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	Unconscious Bias Discussion	In collaboration with EAP and SI Ombuds, facilitated a discussion about unconscious biases and micro inequities for SAAM supervisors. Discussion was met with positivity and fostered great discussion on the topic.	9/19/2018	Completed	African Americans Asian Americans Hispanics	Yes	Training/Discussion	Program Diversity Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEEMA	Updated Smithsonian Directive (SD) 214: Equal Employment Opportunity Program and associated SD 214 Handbook	Smithsonian equal opportunity policies and procedures apply to all federal and trust employees and applicants for employment at the Smithsonian Institution. This updated directive provides policies for promoting equal opportunity at the Smithsonian Institution (SI) and links to the associated Equal Opportunity Handbook that contains procedures to implement these policies.	4/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Directives	Program Diversity Workforce Diversity	Other Programming for Adults
Secretary	OEEMA	U.S. Hispanic Chamber of Commerce (USHCC) National Conference and Business Expo	OEEMA participated in the USHCC National Conference & Business Expo and provided advice and assistance on how to do business with the Smithsonian during one-on-one matchmaking sessions. All firms were encouraged to register in the Smithsonian's Small Business Database.	10/1/2017 - 10/3/2017 9/16/2018 - 9/18/2018	Completed	Hispanics	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	National HUBZone C conference	OEEMA participated in the National HUBZone Conference and provided advice and assistance on how to do business with the Smithsonian during one-on-one matchmaking sessions. All firms were encouraged to register in the Smithsonian's Small Business Database.	10/12/2017 - 10/13/2017	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 Minority Supplier Development Council (NMSDC) Conference	OEEMA participated in the NMSDC Conference and provided advice and assistance to minority-owned small businesses on how to business with the Smithsonian during one-on-one matchmaking sessions. All firms were encouraged to register in the Smithsonian's Small Business Database.	10/14/2017 - 10/17/2017	Completed	African Americans Asian Americans Hispanics 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 and provided advice and assistance to veteran-owned small businesses on how to do business with the Smithsonian during one-on-one matchmaking sessions. All firms were encouraged to register with the Smithsonian's Small Business Database.	12/5/2017 - 12/7/2017	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults

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Secretary	OEEMA	National Association of Minority Contractors (NAMC) Conference	OEEMA participated at the NMAC Conference and provided advice and assistance minority-owned small businesses on how to do business with the Smithsonian during one-on-one matchmaking sessions. All firms were encouraged to register in the Smithsonian's Small Business Database.	6/13/2018 - 6/15/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Yes	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	ProbBiz Procurement Opportunity Conference	OEEMA participated at the ProBiz Procurement Opportunity Conference and provided advice and assistance to the small business community on how to do business with the Smithsonian through one-on-one matchmaking sessions. All firms were encouraged to register in the Smithsonian's Small Business Database.	7/21/2018	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Supporting Supplier Diversity Goals Supplier Diversity Outreach	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	Elite Service-Disabled Veteran-Owned Small Business (SDVOSB) National Conference	OEEMA participated in the Elite SDVOSB National Conference and provided advice and assistance to SDVOSBs on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	8/15/2018 - 8/17/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Yes	Supporting Supplier Diversity Goals Supplier Diversity Outreach	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	National Association of Women Business Owners (NAWBO) Conference	OEEMA participated at the NAWBO Conference and provided advice and assistance to women-owned businesses on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	10/15/2017 - 10/17/2018 9/23/2018 - 9/25/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Secretary	OEEMA	28th Annual Government Procurement Conference	OEEMA assisted in the planning and participated in the 28th Annual Government Procurement Conference and provided advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	4/19/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	Yes	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 Access to Capital Small Business Fair	OEEMA participated in the Eleanor Holmes Norton Access to Capital Small Business Fair and provided advice and assistance to small businesses on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	6/7/2018	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	OCon&PPM Share Fair	OEEMA collaborated with OCon&PPM to locate small businesses to participate in OCon&PPM's two-day Share Fair. This two-day event served as a power exchange of information among Smithsonian staff, OCon&PPM, SDP, and small businesses.	4/17/2018 - 4/18/2018	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	Supplier Diversity Program Small Business Outreach/Showcase	OEEMA planned and staffed the Small Business Outreach/Showcase at NMAI (7/19/2018). This exceptional event allowed thirty 8(a), HUB Zone and Service-Disabled Veteran-Owned to "showcase" their capabilities through the use of exhibit tables, roundtable talks, and 4-minute presentations to SI staff. The Secretary and Directors of OCon&PPM, OEEMA and NMAI also attended; demonstrating top leadership's commitment to supplier diversity at the Smithsonian.	7/19/2018	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	USAID Small Business Fair	OEEMA participated at USAID's Small Business Fair and provided advice and assistance to local small businesses on how to do business with Smithsonian. This event also provided OEEMA's interns the opportunity to engage with small businesses on the Smithsonian's supplier diversity efforts.	6/11/2018	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

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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 27 interns with a 94% retention rate, further diversifying SI's workforce.	2013 - Present	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Internships	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University
USFA	AP	Morning at the Museum	Morning at the Museum is an ongoing initiative in which individuals with cognitive disabilities or sensory processing disorders and their families are invited to visit an SI museum one hour before it opens to the public. Families are given "pre-visit" materials to help them prepare (e.g., social stories, visual schedules, sensory tips, etc.) and are allowed to participate in theme-related activities that are developed for different learning types. In 2018, AP hosted 28 MATM programs. In addition, the AP manages the advisory committee for the program.	2011 - Present	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
USFA	AP	Access to Opportunities	Access to Opportunities is an internship program for college students with disabilities.. 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 applicant pool, secures internship placements, and evaluates results from intern and mentor feedback. In FY18, SI hosted 6 ATO interns.	2009 - Present	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Program Diversity Workforce Diversity	College/University
USFA	AP	See Me at the Smithsonian	See Me is a program for adults with dementia and their caregivers. Managed by AP, programs take place in different SI museums each month. Participants engage in small group discussions about the museums' collections. Often multi-sensory elements are incorporated into the programs to enhance the experience.	10/2017 - Present	In-progress	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
USFA	AP	User Experts Group	User Experts Group Individuals with disabilities participate in a variety of discussions, sessions, and charrettes to provide input on how to create accessible exhibitions and programs at the Smithsonian. User experts vary in age and in ability.	10/2017 - Present	In-progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	Smithsonian Accessibility Innovation Funds	Managed by AP, all SI units were invited to submit a proposal on developing, implementing, and evaluating innovative solutions to make SI accessible to all visitors. Proposals were reviewed by a selection committee with representatives from AP, SIE, NMAH, and the Institute for Human Centered Design. 22 proposals were submitted, and 6 were awarded funding by the selection committee. F/S, CHSDM, HMSG, SIE, NZP, and NMAH received funds.	FY 2018	In-progress	Individuals with Disabilities	No	Innovation Funding	Program Diversity	Other Programming for Adults
USFA	AP	Careers & the disABLED Career Expo	Participated, along with staff from AP, OHR and OFI, in the CAREERS & the disABLED Career Expo. This pan-institutional outreach effort reached over 100 individuals with a disability. The Institution shared information regarding Schedule A hiring and Reasonable Accommodation practices. This resulted in numerous individuals with disabilities learning the Smithsonian is a place where they too can succeed and find careers or academic appointments.	11/2017	Completed	Individuals with Disabilities	No	Career Fairs	Workforce Diversity	College/University Masters PhD
USFA	AP	Gallaudet University Career Fair	Participated to recruit candidates for the Access to Opportunities Internship program for students with disabilities.	10/2017	Completed	Individuals with Disabilities	No	Career Fairs	Workforce Diversity	College/University
USFA	AP	Smithsonian Accessibility Network	AP staff coordinated the formation of the Smithsonian Accessibility Network in collaboration with educators and staff from around SI to promote accessibility best practices, provide staff training, and encourage community partnerships. The network hosts bimonthly workshops and training opportunities.	2017 - Present	In-progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	AP	BELT Training for OPS Officers	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.	FY 2018	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	AADAPT	As a member of AADAPT, AP is dedicated to increasing diversity in all forms including but not limited to gender, race/ethnicity, socio-economic status, age, ability, and sexual orientation in Smithsonian Institution's internships and fellowships. AADAPT's pan-institutional team meets monthly. Members regularly participate in outreach events such as affinity-group conferences and internship/career fairs in Washington, DC and around the country to promote SI academic programs to diverse audiences.	FY 2018	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Education Fellowships Internships Recruitment Training Volunteer Opportunities	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	AP	Greater Washington Internship Coalition	As a member of the GWIC, the Accessibility Program is dedicated to increasing the number of internship and educational opportunities for individuals with disabilities at SI and in the community. The GWIC meets quarterly. Members regularly participate in outreach events such as affinity-group conferences and internship/career fairs in Washington, DC to promote SI academic programs to diverse audiences	2014 - Present	In-progress	Individuals with Disabilities	No	Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Education Fellowships Internships Recruitment Training	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
USFA	AP	Accessibility Training	AP staff trained multiple SI units' staff, volunteers, and interns on inclusive customer service, best practices, access services, and disability awareness.	FY 2018 - On Going	In-progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
USFA	OSP	Employee recruitment (2)	Workforce Diversity	10/2017 - 12/2017	Completed	African Americans Asian Americans	No	Recruitment	Workforce Diversity	College/University
USFA	OSP	Internships (1)	Identify candidates for unpaid internships	10/2017 - 12/2017	In-progress	African Americans	No	Internships	Program Diversity	High School (9th - 12th Grade)
USFA	OSP	Internships (1)	Identify candidates for unpaid internship	1/2018 - 3/2018	Completed	African Americans	No	Internships	Workforce Diversity	High School (9th - 12th Grade)
USFA	OSP	Internships (1)	Identify candidates for unpaid internships	4/2018 - 6/2018	Completed	African Americans	No	Internships	Workforce Diversity	High School (9th - 12th Grade)

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USFA	OSP	Employee Recruitment (1)	Workforce Diversity	8/2018 - 9/2018	Completed	Arab Americans	No	Recruitment	Workforce Diversity	College/University
Provost	AAA	Henry Luce Foundation Grant	Grant in support of the Archives' African American Collecting Initiative. The grant covers three years of a full-time Collections Specialist in African American art; a summer intern for three years; and 50% support for an archivist to process new and previously acquired collections in this area.	Awarded 7/2017 10/2017 - 9/2020	In-progress	African Americans	No	Collections Internships Recruitment	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	FY 2017 Asian Pacific American Initiatives Pool (APAIP) Award	FY17 APAIP award to digitize the papers of two significant Asian Pacific American artists, Ray Yoshida and Reuben Tam, making the documentation of their lives, work, and experience freely available to researchers around the world on AAA's website.	6/2017 - 6/2018	In-progress	Asian Americans	No	Collections	Program Diversity	Other Programming for Adults
Provost	AAA	Board of Trustees Membership	New Trustee appointed to AAA Board for 4-year term.	7/1/2017 - 6/30/2021	In-progress	Hispanics	No	Increase Board of Trustees Diversity	Program Diversity	Other Programming for Adults
Provost	AAA	Board of Trustees Membership	New Trustee appointed to AAA Board for 4-year term	10/22/2017 - 10/31/2021	In-progress	African Americans	No	Increase Board of Trustees Diversity	Program Diversity	Other Programming for Adults
Provost	AAA	Symposium Presentation	"A line that birds cannot see": Mexican/US Art and Artists Crossing Borders in the 20th Century. A Symposium held in conjunction with the exhibition Tamayo: The New York Years. Discussant, brief remarks titled "Tómas and Chaz in Mexico: Documents from the Archives of American Art ...and Postcommodity"	11/3/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	AAA	Guest Lecture	"Latinx Presence in the Archives of American Art." Guest lecture, CUNY Graduate Center, course: "Latinx and Latin America Works on Paper @ El Museo del Barrio," co-taught by Anna Indych-Lopez and Rocio Aranda Alvarado; Audience: 12	11/6/2017	Completed	Hispanics	No	Education	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	AAA	James A Porter Colloquium	The 29th Annual James A. Porter Colloquium held on April 6 – 8, 2018 explored the development of abstract aesthetic legacies and the future of Abstraction across the African Diaspora. This colloquium aims to provide a platform for new scholarship and artistic perspectives on abstract art by African American and African Diasporic artists. In addition to tracing the progression from the cultural influence of abstract African art to figurative and non-objective abstraction, one central interest of this colloquium is to investigate how artists used Abstraction for innovation or the introduction of new epistemologies.	4/6/2018 - 4/9/2018	Completed	African Americans	No	Conferences w/Colleges or Universities	Program Diversity	College/University Masters PhD
Provost	AAA	Smithsonian American Art Museum Fellows Lectures	Erin Gilbert AAA African American Collections Specialist moderated a panel on two African American artists for the Smithsonian American Art Museum Fellows Lectures	5/4/2018	Completed	African Americans	No	Collections Fellowships	Program Diversity	Other Programming for Adults
Provost	AAA	The Network Journal	Erin Gilbert AAA African American Collection Specialist is mentioned in the capacity of this role in articles in Artforum, ArtfixDaily, CultureType, ArtNews and The Network Journal in the month of March.	3/2018	Completed	African Americans	No	Journal for Black Professional and Small Business	Program Diversity Supplier Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	Newspaper Interview	Erin Gilbert AAA African American Collection Specialist was interviewed by the Baltimore Afro	4/2018	Completed	African Americans	No	African American Newspaper	Program Diversity	High School (9th - 12 Grade) College/University Masters PhD Other Programming for Adults
Provost	AAA	Internship fair at the University of Maryland	AAA employees Marisa Bourgojn Head of Reference Services and Michelle Herman Digital Experience Manager attended an internship fair at the University of Maryland in attempts to recruit interns from both the Library Science program and from the Human Computer Interaction program.	11/2017	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

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Hire Intern for AAA IT Dept.	During the internship fair at the University of Maryland Michelle Herman met Paul Lee, a Human Computer Interaction grad student who came on as my User Experience intern beginning in January. He will be with us this semester until May 31 (and may potentially come back during the fall). Paul has been assisting me in planning, scheduling, conducting, and analyzing website usability studies for the last few months.	1/2018 - 5/31/2018	In-progress	Asian Americans	No	Internships	Workforce Diversity	College/University Masters
Provost	AAA	Archives of American Art Blog by Kim, Jung Min (Kevin)	"Roger Shimomura's Seven Kabuki Plays and the Diaries of Toku Shimomura at Minidoka." Archives of American Art Blog,	5/8/2018	Completed	Asian Americans	No	Education	Program Diversity	High School (9th - 12 Grade) College/University Masters PhD
Provost	AAA	Archives of American Art Blog by Franco, Josh	"Acquisitions: Juan Sánchez Papers." Archives of American Art Blog.	5/2/2018	Completed	Hispanics	No	Education	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	AAA	Archives of American Art Blog by White, Rachel	"Lonnie Holley and the Geologies of Alabama." Archives of American Art blog	3/19/2018	Completed	African Americans	No	Education	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	AAA	Symposium Presentation	Josh Franco AAA collection Specialist provided remarks at 'A line that birds cannot see...' Symposium in conjunction with opening of 'Tamayo: The New York Years' at SAAM: "Tómas and Chaz in Mexico: Documents from the Archives of American Art...and Postcommodity" (Date: November 3, 2017; Audience size: aprox. 75)	11/3/2017	Completed	Hispanics	No	Collections	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	Guest Lecture	Josh Franco AAA Collection Specialist guest Lecture: CUNY Graduate Center/Museo del Barrio, 'Culturas de papel' course, instructed by Anna Indych-Lopez and Rocio Aranda-Alvarado: "Latinx Presence in the Archives of American Art" (Date: November 6, 2017; audience size: 11)	11/6/2017	Completed	Hispanics	No	Education	Program Diversity	College/University Masters PhD

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Provost	AAA	Josh Franco AAA Collection Specialist participated in public panel	Josh Franco AAA Collection Specialist participated in public panel on Nela Arias Misson, Pinta Art Fair, Miami (Date: December 8, 2017; Audience size: aprox. 40)	12/8/2017	Completed	Hispanics	Yes	Public Programming	Program Diversity Supplier Diversity	Other Programming for Adults
Provost	AAA	Invited Speaker	Josh Franco AAA Collection Specialist invited speaker, UC Santa Cruz: "Latinx Presence in the Archives of American Art" (Date: April 16, 2018; Audience size: 27)	4/16/2018	Completed	Hispanics	No	Collections	Program Diversity	Masters PhD Other Programming for Adults
Provost	AAA	Speaker: curatorial panel	Josh Franco AAA Collections Specialist speaker: curatorial panel, National Association for Latino Arts and Culture, Advocacy Leadership Institute fellows gathering: "Latinx Presence in the Archives of American Art" (Date: April 24, 2018; Audience Size: aprox. 15)	4/24/2018	Completed	Hispanics	No	Collections	Program Diversity	Masters PhD Other Programming for Adults
Provost	AAA	Advisor on a Play	Josh Franco AAA Collection Specialist advised Leif Meneke on materials for play related to HIV/AIDS and aging; connected Meneke with Andres Serrano regarding HIV/AIDS-related content in Serrano papers (Date: April 13, 2018)	4/13/2018	Completed	Hispanics	No	Education Public Programming	Program Diversity	Masters PhD Other Programming for Adults
Provost	AAA	Publication	Publication: "Dear Theaster: Considering Black Power and Rasquachismo," catalog essay for How to Build a House Museum, Art Gallery Ontario	4/2018	Completed	Hispanics	No	Public Programming Collections	Program Diversity	Masters PhD Other Programming for Adults
Provost	AAA	Advisory board of the Archives of American Art Journal	In FY 2018, AAA maintained the diversity of the advisory board of the Archives of American Art Journal by adding African American scholar Charmaine A. Nelson and Latino artist Ken Gonzales-Day to the board. Their terms of service are July 2018 to July 2021.	7/2018 - 7/2021	In-progress	African Americans Hispanics	No	Advisory Boards	Program Diversity	Other Programming for Adults
Provost	AAA	Association of Research Institutes in Art History (ARIAH)	In December 2017, Deputy Director Liza Kirwin, who is the Archives' delegate to the Association of Research Institutes in Art History (ARIAH), joined ARIAH's diversity committee charged with developing strategies for increasing the diversity of applicants for research fellowships at ARIAH member institutions.	12/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Fellowships	Program Diversity	College/University Masters PhD Other Programming for Adults

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Provost	AAA	Archives of American Art Journal	In fall 2018 (FY 2019) Archives of American Art Journal will publish a special issue devoted to Latino art history.	Fall 2018	In-progress	Hispanics	No	Collections Education	Program Diversity	Other Programming for Adults
Provost	AAA	PUBLICATIONS	"Questioning the Value of Change from Inside the Archives of American Art," ArtsBlog, Americans for the Arts, https://www.americansforthearts.org/2018/05/09/questioning-the-value-of-change-from-inside-the-archives-of-american-art	5/9/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Public Programming Education Research Associates	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	Donor newsletter	An article about Erin Gilbert and the African American Collecting Initiative funded by the Luce Foundation were featured in our Donor newsletter.	4/24/2018	Completed	African Americans	No	Collections	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	Donor Newsletter	An article spotlighting Asian and Pacific American Heritage Month in our Donor newsletter highlighted archival material from our collections from Asian and Pacific Islander artists.	5/22/2018	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Heritage Month Programming Collections	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	AIDS Epidemic Symposium	AAA sent an email announcement to all of our email contacts to invite them to attend the Visual Arts and the AIDS Epidemic Symposium and explore the oral history project on our website.	6/24/2018	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	AAA	Archives' Smithsonian Voices page	Kim, Jung Min (Kevin). "How Superman and His Grandmother's Diary Inspired Roger Shimomura." Smithsonian Voices, Archives of American Art, May 11, 2018. https://www.smithsonianmag.com/blogs/archives-american-art/2018/05/11/how-superman-and-his-grandmothers-diary-inspired-roger-shimomura/	5/11/202018	Completed	Asian Americans	No	Education	Program Diversity	Other Programming for Adults

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Provost	AAA	Smithsonian Voices, Archives of American Art,	Ueno, Rihoko. "A Friendship in Letters: Miné Okubo and Kay Sekimachi." Smithsonian Voices, Archives of American Art, May 14th, 2018. https://www.smithsonianmag.com/blogs/archives-american-art/2018/05/14/friendship-letters-mine-okubo-and-kay-sekimachi/	5/14/2018	Completed	Asian Americans	No	Education	Program Diversity	Other Programming for Adults
Provost	AAA	Smithsonian Voices, Archives of American Art	Ueno, Rihoko. "Miné Okubo, Number 13660." Smithsonian Voices, Archives of American Art, June 22nd, 2018. https://www.smithsonianmag.com/blogs/archives-american-art/2018/06/22/mine-okubo-number-13660/	6/22/2018	Completed	Asian Americans	No	Education	Program Diversity	Other Programming for Adults
Provost	AAA	PUBLICATIONS	Published May 9, 2018: "Questioning the Value of Change from Inside the Archives of American Art," ArtsBlog, Americans for the Arts, https://www.americansforthearts.org/2018/05/09/questioning-the-value-of-change-from-inside-the-archives-of-american-art	5/9/2018	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	Other Programming for Adults
Provost	AAA	Participate in developing an online aggregator for Mexican American art	Most recent letter of commitment signed June 19, 2018: National Advisory Board, Mexican American Art Since 1848 Initiative, https://www.hastac.org/blogs/lorena19/2018/05/14/mexican-american-art-1848	6/19/2018	In-progress	Hispanics	No	Education	Program Diversity	Other Programming for Adults
Provost	AAA	PRESENTATIONS	Invited Speaker: "Latinx Presence in the Archives of American Art," Rebele Speaker Series, History of Art and Visual Culture Department, UC Santa Cruz, April 16	4/16/2018	Completed	Hispanics	No	Education	Program Diversity	Other Programming for Adults
Provost	AAA	PRESENTATIONS	Invited Speaker: "Latinx Presence in the Archives of American Art," 2018 National Association of Latino Arts and Culture (NALAC) Advocacy Leadership Institute, Washington, DC, April 24	4/24/2018	Completed	Hispanics	No	Education	Program Diversity	Other Programming for Adults
Provost	AAA	PRESENTATIONS	Invited Speaker: "Behind the scenes at the Archives of American Art," Latino Museum Studies Program, Smithsonian Latino Center, July 10	7/10/2018	Completed	Hispanics	No	Education	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Presentations	Panelist: "Latinx Immigration and American Art: Documents from the Archives of American Art," Panel: Remapping Latinx Art History: Visualizing Diaspora, Asylum, and Exile, Latino Studies Association conference, July 12	7/12/2018	Completed	Hispanics	No	Education Public Programming Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	AAA	AAA Intern	Ashley Bokins is working on research and preservation of collections for AAA's African American Collecting initiative.	6/4/2018 - 8/11/2018	In-progress	African Americans	No	Internships Education	Workforce Diversity	College/University
Provost	AAA	AAA Intern	Brittany Frederick's primary objective is to learn about public engagement and education in an oral history program	6/4/2018 - 8/11/2018	In-progress	African Americans	No	Internships Education	Workforce Diversity	College/University
Provost	AAA	Event: OEEMA SDP Small Business Showcase	AAA SDP Liaison Toni Brawner served on the committee to plan the SDP Outreach /Showcase Event. The purpose of the event was to increase SI small business usage of the following selected type of vendors. The Showcase featured Service Disabled Veteran-Owned Small Business, 8(a) Small Businesses and Historically Underutilized Business Zone Small Businesses. The SI Staff attendees were COTR's and P-Cardholder's who interacted with the vendors and did a face to face round table discussion with the vendors of their choice. Toni assisted in vetting the selected vendors participating in the showcase, she also assisted in being a monitor at the roundtable discussions.	7/19/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Provost	AAA	Event: 28th Annual Government Procurement Conference	AAA SDP Liaison Toni Brawner represented the Smithsonian Institution at the 28th Annual Government Procurement Conference. The conference was at the Walter E. Washington Convention Center in Washington, D.C. Featuring vendors from the private sector and the federal, state and local government. Toni distributed information to vendors visiting the SI booth, explaining the process on how to do business with Smithsonian. Toni also visited vendors relevant to AAA's procurement forecast needs.	4/19/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Conferences w/Professional Organizations Supporting Supplier Diversity Goals Supplier Diversity Outreach	Supplier Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Archives of American Art Blog	San Martín, Florencia, "Aesthetics of Disobedience, Part I: A Piscataway Mural Made in Solidarity with Chile." https://www.aaa.si.edu/blog/2018/07/aesthetics-of-disobedience-part-i-piscataway-mural-made-solidarity-with-chile	7/31/2018	Completed	Hispanics	No	Education	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	Archives of American Art Blog	San Martín, Florencia, "Aesthetics of Disobedience, Part II: Reconstruction of a Chilean Mural in New York." https://www.smithsonianmag.com/blogs/archives-american-art/2018/08/23/aesthetics-disobedience/	8/9/2018	Completed	Hispanics	No	Education	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	Archives of American Art, Smithsonian Voices	San Martín, Florencia, "Aesthetics of Disobedience." (Originally published in two parts on the Archives of American Art Blog in July and August, 2018.) https://www.smithsonianmag.com/blogs/archives-american-art/2018/08/23/aesthetics-disobedience/	8/23/2018	Completed	Hispanics	No	Education	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	Archives of American Art, Smithsonian Voices	Quinn, Kelly, "Alma's Stripes: How an Artist Found Abstraction in Her work and Her Fashion." (Originally published on the Archives of American Art Blog on September 21, 2012). https://www.smithsonianmag.com/blogs/archives-american-art/2018/09/21/almas-stripes-how-artist-found-abstraction-her-work-and-her-fashion/	9/21/2018	Completed	African Americans	No	Education	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	Exhibition: Pushing the Envelope: Mail Art from the Archives of American Art	Current AAA exhibition "Pushing the Envelope: Mail Art from the Archives of American Art" in the Lawrence A. Fleischman Gallery includes a segment on queer correspondence.	8/10/2018 - 1/4/2019	In-progress	LGBTQ+ Community	No	Public Programming Exhibitions	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	AAA	AAA Promotional Videos	Provided picture research for filmmaker Wes Miller on the production of two promotional videos for the Archives, one on Asian American artist Ruth Asawa and the other on African American artist Jeff Donaldson.	FY 2018 - Ongoing	In-progress	African Americans Hispanics	No	Public Relations/Fundr	Program Diversity	Other Programming for Adults
Provost	AAA	Tour/Discussion of AAA Oral History Program	Liza Zapol in AAA's NY office conducted a tour and met with Vivian Crockett, a curator and art historian in oral history, to discuss AAA's oral history program.	8/23/2018	In-progress	Afro-Latinx	No	Collections	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Tour/Discussion of AAA Oral History Program	Liza Zapol in AAA's NY office conducted a tour and met with Oriana Elisa Gonzalez, a Black Latinx researcher in oral history and the digital humanities, to discuss AAA's oral history program	8/28/2018	Completed	African Americans Hispanics	No	Collections	Program Diversity	Other Programming for Adults
Provost	AAA	Diversity Workshop	Erin Kinhart attended "Cultural Diversity Competency: Recommended Approach to Training & Implementation for Archivists," a 1-day workshop presented by the Society of American Archivists.	8/14/2018	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 Education Training	Program Diversity	Other Programming for Adults
Provost	AAA	MARAC Diversity and Inclusion Committee	Rayna Andrews is serving on MARAC's (Mid-Atlantic Regional Archives Conference) Diversity and Inclusion Committee	7/2018 - Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced	No	Conferences w/Professional Organizations Professional Organization	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	SAA Women Archivists Section Steering Committee (Ongoing)	Rayna Andrews is serving on the SAA's (Society of American Archivists) Women Archivists Section Steering Committee.	8/2018 - Ongoing	In-progress	Women	No	Conferences w/Professional Organizations Professional Organization	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	AAA	Webinar	Rayna Andrews participated in Connecting to Collections Care Online Community webinar, "Whose Heritage? Objects, Politics and Collections Care."	8/22/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Collections	Program Diversity	Other Programming for Adults
Provost	AAA	Peer Review	Rayna Andrews peer reviewed a book review of "Retroactivism in the Lesbian Archives: Composing Pasts and Futures" for Journal of Contemporary Archival Studies.	8/14/2018	Completed	LGBTQ+ Community	No	Collections Education	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	AAA	Presentation and Tour	Josh Franco conducted an AAA tour and presented: "Behind the Scenes at the Archives of American Art" to the Smithsonian Latino Museum Studies Program fellows. July 10	7/10/2018	Completed	Hispanics	No	Collections Education Fellowships	Program Diversity	Other Programming for Adults
Provost	AAA	Presentation: "Latinx Presence in the Archives of American Art"	Josh Franco presented: "Latinx Presence in the Archives of American Art" to attendees at Latino Studies Association conference, panel: "Remapping Latinx Art History: Visualizing Diaspora, Asylum, and Exile." July 12	7/12/2018	Completed	Hispanics	No	Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	ACM	Cross-Agency Collaborations	Symposium related to the exhibition "A Right to the City". Symposium incorporates scholarly discourse on important themes related to urban inequities, urban and civic planning engagement and offers solutions to perceived problems within the urban community landscape at the local, regional, and national levels. Collaborative partners will include academia, government, SI, and private sectors.	10/26/2018	Planned	Residents of Under-resourced Communities	No	Public Programming	Program Diversity	College/University Other Programming for Adults
Provost	ACM	Outreach to LGBTQ Community	Panel Discussion: LGBTQ and the Military: A Community Conversation	11/17/2018	Planned	LGBTQ+ Community	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	ACM	Annual MLK Jr. Peace Walk and Parade	ACM participated in the MLK Jr. Peace Walk and Parade to engage directly with the public and to raise the public profile of the museum and SI brand. The January 15, 2018 event was the launch of this new initiative.	1/15/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities Mixed Race LGBTQ+ Transgender Military	No	Education Public Programming Supplier Diversity Outreach Supporting Supplier Diversity Goals	Program Diversity Supplier Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Urban Gardening Series	New program highlighting the experiences of gardeners living east of the Anacostia River. Three programs each fiscal year supports ACM's alignment with STEM programming and addresses three pillars of its new strategic plan--Civic and Community Life; Everyday Traditions; and the Built and Natural Environment.	1/27/2018 - 5/30/2018	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Horticulture Community Agricultural Business Community Guilds Non-Gardeners	Yes	Education Public Programming Supplier Diversity Outreach Training	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	ACM	Outreach to Women and Girls of Color	Programs addressing women and girls of color align with SI's push to reach out to women in general and specifically women and girls of color. Programs during the latter part of FY17 and into FY18 have included collaborations with individuals and agencies within Washington, DC whose missions address this cultural demographic (particularly Latinx; African American, Caribbean).	FY 2017 FY 2018 - Beyond	In-progress	Women Girls of Color	No	Conferences w/Professional Organizations Education Employee Affinity Groups Heritage Month Programming Internships Memorandums of Understanding Informal Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	ACM	Teen Programming	ACM is developing a multi-tier teen initiative that will actively outreach to the 13-18 age group within DC, Maryland, and Virginia. Recent collaborative activity with related agencies have included Girls Inc.; Washington School for Girls; Excel Academy; Howard University; DCPS; Midtown Youth Academy; Critical Exposure; Thurgood Marshall Academy; Martha's Table; Boys and Girl's Club of Greater Washington. Major elements of this initiative include development of a formal teen summit, and a formal youth advisory council.	FY 2017 FY 2018 - Beyond	In-progress	African Americans Hispanics	No	Career Fairs Education Internships Public Programming Supporting Supplier Diversity Goals Volunteer Opportunities	Program Diversity Workforce Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Outreach to Latinx Communities	This is a continuous initiative, but with renewed interest due to current topics involving this ever-growing demographic such as U.S. immigration policy and the Dream Act. Several Latinx agencies which ACM has collaborated with over this past reporting period include the SI Latino Center (grant submission); Latin American Youth Center; DC Mayor's Office on Latino Affairs; VIDA Senior Centers; Carlos Rosario School; Axe, Afro-Bahia Festival organizers; and World Learning DC affiliate (Brazil).	FY 2017 FY 2018 - Beyond	In-progress	Hispanics	No	Education Employee Affinity Groups Heritage Month Programming Public Programming Supporting Supplier Diversity Goals Volunteer Opportunities	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	ACM	Asian American Outreach	ACM has made a concerted effort during this reporting period to outreach to the Asian community--sparked primarily by its major, new exhibition on community change and civic engagement--"A Right To The City" opening April 2018. Other agencies of note which the museum is actively engaged in upcoming program development include the SI APAC (Asian Pacific American Center), as well as, the DC Mayor's Office on Asian Affairs.	FY 2017 FY 2018 - Beyond	In-progress	Asian Americans Afro-Asians	No	Education Employee Affinity Groups Heritage Month Programming Internships Memorandums of Understanding Informal Public Programming Volunteer Opportunities	Program Diversity Supplier Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Outreach to the Incarcerated/Post-Incarcerated Community	ACM wishes to reach out to many different "communities". As such it is important to think not just in terms of physical communities, but also communities of people. ACM feels it is uniquely positioned as an agency which can provide outreach services through collaborative programming and strategic partnerships with this overlooked museum demographic. ACM is in process of developing a Spring series of programs for "returning citizens" in collaboration with George Washington University and the DC Mayor's Office on Returning Citizen's Affairs. This program would consist of either onsite or off-site panel discussions and workshops designed to allow for an exchange of creativity and dialog as a form of self-esteem building.	FY 2017 FY 2018 - Beyond	Planned	Incarcerated and Post-incarcerated Adults and/or Teens	No	Education Employee Affinity Groups Public Programming Supporting Supplier Diversity Goals Training Volunteer Opportunities	Program Diversity	High School (9th - 12th Grade) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Teen Vibe	The public program "Teen Vibe" provided teens a platform for creative expression through open mic, freestyle, singing, art, and spoken word.	7/21/2017	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders LGBTQ+	No	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	ACM	"Check It" film screening and Q&A	ACM screened the film "Check It" followed by a Q&A with the film's co-director, Dana Flor. This critically-acclaimed documentary examines DC's gay "gang" and how they overcame being Black, gay, and poor in Anacostia to eventually form their own business (Check It Enterprises). Ninety people attended the screening that was held at the Anacostia Arts Center. Due to the overwhelming response to see the film, a second simultaneous screen was presented at WE ACT Radio.	7/28/2017	Completed	LGBTQ+ Community	No	Education Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	LGBTQ and Faith	ACM presented the public program "LGBTQ and Faith" that convened leaders of the faith-based and LGBTQ community to tackle a subject that seldom gets discussed in houses of worship-- particularly Black churches. This was a collaboration with SI GLOBE, and the Anacostia Coordinating Council. 45 people attended the discussion.	8/12/2017	Completed	LGBTQ+ Community	No	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Urban Gardening Series	ACM presented the public program "Urban Gardening Project," part 1 of a 3 part series led by gardening expert and landscape designer Derek Thomas, in collaboration with DC Tours and Transportation and Ed's Plant World. Through his program the public participated in a project leading to a permanent museum garden. Thirty-eight people attended this workshop.	9/9/2017	Completed	Residents of Under-resourced Communities Gardening Community within the DMV Guilds Horticulture Agencies Students	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Urban Gardening Series	ACM presented the public program "Urban Gardening Project," part 2 of a 3 part series led by gardening expert and landscape designer Derek Thomas, in collaboration with DC Tours and Transportation and Ed's Plant World. In workshop 2 participants learned about fall vegetable gardening, what leafy vegetables and which root vegetables are excellent for planning and harvesting in the fall. Through his program the public participated in a project leading to a permanent museum garden.	9/23/2017	Completed	Residents of Under-resourced Communities Gardening Community within the DMV Guilds Horticulture Agencies Students	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Artist talk with Luis Peralta Del Valle: From Nicaragua to DC, an Artist's Journey	ACM presented an "Artist Talk with Luis Peralta Del Valle: From Nicaragua to DC, an Artist's Journey" in conjunction with the exhibition "Gateways/Portales." This public program allowed participants the chance to meet Ward 8, award-winning artist Luis Peralta Del Valle and listen to him speak about his personal and artistic journey immigrating from Nicaragua to making a living as a Latinx artist in Washington, DC--his home for the past 15 years.	9/30/2017	Completed	Hispanics Latinx	No	Education Public Programming Heritage Month Programming	Program Diversity	College/University Masters PhD
Provost	ACM	Artist Studio Tour: Hola Artistas!	ACM presented "Artist Studio Tour: Hola Artistas!" in conjunction with the exhibition "Gateways/Portales" and as part of the museum's community arts series of programs. This tour focused on visiting the studios of visual artists Wilfredo Valladares, Luis Peralta, and Samuel Miranda. This program was also in recognition of Hispanic Heritage Month.	10/14/2017	Completed	Hispanics Latinx	No	Education Heritage Month Programming Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Rhythm Café: The Rumba Club!	ACM presented "Rhythm Café: The Rumba Club!" in conjunction with the exhibition "Gateways/Portales" and in celebration of Hispanic Heritage Month. As part of the museum's ongoing performance series called Rhythm Café this event featured the Baltimore-based band, Rumba Club. One hundred and seventeen people attended the program.	10/14/2017	Completed	Hispanics Latinx	No	Education Heritage Month Programming Public Programming	Program Diversity	College/University Masters PhD
Provost	ACM	Girls Inspire Summit	ACM teamed up The Society for Girls Inc. for their 2017 Girls Inspire Summit. The theme was "Dear Future Me" and featured a writing activity, stories from guest panelists and an interactive component to the program. The summit was designed to provide the girls with insight and self-reflection from their past selves in order to offer their present selves advice on how to become the women they are meant to be. The goal is that at the close of the summit, the girls will be able to figure out who they desire to be, what goals they want to achieve, and the role and influence they wish to play in their community.	10/21/2017	Completed	Women Girls of Color/Teen Programming	No	Conferences w/Professional Organizations Education Employee Affinity Groups Public Programming Recruitment Supporting Supplier Diversity Goals	Program Diversity Supplier Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Urban Gardening Series	ACM presented the public program "Urban Gardening Project," part 3 of a 3 part series led by gardening expert and landscape designer Derek Thomas, in collaboration with DC Tours and Transportation and Ed's Plant World. In workshop 3 participants (including Secretary Skorton's wife, Dr. Robin Davisson) learned about the historical importance of harvest and crop growing in Washington DC's African American and Native American communities post civil war. They also learned about African American's cultural past as gardeners in the Washington DC area and the important contribution of Native Americans to the celebration of Thanksgiving. One hundred and eleven people attended the program.	11/18/2017	Completed	Urban Gardeners Horticulture Community Guilds Students	Yes	Education Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	50th Anniversary Kwanzaa Celebration with Nana Malaya Rucker, "The Dancing Diplomat & Nubian"	ACM's 50th Annual Kwanzaa Celebration combined the masterful skills of dance, music, storytelling and more by Nana Malaya Rucker, "The Dancing Diplomat" with plenty of audience participation and African percussive instruments. The program included introducing the audience to the history of Kwanzaa, its seven guiding principles and associated symbols, songs, dances and customs. Since the age of 16, Rucker has brought African-centered folklore to life through spoken word and dance. Her craft for telling stories in this manner has taken her around the world. The event was held at the Fort Stanton Recreation Center in collaboration with the National Park Service. Three hundred people attended the program.	12/26/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities LGBTQ+	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Kawanzaa Celebration with Melvin Deal African Heritage Dances and Drummers	ACM celebrated Kwanzaa with a lively performance by Melvin Deal African Heritage Drummers and Dancers. Melvin Deal is the Founding Executive Artistic Director of the African Heritage Dancers and Drummers and has worked tirelessly in addressing issues of violence, delinquency and dysfunctional lifestyles and abuse in African-American communities. A graduate of Howard University, Deal is an accomplished dancer, musician, choreographer, researcher, and arts educator. Program was held at the Fort Stanton Recreation Center in collaboration with the National Park service. Four hundred and twenty-seven people attended the program.	12/27/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Teacher Outreach	ACM hosted 300 teachers and administrators for a DCPS-wide OST teacher professional development workshop--an initiative to increase the museum's outreach profile within DC Public schools.	1/19/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Employee Affinity Groups Supporting Supplier Diversity Goals Teacher Workshops Training	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	ACM	"Ear" of Dog: An Interactive Chinese New Year Cultural Workshop	ACM celebrated Chinese culture through a sold-out Chinese New Year Pop-Up workshop "Ear" of Dog with the Madison Chinese Dance Academy. This program introduced participants to the history of the Chinese zodiac and the practices of Chinese calligraphy. Participants also discovered why 2018 is the year of the dog, learned how to say Good Morning, Happy New Year in Chinese, learned some Chinese dances, and made a signature Chinese lantern, and their name personalized on calligraphy paper provided by the Confucius Institute of George Washington University.	2/14/2018	Completed	Asian Americans	Yes	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	ACM	Urban Gardening Community Forum: Vocational Farming and the Rise of Boutique Farms (Micro Farms) in American Culture	AMC presented the Urban Gardening Community Forum to help answer the questions: Have farm subsidies contributed to the disappearance of the American farm and farm families? What's behind the growth of today's micro farm movement? Are these boutique farms becoming the new American farm? What are the social, environmental, and economic consequences of such shifts? This forum traced the growth and transformation of the traditional farm in popular imagination from an integral part of food production and society's well-being to producers serving niche markets.	3/10/2018	Completed	Urban Gardeners Horticulture Community Guilds Students	Yes	Education Public Programming Training	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Urban Waterways Community Forum: Women and Environmental Leadership	<p>In celebration of ACM's 50th Anniversary and Women's History Month Program the museum hosted the Urban Waterways Community Forum: Women and Environmental Leadership. This program brought together a national network of women who have led environmental efforts in their communities, organizations, and governmental agencies. With a focus on present and future challenges, panelists will share their personal and professional journeys, best practices for galvanizing advocacy efforts, results and leadership lessons, and next steps.</p> <p>ACM public program in conjunction with the museum's ongoing urban waterways initiative. This particular program called Urban Waterways Community Forum: Women and Environmental Leadership examines the role women have and continue to play in being stewards of the planet's environmental and ecological footprint.</p>	3/17/2018	Completed	Environmental and Conservation-minded Community	Yes	Education Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	ACM	Teen Vibe	ACM public program called Teen Vibe seeks to interest teens, ages 13-18 to the museum and allow them to use dance, spoken word, art, and music as a means of creativity and dialog.	4/14/2018	Planned	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	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	ACM	Teen Outreach	Programs designed to attract and engage 13-18 year old students to the museum	FY 2018 - On Going	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Education Heritage Month Programming Internships Public Programming Virtual Programming Volunteer Opportunities	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	ACM	Off-Site Community Pop-Up Programming	Public programs designed to engage audiences beyond the walls of the museum and outside Wards 7&8 and into communities throughout the DMV.	FY 2018 - On Going	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Seniors	No	Collections Education Heritage Month Programming Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	ACM	Off-Site Community Pop-Up Programming	Performance: Dakshina South Asian Dance Performance	5/26/2018	In-progress	Asian Americans Residents of Under-resourced Communities	No	Heritage Month Programming Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	ACM	Teen Outreach	Urban Gardening Series, Summer Harvest. Programs designed to attract 13-18 year old students to the museum	7/28/2018	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Teen Outreach	A Write to the City Teen Writing Summer Institute. Programs designed to attract 13-18 year old students to the museum.	8/13/2018-8/17/2018	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	ACM	Off-Site Pop-up Programming in Diverse Communities	Anniversary celebration of Ben's Chili Bowl.	8/26/2018	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	ACM	LGBTQ Outreach	Participation in 2018 DC Capital Pride in collaboration with SI GLOBE. Program to enhance ACM outreach to the LGBTQ community in diverse communities within the DMV.	6/10/2018	Completed	LGBTQ+ Community	No	Festival	Program Diversity	Other Programming for Adults
Provost	ACM	Caribbean American Outreach	Book Talk with author Von Martin. Outreach to diverse communities within the DMV.	6/16/2018	Completed	Caribbean Americans	No	Education Heritage Month Programming Public Programming	Program Diversity	Other Programming for Adults
Provost	ACM	Teen Outreach	Poetry Slam: 10 Poets. Program designed to attract 13-18 year old students to the museum	6/2/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Public Programming Performance	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	Off-Site Community Outreach Programming	Adams Morgan Day. ACM Pop-Up program in diverse communities in the DMV.	9/9/2018	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Community Festival	Program Diversity	Other Programming for Adults
Provost	ACM	General Outreach	Annual Community Block Party. ACM program designed to attract wide and diverse audiences within the DMV.	10/13/2018	Planned	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
Provost	ACM	Cross-Agency Collaborations	Family Program: The Me I Want to Sing. An ACM collaboration with the Washington National Opera	10/27/2018	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Teen Outreach	Annual Career Day. ACM program designed to attract teens, ages 13-18 to the museum.	10/18/2018	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Fairs Education Training	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	ACM	STEM Programming	Urban Garden Program, Fall Harvest. Program designed to introduce STEM-based program content to a general audience.	11/3/2018	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	ACM	Off-Site Community Pop-Up Programming	Neighborhood Walking Tour of Shaw. Program designed to introduce ACM and its programming to diverse communities within the DMV.	11/10/2018	Planned	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	ACM	General Outreach	Annual Kwanza Celebration. ACM annual program designed to attract wide and diverse audiences within the DMV.	12/28/2018	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Heritage Month Programming Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Cross-Agency Collaborations	Block Watch Art Container. An ACM collaboration with CulturalDC designed to engage diverse audiences in a community-developed art project.	5/12/2018	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	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

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Provost	ACM	Teen Outreach	Annual Career Day. Annual ACM program designed to attract teens, ages 13-18 to the museum	5/17/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Training	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	ACM	Outreach to Women and Girls of Color	Women and Environmental Justice Forum held at National Education Association (NEA)	3/16/2018	Completed	African Americans Asian Americans Hispanics	No	Education Training Community Forum	Program Diversity	College/University Masters PhD
Provost	ACM	Cross-Agency Collaborations	Panel Discussion: August Wilson's Themes of Displacement. An ACM collaboration with Arena Stage.	3/1/2018	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	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	STEM Programming	Urban Gardening Community Forum. ACM public program designed to introduce audiences to STEM-related content and topics.	3/10/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Public Programming	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	ACM	Cross-Agency Collaborations	Urban Waterways Community Forum: Women and Environmental Leadership. An ACM sponsored program in collaboration with the National Education Association (NEA)	3/17/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Public Programming	Program Diversity	College/University Masters PhD
Provost	ACM	Cross-Agency Collaborations	Curator Talk. An ACM program about Barry Farm/Hillsdale Neighborhoods in collaboration with the University of the District of Columbia (UDC)	4/17/2018	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	College/University Masters PhD
Provost	ACM	Cross-Agency Collaborations	Curator Talk. An ACM sponsored program about Post-Bellum Barry Farms and Hillsdale Communities in collaboration with the Woodrow Wilson International Center for Scholars.	2/15/2018	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	College/University Masters PhD
Provost	ACM	Cross-Agency Collaborations	SI Solstice Saturday	6/23/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQ+	No	Education Public Programming	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	ACM	Curator Talk on Barry Farm/Hillsdale at the Congress Heights Senior Wellness Center	ACM seeks to expand its exhibit and program outreach to more audiences beyond the museum's walls and more within surrounding communities	FY 2018 - On Going	Completed	African Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Seniors	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	ACM	Film & Discussion: Uzikee, Washington DC's Ancestral Sculptor	Programming targeting senior audiences	FY 2018 - On Going	Planned	Residents of Under-resourced Communities DC visual arts community	No	Education	Program Diversity	Other Programming for Adults
Provost	ACM	Cross-Agency Collaborations: Critical Exposure Display, "Can't Corrupt This Image"	ACM collaborates with community non-profits who support arts programming for teen youth and displays work projects inside the museum.	7/7/2018 - 8/30/2018	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders LGBTQ+ Youth	No	Programs for teen youth	Program Diversity	High School (9th - 12th Grade)
Provost	ACM	SI Women's Initiative	ACM will provide programs leading up to and info 2019's SI Initiative, Year of the Woman beginning with an SI Museum Day Program on Sept 22, 2018, Women Making History (focus on Hispanic women)	10/1/2018 - 12/31/2019	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders LGBTQ+	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Cross-Agency Collaborations	ACM will collaborate with SI Postal Museum for a program celebrating the 30th anniversary of the African American Philatelic Society.	11/10/2018	In-progress	African Americans	No	Collections Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	ACM	Cross-Agency Collaborations	ACM will collaborate with SI National Museum of the American Indian to present a panel discussion on Native American Women and Entrepreneurship.	11/17/2018	Planned	Native Americans Native Hawaiians/Pacific Islanders	Yes	Education	Program Diversity	College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	ACM	SI Women's Initiative	ACM will provide programs leading up to and into 2019's SI Initiative, Year of the Woman with a program on Nov 17, 2018, Native American Women and Entrepreneurship, a collaboration with SI National Museum of the American Indian.	11/17/2018	Planned	Native Americans	No	Education	Program Diversity	High School (9th - 12th Grade) College/University Masters PhD
Provost	FSG	Monthly Supplier Diversity Emails	The Freer Sackler sends out a monthly all-staff email update that includes a section on supplier diversity vendors. This includes providing vendor information, sharing capability statements, or pointing staff to the supplier diversity database.	10/1/17 - Current	In Progress	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Advanced Procurement Plan	Supplier Diversity	College/University
Provost	FSG	Smithsonian Institution Undergraduate Conservation Internship Program	Smithsonian is investing in the next generation of museum professionals with 10 week full time conservation internship for the summer 2018	6/4/2018 - 8/10/2018	In-progress	African Americans Asian Americans Hispanics	No	Internships	Workforce Diversity	College/University
Provost	FSG	Morning at the Museum at the Freer	Morning at the Museum is a project of the Smithsonian Institution's Accessibility Program and the Smithsonian Museums. Guided by a Community Advisory Committee comprised of museum educators, exhibit designers, professionals who work with children with cognitive or sensory processing disabilities, parents, and self-advocates, the Smithsonian has developed a series of pre-visit materials designed to help children with cognitive and sensory processing disabilities and their families enjoy a visit to the Smithsonian Museums.	4/7/2018	Completed	Individuals with Disabilities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	FSG	See Me at Smithsonian	An interactive tour of the museums that is tailored to individuals with dementia and their care partners.	2/2018 - 7/2018 (Monthly)	In-progress	Individuals with Disabilities	Yes	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Freer Sackler Tactile Map	A large-print, tactile map of the galleries was produced to help visitors with low vision navigate the museum.	12/1/2017	Completed	Individuals with Disabilities	Yes	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Large-print label sets	Large-print label sets have been produced for two special exhibitions: Encountering the Buddha and Resound: Ancient Bells of China	1/1/2018	Completed	Individuals with Disabilities	Yes	Education	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	FSG	Museum Directions (text alternative to floorplan)	A text alternative to the floorplan was produced to help with navigation around the Freer Sackler.	4/1/2018	Completed	Individuals with Disabilities	Yes	Education	Program Diversity	Other Programming for Adults
Provost	FSG	Accessibility Training	F S staff worked with the Accessibility Office to develop a series of trainings to both new docents and continuing docents about making tours accessible for all visitors and working with diverse learners.	5/21/2018 - 9/30/2018	In Progress	Individuals with Disabilities	No	Training	Program Diversity	Other Programming for Adults
Provost	FSG	Reserved Tours for K-12 Students and Adults	F S offers reserved docent-led tours to K-12 school groups as well as university and adult groups. Some of these groups self-identify as a historically underrepresented group and some of the reserved tours are part of a program to reach traditionally underserved DCPS public and public charter school students.	10/1/2017 - 9/30/2018	In Progress	African Americans Asian Americans Individuals with Disabilities Hispanics Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	FSG	IlluminAsia Festival	Celebrating the grand reopening of the Freer Sackler, the Smithsonian's museums of Asian art. IlluminAsia transformed the museums' grounds with an Asian food market, interactive cooking and art demonstrations, live music by members of the Silk road Ensemble, and creations by local and international artists. An astounding 50,000 visitors were dazzled as Tony Award-winning artists turned the Freer's façade into a living sculpture. Indoors, visitors experienced reimagined galleries and innovative exhibitions, as well as performances, conversations, and other immersive activities. IlluminAsia was co-presented with the Smithsonian Folklife Festival.	10/14/2017 - 10/15/2017	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	FSG	Freer Sackler Teen Council	The Freer Sackler Teen council is an afterschool program throughout the academic year that introduces teens from across the DC, Maryland and Virginia region to Asian art and culture, and museum careers. 15 students participated in the program in FY18, and 500 additional teens were served through programs created by the core group of teens, including a teens take over the museum event. The group is very diverse and includes teens of different races, cultural backgrounds, and income levels.	10/2017 - 5/2018	Completed	African Americans Asian Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	High School (9th - 12th Grade)
Provost	FSG	Freer Friday Night: The Launch of Korean Film Festival	To launch the Freer Sackler's annual Korean Film Festival DC, our 633 visitors experienced both traditional and contemporary Korean culture in this special after-hours event with music, Korean food and exclusive curator tours of our newly installed gallery of Korean art. The event also featured a special screening of Okja followed by video Q&A with director Bong Joon-ho.	11/3/2017	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Buddhist Journeys Celebration	A rich day of activities for all ages, exploring aspects of Buddhist art and practice, we celebrated the new exhibitions Encountering the Buddha and Secrets of the Lacquer Buddha. Our 1,170 visitors experienced timeless artworks, heard inspiring musical performances by members of the Silk road Ensemble, listened to stories from the life of the Buddha, and were able to trace the paths of Buddhist journeys past and present.	12/9/2017	Completed	Asian Americans Buddhist Community	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	FSG	Iranian Film Festival	This year, in addition to a strong selection of work by Iran-based directors, we included two by filmmakers based in Europe, whose distance and freedom from censorship allow them to more directly address social and political issues. The festival welcomed 3,127 visitors and closed with an exclusive screening of the final film by the late Abbas Kiarostami, adding a coda to the retrospective we presented last year. The festival was co-curated by Tom Vick of the Freer Sackler; Carter Long of the Museum of Fine Arts, Boston; and Marian Luntz of the Museum of Fine Arts, Houston.	1/2018 - 2/2018	Completed	Asian Americans	No	Public Programming	Program 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
Provost	FSG	Lunar New Year Celebration	To ring in the Year of the Dog, the ImaginAsia Family Program hosted our fourth annual Chinese New Year Celebration on February 11 in partnership with the Chengdu Municipal Government and the Chengdu Foreign and Overseas Chinese Affairs Office of the People's Republic of China. We had an 4,084 visitors explore the Sackler Gallery and Ripley Concourse. Visitors of all ages enjoyed interactive food and art demonstrations, live acrobatic and puppetry performances, and creations by local and international artists. Also highlighted, were six reimaged Chinese art exhibitions in the Freer and the innovative Resound: Ancient Bells of China exhibit in the Sackler. The celebration also featured lively performances of opera, folk music, and dance.	2/11/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	FSG	Nowruz	Ring in the Persian New Year at our tenth annual Nowruz celebration featured free attractions for all ages and welcomed 5,700 visitors. Activities included a Haft sin table display, storytelling by Xanthe Gresham, calligraphy, hands-on art activities, live music, and food. The featured exhibitions were: Engaging the Senses, Feast Your Eyes, and The Prince and the Shah: Royal Portraits from Qajar Iran.	3/11/2018	Completed	African Americans Asian Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	FSG	Freer Film Friday: Japan and Jazz	Continuing the 2018 National Cherry Blossom Festival celebrations, 1147 visitors got an unexpected view into Japanese culture through live jazz by Tomohiro Mori, a Q&A with artists, and exclusive curator tours of Japanese art exhibitions. Enjoyed small bites, food, drinks and Japanese sweets and a screening of a classic film about dueling jazz drummers The Stormy Man.	4/6/2018	Completed	Asian Americans Buddhist Community	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Cherry Blossom Festival	Welcoming the return of spring and the annual blossoming of the Tidal Basin's cherry trees, 300 visitors explored Asian art at the Freer and Sackler Galleries with family-friendly tours and learned about nature in Japanese art. This year's events included a daylong celebration featuring pop-up art-making activities and artist demonstrations inspired by the spring season and the launch of our new Cherry Blossoms book.	4/7/2018	Completed	Asian Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	FSG	Buddhist Film	In conjunction with Encountering the Buddha, we hosted 586 visitors as part of a global tour of the Buddhist experience on film, co-presented by the Buddhist Film Foundation. The Robert H.N. Ho Family Foundation were the exhibition's lead sponsor. The project received Federal support from the Asian Pacific American Initiatives Pool, administered by the Smithsonian Asian Pacific American Center. Additional funding and support was provided by the Ellen Bayard Weedon Foundation and University of Michigan Humanities Collaboratory and the Multidisciplinary Design Program.	5/2018	Completed	Asian Americans Buddhist Community	No	Public Programming	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	FSG	Buddha's Birthday	Visitors enjoyed a festive day to celebrate Vesak, an international holiday that commemorates the Buddha's birth and enlightenment. Members of the Silk road Ensemble created an atmosphere for contemplation throughout the day, filling the museums with sound as they presented excerpts from their new composition inspired by artworks on view. Additionally, our 1,750 visitors took special tours of the exhibition Encountering the Buddha, met Buddhist practitioners from local community groups, and caught the debut of two short films made by the Freer Sackler Teen Council.	5/19/2018	Completed	Asian Americans Buddhist Community	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Mother Tongue Film Festival	As a part of the Mother Tongue Film Festival, a collaborative Smithsonian annual event showcasing recently produced feature and short-length films about cultural richness of Indigenous and endangered languages, the Freer Sackler presented two films - "Sailing a Sinking Sea" and "La Bruja" and "Zerzura". The screening welcomed over 400 visitors to experience multiple perspectives on Asia through the lens of classic and contemporary film.	2/24/2018	Completed	Native Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) College/Universities Other Programming for Adults

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Provost	FSG	Discovering Korea's Past: Interdisciplinary Connections Summer Institute for Educators	This three-day professional development for educators from across the U.S. focused on integrating Korean art and culture into the K-12 classroom. Educators spent three days in Washington, DC, focusing on Korean art and culture with experts at the Freer Sackler, the Smithsonian's museums of Asian art. They focused on the Goryeo dynasty (935–1392), a period of great artistic and cultural achievement in Korea. They went behind the scenes to learn from experts to examine rare works and engaged in close-looking activities in the galleries with educators. Educators also experimented with decorative ceramic techniques at The District Clay Center. they created classroom lessons based on Freer Sackler artworks and shared their digital resources on the Smithsonian Center for Learning and Digital Access's Learning Lab platform.	6/25/2018 - 6/28/2018	Completed	African Americans Asian Americans Native Hawaiians/Pacific Islanders	No	Education Training	Program Diversity	Other Programming for Adults
Provost	FSG	Accessibility Training for Museum and Arts Professionals	Conference presentation at the Leadership Exchange in Arts and Disability on museum programming for people with dementia and their care partners. Co-presented with SAAM, NPG, NMAFA, and SI Accessibility program.	8/10/2018	Completed	Individuals with Disabilities	No	Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Musical Gems of Arab Cinema	Performance of music created by prominent composers in the 1940s and 1950s for Arab films. The Simon Shaheen Ensemble performed on 'ud (Arab lute), qanun (Arab zither), ney (Arab flute), riqq (percussion), violins, and cello.	6/21/2018	Completed	Asian Americans Arab Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Arab-Latin-Jazz Fusions: Simon Shaheen and Qantara	Concert of original music by Palestinian-born composer, instrumentalists, and band-leader Simon Shaheen, for 'ud (Arab lute), qanun (Arab zither), ney (Arab flute), riqq (Arab percussion), guitar, violin, and cello.	6/23/2018	Completed	Asian Americans Arab Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Narrated performances: Music of Central Asia: Shashmaqam	Four narrated performances of Central Asian music and dance by the New York-based ensemble, Shashmaqam, made up of Uzbek and Tajik-American artists.	6/9/2018 - 6/10/2018	Completed	Asian Americans Jewish Americans	No	Public Programming	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	FSG	Concert: Miyabi Koto Shamisen Ensemble	Performance of traditional and new music for traditional Japanese instruments by US- and Japan-based artists.	3/3/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Egypt at the Piano	Performance by Korean-Canadian pianist Katherine Chi and pianist Dina Vainshtein of music inspired by Egypt.	10/26/2017	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Silkroad Ensemble	World premiere of new composition created by Silkroad musicians inspired by Asian and American artworks on display in the Freer Gallery. Ensemble of six musicians included four Asian Americans.	5/18/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Hossein Omoumi and Friends	Performance by Iranian American vocalist and virtuoso on ney (Persian flute) Hossein Omoumi featuring classical and contemporary Persian music	4/26/2018	Completed	Asian Americans Iranian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Performance: Dance from Indonesia: Classical and Modern	Performance of traditional and contemporary dance from Indonesia featuring a visiting Indonesian soloist and resident Indonesian American artists at Wesleyan University and Indonesian musicians from the Washington area.	5/12/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	FSG	Concert: Shanghai Quartet with Gloria Chien, piano	Performance of chamber music by the US-based Shanghai Quartet, four of whose members are Chinese Americans, and Chinese-American pianist Gloria Chien.	11/2/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
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.	10/1/2017 - 9/30/2018	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 4,000 people and gets picked up and redistributed; and the American Institute of Conservation of Historic and Artistic Works (AIC) that reaches over 3500 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.	10/1/2017 - 9/30/2018	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	NASM	NMNH Youth Engagement Through Science	Internship program for high school students that is a career immersion and science communication program. Students are paired with Smithsonian research for hands on experience.	7/2017 - 8/2017	Completed	African Americans Hispanics Residents of Under-Resourced Communities Women	Yes	Education	Program Diversity	High School (9th - 12th Grade)
Provost	NASM	GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs)	A Dept. of Education grant which takes Smithsonian presenters to Lafayette, LA to provide physics or chemistry lessons in the classroom that directly relate to the ongoing curriculum. Each presentation also includes a hands-on component. It is a multi-year grant that follows the students from middle school through their senior year.	1/23/2017 - 1/26/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Outreach	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NASM	Women in STEM panel at FutureCon	Scientists and engineers fielded questions about their experiences as scientists and continuing efforts for parity in respective fields.	6/17/2017	Completed	African Americans Hispanics Women	Yes	Career Counseling	Program Diversity	Other Programming for Adults
Provost	NASM	Astronomy Group at Howard University, Washington, DC	Regular visits to astronomy group meetings at Howard University in Washington, DC to inform students and professors of current research in the field of planetary science and recruit interns and graduate students.	FY 2018	In-Progress	African Americans Asian Americans Hispanics Women	Yes	Education Recruitment	Workforce Diversity	College/University PhD

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	Seminars at North Carolina Central University, Durham, NC	Visits to the Department of Environmental, Earth, and Geospatial Sciences. Presented departmental seminars such as "Jupiter's Moon Europa: Icy Volcanism in the Outer Solar System" and "Current Research and Spacecraft Missions in Astronomy and Planetary Science".	FY 2018	In-Progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Recruitment	Workforce Diversity	College/University
Provost	NASM	Future STEM Leaders' Summit, North Carolina A&T State University, Greensboro, NC	Service on a STEM Careers Panel held as part of the annual Future STEM Leaders' Summit	10/06/2017	Completed	African Americans Residents of Under-resourced Communities Women	Yes	Conferences w/Colleges or Universities Education Recruitment	Workforce Diversity	College/University Other Programming for Adults
Provost	NASM	Women in Astronomy IV Meeting; Women in Planetary Science and Exploration Meeting; Lunar and Planetary Science Conference	Abstracts and presentations focusing on the number of women and women of color in the planetary science workforce.	06/09/2017 - 06/11/2017	Completed	African Americans Asian Americans Hispanics Native Americans Women	Yes	Conferences w/Professional Organizations	Workforce Diversity	Other Programming for Adults
Provost	NASM	NASM Family Days	Showcase Archival Collections	FY 2018	In-Progress	African Americans Latinos LGBTQ+ Women	No	Family Days Collecting Archival Materials	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	Archives Collections	Collecting materials from underrepresented groups.	FY 2018 - On Going	In-Progress	African Americans Latinos LGBTQ+ Women	No	Collections Collecting Materials for Research	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	Hispanic Heritage Family Day	A daylong program that features hands on activities, speakers, and educational opportunities that features the contributions of Hispanic Americans to flight, space exploration, and STEM.	10/14/2017	Completed	Hispanics	Yes	Education 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	NASM	African American Pioneers in Aviation and Space	This day long program acknowledges African Americans that have made, and continue to make, significant contributions to flight and space exploration despite the overwhelming obstacles they had to overcome. The program includes guest speakers who share their personal tales of triumph, hands-on activities that will challenge families to be pioneers in space and aviation, and inspiring stories of African Americans who have overcome challenges and refused to be hidden figures.	02/10/2018	In-Progress	African Americans	Yes	Education Public Programming Heritage Month 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	NASM	Aero Club Program	Program that partners with the Aero Club of Washington, DC and DC Public Schools to bring diverse middle school students to NASM and other locations to teach them about careers in STEM and educate students on STEM content.	10/2017 - 05/2018	In-Progress	African Americans Residents of Under-resourced Communities	Yes	Education	Workforce Diversity	Middle School (6th - 8th Grade)
Provost	NASM	Holt Scholars	Educational program that provides resources for DC Public School students to come to NASM on field trips and teach STEM content. Offers teacher professional development in STEM.	10/2017 - 05/2018	In-Progress	African Americans residents of Under-resourced Communities	Yes	Education Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	NASM	DC Public Schools Night at the Museum	Evening program where DC Public School students and their families visit the Museum after hours - by invitation - to participate in hands-on STEM activities.	03/16/2018	In-Progress	Residents of Under-resourced Communities	Yes	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	Mornings at the Museum	A program designed to help children with cognitive or sensory processing disabilities enjoy a visit to Smithsonian museums. Children and their families register, are allowed to enter the Museum before opening, are provided materials before the program, and are provided additional support to understand programs.	4/2017	In-Progress	Individuals with Disabilities	Yes	Public Programming Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) Other Programming for Adults
Provost	NASM	Special Needs Tours	Tours tailored to the needs of visitors with special needs. Staff and volunteers provide additional experiences and support - such as tactiles for blind or low vision visitors.	FY 2018 - On Going	In-Progress	Individuals with Disabilities	Yes	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	Interactive Video Conferences	Connects 5th - 8th grade students and their teachers in Cincinnati, OH to NASM through video conferencing. Staff teacher interactive lessons, and provide pre-work to students to support learning.	10/2017 - 5/2018	In-Progress	Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	NASM	Explainers	Part time employment opportunity for high school and college students to teach STEM education in the Museum. Staff recruit diverse candidates to the program.	FY 2018 - On Going	In-Progress	African Americans Asian Americans Residents of Under-resourced Communities	Yes	Education Public Programming Training	Workforce Diversity	High School (9th - 12th Grade) College/University
Provost	NASM	Internship Program	Short term internships to support NASM's STEM education programs. Recruits diverse interns.	FY 2018 - On Going	In-Progress	African Americans Asian Americans Residents of Under-resourced Communities	Yes	Internships	Workforce Diversity	Other Programming for Adults
Provost	NASM	Recruiting Firm Specializing in Diversity	NASM is working with an executive recruiting firm, Aspen Leadership Group, for its Director of Individual Giving role. Aspen has a focus on identifying diverse candidates in fundraising leadership positions and has a diversity partnership with the University of Florida, University of Michigan, the University of Oregon, the Rutgers University Foundation, and the University of Washington.	5/2018 - Present	In-Progress	African Americans Hispanics Residents of Under-resourced Communities Women	No	Recruitment	Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	Women in Aviation and Space Family Day	This day long program acknowledges women have made, and continue to make, significant contributions to flight and space exploration despite the overwhelming obstacles they had to overcome. The program includes guest speakers who share their personal tales of triumph, hands-on activities that will challenge families engage with STEM content, and inspiring stories of women who have overcome challenges to become successful in various STEM fields.	3/10/2018	Completed	Women	Yes	Education Public Programming Heritage Month Programming	Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	Open Spaces Initiatives	Collaboration with the state park system and Forest Service to provide free astronomy training and educational materials for state parks to bring astronomy to every household in America. Launching July 2018.	FY 2018 - On Going	In-Progress	Residents of Under-resourced Communities	Yes	Education Public Programming Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	DC Public Schools Night at the Museum	Evening program for DC Public School students and their families visit the Museum after hours - by invitation - to participate in hands-on STEM activities. Buses provided for families and groups of students and their teachers from DC wards that do not typically visit NASM. Dinner provided.	9/14/2018	In-Progress	Residents of Under-resourced Communities	Yes	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NASM	She Can STEM Camp	Free STEM and aviation day camp for girls. Preference for students from Title I schools and on free or on reduced lunch meals program.	7/23/2018 - 8/17/2018	In-Progress	Residents of Under-resourced Communities Women	Yes	Education Public Programming	Workforce Diversity	Middle School (6th - 8th Grade)
Provost	NASM	GE Aviation Lecture	The guest speaker is Shaesta Waiz, an Afghan-American female pilot who was the youngest woman to fly around the world. The lecture is scheduled earlier to encourage families to participate, and the speaker will talk about women in aviation careers.	9/26/2018	In-Progress	Women	Yes	Education Public Programming	Workforce Diversity	Middle School (6th - 8th Grade) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	STEM Institute for Teachers	Educator workshop that brings in local teachers (mostly middle school, but open to K-12) to develop school year field trips that address the Next Generation Science Standards (NGSS).	6/21/2018	Completed	African Americans Asian Americans Hispanic Americans Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NASM	Teacher Innovator Institute	Program that brings middle school teachers from across the country to explore the connections between informal STEM education and authentic learning.	7/16/2018	Completed	African Americans Asian Americans Hispanic Americans Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Teacher Workshops	Program Diversity	Middle School (6th - 8th Grade)
Provost	NASM	10th Congressional District Young Women Leadership Program	Program directed towards middle and high school aged young women in northern Virginia, enabling the students to interact with women in leadership roles in government, business, medicine, media relations, and other fields.	7/9/2018	Completed	African Americans Asian Americans Hispanic Americans Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education	Workforce Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NASM	Recruiting Firm Specializing in Diversity	NASM is working with an executive recruiting firm, Aspen Leadership Group, for its Director of Individual Giving role. Aspen has a focus on identifying diverse candidates in fundraising leadership positions and has a diversity partnership with the University of Florida, University of Michigan, the University of Oregon, the Rutgers University Foundation, and the University of Washington.	5/2018 - Present	In-Progress	African Americans Hispanics Residents of Under-resourced Communities	No	Recruitment	Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	Women in Aviation and Space Family Day	This day long program acknowledges women have made, and continue to make, significant contributions to flight and space exploration despite the overwhelming obstacles they had to overcome. The program includes guest speakers who share their personal tales of triumph, hands-on activities that will challenge families engage with STEM content, and inspiring stories of women who have overcome challenges to become successful in various STEM fields.	3/10/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities Women	Yes	Education Public Programming Heritage Month Programming	Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	Open Spaces Initiatives	Collaboration with the state park system and Forest Service to provide free astronomy training and educational materials for state parks to bring astronomy to every household in America. Launching July 2018.	FY 2018 - On Going	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities Women	Yes	Education Public Programming Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	NASM	DC Public Schools Night at the Museum	Evening program for DC Public School students and their families visit the Museum after hours - by invitation - to participate in hands-on STEM activities. Buses provided for families and groups of students and their teachers from DC wards that do not typically visit NASM. Dinner provided.	9/14/2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Yes	Education Public Programming	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 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	She Can STEM Camp	Free STEM and aviation day camp for girls. Preference for students from Title I schools and on free or on reduced lunch meals program.	7/23/2018 - 8/17/18	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities Women	Yes	Education Public Programming	Workforce Diversity	Middle School (6th - 8th Grade)
Provost	NASM	GE Aviation Lecture	The guest speaker is Shaesta Waiz, an Afghan-American female pilot who was the youngest woman to fly around the world. The lecture is scheduled earlier to encourage families to participate, and the speaker will talk about women in aviation careers.	9/26/2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities Women	Yes	Education Public Programming	Workforce Diversity	Middle School (6th - 8th Grade) Other Programming for Adults
Provost	NASM	STEM Institute for Teachers	Educator workshop that brings in local teachers (mostly middle school, but open to K-12) to develop school year field trips that address the Next Generation Science Standards (NGSS).	6/21/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Yes	Education Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	NASM	Teacher Innovator Institute	Program that brings middle school teachers from across the country to explore the connections between informal STEM education and authentic learning.	7/16/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	Yes	Education Teacher Workshops	Program Diversity	Middle School (6th - 8th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NASM	10th Congressional District Young Women Leadership Program	Program directed towards middle and high school aged young women in northern Virginia, enabling the students to interact with women in leadership roles in government, business, medicine, media relations, and other fields.	7/9/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-Resourced Communities	No	Education	Workforce Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NMAH	American Latino Experience Building Curatorial Excellence Pre-Doctoral Fellowships	For this project the Fellow have an opportunity to conduct independent research on a project of his or her own choosing which relates to the history of Latino American health or Armed Forces History.	FY 2018	In Progress	Hispanics	Yes	Fellowships	Workforce Diversity	Masters PhD
Provost	NMAH	Black American Racers Collection	NMAH's Culture and the Arts collected approximately 80 objects from four different donors associated with the auto racing teams Miller Brothers Racing, Vanguard Racing, Black American Racers, Inc. and the Miller Racing Group. Also collected were objects from the Black American Racers Association, a group of African Americans interested in furthering the sport of auto racing among African Americans. NMAH is also meeting with the Smithsonian Channel to explore the possibility as a possible mission critical project	8/2016 - Present	In Progress	African Americans	Yes	Collections	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Hoonah Indian Association	Repatriation consultation with 5 members of the Hoonah Indian Association.	10/10/2017 - 10/11/2017	Planned	Native Americans	No	Repatriation Consultation and Collections Visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Tanning and Sewing Moosehide in the Dene Way (NMNH Arctic Studies Center, Anchorage Office)	Two moose hide tanning workshops in the town of Kenai, Alaska, led by Dena'ina artist Joel Isaak and attendance by 15 other Native Alaskans.	10/23/2017 - 10/27/2017	Planned	Native Alaskan	No	Community Workshop	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Documentation of Ahtna tanning techniques at Chickaloon Village, Alaska (NMNH Arctic Studies Center, Anchorage Office)	ASC staff documented Ahtna hide tanning techniques with Ahtna artist Melissa Shaginoff.	11/27/2017	Planned	Native Alaskan	No	Documenting Indigenous Traditions	Program Diversity	Other Programming for Adults
Provost	NMNH	Artists' Teaching Residency at the Anchorage Museum (NMNH Arctic Studies Center, Anchorage Office)	Artists' teaching residency at the Arctic Studies Center in the Anchorage Museum taught by Native Alaskan artists Joel Isaak and Melissa Shaginoff. In addition to the general public and other school groups, 25 students from the Alaska Native Charter School attended.	12/11/2017 - 12/15/2017	Planned	Native Alaskan	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	NMNH	Tlingit Repatriation Consultation	Repatriation consultation with two members of the Tlingit.	10/11/2017	Planned	Native Americans	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Native Village of Atka	Repatriation consultation with two members of the Native Village of Atka (Alaska).	10/12/2017	Planned	Native Alaskan	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation and a Collections Visit with the Fort McDowell Yavapai Nation and Yavapai-Apache Nation	Six members of the Fort McDowell Yavapai Nation and Yavapai-Apache Nation attended a repatriation at NMNH and also visited collections at MSC.	10/16/2017 - 10/18/2017	Planned	Native Americans	No	Repatriation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation with Igiugig Village Members	Two individuals from the Alaskan Native village of Igiugig attended a repatriation consultation at NMNH and visited collections at MSC.	11/6/2017	Planned	Native Alaskan	No	Repatriation Consultation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation with Chickaloon Native Village	Six Alaskan Native individuals from Chickaloon Native Village came to NMNH for a repatriation consultation and also visited collections at MSC.	11/6/2017	Planned	Native Alaskan	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 to the Tule River Indian Tribe	Two members of the Tule River Indian Tribe attended a repatriation at NMNH and also visited collections at MSC.	11/28/2017 - 11/29/2017	Planned	Native Americans	No	Repatriation	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Patawomek Tribe	Four members of the Patawomek Tribe attended a repatriation consultation and a collections visit.	1/10/2018	Planned	Native Americans	No	Repatriation Consultation and Collections Visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Repatriation Consultation - Oglala Sioux Tribe	Two members of the Oglala Sioux Tribe attended a repatriation consultation at NMNH and a collections visit at MSC.	1/16/2018 - 1/17/2018	Planned	Native Americans	No	Repatriation Consultation and Collections Visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Isle de Jean Charles Band of Biloxi-Chitimacha-Choctaw Tribe	Three community of the Isle de Jean Charles Band of Biloxi-Chitimacha-Choctaw Tribe conducted research in the Anthropology collections and archives.	10/22/2017 - 10/27/2017	Planned	Native Americans	No	Community Research Visit	Program Diversity	Other Programming for Adults
Provost	NMNH	Hopi	Two members of the Hopi tribe visited anthropology collections with Recovering Voices.	12/5/2017 - 12/6/2017	Planned	Native Americans	No	Community Research Visit	Program Diversity	Other Programming for Adults
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 59% of registered students are from Title I schools.	10/2017 - 3/2018	In-Progress	Residents of Under-resourced Communities	Yes	Education Public Programming Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NMNH	Community Programs Internship - Adult Engagement	The Community Programs Internship – Adult Engagement is a spring semester internship opportunity offered to college students in the Washington DC area. We encourage applications from groups under-represented in science and thus far 80% of the applicants are individuals from these groups. The Intern will learn skills required to plan and implement a public program or special event for adult audiences, as well as insights into how public programs help an organization achieve its strategic goals.	2/2018 - 3/2018	In-Progress	African Americans Asian Americans Hispanics	No	Education Internships Recruitment	Program Diversity Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	After Hours	NMNH's After Hours programming series offers a range of public programs to engage local adult audiences in natural history-related topics. Programs are marketed to diverse audiences to expand engagement with under-served and under-represented communities. NMNH accessibility offerings are also clearly promoted to audiences and accessibility request are handled immediately.	10/2017 - 9/2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs Collections Education Public Programming Virtual Programming	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	NMNH	After Hours Public Programs Volunteer	Volunteer opportunity for behind-the-scenes program assistance and assistance at After Hours public programs	10/2017 - 9/2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	No	Education Recruitment Volunteer Opportunities	Program Diversity	Other Programming for Adults
Provost	NMNH	NMNH Volunteer Program (18 and up)	The NMNH Volunteer Program is a recognized, integral part of the staff at the National Museum of Natural History community. NMNH volunteers are key to engaging the Museum's diverse visitor audience in natural history and collaborating with Museum staff on research initiatives as peers.	FY 2018 - On Going	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Collections Digital Promotion of Job Opportunities Education Recruitment Training Volunteer Opportunities	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	NMNH	Blue Morpho Activity	A guided activity about the scientific process carried in the museum using a blue morpho butterfly. It describes the research done using many different scientific tools and fields. It finishes giving examples of the findings and their application of technology and engineering.	FY 2018	In-Progress	Hispanics	Yes	Education Public Programming	Program Diversity Workforce Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters
Provost	NMNH	Morning at the Museum	Morning at the Museum is a special program designed to help children with cognitive or sensory processing disabilities enjoy a visit to Smithsonian museums. They program allows access to collections and activities before the museums open to the public.	3/2/2018	Planned	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	PNC Grow Up Great Word Expeditions project	This project provides family workshops, training for educators and community services organizations, and educational resources to increase the vocabulary development, literacy and science education of early learners in moderate- and low-income neighborhoods in Washington, D.C.	2/2018 - 9/2018	Planned	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education Training	Program Diversity	Elementary School (K - 5th Grade)
Provost	NMNH	Q?Crew Volunteer Program	Q?Crew teen volunteers are the passionate and enthusiastic face of the Museum, greeting and orienting visitors from around the world to Q?rius, the Coralyn W. Whitney Science Education Center at the National Museum of Natural History. Q?Crew teen volunteers encourage visitor exploration of natural history science and culture with fun, experimental and creative hands-on activities, and a collection of 6,000 objects. This program is a way for teens to obtain community service credit in an environment that allows them to connect with peers who share similar interests, learn more about the research that goes on behind-the-scenes in the Museum, and gain valuable public speaking and leadership skills. Each new Q?Crew teen is provided with training in communication techniques, science and natural history collections, and can participate in behind-the-scenes opportunities, workshops for skill-building, and teen socials.	6/2013 - Present	In-Progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education Public Programming Training Volunteer Opportunities	Program Diversity	High School (9th - 12th Grade)
Provost	NMNH	YES! Internship	YES! is a highly competitive, paid internship program that connects local teens with Smithsonian collections, experts, technology, and training. The program provides youth from communities in the Washington, D.C. Metro area that are traditionally underrepresented in science careers with the resources needed to familiarize them with science and to assist them in achieving the goal of attending college. For the past eight years, YES! has immersed teens in science research across the Smithsonian, and exposed them to a variety of STEM careers by giving them an opportunity to work side-by-side with Smithsonian science staff, researchers, and educators.	FY 2018 - On Going 8th Year Completed on 11/2017, but funded to start Year 9	In-Progress	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Career Counseling Education Internships Public Programming;#Training	Program Diversity	High School (9th - 12th 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	Q?rius School Programs	Q?rius offers 60-minute pre-registered classes for students in grades 6-12 led by experienced Museum Educators for up to 35 students at a time. Using objects, data, scientific equipment, and digital media, students complete a series of activities based on Smithsonian research. In the process, they investigate core ideas in nature and culture related to classroom curriculum. They gain critical skills in the practices of science by observing, documenting results, and justifying their conclusions with evidence.	FY 2018 - On Going	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	NMNH	Q?rius jr.: a discovery room school programs	Q?rius jr. is a hands-on room featuring real Museum objects and artifacts. During the school year, Q?rius jr.: a discovery room offers programs for student groups in grades K-5 on Tuesdays, Thursdays, and Fridays at 10:15 and 11:30. All Q?rius jr. : a discovery room school programs are led by Museum staff, and designed to keep students on task for 45 minutes. Programs require a minimum of 15 students present to run, with a maximum of 30 students per program slot.	FY 2018 - On Going	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)
Provost	NMNH	Natural History Forensic Investigations: After School Programs for High School Students	The workshop series is an immersive introduction to natural history science, technology and careers. Students who complete the series will gain a deeper understanding of how science works, knowledge of basic collections research, and broadened perspectives about museums and informal learning. They will be able to demonstrate practical science skills, and come away with an awareness of the diversity of STEM career pathways. Forensic Ornithology: Bird Detective Tuesdays, January 23, 30, February 6, 13, 20 Forensic Botany: Delicious or Deadly? Thursdays, January 25, February 1, 8, 15, 22 Forensic Anthropology: Skeleton Sleuths Sundays, January 28, February 4, 11, 18, 25	1/23/2018 1/25/2018 1/28/2018 1/30/2018 2/1/2018 2/4/2018 2/6/2018 2/8/2018 2/11/2018 2/13/2018 2/15/2018 2/18/2018 2/20/2018 2/22/2018 2/25/2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities	Yes	Education	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	NMNH	Teen Night Out @Natural History	"Teen Night Out @Natural History" is a free after-hours event for Teens Only, after the museum has closed! The event provides high school students from the Washington, D.C. area with free food, musical entertainment, hands-on science stations run by Museum researchers, and booths advertising opportunities to get involved at Natural History. We encourage all teens to come early and stay as long as they like.	11/18/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade)
Provost	NMNH	Q?Crew Captains	Q?Crew Captains train and mentor the new cohort of Q?Crew volunteers, as well as current members of the Q?Crew program. Q?Crew Captains also assist the Youth Programs and Q?rius staff on the floor during both high and low volume days in Q?rius, The Coralyn W. Whitney Science Education Center. Q?Crew Captains work closely with a mentor from the Department of Education and Outreach on a special project related to activity or program design in Q?rius. Each Q?Crew Captain will sharpen their science and communication skills in the Q?rius Youth Leadership Training.	FY 2018 - On Going	In-Progress	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	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.	FY 2018 - On Going	Planned	Individuals with Disabilities	No	Education Public Programming Volunteer Opportunities	Program Diversity	Elementary School (K - 5th Grade)
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 were available in spring 2017. The map is being translated in two additional languages which will be available in the summer.	FY 2018 - On Going	In-Progress	Non-English Speaking Visitors	No	Visitor Engagement	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	NHRE internship program	Natural History Research Experiences (NHRE) pairs undergraduate students with science mentors from natural history disciplines to complete a independent research project over a 10-week summer internship. The program has historically had success in placing individuals from groups otherwise under-represented in science.	5/29/2018 - 8/3/2018	Completed	African Americans Hispanics Native Americans	Yes	Internships	Program Diversity	College/University
Provost	NMNH	Kennedy Krieger	Students with various disabilities get volunteer and work experience at NMNH	FY 2018 - On Going	In-Progress	Individuals with Disabilities	No	Career Counseling Collections Volunteer Opportunities Training Education	Workforce Diversity	High School (9th - 12th Grade)
Provost	NMNH	Insect Zoo Audio Description Project	NMNH Accessibility Program is overseeing the creation and use of an audio described tour of the Insect Zoo for visitors who are blind or have low vision	FY 2018 - On Going	In-Progress	Individuals with Disabilities	No	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	NMNH	NMNH Senate of Scientists Initiative: Family Friendly Workplace	The Family Friendly Workplace Committee (FFWC) of the Senate of Scientists was formed in February, 2018. The FFWC is an advisory group to the NMNH senior leadership and advocates for a family-friendly environment for the entire NMNH community. We recognize that a supportive workplace culture improves retention of staff members who are raising families and can lead to higher productivity on the job. The FFWC shares information, announces SI sponsored family-friendly social events, organizes informal gatherings, supports initiatives to advance a family-friendly environment for the NMNH community when appropriate, and otherwise facilitates communication among NMNH parents to build a sense of community and raise awareness of relevant policies.	2/2018 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Employee Affinity Group	Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NMNH	Grant Proposal to the Women's Committee for a Lactation Suite at NMNH	The Family Friendly Workplace Committee of the NMNH Senate of Scientists has submitted a grant to the Smithsonian's Women's Committee to procure a lactation suite for NMNH visitors.	6/2018 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Mother Accessibility/S	Program Diversity	Other Programming for Adults
Provost	NMNH	Diversity and Inclusion Education	A four module foundational educational program in the Museum's Diversity and Inclusion Initiative. Strengthen leadership skills for increasing staff diversity and promote a culture of inclusiveness. Set out future uses as a part of the staff orientation with emphasis on leadership skills	2011 and Ongoing Program runs through 3 months a year	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Education Recruitment Training	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	NPG	Website Translation (Spanish)	Website is translated into Spanish	FY 2017	Completed	Hispanics	No	Program Diversity, Workforce Diversity	Program Diversity Workforce Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	NPG	Website Translation (Additional languages—French, German, Italian, Arabic, Mandarin)	Website is translated into additional languages through the use of the Google Translate API	FY 2019	In-progress	French, German, Italian, Arabic and Mandarin-speaking individuals	No	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NPG	Mobile devices audio tour	Mobile devices audio tour for America's Presidents (English and Spanish)	FY 2018	Completed	Hispanics Individuals with Disabilities	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 Other Programming for Adults
Provost	NPG	Mobile devices audio tour	Mobile devices audio tour for permanent installations, Struggle for Justice and 20th Century Americans	FY 2019	Planned	Hispanics Individuals with Disabilities	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 Other Programming for Adults
Provost	NPG	Internships	Office of Collections Information and Research selected an intern from the Smithsonian Minority Awards Program	Summer 2018, Now postponed to Fall 2018	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Yes	Internships	Workforce Diversity	College/University
Provost	NPG	Exhibition Labels Translation	Translation of Permanent Collection Galleries Exhibition Labels	Summer FY 2018	In-progress	Hispanics	No	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NPG	Exhibition Brochures Translation	Translation of brochures accompanying temporary and permanent collection exhibitions	Ongoing in FY2018 for "UnSeen" exhibition	In-progress	Hispanics	No	Program Outreach	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Provost	NPG	Accessibility Booklets	Large print English and Spanish Booklets and American Braille Booklets containing temporary and permanent collection exhibition texts and labels	FY 2018 - On Going	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 Other Programming for Adults
Provost	NZP	Pathways Program	The National Zoological Park's Office of Communications, Exhibits & Planning successfully hired its first Pathways position.	FY 2018	Completed	Bermuda	No	Recruitment	Workforce Diversity	College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

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 2018	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	Family Equality Day	Office of Communications participated in International Family Equality Day and coordinated a public celebration with rainbow-themed animal enrichment around the Zoo.	5/6/2018	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	Other Programming for Adults
Provost	NZP	NZP/SCBI UCSB-Smithsonian Scholars Program #1	2-week Early Research Experience for Students (ERES) Summer — held at the SNZP, Smithsonian-Mason School of Conservation (Front Royal, VA) and at Smithsonian facilities including SERC, SNMNH, SNZP Rock Creek. Total students Served = 19 Undergraduate	7/29/18 - 8/11/18	Completed	African Americans Asian Americans Hispanics Native Americans	No	Career Counseling Conferences w/Colleges or Universities Education	Program Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	NZP/SCBI UCSB-Smithsonian Scholars Program #2	<p>CA Channel Island Conservation Field Techniques Workshop — held at the UCSB's Natural Reserve Station on Santa Cruz Island, California, the field workshop is designed to give students both practical experiences working with conservation professionals in the field. Highlights include: Island habitat restoration, Island fox and spotted skunk remote camera monitoring techniques, fire ecology, field navigation, introduction to GPS/GIS, and avian ecology including the Island Scrub Jay Project.</p> <p>Total Students Served = 21 students</p>	6/21/18 - 6/24/18	Completed	<p>African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities</p>	No	Career Counseling Conferences w/Colleges or Universities Education	Program Diversity	College/University
Provost	NZP	NZP/SCBI UCSB-Smithsonian Scholars Program #3	<p>2018 Program Internships and Post-baccalaureate Placement:</p> <p>2 undergraduate students minority interns with Migratory Bird, Mentor: Dr. Scott Sillett, Project: Channel Island Endemic Scrub-Jay Project</p> <p>1 undergraduate student minority intern, Mentor: Paul E. Marinari, M.S., Senior Curator SCBI Animal Programs/ Juan Rodríguez, M.S. Ed., Supervisory Biologist</p> <p>1 undergraduate student minority intern, Mentor: Dr. Jesus Maldonado, Conservation Molecular Genomics Program Kit Fox Project</p> <p>2 undergraduate minority interns, Mentor: Dr. Mark Torchin, Project: MarineGEO PanaMEX, Smithsonian Tropical Research Institute</p> <p>1 undergraduate minority intern, Mentor: Dr. Brian Sedio, Project: Chemical Ecology of Tropical Plants, Smithsonian Tropical Research Institute</p> <p>1 Post-Baccalaureate, Mentor: Dr. Jesus Maldonado, Conservation Molecular Genomics Program Kit Fox Project</p> <p>1 Post-Baccalaureate, Mentor: Gale Robertson, Museum Collections, Smithsonian National Museum of Natural History</p> <p>Total Students Served = 7 undergraduate students, 2 Post-baccalaureates</p>	FY 2018	In-Progress	<p>African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities</p>	No	Career Counseling Conferences w/Colleges or Universities Education	Program Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	AZA Diversity Committee Annual Meeting	Annual meeting of diversity committee members from throughout AZA institutions to share successes and ideas for future action.	9/24/2018	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 Employee Affinity Groups	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	NZP	Diversity efforts CTFS-ForestGEO Ecosystems Climate Lab (led by Kristina Anderson Teixeira), FY2018 #1	Minority outreach program-ForestGEO: ForestGEO Director and KAT recruited intern applicants from Howard University. Biology Department. We offered an internship, which was declined.	2/25/2018	Completed	African Americans	No	Internships	Program Diversity	College/University
Provost	NZP	Diversity efforts CTFS-ForestGEO Ecosystems Climate Lab (led by Kristina Anderson Teixeira), FY2018 #2	Intern Appointment: Intern appointed for initial 3 months followed by 6 month renewal.	4/2018	Completed	Lebanese	No	Career Counseling	Program Diversity	College/University
Provost	NZP	Diversity efforts CTFS-ForestGEO Ecosystems Climate Lab (led by Kristina Anderson Teixeira), FY2018 #3	Practice on forest ecology (tree mortality): Annually (since 2016) our lab offers this lecture-practice to students participating of this program run by the SI Latino Center.	6/22/2018	Completed	Hispanics	No	Career Counseling Education	Program Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Diversity efforts CTFS-ForestGEO Ecosystems Climate Lab (led by Kristina Anderson Teixeira), FY2018 #4	Practice on forest ecology (tree mortality): Annually (since 2015) our lab offers this activity to students participating in the UCSB-Smithsonian Scholars.	8/1/2018	Completed	Hispanics	No	Career Counseling Education Internships	Program Diversity	College/University
Provost	NZP	Diversity efforts CTFS-ForestGEO Ecosystems Climate Lab (led by Kristina Anderson Teixeira), FY2018 #5	Intern appointment: Intern appointed for 3 months, subsequent renewal likely.	8/27/2018	In-Progress	African Americans	No	Internships	Program Diversity	College/University
Provost	NZP	NZP Bird House #1	Keeper Aides of multiple ethnicities.	FY 2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities	No	Volunteer Opportunities	Program Diversity	College/University
Provost	NZP	NZP Bird House #2	Smithsonian Interns	8/2018	Completed	Indian & Jewish	No	Internships	Program Diversity	College/University
Provost	NZP	NZP Bird House #3	Cooper Elementary School: Annual tour organized by BH keeper Gwen Cooper.	5/2018	Completed	African Americans Hispanics Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	NZP	NZP Participation in the Smithsonian Young Ambassador Program (YAP)	Organized by the Smithsonian Latino Center, YAP is a nationally recognized program for graduating high school seniors that fosters the next generation of Latino leaders from all over the US in the arts, sciences, and humanities. Twenty two students and 11 staff visited SCBI on June 28th. The students took a tour of the SCBI facility, participated in a hike and hands-on introduction to forest ecology, and learned about the latest technology applied to the emerging field of animal movement from the scientists developing these new technologies.	6/28/2018	Completed	Hispanics Latino	No	Education Public Programming	Program Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Rising Star Scholarship	The Smithsonian-Mason School of Conservation created the Rising Star Scholarship to help low-income high school students from the communities surrounding SCBI attend the college-credit bearing summer courses at SMSC. In the summer of 2018, one student from Warren Co. and one from Fauquier Co. attended the Field Skills in Ecology course (May 29-June 10) through this program. We hope to expand the program's reach in upcoming years.	5/29/2018 - 06/10/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education	Program Diversity	High School (9th - 12th Grade)
Provost	NZP	Youth Engagement through Science (YES!)	Organized by the NMNH, the YES! internship is a career immersion and science communication program for youth between the ages of 13-19, who are currently enrolled in high school (grades 9-11) in the Washington D.C. region. The program gives interns practical experience through a hands-on science internship with Smithsonian science staff. SCBI hosted 25 YES! interns and 5 staff on July 27, 2018 and enjoyed presentation on SCBI science and career paths, a tour of the SCBI facilities, a demonstration on the use of drones in conservation, and a behind the scenes experience in the bird department.	7/27/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education	Program Diversity	High School (9th - 12th Grade)
Provost	NZP	I participate in the Diversity Committee for the Academic Appointment Council for the Smithsonian AADAPT (All of 2018)	NZP Intern & Fellowship Coordinator Tamie DeWitt represents NZP in the Diversity Committee for the Academic Appointment Council for the Smithsonian AADAPT	FY 2018	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	Other Programming for Adults
Provost	NZP	Eleanor Holmes Norton Job/Internship Fair	NZP Internship & Fellowship Coordinator Tamie Dewitt and Sidiki Gassams represented NZP by participating in the Eleanor Holmes Norton Job/Internship fair.	8/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Career Fairs Fellowships Public Programming	Program Diversity Workforce Diversity	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	UDC Career Fair	NZP Internship & Fellowship Coordinator Tamie DeWitt & NZP HR Manager Dan Weinwurm participated in the University of the District of Columbia Career Fair	4/5/2018	Completed	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
Provost	NZP	Fellowship Outreach	NZP Internship & Fellowship Coordinator Tamie DeWitt successfully bought in two Venezuelan fellows	FY 2018	In-Progress	Venezuela	No	Fellowships	Program Diversity	Masters PhD
Provost	NZP	Military Outreach	NZP Internship & Fellowship Coordinator Tamie DeWitt hosted a Warrior and family stationed in Germany who flew over to be reunited with her son who had been separated for 7 months (July 2018)	7/2018	Completed	Military	No	Military Outreach	Program Diversity	Other Programming for Adults
Provost	NZP	Operation Warfare	NZP Internship & Fellowship Coordinator Tamie DeWitt participated in the Fort Belvoir Operation Warfare Career Fair	8/2018	Completed	Military	No	Career Fairs	Workforce Diversity	Other Programming for Adults
Provost	NZP	Operation Warfare at Walter Reed	NZP Internship & Fellowship Coordinator Tamie DeWitt placed an intern from Operation Warfare at Walter Reed at NZP	3/2018	Completed	Military	No	Internships	Program Diversity	Other Programming for Adults
Provost	NZP	Professional Associations of African American Museums Lecture Series	NZP Internship & Fellowship Coordinator attended American History Museum Association of African American Museums lecture series which highlighted professional associations in the museum field	3/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Employee Affinity Groups	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Weekly After School Program for High School Students	During the school year, Michael Henley runs a weekly after-school marine biology program for high school students that are mostly on windward Oahu, Hawaii. Last year the Marine Biology Club had 10 students total (all but one had some mix of Native Hawaiian/Asian ethnicity). Weekly educational lab programs included (but were not limited to) training in reef monitoring techniques (classic reef transect and survey methods, as well as 3D mapping and aerial drone surveys), identification of invasive algae and identifying and quantifying near-shore invertebrates that inhabit the invasive algae, patch reef ecology, water quality sampling, testing, and analysis, and plankton tows to identify and quantify various plankton groups. To conclude the year, students presented a poster of their group project – each project centered around a hypothesis-driven investigation within the framework of one of the labs covered earlier in the year – at the annual Imi Wai Ola Student Science Conference.	FY 2018	In-Progress	Native Hawaiians/Pacific Islanders	No	Education	Program Diversity	High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Center for Conservation Genomics #1	<p>Jesus Maldonado obtained funding renewal for the <i>Eres! Early Research Experience for Students through the UCSB-Smithsonian Scholars Program</i> for FY 2018 from Smithsonian Latino Center (\$146,000). The program is designed to engage students in experiential learning centered on multi-disciplinary conservation strategies, biodiversity research, and STEM careers. This year-long initiative benefits first-generation and/or low-income students in the in their 1st or 2nd year of college by providing them the opportunity to attend STEM activities, seminars, workshops, and internship opportunities. Currently in its fourth cohort, the summer program has reached 87 participants who are low-income and/of first generation, with the majority identifying as underrepresented minorities. Currently in its fourth cohort, the summer program has reached 87 participants who are low-income and/of first generation, with the majority identifying as underrepresented minorities. The cohorts consist of students from institutions that are designated by the US Department of Education as Hispanic Serving Institutions (HSIs), and include: UC Santa Barbara, Allan Hancock College, Oxnard College, Santa Barbara City College, Ventura College, and East LA College. This summer program has two components: 1) 2-week summer program held at the Smithsonian Conservation Biology Institute, Smithsonian-Mason School of Conservation (Front Royal, VA) and at Smithsonian facilities in the DC Metro area, and 2) 5-day field techniques course held at the UCSB's Natural Reserve Station on Santa Cruz Island, California. The summer program is designed to give students both a broad and nurturing "early experience" by engaging students in hands-on learning both in the field and at research/education facilities. The program connects participants to a supportive and professional network of mentors who collectively encourage undergraduate participants to persist within the STEM baccalaureate, by expanding their awareness of careers in applied science, basic research, museum related studies, and biodiversity conservation. In addition, the program offers graduate school preparation workshops that encourage and help students explore and prepare for graduate school. To date, students from the program have concluded 30 internships (duplicated) at Smithsonian or partner agencies, and 57 students have participated in job shadowing opportunities within Smithsonian, the latter being initiated after the 2015 pilot. In 2018, the program had 18 participants.</p>	2018	Completed	Hispanics	Yes	Career Counseling Education	Program Diversity	College/University
Provost	NZP	Center for Conservation Genomics #2	Hosted multiple Latino Post Doctoral Fellows, Latino Graduate Fellows and multiple minority interns in 2018	FY 2018	In-Progress	Hispanics Latino	Yes	Internships Fellowships	Program Diversity	College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Center for Conservation Genomics #3	Jose Maldonado participated in the USA Science & Engineering Fair. April 2018. Convention Center, Washington, DC. Meet-a-Conservation Geneticist. Engaged school children and their families from diverse backgrounds on why DNA is an amazing biological tool.	4/2018	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 Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	NZP	Center for Conservation Genomics #4	Jose Maldonado participated in the Earth Optimism Teen Event at Q?rius on April 22, 2018. The event included a highly diverse group of local DC/MD teenagers, and the goals were 1) expose them to climate science and different STEM careers related to conservation, 2) give teens a platform to discuss and learn from each other how they can be involved in local conservation efforts, and 3) get information about internships and other opportunities for getting involved in research.	4/22/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Education	Program Diversity	High School (9th - 12th Grade)
Provost	NZP	Class Lecture	Carly Muletz -Class lecture at Paint Branch High School, MD (total minority enrollment = 91%). March 2018. Lecture to AP Environmental Science class on how to succeed as an aspiring scientist.	3/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Education	Program Diversity	High School (9th - 12th Grade)
Provost	NZP	Skype a Scientist	Carly Muletz'Skype a Scientist' with Boland Elementary School, MA (total minority enrollment = 93%). Feb 2018. Skyped with a 4th grade class and answered student questions about salamanders, bacteria and wildlife disease.	2/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	Visiting Scientist	NZP/SCBI's Center for Conservation Genomics welcomed/hosted visiting scientist Rabin Kadariya, Hokkaido University, Japan (a Ph.D. student that visited in January 2018). Trained Rabin in DNA extraction, metabarcoding library prep and microbiome analyses.	1/2018	Completed	Japan	No	Education Career Counseling	Program Diversity	PhD
Provost	NZP	NZP Primate Unit #1: Recruitment Outreach	NZP Primate Curator Meredith Bastian advertised vacancies through several facilities with large numbers of groups of people historically under-represented at the Smithsonian.	FY 2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Recruitment Outreach	Workforce Diversity	Other Programming for Adults
Provost	NZP	NZP Primate Unit #2: Autism Outreach	Two keeper aides on the autism spectrum participated in gorilla behavior watches overseen by primate keeper Melba Brown (summer 2018).	FY 2018	Completed	Autism Outreach	No	Volunteer Opportunities	Program Diversity	Other Programming for Adults
Provost	NZP	NZP Primate Unit #3: Morning at the Museum	Involvement in the planning and execution of another successful Morning at the Museum by primate keeper Melba Brown	FY 2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling Education	Program Diversity	Other Programming for Adults
Provost	NZP	NZP Primate Unit #4: Community Outreach	Primate Animal Keepers Melba Brown and Alex Reddy and Amazonia Animal Keeper Donna Stockton gave talks at the local Upshur Community Center and Melba Brown then invited students to the Zoo for a second year in a row. The Community Center serves minority students in DC.	FY 2018	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

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	NZP	NZP/SCBI-Species Survival Center: Diversity in Health Related Research	In April 2018, Pierre Comizzoli of SCBI's Species Survival Center received a Research Supplement from the National Institutes of Health to Promote Diversity in Health-Related Research. With this funding SCBI hired a Latina Post-Doctoral scientist.	FY 2018	Completed	Hispanics Latina	No	Recruitment	Workforce Diversity	PhD
Provost	NZP	NZP Advancement Diversity Summit	NZP Advancement team members Katharine Kane, Drew Portocarrero and Cole Johnson attended this informative and productive summit helped raise awareness and understanding of diversity and inclusion. There were also many ideas raised that to encourage more intentional and strategic in efforts to make diversity and inclusion a greater part of our culture and everyday work.	8/2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Conferences w/Professional Organizations Education Recruitment	Workforce Diversity	Other Programming for Adults
Provost	NZP	Community Outreach	NZP staff (Brian Gratwicke, Steven Sarro and Mary Hagedorn hosted the kindergarten classes from Mundo Verde Bilingual Public Charter School for a morning of learning on March 21, 2018. There were about 75 students here, plus teachers and chaperones.	3/21/2018	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)
Provost	OFI	Academic Appointment Diversity and Publicity Taskforce (AADAPT) networks at Gallaudet University	Members of AADAPT talked with Gallaudet University students about internship and fellowship opportunities at the Smithsonian. (Washington DC)	10/6/2017	Completed	Individuals with Disabilities	Yes	Career Counseling Career Fairs Conferences w/Colleges or Universities Fellowships Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Outreach to the University of Notre Dame Science Undergrads with Career Trek	Exchange between SI and University of Notre Dame where six undergrad science majors participated in the Career Trek program. (Washington DC)	10/17/2017	Completed	Women	Yes	Career Counseling Education Fellowships Internships	Program Diversity Workforce Diversity	College/University
Provost	OFI	Brigham Young University Outreach	OFI staff member Karen Carter visited BYU to raise awareness about SI and OFI initiatives	11/07/2017 - 11/09/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs Conferences w/Colleges or Universities Fellowships Internships Research Associates	Program Diversity Workforce Diversity	College/University
Provost	OFI	CAREER and disABLED Exposition	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.	10/17/2017	Completed	Individuals with Disabilities	Yes	Career Fairs Career Counseling Conferences w/Professional Organizations Fellowships Internships Recruitment Research Associates	Program Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	OFI	Hispanic Association of Colleges and Universities Annual Conference	Fifth consecutive year of the pan-institutional SI Academic Appointment Diversity and Publicity Taskforce (AADAPT) initiative. (San Diego, CA)	10/28/2017 - 10/30/2017	Completed	Hispanics Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs Fellowships Internships	Program Diversity Workforce Diversity	College/University Masters PhD
Provost	OFI	Whitworthians in Washington	Nine Whitworth University students spent a January interning with the Smithsonian.	1/1/2018 - 1/31/2018	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Career Counseling Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Claudine K. Brown Internship in Education Program	The Assistant Secretary for Education and Access (ASEA) announced this new program. Interns will be placed in offices, museums, and research centers throughout SI to help create, develop and disseminate educational programs and resources.	6/1/2018 - 8/30/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Counseling Education Internships	Workforce Diversity	High School (9th - 12th Grade) College/University
Provost	OFI	ELAC Students at the Smithsonian	Three students from East Los Angeles College (ELAC) had the opportunity to intern at the Smithsonian. This was made possible through a partnership with the Smithsonian Latino Center (SLC) and the Vincent Price Art Museum (VPAM) in Los Angeles.	1/1/2018 - 1/31/2018	Completed	Hispanics	No	Career Counseling Internships	Workforce Diversity	College/University
Provost	OFI	Arts in the Real World Internship and Career Fair	Over 250 students and alumni from the College of Visual and Performing Arts at George Mason University attended the Arts in the Real World Internship and career Fair. Member of the Academic Appointment Diversity and Publicity Taskforce (AADAPT) attended the event to promote careers and internships/fellows at SI.	2/6/2018	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	Workforce Diversity	College/University
Provost	OFI	The Falcons Have Landed	About 20 undergraduate and graduate students from Bowling Green State University (BGSU), along with representatives from their career center met with OFI's Karen Carter to learn more about SI internships and fellowships.	3/6/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Fellowships Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Finding the Future	SI staffers, accompanied by National Gallery of Art colleagues, attended the University of the District of Columbia's (UDC) career fair to connect with UDC students and alumni.	4/4/2018	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	Workforce Diversity	College/University
Provost	OFI	GMU Arts Career and Internship Fair	OFI's Karen Carter attended George Mason University's (GMU) Arts Career and Internship Fair to inspire potential academic appointees.	2/6/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Fairs	Workforce Diversity	College/University
Provost	OFI	American University's Career Center	OFI's Karen Carter met with American University's Career Center to inform them of current and possible SI opportunities.	3/7/2018	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
Provost	OFI	American University's Job and Internship Fair	SI representatives attended the American University (AU) Spring 20.18 Job and Internship Fair to inside the next generation	3/21/2018	Completed	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

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Participation in SI Outreach and Recruitment (OAR) Taskforce	Pan-SI task that takes initiative to strengthen SI outreach and recruitment to enhance the diversity of people and programs at SI	1/1/2018 - Present	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Volunteer Opportunities Supporting Supplier Diversity Goals Supplier Diversity Outreach Recruitment Internships Fellowships Employee Affinity Groups	Program Diversity Supplier Diversity Workforce Diversity	College/University Masters PhD Other Programming for Adults
Provost	OFI	Foundation Grant Proposal	Under the leadership of OUSMRP, worked with a variety of offices to draft a proposal that would fund internships aimed at under represented communities.	5/17/2018 - 5/21/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Internships	Workforce Diversity	College/University
Provost	OFI	Support for the Conservation Internship for Broadening Access (CIBA) Program	Adopted and managed internship program aimed at bringing a diversity of students to the conservation field.	5/1/2018 - Present	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Internships	Workforce Diversity	College/University
Provost	OFI	University of South Carolina Open Doors Program	Initiated and managed program that brought a group of students to SI from the University of South Carolina for approximately 1 month of programming.	5/1/2018 - 6/30/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	University of Houston Grand Challenge Internship Program	Initiated and managed program that brought a group of students from the University of Houston to SI for the purpose of conducting a short-term internship.	5/1/2018 - 6/30/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Internships	Workforce Diversity	College/University
Provost	OFI	Meeting with Government of Panama Representatives	Discussions with the government of Panama re: ways to bring more Panamanian fellows to SI.	6/19/2018	Completed	Hispanics	Yes	Fellowships Memorandums of Understanding Informal	Workforce Diversity	College/University Masters PhD
Provost	OFI	The Minority Award Internship and Fellowship Program	OFI managed program aimed at bringing interns and fellows from under represented communities to SI.	FY 2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Internships	Workforce Diversity	College/University
Provost	OFI	University of DC Career Fair	Joined other SI units to represent SI at the UDC Career Fair	9/18/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Fairs	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	Cooperative Education and Internship Association Conference	Participated in national conference to build relationships and lay groundwork for partnerships with a range of schools interested in sending interns to SI.	4/16/2018 - 4/19/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Conferences w/Colleges or Universities	Workforce Diversity	College/University
Provost	OFI	Meeting of the Washington Internship Consortia	Convened meeting of reps from across DC involved with internship programming.	6/19/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Conferences w/Colleges or Universities Conferences w/Professional Organizations	Workforce Diversity	College/University
Provost	OFI	Smithsonian Latino Initiative Internship to Fellowship (I2F) Program	In partnership with SLC, offered this program to provide academic appointment opportunities for students from underrepresented communities.	9/10/2018 - 5/15/2019	In-Progress	Hispanics	Yes	Fellowships Internships	Workforce Diversity	College/University
Provost	OFI	Smithsonian Asian Pacific American Initiative Internship to Fellowship (I2F) Program	In partnership with APAC, implemented this program to provide academic appointment opportunities to students from underrepresented communities.	9/10/2018 - 5/15/2019	In-Progress	Asian Americans	Yes	Fellowships Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	OFI	University of DC Information Session	Outreach and visit to UDC to reach local students	9/26/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Career Counseling Career Fairs Internships Fellowships	Workforce Diversity	College/University
Provost	OFI	Meetings with Utah State University	Meetings to discuss possible partnership aimed at bringing students from Tribal communities to SI	9/24/2018	In-Progress	Native Americans	Yes	Memorandums of Understanding Informal Internships	Workforce Diversity	College/University
Provost	SAAM	American Art Journal	The Summer 2017 issue of American Art, the museum's scholarly journal co-published by the University of Chicago Press, celebrates the journal's thirtieth anniversary with thirty invited authors commenting on three themes. First, in "Archive," established and emerging scholars share the impact that an American Art article made on their scholarship, pedagogy, and/or museum practice. In "Landscape," several essays discuss this formative and abiding subject in our field. "Shifting Terrain" explores keywords---things, positions, transactions, and networks--to address how globalization is changing the questions we ask about American art. Six of the authors addressed diversity topics. Bibiana Obler writing on feminist Lucy Lippard; Anne Collins Goodyear writing on Whose Museums? Reframing the Politics of Inclusion; Chereise Smith on Lessons from Brian Wallis's "Black Bodies, White Science," Huey Copeland on Making Black Feminist Art Histories; Jennifer Jane Marshall on William Edmondson, ShiPu Wang on Race and Ethnicity in an Expanded Art History; and Asma Naeem on Margaret Bourke-White and Zarina.	9/2017	Completed	African Americans Asian Americans Hispanics Women	Yes	Publication	Program Diversity	College/University
Provost	SAAM	Intern Program Diversity Statistics	For Advanced Level interns, achieved diversity rate of 36%. Of the 19 interns, there are 4 Asian American, 1 African-American, and 2 Hispanic.	9/8/2017 - 4/15/2018	In-progress	African Americans Asian Americans Hispanics	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	SAAM	Fellowship Program Diversity Statistics	For class of 2017/2018, achieved diversity rate of 19%. Of the 16 fellows, there is 1 Asian/Native Hawaiian; 1 African American/Hispanic; and 1 Asian American.	7/1/2017 - 8/30/2018	In-progress	African Americans Asian Americans Hispanics	No	Fellowships	Program Diversity	Masters PhD
Provost	SAAM	Hispanic Heritage Month Family Day	SAAM celebrates Hispanic Heritage month with a family festival event that includes dance, crafts and a museum-wide scavenger hunt that helps discover works by Latino artists in SAAM's collection.	10/7/2017	Completed	Hispanics	No	Heritage Month 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	Contemporary Art Crash Course: Identities and Stereotype: how Artists Tackle Tough Topics	Joanna Marsh, senior curator of contemporary interpretations, examines the work of artists like Mel Casas, Betye Saar, and Kara Walker, artists who grapple with sensitive social and cultural subjects, and confront stereotypes.	10/12/2017	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Kara Walker: Harper's Pictorial History of the Civil War (Annotated)	For more than two decades, Kara Walker has been making work that weaves together nostalgia for an imagined history, the brutality of slavery, and racist stereotypes. In this exhibition, SAAM presents the complete set of her print series Harper's Pictorial History of the Civil War (Annotated).	10/13/2017 - 4/11/2018	In-progress	African Americans	No	Exhibition	Program Diversity	College/University
Provost	SAAM	Kara Walker: Gallery Talk	Gallery Talk led by Sarah Newman, the James Dicke Curator of Contemporary Art, discussing the imagery in SAAM's exhibition: Kara Walker: Harper's Pictorial History of the Civil War (Annotated)	10/18/2017	Completed	African Americans	No	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
Provost	SAAM	Tamayo: The New York Years	Tamayo: The New York Years, the first exhibition to explore the influences between this major Mexican modernist and the American art world, brings together forty-one of Tamayo's finest artworks. [exhibition and publication]	11/3/2017 - 3/18/2018	In-progress	Hispanics	No	Exhibition Publication	Program Diversity	Other Programming for Adults
Provost	SAAM	Tamayo: The New York Years Symposium	This symposium, featuring six speakers, highlights new scholarship about Rufino Tamayo and other important exchanges between Mexican and U.S. artists during the twentieth century. Speakers include: E. Carmen Ramos (keynote address), Jennifer Josten, University of Pittsburgh; Anna Indych-López, The City College of New York; Fabiola Martínez Rodríguez, St. Louis University; and Monica Bravo, Yale University. Symposium was webcast.	11/3/2017	Completed	Hispanics	No	Public Programming	Program Diversity	College/University
Provost	SAAM	Double Take	Joanna Marsh, SAAM senior curator of contemporary interpretation, and music historian Kevin Strait from the National Museum of African American History and Culture discuss Lava Thomas's Requiem for Charleston (2016)	11/14/2017	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	!Women Art Revolution	Directed by Lynn Hershman Leeson, this documentary film explores the feminist art movement, from its beginnings in the 1960s to present day, through interviews with artists, historians, curators and critics.	11/18/2017	Completed	Women	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Tamayo: Gallery Talk	Gallery Talk led by curator E. Carmen Ramos traces Rufino Tamayo's artistic development, from his urban-themes paintings to his dream-like canvases, highlighting the crosscurrent of cultural exchange between the American art world and this Mexican modernist	11/29/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Pasatono Orquesta Mexicana concert	Musical performance by group from Mexico, dedicated to preserving and interpreting indigenous Oaxacan music on traditional instruments. Collaboration with the Mexican Culture Institute.	12/3/2017	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	American Art journal	Fall 2017 issue of American Art, the museum's scholarly peer-reviewed journal includes a feature-length article by Peter Betjemann on African American artist Robert Duncanson titled: "The Ends of Time: Abolition, Apocalypse, and Narratively in Robert S. Duncanson's Literary Paintings."	Fall 2017	Completed	African Americans	No	Publication	Program Diversity	College/University Masters PhD
Provost	SAAM	Museum loan for exhibition Radical Women: Latin American Art, 1960-1985	Lent art work by Judith F. Baca, titled Las Tres Marias, to Hammer Museum (Los Angeles) exhibition: Radical Women: Latin American Art, 1960-1985.	9/15/2017-7/8/2018	In-progress	Hispanics	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum loan for exhibition: Joyce J. Scott: Harriet Tubman and Other Truths	Lent art work by Joyce Scott titled Africa, to Grounds for Sculpture (Hamilton, New Jersey) for their exhibition: Joyce J. Scott: Harriet Tubman and Other Truths.	10/22/2017 - 4/1/2018	In-progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum loan for exhibition: Awa Tsireh: Pueblo Painter and Metalsmith	Lent art work by Awa Tsireh titled Bird with Red Snake, to Heard Museum (Phoenix, AZ) for their exhibition: Awa Tsireh: Pueblo Painter and Metalsmith	11/3/2017 - 7/15/2018	In-progress	Native Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Meet the Artists (videos)	SAAM recently produced a series of "Meet the Artist" videos on YouTube highlighting artists in the museum's collection, among them African American artists Nick Cave, Mickalene Thomas, Joyce Scott, Mark Bradford; and Hispanic/Latinix artists Hiram Maristany, Ruben Ochoa, Camilo Jose Vergara, Manuel Acevedo, and Perla de Leon. 3/5/2018, completed video on artist Tom Nakishma.	Spring 2017 - On Going	In-progress	African Americans Hispanics	No	Public Programming Online Video Publication	Program Diversity	Other Programming for Adults
Provost	SAAM	Kara Walker Gallery Talk	Explore the exhibition Kara Walker: Harper's Pictorial History of the Civil War (Annotated) with Sarah Newman, the James Dicke Curator of Contemporary Art. Newman offers her insight on Walker's provocative images of the Civil War that reflect existing racial and gender stereotypes, challenging viewers to consider America's origins of racial inequality.	1/11/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults

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Provost	SAAM	Tamayo Family Day	SAAM celebrates renowned Mexican artist Rufino Tamayo, whose work is on view in the exhibition Tamayo: The New York Years. Family events include a day of Mexican cultural performances, crafts and art, including a scavenger hunt, making your own cityscape with vivid colors, and create animals inspired by Oaxacan woodcarvings.	1/12/2018	Completed	Hispanics	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	SAAM	Movies at SAAM: Through the Repellent Fence: A Land Art Film	SAAM and NMAI presented this award winning documentary. The story follows three Native American artists who "put land art in a tribal context." and set out to construct a two-mile-long installation straddling the border between the US and Mexico. Producer David Hartstein and artist Cristobal Martinez were discussants.	1/20/2018	Completed	Native Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Tamayo: The New York Years Gallery Talk	Gallery talk led by Deputy Chief Curator Carmen E. Ramos. Ramos traces Rufino Tamayo's artistic development, from his urban-themed paintings to his dream-like canvases, highlighting the crosscurrent of cultural exchange between the American art world and this Mexican modernist	1/24/2018	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Movies at SAAM: Bamboozled	Presented in conjunction with the exhibition Kara Walker: Harper's Pictorial History of the Civil War (Annotated), SAAM presents Spike Lee's biting comedy Bamboozled. This feature film takes a satirical look at the history of African American stereotypes in American culture.	2/3/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Chinese New Year Festival	SAAM celebrates the Chinese Lunar New Year with a variety of family activities and demonstrations, with performances by special guest artists from Chengdu, China, the Sichuan Opera and acrobatics.	2/10/2018	Completed	Asian Americans	No	Heritage Month Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Tamayo Gallery Talk	Associate professors Michele Greet, Abigail McEwen, and Karin Roseblatt join E. Carmen Ramos, SAAM's deputy chief curator, for an evening of rapid fire gallery talks exploring influences on Tamayo's work and the artist's contributions to New York's dynamic cultural scene of the 1940s.	3/6/2018	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Do Ho Suh: Almost Home	Organized by Sarah Newman, the James Dicke Curator of Contemporary Art, the exhibition is the latest in a series of major shows at SAAM to examine artistic contributions of global citizens such as Nam June Paik, Christo, Yasuo Kuniyoshi, and Rufino Tamayo, whose work explores the American experience.	3/16/2018 - 8/5/2018	In-progress	Asian Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Do Ho Suh Gallery Talk	Sixth annual James Dickie Contemporary Artist lecture features Do Ho Suh	3/15/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	SAAM Cherry Blossom Festival	A family day celebration of Japanese culture	3/24/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	SAAM	Scholar's Roundtable: Between Subjugation and Black Agency	Carmen Ramos, Curator for Latino Art, presented "Between Subjugation and Black Agency," at a scholars' roundtable at Harvard University in preparation for the publication of The Black Image in Latin America and the Caribbean, edited by Henry Louis Gates and David Bindman.	2/17/2018	Completed	African Americans Hispanics	No	Conferences w/Colleges or Universities	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	SAAM	Symposium Lecture	Curator of Folk and Self-taught Art Leslie Umberger addressed the challenges faced by self-taught women artists, including Bessie Harvey and Nellie Mae Rowe in "Housewives, Witches, Beauty Queens, and Conjure Women: Locating the Practice of Self-Taught Women Artists," at the symposium "Boundary Trouble: The Self-Taught Artist and American Avant-Gardes at the National Gallery of Art.	2/17/2018	Completed	Women	No	Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	SAAM	Georgetown University, class discussion	Karen Lemmey and Joanna Marsh hosted Dr. Shana Klein's art history class (Monuments and Memorials, upper level seminar) from Georgetown University. The group discussed representations of Native Americans in nineteenth-century art and deliberated meaning of Requiem for Charleston by African American artist Lava Thomas in the context of memorials to victims of race-based violence.	2/16/2018	Completed	African Americans Native Americans	No	Education	Program Diversity	College/University
Provost	SAAM	Love, Lilyan	Funded by an endowment from a former docent. Provides backpacks full of art supplies for underserved students in Title 1 and FERS programs in DC, MA and VA schools.	2013 - Ongoing	In-progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education Public Programming	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.	2013 - Ongoing	In-progress	Individuals with Disabilities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) College/University High School (9th - 12th Grade) Masters PhD Other Programming for Adults
Provost	SAAM	Student Bus Grants	Ongoing series of Gallery talks for Deaf Visitors in American Sign Language (ASL), usually held twice a month.	2015 - Ongoing	In-progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	American InSight	Ongoing series of tours for blind and visually impaired visitors, incorporating touch and verbal description; held twice a month.	2015 - Ongoing	In-progress	Individuals with Disabilities	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SAAM	Creating American Stories	On-going program of Hearst bus funding that enables school visits from under-represented areas. During this reporting period, included multi-visit school program with students from Capital City Public Charter School (47% Hispanic; 37% African American students).	2015 - Ongoing	In-progress	African Americans	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.	2016 - Ongoing	In-progress	African Americans	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SAAM	Art and Portraiture: Windows and Doors to Understanding	Outreach workshop offered through SAAM and Smithsonian Affiliations at Springfield Museum of Art in Ohio for teachers of students with learning disabilities.	2/15/2018 - 2/16/2018	Completed	Individuals with Disabilities	No	Education Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SAAM	See Me at SAAM	Gallery program for people with dementia and their caregivers.	3/2018 - 4/2018	In-progress	Individuals with Disabilities	No	Education	Program Diversity	Other Programming for Adults
Provost	SAAM	History in Black and White: Kara Walker	Professional development workshop for college and university professors to learn how to integrate the Kara Walker exhibition into their teaching.	2/6/2018	Completed	African Americans	No	Education Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SAAM	Conversation Pieces gallery discussions	Ongoing gallery talk series featuring several works by a diverse range of artists: Jan. 10: Joe Minter sculpture, The Dreamer, 20005. Feb. 7, Tom Nakashima, Sanctuary at Western Sunset, 1992; March 7: Barbara Chase-Riboud sculpture, Zanzibar/Black, 1974.	1/2018 - 2/2018	Completed	African Americans Asian Americans Women	No	Public Programming	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Double Take gallery program	Joanna Marsh, SAAM senior curator of contemporary interpretation, and geologist Liz Cottrel from the National Museum of Natural History discuss Teresita Fernandez: Nocturnal (Horizon Line), 2010.	3/13/2018	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Civil Rights: A Commemoration of Dr. King	SAAM teacher workshop commemorating the 50th anniversary of the assassination of Dr. Martin Luther King, Jr. Examines the legacy of Dr. King and practice strategies that bring the complexities of the civil rights movement to students today.	3/17/2018	Completed	African Americans	No	Education Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum loan for exhibition "Portraits of Who We Are"	Lent 5 works to David C. Driskell Center, University of Maryland exhibition "Portraits of Who We Are" 2/1/2018 – 5/18/2018. Lent Palmer Hayden: The Janitor Who Paints; Malvin Gray Johnson: Self-Portrait; William H. Johnson: Self-Portrait with Pipe; Henry Ossawa Tanner: Self-Portrait; Lois Mailou Jones: Self-Portrait.	2/1/2018 - 5/18/2018	In-progress	African Americans	No	Exhibition Loan	Program Diversity	College/University Other Programming for Adults
Provost	SAAM	Georgetown University Class lecture	Karen Lemmey and Joanna Marsh hosted Dr. Shana Klein's art history class (Monuments and Memorials, upper level seminar) from Georgetown University. The group discussed representations of Native Americans in nineteenth-century art and deliberated meaning of Requiem for Charleston by African American artist Lava Thomas in the context of memorials to victims of race-based violence.	2/16/2018	Completed	African Americans	No	Education	Program Diversity	College/University
Provost	SAAM	Movies at SAAM: Who does she think she is?	This documentary by Academy Award winning filmmaker Pamela Tanner Boll features five women who refuse to choose between motherhood and art. The film invites us to consider the role of women in art, from cultural muses in the ancient world to under-representation of female artists in museums. Sybil E. Goharia, professor of art history at American University, and director Pamela Tanner Boll led a post-film discussion.	3/3/2018	Completed	Women	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	"Curating Hispanola (symposium lecture)	E. Carmen Ramos presented "Curating Hispanola" at the City University of New York's Center of the Humanities' conference Art and Literature in Contemporary Dominican Republic, Haiti, and their Diasporas.	3/15/2018	Completed	Hispanics	No	Conferences w/Colleges or Universities	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Museum loan to exhibition: Outliers and American Vanguard Art	Lent 6 works to National Gallery of Art (exhibition also traveling to High Museum and LACMA) "Outliers and American Vanguard Art" 1/28/2018 – 3/18/2019. Works lent: William H. Johnson's John Brown Legend; Johnson's Swing Low, Sweet Chariot; Patrocino Barela's St. George; Pedro Cervantes' Los Privados; Sister Gertrude Morgan's Come in my Room, come on in the Prayer Room and Morgan's Jesus is my air Plane.	1/28/2018 - 3/18/2019	In-progress	African Americans Hispanics	No	Exhibition loan	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum loan to exhibition: William L. Hawkins-An Imaginary Geography	Lent to Columbus Museum of Art, Ohio (exhibition also traveling to Mingei International Museum, San Diego, Figge Art Museum, Davenport, IA, and The Columbus Museum, GA. Figge is organizer) "William L. Hawkins—An Imaginative Geography" 1/27/2018 – 4/28/2019. Lent Hawkins: Ohio State University Stadium.	1/27/2018 - 4/28/2019	In-progress	Under-represented, Self-taught Artists	No	Exhibition loan	Program Diversity	Other Programming for Adults
Provost	SAAM	Direct Carving	Exhibition by Karen Lemmey, curator of sculpture. Includes 24 sculptures from across the twentieth century that showcase the direct carving method. Included are works by artists of diverse backgrounds, including African American and Native American.	2015 - Ongoing	In-progress	African Americans Native Americans	No	Collections Exhibitions	Program Diversity	Other Programming for Adults
Provost	SAAM	Poster Set	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.	2017 - Ongoing	In-progress	African Americans Hispanics	No	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SAAM	Intern Program Recruitment	Placed full-page ad in HBCU spring newsletter, print and online	Spring 2018	Completed	African Americans	No	Digital Promotion of Academic Appointments Internships	Workforce Diversity	College/University
Provost	SAAM	American Art journal	Spring 2018 issue of American Art, the museum's scholarly peer-reviewed journal, includes a feature-length article by Rebecca Van Diver on "The Diasporic Connotations of Collage: Lois Mailou Jones in Haiti, 1954-1964.	Spring 2018	Completed	African Americans	No	Publication	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	SAAM	Contemporary Artists on Conversation with History	Artist's panel convened in recognition of the fiftieth anniversary of the assassination of Dr. Martin Luther King Jr., a defining moment in American history. Artist Lava Thomas, Alfredo Jaar and Sam Gilliam discussed the echoes of history within contemporary culture in the context of social justice. Panel moderated by SAAM Deputy Chief Curator E. Carmen Ramos.	4/01/2018	Completed	African Americans Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Heritage Tours	Irish American heritage collection tours; Jewish American heritage collection tours	4/01/2018 - 5/30/2018	Completed	Irish American Jewish American	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	ML King 50th Anniversary Student Program	Students from three diverse areas of Washington, DC came together for an exploration of Dr. King's legacy in dialogue with contemporary artists. The program included a discussion of Lava Thomas's Requiem for Charleston with the artist herself, a performance of King's Time to Break Silence speech by Ford's Theater teaching artist W. Ellington Felton, and concluded with small group work where students brainstormed ways they could take positive action on social issues important to them.	4/06/2018	Completed	African Americans Hispanics	No	Education	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SAAM	Arts as Argument: Contemporary Artist's Voices (webinar)	Montana teachers participated in this webinar (the third in a special series of three), which focused on how contemporary artists use visual tools to persuade.	4/6/2018	Completed	African Americans Asian Americans Native Americans Under-resourced Rural Communities	No	Education Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SAAM	Conservation Gallery Talk: Folk Art and Self-Taught Art	Paper conservator Catherine Maynor led a tour through the folk and self-taught art galleries to discuss the challenges of the preservation and conservation of these artworks, which are often comprised of ephemeral and light-sensitive materials.	4/26/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Art Bites Gallery Talks	This series of lunch break talks features SAAM's research fellows as they share their discoveries about artworks from the collection. On April 27, Jeffrey Richmond-Moll discussed African American artist Henry Ossawa Tanner's Abraham's Oak (1905).	4/27/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Teacher of the Year Program	Gallery program with state teachers of the year exploring the concept of home and exploring multiple perspectives through the work of Do Ho Suh	4/30/2018	Completed	Asian Americans	No	Teacher Workshops Education	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Double Take	In celebration of International Workers' Day, also known as May Day, SAAM Deputy Chief Curator E. Carmen Ramos teams up with Smithsonian National Museum of American History curator Mireya Loza to discuss Domingo Ulloa's powerful depiction of Mexican laborers and the history of the Braceros Program.	5/1/2018	Completed	Hispanics	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	SAAM Fellows Lecture Series	Annual fellows lecture series event. This year's talks featured new scholarship on, among others, the performance of exile by the Cuban American artist Ana Mendieta; Alfredo Jaar's art in 1980s New York; and Frederick Eversley's cast plastic sculpture in the 1970s. Lectures were webcast.	5/2/2018 - 5/4/2018	Completed	African Americans Hispanics	No	Fellowships Public Programming Virtual Programming	Program Diversity	College/University
Provost	SAAM	Heritage Month: Asian American and Pacific Islander Family Day	A family day event filled with art, performances from different regions, and a variety of crafting activities.	5/12/2018	Completed	Asian Americans	No	Heritage Month Programming Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	SAAM	Double Take	Damion Thomas, curator of sports at the National Museum of African American History and Culture, teams up with Carol Wilson, SAAM Lunder Chair of Education, to talk about basketball, black culture, and community activism in the work of Theaster Gates.	6/13/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Artist Roundtable: Art and Identity Between Cultures	Korean American artists Tai Hwa Goh, Jiha Moon, Nara Park, and Jayoung Yoon engage in conversation about transnationalism and the influence of Korean tradition on their work. Sarah Newman, SAAM's James Dicke Curator of Contemporary Arts, moderates the discussion.	6/14/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Tuskegee Diorama Conservation Project	In a collaboration with Fisk University and the University of Delaware, SAAM's Lunder Center will be hosting three internships for a two week program in art conservation. The students will be working on a selected Tuskegee diorama from the 1940 Negro Exposition.	6/18/2018 - 6/29/2018	In-progress	African Americans	No	Internships Collections Training	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Smithsonian Conservation Internships for Broadening Access (CIBA) Program	SAAM's Lunder Center is hosting two interns selected for the Smithsonian Conservation Internship for Broadening Access (CIBA) Program, summer program.	6/5/2018 - 8/11/2018	Completed	African Americans	No	Internships Training	Workforce Diversity	College/University
Provost	SAAM	Museum loan	Lent Charles White's drawing "Untitled" to Art Institute of Chicago, Charles White: A Retrospective	6/8/2018 - 6/9/2018	In-progress	African Americans	No	Collections Exhibitions	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum loan	Lent Sam Gilliam's work "Swing" to Kunstmuseum Basel, Switzerland for their exhibition: The Music of Color: Sam Gilliam, 1967-1973.	6/9/2018 - 9/30/2018	In-progress	African Americans	No	Exhibitions	Program Diversity	Other Programming for Adults
Provost	SAAM	Fellowship Program Diversity Stats	For class of 2018/2019, achieved diversity rate of 33%. Of the 18 fellows, there is 1 Asian American; 2 African American; and 3 Latino.	6/2018 - 9/2019	In-progress	African Americans Asian Americans Hispanics	No	Fellowships	Workforce Diversity	College/University
Provost	SAAM	Curatorial Position	SAAM and the NMAI are the recipients of a new five-year term curatorial position, funded through the Smithsonian's Women's History Initiative. The curator will explore the historic relationship between gender and craft and how it informed two converging episodes of late 19th and early 20th century American art history. In particular the curator will explore the emergence of American Arts and Crafts as an aesthetic and social movement and a period of increasingly professionalized artistic practice and the recognition and promotion of female Native artists as exemplars of distinctively "American" craft production.	6/2018 - 6/2022	In-progress	Native Americans Women	No	Collections Exhibitions Public Programming	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SAAM	Gallery Talk: Do Ho Suh: Almost Home	Sarah Newman, SAAM's James Dicke Curator of Contemporary Art, leads a discussion on cultural memory and identify in conjunction with Suh's immersive works.	8/1/2018	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Career Day	Event hosted in conjunction with the SAAM Diversity Task Force Committee to promote the museum field to college and university undergraduate and graduate students from all backgrounds and academic majors.	9/7/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders	No	Career Fairs Internships Public Programming	Workforce 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	SAAM	Clarice Smith Lecture	Helen Molesworth, former chief curator at the Museum of Contemporary Art, Los Angeles, presented a lecture on the extraordinary woven hanging sculptures of Ruth Asawa, examining the artist's life and career from World War II internment, to her student days at Black Mountain College, to her work in the Bay area public schools.	9/12/2017	Completed	Asian Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Unconscious Bias Training	For SAAM Office Chiefs, presentation and discussion of unconscious bias presented by three experts from SI talking about diversity from various perspectives-- Dania Palosky, Smithsonian Ombudsman; Shahin Nemazee, from SI's Office of Equal Employment and Minority Affairs (OEEMA); and Tim Hollomon, Employee Assistance Manager and Acting Manager of Workforce Planning and Performance at OHR.	9/19/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Training	Workforce Diversity	Other Programming for Adults
Provost	SAAM	Unconscious Bias Training	As part of the ongoing efforts of the SAAM diversity task force, all SAAM staff and interns were invited to attend a training workshop on Unconscious Bias, presented by the Cornell Interactive Theatre Ensemble.	9/26/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Training	Workforce Diversity	College/University
Provost	SAAM	Between Worlds: The Art of Bill Traylor	Bill Traylor (ca. 1853-1949) is the only known person born into slavery to make a significant collection of paintings and drawings. This exhibition, organized by Leslie Umberger, Curator of Folk and Self-Taught Art, is the first major retrospective organized for the artist	9/28/2018-3/17/2019	In-progress	African Americans	No	Exhibition	Program Diversity	Other Programming for Adults
Provost	SAAM	Bill Traylor: Chasing Ghosts (film screening)	World premier of Bill Traylor: Chasing Ghosts by filmmaker Jeffrey Wolf	9/30/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Intern Program	For Advanced Level Program, achieved diversity rate of 31%. Of the 19 interns, 1 is African-American; 3 are Asian-American; and 2 are Hispanic.	9/10/2018 - 4/12/2019	In-progress	African Americans Asian Americans Hispanics	No	Internships	Workforce Diversity	College/University Masters

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	Paik Birthday Celebration	Celebration of the birthday of the father of video art, Nam June Paik, included video games, workshops, and a lecture by Saya Woolfalk, a New York-based artist who uses science fiction and fantasy to re-imagine the world in multiple dimensions.	7/22/2018	Completed	Asian Americans Women	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	Sam Gilliam painting titled: April 4, lent to the Brooklyn Museum in New York for their exhibition Soul of a Nation: Art in the Age of Black Power.	9/17/2018-2/3/2019	In-progress	African Americans	No	Exhibition loan	Program Diversity	Other Programming for Adults
Provost	SAAM	Museum Loan	William H. Johnson painting I Baptize Thee, lent to the Georgia Museum of Art (Athens, GA), for their exhibition Vernacular Modernism: The Photography of Doris Ulmann, 8/25/2018-5/31/2019.	8/25/2018 - 5/31/2019	In-progress	African Americans	No	Exhibition loan	Program Diversity	Other Programming for Adults
Provost	SAAM	Down These Mean Streets: Community and Place in Urban Photography	Organized by SAAM's Curator of Latino Art, E. Carmen Ramos, this travelling exhibition explores the work of ten photographers—Manuel Acevedo, Oscar Castillo, Frank Espada, Anthony Hernandez, Perla de Leon, Hiram Maristany, Ruben Ochoa, John Valadez, Winston Vargas, and Camilo José Vergara. The exhibition is currently on view at the Museo del Barrio in NYC, 9/13/2018 through 1/6/2019. Ramos provided Educator Training and VIP tour for the exhibition, 9/12/2018.	9/13/2018 - 1/6/2019	In-progress	Hispanics	No	Traveling Exhibitions	Program Diversity	Other Programming for Adults
Provost	SAAM	LEADS conference panel presentation	Geoffrey Cohrs, SAAM's docent coordinator, presented on SAAM's programs for a panel session "Museum Programming for People with Dementia and their Care Partners: Theory and Practice," at the Leadership Exchange in Arts and Disabilities annual conference (Atlanta)	8/10/2018	Completed	People with Dementia and their Care Partners	No	Conferences w/Professional Organizations Public Programming	Program Diversity	Other Programming for Adults
Provost	SAAM	Ford Foundation, Latinx Working Group Meeting	The Ford Foundation has begun organizing regional meetings to develop support for Latinx artists and to connect with artists-serving organizations (museums and cultural centers, especially) and art workers that have or should be supporting Latinx artists. Outside scholars and people in the field of Latinx art, are invited to present and share their knowledge of the field. E. Carmen Ramos, SAAM's Deputy Chief Curator and Curator of Latino Art, moderated an artist's panel discussion to help illuminate the artist's experience in relation to museums, the press and art world.	9/12/2018	In-progress	Hispanics	No	Training Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SAAM	7/12/2018	Recalibrating the National Story: Latinix Art at the Smithsonian American Art Museum, panel presentation by E. Carmen Ramos, Deputy Chief Curator and Curator of Latino Art, SAAM, for the Latino Studies Association, Washington, D.C.	7/12/2018	Completed	Hispanics	Yes	Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	SAAM	9/24/2018	Recalibrating the National Story: Latinix Art at the Smithsonian American Art Museum, lecture/presentation by E. Carmen Ramos, Deputy Chief Curator and Curator of Latino Art, SAAM, for the Orlando Council, Smithsonian Institution	9/24/2018	Completed	Hispanics	No	Collections Conferences w/Professional Organizations	Program Diversity	Other Programming for Adults
Provost	SIL	ACM Library Education Arts	Hosted a meeting with The Town Hall Education Arts Recreation Campus in the library. They help underserved children and adults of East of the River.	9/28/2017	Completed	African Americans Asian Americans Hispanics	No	Education Public Programming	Program Diversity	College/University
Provost	SIL	Katzenberger Foundation Art History Internship	Undergraduate intern from School of the Art Institute of Chicago worked in the Hirshhorn Library with a needs-based stipend.	6/5/2017 - 8/11/2017	Completed	Residents of Under-resourced Communities LGBTQ+ Community	No	Internships	Workforce Diversity	College/University
Provost	SIL	Gallery Experience "From the Archives: Yoko Ono"	Public program on Yoko Ono materials from the Library.	8/14/2017	Completed	Asian Americans	No	Education Public Programming Collections	Program Diversity	College/University Masters Other Programming for Adults
Provost	SIL	Recruited diverse workforce for Volunteer Library Assistant	Hired 6 volunteers throughout the year with diverse demographics	10/1/2016 - Present	In-Progress	Hispanics LGBTQ+ Community	No	Volunteer Opportunities	Workforce Diversity	College/University Masters Other Programming for Adults
Provost	SIL	Washington Art Libraries Resource Committee cataloging grant	Administered grant to catalog materials on Latin American and Women artists	10/1/2016 - 8/31/2017	Completed	Hispanics	No	Collections	Program Diversity	High School (9th - 12th Grade) College/University Masters
Provost	SIL	Library orientation, NMAH Library	One-on-one library orientation for NMAH intern who is in a wheelchair	9/28/2017	Completed	Individuals with Disabilities	No	Education Internships	Workforce Diversity	College/University

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SIL	Accommodation & assistance to blind research associate from Entomology department	NMNH main Library has arranged through OEEMA installation & availability of braille display device & screen-reading software. Library staff trained on its basic use to assist patrons.	09/15/2017 - Present	In-Progress	Individuals with Disabilities	No	Education Fellowships	Workforce Diversity	PhD
Provost	SIL	ACM Community Block Party	ACM Librarian helped run a booth/participate in event.	10/7/2017	Completed	African Americans	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SIL	ACM Career Day	ACM Librarian provided a Library tour, and helped escort kids	10/19/2017	Completed	African Americans	No	Education Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SIL	Web Accessibility with Dr. Francisco Lima	Dr. Lima is a blind patron of the Libraries. We discussed his challenges using our website and got a demonstration of the tools he uses	11/2017	Completed	Individuals with Disabilities	No	Training	Workforce Diversity	PhD
Provost	SIL	ASL Tour of the Cullman Library	A tour was arranged for new SIL staff and SIL/NMNH Deaf staff	12/4/2017	Completed	Individuals with Disabilities	No	Education	Workforce Diversity	College/University
Provost	SIL	Teen Council Fall	Weekly meetings with 12 local teens	10/1/2017 - 12/15/2017	Completed	African Americans Asian Americans Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	High School (9th - 12th Grade)
Provost	SIL	Teen Council Winter	Weekly meetings with 12 local teens	1/1/2018 - 3/28/2018	In-Progress	African Americans Asian Americans Residents of Under-resourced Communities	No	Education Public Programming	Program Diversity	High School (9th - 12th Grade)
Provost	SIL	Indoor Recess	Monthly meetings for local professional adults; speaker from SI community; includes a related crafting activity.	10/1/2017 - 9/30/2018	In-Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	SIL	ACM Career Day	show/discuss ACM library to local teens	5/17/2018	Completed	African Americans	No	Public Programming	Workforce 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	SIL	ACM Smithsonian Solstice Saturday	show/discuss ACM library	6/23/2018	Completed	African Americans	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SIL	ACM advanced summer teen writing institute	show/discuss ACM library	8/16/2018	Completed	African Americans	Yes	Public Programming	Program Diversity	High School (9th - 12th Grade)
Provost	SIL	NMAI Library Collections Overview	NMAI Librarian spoke to scholars from D'Arcy McNickle Center for American Indian and Indigenous Studies, Newberry Library.	3/8/2018	Completed	Native Americans	No	Collections Education Fellowships	Program Diversity	Masters PhD
Provost	SIL	Rick West Program for Cultural Preservation and Leadership Development in partnership with NMAI	NMAI Librarian addressed 12 Native rising college freshman and 2 cultural advisors about her career path, personal experiences to maintain tribal identity in the mainstream, and assisted with a tour in the NMAI collections.	7/9/2018	Completed	Native Americans Residents of Under-resourced Communities	No	Career Counseling Collections Education Cultural Preservation	Program Diversity	High School (9th - 12th Grade) College/University Other Programming for Adults
Provost	SIL	NPM library PMG files research	hosted PMG files researcher Jim Roth from Colorado Springs who is completely deaf	9/10/2018 - 9/11/2018	Completed	Individuals with Disabilities	No	Collections	Program Diversity	Other Programming for Adults
Provost	SIL	Biloxi-Chitmach-Chactaw Tribal officials tour NMAI Collections	NMAI Librarian described our library collections and services to tribal communities. Spoke with them about IMLS' Native American library grants for tribal libraries, ATALM conferences, and SIL internships. They would like to start a tribal library and archive.	10/27/2017	Completed	Native Americans Residents of Under-resourced Communities	No	Career Counseling Conferences w/Professional Organizations Education Internships	Program Diversity	Other Programming for Adults
Provost	SIL	ATALM Conference 2017	Panelist on "Professional Insights for Designing and Advancing Your Career", discussed opportunities to build successful networks for young professionals in archives, libraries and museums. And presented on SI online and digital resources in a separate program.	10/11/2017	Completed	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

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SIL	DC Library Association Program for Spectrum 20th Anniversary	"Show Me Your Champions" panelist - shared cultural and professional experiences to young librarian and library students, with a discussion of promoting diversity in collections, services and programs.	11/8/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans	No	Career Counseling Education Public Programming	Program Diversity	College/University Masters
Provost	SIL	National Library Week Program, American Library Association, Washington Office	NMAI Librarian was the Panel Moderator, "Tribal Connect Act of 2017: Improving Broadband Connectivity in Indian Country." Panel focused on how broadband connectivity and telecommunications infrastructure in Tribal and rural regions advances education and can close the digital divide. Panel included tribal reps from New Mexico, including FCC Commissioner Clyburn. Panel sponsored by Sen. Martin Heinrich, D-NM and ALA-WO.	4/12/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities	No	Public Programming	Program Diversity	Other Programming for Adults
Provost	SIL	Book Club for Kids Podcast	NMAI Librarian guest reader, read excerpts from Abenaki writer Joseph Bruchac's book, Code Talker a young adult book about a Navajo Code Talker from WWII.	7/30/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Promote Reading of Diverse Books	Program Diversity	Middle School (6th - 8th Grade)
Provost	SIL	Tour & demo for 2 visiting Japanese librarians from the Edo-Tokyo Museum	Tour of NMAH Library, demo of e-resources including OneSearch and Collections Search Center, general discussion of history museum librarianship	02/18/2018	Completed	Visiting Japanese librarians from the Edo-Tokyo Museum	No	Meeting with Professional Colleagues	Program Diversity	Other Programming for Adults
Provost	SIL	Library orientation for Gaviota Hernandez Quinones, intern for the NMAH Program in Latino History & Culture	General library orientation, including a focus on resources for Latino history	06/22/2018	Completed	Hispanics	No	Internships	Program Diversity	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SIL	NPM Library Orientation for handicapped curator	General library orientation including a focus on our microfilm reader printer and special accommodations included	10/10/2018	Completed	Individuals with Disabilities	No	Education Public Programming	Program Diversity	Other Programming for Adults
Provost	SCLDA	The Will to Adorn: Smithsonian Learning Lab Workshop	Smithsonian Learning Lab training workshop for Affiliate partners participating in the 2017 Will to Adorn program. Staff from the DuSable Museum of African American History, the Museum of the African Diaspora, the Institute of Texan Cultures, Mind-Builders Creative Arts Center, and Michigan State University learned how to use the SLL to create digital exhibitions. See example here: http://learninglab.si.edu/q/ll-c/vFHPejEgNgMER9pV .	10/3/2017	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education Teacher Workshops Training	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	Smithsonian Affiliations Conference: Smithsonian Learning Lab Workshop	Hands-on workshop with Affiliate museums to use the Smithsonian Learning Lab to lead youth digital curation projects, and to collaborate with the Smithsonian on teacher professional development. The workshop focused on heritage and cultural themes. See example: http://learninglab.si.edu/q/ll-c/38qgHgjBqzmMYFFF .	10/1/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities	Yes	Conferences w/Professional Organizations Education Teacher Workshops Training	Program Diversity	Other Programming for Adults
Provost	SCLDA	National History Day Webinar: Conflict & Compromise Resources with the NEH and the Smithsonian Learning Lab	Webinar, hosted by National History Day, with educators from EDSITEment and SCLDA highlighting how the Smithsonian Learning Lab can be used to support students' National History Day project research. Webinar highlighted 15 collections of resources created by educators at the Smithsonian, EDSITEment, the Senator John Heinz History Center, and the Vietnam Veterans Memorial Fund, and summarized how to use the SLL for research. Targeted to students and teachers. See example here: http://learninglab.si.edu/q/ll-c/HicCpfdBB8teiFNw .	10/2/2017	Completed	African Americans Asian Americans	Yes	Education Teacher Workshops Virtual Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Provost	SCLDA	Learning Lab Demo at Freer Sackler Educators' Open House	Introduction and demonstration of the Smithsonian Learning Lab for educators attending the Freer Sackler Educators' Open House	10/26/2017	Completed	Asian Americans	Yes	Education Teacher Workshops Virtual Programming	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	2017 National Council for the Social Studies (NCSS) Annual Conference Session - Teaching World History with Authentic Digital Resources from the Smithsonian	Attendees explored world history through digital resources and interactive tools in the Smithsonian Learning Lab. Learned strategies for object-based learning, discovered Terracotta Army resources, and created unique activities for your classroom. Presented with staff from the Freer and Sackler Galleries and Xidian University, China. See example here: http://learninglab.si.edu/q/II-c/qNT1r5L6xUAHoLto .	11/17/2017	Completed	Asian Americans	Yes	Collections Conferences w/Professional Organizations Education Teacher Workshops Training	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	Introduction to the Smithsonian Learning Lab for NMAI Education Office	A training for Smithsonian NMAI colleagues about the use of the Smithsonian Learning Lab, with an emphasis on cultural and historic collections.	11/29/2017	Completed	Native Americans	Yes	Collections Education Teacher Workshops Training	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	Smithsonian Learning Lab Presentation to San Joaquin County Office of Education	The San Joaquin County Office of Education is a regional agency that provides educational leadership, resources, and customized services to assist school districts. The SJCOE promotes student achievement and accountability, serves San Joaquin County's most at-risk students, and strives to create an environment in which every student, regardless of circumstances, has an opportunity for a quality education.	12/5/2017	Completed	Residents of Under-resourced Communities	Yes	Education Public Programming Training Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Provost	SCLDA	Fairfax County Public School Librarians Winter Professional Development Series (2018)	Attendees learned about Smithsonian Learning Lab -- a digital platform from the Smithsonian that includes 2M learning resources and tools to help curate and annotate these artworks, artifacts, specimens and more Librarians and teachers can create thematic collections to introduce a unit and encourage student exploration. Explored the ways that visual resources, such as photographs, videos and artifacts from the Smithsonian, can help provide important context for what students are reading.	1/29/2018	Completed	Residents of Under-resourced Communities School Librarians or Media Specialists	Yes	Education Teacher Workshops Training	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 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	SLL Demonstration at 2018 Teachers for Global Classrooms Global Education Symposium Resource Fair	Introduction to and demonstration of the Smithsonian Learning Lab for educators attending the 2018 Teachers for Global Classrooms Global Education Symposium Resource Fair, held by IREX.	2/16/2018	Completed	International - Global	Yes	Conferences w/Professional Organizations Education Training Teacher Workshops	Program Diversity	Other Programming for Adults
Provost	SCLDA	2018 Teacher Creativity Studios: APA Cultural Presence in the Classroom	Professional development workshop series, incorporating the Learning Lab and APA educational materials, for educators at three Affiliates: City of Austin Parks and Recreation Department (Austin, TX), Wing Luke Museum of the Asian Pacific American Experience (Seattle, WA), and the Lowell National Historical Park (Lowell, MA). This program received Federal support from the Asian Pacific American Initiatives Pool, administered by the Smithsonian Asian Pacific American Center. See example here: http://learninglab.si.edu/q/ll-c/qjPXGFCgv3RBj3A4 .	2/21/2018 - 5/12/2018	Completed	Asian Americans Native Hawaiians/Pacific Islanders	Yes	Collections Education Teacher Workshops Training	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	2018 Smithsonian / Montgomery College Faculty Fellows Seminar Series	Professional development seminar series for the 2017 Smithsonian / Montgomery College Faculty Fellows. Seminar series consists of one opening panel and 5 focused seminars. Montgomery College serves over 25,000 students, of which 67% is minority enrollment. Collection here: http://learninglab.si.edu/q/ll-c/XbHKgkU3zdYeoRpB .	3/1/2018 - 4/19/2018	Completed	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	College/University Masters PhD
Provost	SCLDA	DC Project Zero Professional Development Collaborative Session at the National Museum of the American Indian	Smithsonian museum educators met at NMAI for a demonstration of the Smithsonian Learning Lab, an online collection of over two million images, recordings and texts from the Smithsonian's vast holdings. It encouraged the use of Thinking Routines from Project Zero as a way to look closely and delve deeply. Learned about NMAI's Knowledge360 educational resource--a new national initiative to inspire and promote improvement of teaching & learning about American Indians.	3/15/2018	Completed	Native Americans	Yes	Education Teacher Workshops Training	Program Diversity	College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	Lenovo Make a Difference Week: STEAM Innovation Kit Build	Six grade students from Raleigh Durham assembled an art bot, then assembled art bot innovation kits to make art bots for fifth graders. More info: http://learninglab.si.edu/q/ll-c/Bs4TXY3Ym8M9uC75 .	4/9/2018 - 4/13/2018	Completed	Residents of Under-resourced Communities	Yes	Education Training	Program Diversity	Middle School (6th - 8th Grade)
Provost	SCLDA	Holocaust Remembrance Program 2018: Bearing Witness: A Holocaust Survivor on Schindler's List	A presentation for the general public, co-sponsored with 29 federal agencies, to commemorate Holocaust Remembrance and Jewish American History Month. Holocaust survivor Halina Silber presented. See example: http://learninglab.si.edu/q/ll-c/GkTwPvVT2pJFozLu .	4/19/2018	Completed	Jewish American	No	Public Programming Heritage Month Programming	Program Diversity	Other Programming for Adults
Provost	SCLDA	Digital Storytelling Workshop	Exchange students from Granada, Spain to Adams Middle School, DC, were introduced to the 5-step DS process: briefing and story-circle writing recording editing and sharing. This workshop is part of the research project Storying the Cultural Heritage: Digital Storytelling as a tool to enhance the 4Cs in formal and informal learning, which explores the use of DS using the digital resources of the Smithsonian Learning Lab. See collection: http://learninglab.si.edu/q/ll-c/U2rgFpMuGNrzCvGA .	5/1/2018	Completed	African Americans Hispanics	Yes	Education Training	Program Diversity	Middle School (6th - 8th Grade)
Provost	SCLDA	Fairfax County Public Schools' Family Literacy Digital Storytelling Workshop	Attendees were introduced to the 5-step DS process: briefing and story-circle writing recording editing and sharing. Includes time to discuss digital storytelling pedagogy, and offer insights into integrating technology into learning. This workshop is part of the research project Storying the Cultural Heritage: Digital Storytelling as a tool to enhance the 4Cs in formal and informal learning, which explores the use of DS using the digital resources of the Smithsonian Learning Lab. See collection: http://learninglab.si.edu/q/ll-c/odpY76mxRzzGdVRc .	5/11/2018	Completed	Hispanics ESOL - English for speakers of other languages	Yes	Education Heritage Month Public Programming Training	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 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	APAIP Webinar: Using Digital Resources to Integrate Asian Pacific American Experiences in the Classroom	Webinar with presenters from SCLDA, Smithsonian Affiliates (Wing Luke Museum, Asian American Resource Center, and Tsongas Industrial History Center), and Lowell Public School District, that focused on Learning Lab collections and strategies to integrate Asian Pacific American history, culture, and the arts K-12 classrooms. Targeted towards educators, this webinar gave information on how to get started in the Learning Lab.	5/22/2018	Completed	Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Teacher Workshops Training Virtual Programming	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	Digital Storytelling (DS) Workshop	Attendees were introduced to the 5-step DS process: briefing and story-circle writing recording editing and sharing. Includes time to discuss digital storytelling pedagogy, and offer insights into integrating technology into learning. This workshop is part of the research project Storying the Cultural Heritage: Digital Storytelling as a tool to enhance the 4Cs in formal and informal learning, which explores the use of DS using the digital resources of the Smithsonian Learning Lab. Montgomery College serves over 25,000 students, of which 67% is minority enrollments. (The Maryland state average is 48%.)	5/22/2018	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Teacher Workshops Training	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	Introduction to the Smithsonian Learning Lab for Freer Sackler Summer Institute	Introduction to the Smithsonian Learning Lab for educators participating in Discovering Korea's Past: Interdisciplinary Connections, a three-day professional development workshop at the Freer Sackler. Participating educators included librarians and teachers of grades 6-12 in subject areas including social studies and visual arts. Example here: http://learninglab.si.edu/q/ll-c/Et1XRRdwb9Vmcdpe .	6/25/2018 - 6/26/2018	Completed	Asian Americans	Yes	Education Teacher Workshops Training	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	Smithsonian Secretary's Youth Advisory Council (SSYAC)	Established by Secretary David Skorton as a way for the Smithsonian to gain advice from young people in the Washington, D.C., community and insight on how well it resonates with area youth. Included local and national teens from DC, VA, MD, NY, OH, MI, TX, SC. More information can be found here: http://learninglab.si.edu/q/ll-c/U61am83cxjwhaAvF .	9/27/2018 - 4/11/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	UICU Teen & Tech Tour	Opportunity for Upward Bound participants to practice the professional (and marketable) skill of digital photography; Teens served as the curators and photographers for the Spring 2018 college tour, creating an unprecedented digital collection for Harris-Stowe State University, and displayed the collection on the Smithsonian Learning Lab website. Video conference with under-served teens promoted visual literacy; included Learning Lab Collection (http://learninglab.si.edu/q/ll-c/gukqRVEmLzHgYVFL); focus: Historically Black Colleges and Universities.	2/1/2018 - 4/12/2018	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education Virtual Programming Training Career Counseling	Program Diversity	High School (9th - 12th Grade)
Provost	SCLDA	2018 CCSSO Teachers of the Year Day at the Smithsonian	SCLDA celebrated the 12th annual Teachers of the Year Day with the Council of Chief State School Officers (CCSSO), with welcoming remarks from Secretary Skorton, SCLDA Director, CCSSO Executive Director and CCSSO Senior Director of Teacher Workforce. The fifty five 2018 state teachers of the year visited smaller breakout sessions that focused on transferable teaching strategies with eight units.	4/30/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	SCLDA	Digital Storytelling Workshop	Collaborated with NPG, the School of the Arts, English and Drama of Loughborough University (UK) and Tate Exchange in London to produce a special edition of NPG's "Conversations Circles," an ongoing free drop-in program for adults to practice their English and learn about American history and culture through the art of portraiture. NPG participants were joined virtually by a group in London already taking a one-day storytelling workshop facilitated by researchers from Loughborough University as part of the Tate Exchange program. The companion Learning Lab collection for the program can be found here: http://learninglab.si.edu/q/ll-c/w3DA7PWFkYKooLT5 .	4/20/2018	Completed	Residents of Under-resourced Communities ESOL - English for speakers of other languages	Yes	Education Heritage Month Programming Public Programming Training	Program Diversity	High School (9th - 12th Grade) Other Programming for Adults
Provost	SCLDA	Main Event Caterers	Woman Owned Business in SAM.gov (Used for Teachers of the Year, Montgomery College, Education Awards, and SSYAC)	10/1/2017	In-progress	Woman-owned Business	No	Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Provost	SCLDA	AJ Stationers	SCLDA Program Supplies – Woman Owned Small Business – Asian Pacific American Owned (All program supplies)	10/1/2017	In-progress	Asian Americans Native Hawaiians/Pacific Islanders Women-owned Business	No	Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	InfoStructures	EDGE Database Maintenance – 8A Disadvantaged Business	10/1/2017	In-progress	Hispanic	No	Supporting Supplier Diversity Goals 8A Disadvantaged Business	Supplier Diversity	Other Programming for Adults
Provost	SCLDA	George W. Allen	SCLDA Program Supplies – Small Business (Program Supplies)	10/1/2017	In-progress	Small Business	No	Supporting Supplier Diversity Goals	Supplier Diversity	Other Programming for Adults
Provost	SCLDA	SCLDA Smithsonian Learning Lab Collections - Access Series (Disability)	Smithsonian Learning Lab collections Access Series are a series of digital experiences re-created from the 2013-2014 in-person All Access Digital Arts Club. The activities and resources promoted digital literacy skills, motivated teens to visit museums to learn, and for teens to explore their interests and build self-esteem. The main collection is located here: http://learninglab.si.edu/q/ll-c/c7RchYhPbegrpUzA and will link to a variety of related Access digital collections (completed and in-progress); Additional accessibility-focused collections: Sign Language Videos Highlights Collection: http://learninglab.si.edu/q/ll-c/h12G3WoBezUtuMU .	4/1/2018	In-progress	Individuals with Disabilities	Yes	Education Public Programming Training Collections Other	Program Diversity	High School (9th - 12th Grade)
Provost	SCLDA	SCLDA Smithsonian Learning Lab Collections - Asian Pacific American Heritage	A series of collections focusing on the experiences of Asian Pacific Americans; This Smithsonian Learning Lab collection received Federal support from the Asian Pacific American Initiatives Pool, administered by the Smithsonian Asian Pacific American Center. For example of Asian American community activists and leaders see: http://learninglab.si.edu/q/ll-c/MR1jszd7YDA7gUjx ; Portraits: http://learninglab.si.edu/q/ll-c/vt7HLL2g4d1HntKT ; History: http://learninglab.si.edu/q/ll-c/6xg74a4FEqX9g9Af ; Other resources: http://learninglab.si.edu/q/ll-c/sKtxHwxYHbnFwB9r ; Immigration: http://learninglab.si.edu/q/ll-c/4H4kuBLjgZrKEqVF ; Japanese-American WWII: http://learninglab.si.edu/q/ll-c/gCGyk6eEy7hGU4a ; Artists: http://learninglab.si.edu/q/ll-c/gCGyk6eEy7hGU4a ;	4/15/2018	In-progress	Asian Americans Native Hawaiians/Pacific Islanders	Yes	Collections Education Heritage Month Programming Other Digital Collections	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	SCLDA Smithsonian Learning Lab Collections - Hispanic Heritage	Collections supported by the Latino Initiative Pool and containing resources about Hispanic heritage: Hispanic Heritage: http://learninglab.si.edu/q/ll-c/Du6VsnzAyc156th ; Dolores Huerta: http://learninglab.si.edu/q/ll-c/RwTio19yz66nJ1s2 ; Immigration in America Highlights Collection: http://learninglab.si.edu/q/ll-c/xHgzaTH68GAGJ8YA	4/15/2018	In-progress	Hispanics	Yes	Collections Education Heritage Month Programming Public Programming	Program Diversity	Middle School (6th - 8th Grade)
Provost	SCLDA	SCLDA Smithsonian Learning Lab Collections - African American Heritage	Collections in the Learning Lab containing resources about African American Heritage an Culture. African American Art Highlights Collection: http://learninglab.si.edu/q/ll-c/RiPUCagVameVRnog ; Martin Luther King Jr Highlights Collection: http://learninglab.si.edu/q/ll-c/prYFfJDddf21aGC5 ; African American Pioneers in Aviation: http://learninglab.si.edu/q/r/172617 ; Creativity & Resistance: Maroon Cultures: http://learninglab.si.edu/q/r/172617 ; Slave Life and the Underground Railroad: http://learninglab.si.edu/q/r/164897 ; To March or Not to March: http://learninglab.si.edu/q/r/36507 ; Black History: http://learninglab.si.edu/q/ll-c/yJTgM6L56Diacjot ; Hip-Hop History and Culture: http://learninglab.si.edu/q/ll-c/CKpvU5oxs2nfdHNY	4/18/2018	In-progress	African Americans	Yes	Collections Education Heritage Month Programming	Program Diversity	High School (9th - 12th Grade)
Provost	SCLDA	SCLDA Smithsonian Learning Lab Collections - Native American Heritage	Collections in the Smithsonian Learning Lab about Native American Heritage; Native American Craftsmanship: http://learninglab.si.edu/q/ll-c/cacVM1E700Kfp7GE ; American Indian Heritage Month Resources: http://learninglab.si.edu/q/ll-c/bj7awXU7isKVJU47 ; Raven Stelas the Sun: http://learninglab.si.edu/q/ll-c/g6XhENC95XtCqU5X ; Central American Traditions: http://learninglab.si.edu/q/ll-c/vwMHNijJG5jhLzK3	4/18/2018	In-progress	Native Americans	Yes	Collections Education Heritage Month Programming	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SCLDA	SCLDA Learning Lab Collections: LGBT Heritage	Collections and resources in the Smithsonian Learning Lab about LGBT history and heritage. LGBT Rights and History: http://learninglab.si.edu/q/ll-c/w8TCovKYcgqMstW1 ; LGBT Rights and History: http://learninglab.si.edu/q/ll-c/5BHAnX8dNsdAEfGU ; Asian-American Activism: http://learninglab.si.edu/q/ll-c/MR1jszd7YDA7gujx ;	4/18/2018	In-progress	LGBTQ+ Community	Yes	Collections Education Heritage Month 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	SCLDA	SCLDA Smithsonian Learning Lab Collections: Women's Heritage	Collections and resources about Women. National History Day "Flygirls": http://learninglab.si.edu/q/ll-c/f9L8q8zhVqzgykis ; Suffrage Movement 1848-1919: http://learninglab.si.edu/q/ll-c/gojoRVNk1WkGr5Rg ; Women's Rights: http://learninglab.si.edu/q/ll-c/7Yq13J5gWbFdxXR9 ; Women's History in America Highlights Collection: http://learninglab.si.edu/q/ll-c/uEhPiV9gkoLUeYsHs ;	4/18/2018	In-progress	Residents of Under-resourced Communities Women	Yes	Collections Education Heritage Month 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	SCLDA	Reimagining Migration Institute	Migration Institute Network - "Reimagine Migration" Summer Seminar -- Collaboration at UCLA to discuss potential research and education projects supporting recent immigrant students in public schools.	8/12/2018 - 8/14/2018	Completed	Hispanics Residents of Under-resourced Communities Recent Immigrants / Migrants	No	Conferences w/Colleges or Universities 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	SCLDA	Teacher Creativity Studios: Fostering Global Competencies in the Classroom	SCLDA and Smithsonian Affiliations held the fifth of five onsite planning meetings with Smithsonian Affiliate partners, this time with the Arizona History Museum in Tucson, AZ. The five Affiliate partners are collaborating in the 2018 Teacher Creativity Studios: Fostering Global Competence in the Classroom workshop series, programs that have received Federal support from the Latino and Asian Pacific American Initiatives Pools, administered separately by the Smithsonian Latino Center and the Smithsonian Asian Pacific American Center. Professional development training programs for teachers will begin in October and run through February.	9/3/2018 - 2/28/2019	In-progress	Hispanics	Yes	Education Teacher Workshops	Program Diversity	Masters PhD Other Programming for Adults
Provost	SCLDA	My Earth, My Responsibility	My Earth, My Responsibility shares collaborative perspectives of modern and Buddhist science on climate change our shared responsibility. The community-based exhibition created in partnership with the Library of Tibetan Works and Archives' (LTWA) Science Department and the Smithsonian (SCLDA, OEC, SERC) working through NGO Science for Monks, opened at the Cosmology and Consciousness III conference which was held November 5-7 at the Upper TCV School in Dharamsala. Visitors learn about the science of climate change, and their Buddhist community perspectives, while they participating in hands-on science activities created by Exploratorium and the Smithsonian. Visitors, which included the largest concentration of Tibetans in exile outside of Tibet, as well as Indian scientists, and Western scientists, engage with Tibetan monastics who are training to become science leaders within their communities.	6/11/2018	Completed	Residents of Under-resourced Communities Tibetan Monks and Nuns in India	Yes	Education Public Programming Traveling Exhibitions Training	Program Diversity	Colleges/Universities Masters Other Programming for Adults
Provost	SCLDA	World of Your Senses	World of Your Senses (WOYS) shares parallel perspectives from Buddhism and western science on sensory perception. From the Buddhist perspective, sight, sound, smell, taste, and touch, are perceived by five consciousnesses, and the sixth consciousness is the mind. The making of the exhibit was supported through a unique collaboration between Office of Exhibits Central, the Library of Tibetan Works and Archives, and the Science for Monks program.	6/11/2018	Completed	Residents of Under-resourced Communities Tibetan monks and nuns living in exile in India	Yes	Education Public Programming Traveling Exhibitions Training	Program 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
Provost	SCLDA	Smithsonian Learning Lab / National History Day Workshop for SI Staff	Workshop held for SI Staff introducing the Learning Lab as a tool to curate resources and strategies for National History Day participants. Attendees received an introduction to NHD and this year's theme from a NHD educator, saw examples of NHD collections created by SI colleagues, and learned how to create their own collections in the SLL	7/26/2018	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Yes	Training	Program Diversity	Other Programming for Adults
Provost	SCLDA	2018 Global Teaching Dialogue Resource Fair	SCLDA shared the Smithsonian Learning Lab with K-12 teachers and administrators at the 2018 Global Teaching Dialogue Resource Fair hosted by the U.S. Department of State.	7/28/2018	Completed	International	Yes	Training Career Fairs Teaching Resource Fair	Program Diversity	Masters
Provost	SCLDA	Smithsonian Asian Pacific American Center's Sandbox of Ideas	SCLDA presented the Smithsonian Learning Lab as a complementary tool for APACs sandbox of ideas, a collaboration with the National Veterans Network and teachers from DC Public Schools, Fairfax County Public Schools, LA Unified School District and San Francisco Unified School District. SCLDA showed examples of individual digital museum resources such as artifacts, artworks & photographs, paired with Visible Thinking Routines, as well as collections of resources created by teachers and museum	8/2/2018	Completed	Asian Americans	Yes	Education Training Teacher Workshops	Program Diversity	College/University Masters
Provost	SCLDA	Making the Invisible Voice Visible Workshop for the Washington International School Diversity and Inclusion Partnership	Educators and administrators participating in Washington International School's Diversity and Inclusion Partnership, a PD series for staff, learned about museum resources and Project Zero Thinking Routines they could use to make the invisible voice visible in their practice. Participants visited SCLDA and exhibitions at NMAI (Americans) and NPG (UnSeen).	8/14/2018	Completed	Native Americans Residents of Under-resourced Communities	Yes	Training Teacher Workshops Education	Program Diversity	College/University Masters PhD Other Programming for Adults
Provost	SCLDA	Fairfax County Public Schools Social Studies In-Service Professional Development Day	Fairfax County Public Schools Social Studies In-Service Professional Development Day	8/22/2018	Completed	African Americans Asian Americans Hispanics Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Training	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Museum on Main Street capacity building training workshops	The Museum on Main Street (MoMS) program is SITES' key initiative that directly engages small town audiences and brings revitalized attention to underserved rural communities through their own Main Street museums, historical societies, and other cultural venues. Professional development workshops for host venues were held in 16 states in FY16, providing program and installation tools and training for hosting a traveling exhibition and developing community-based displays and programs.	FY2018	In-Progress	Residents of Under-resourced Communities	No	Professional Training	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SITES	I Want Wide American Earth: An Asian Pacific American Story	An award-winning educational poster set provides teachers with fresh resources for celebrating Asian Pacific American history across this multitude of incredibly diverse cultures, and ways to explore how Asian Pacific Americans have shaped and been shaped by the course of our nation's history. Produced by SITES, distributed at no cost to schools, museums, and small libraries. Two copies of the exhibition will visit 26 cities.	3/2013 - 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
Provost	SITES	The Way We Worked	A fresh approach to how and why Americans work -- whether in offices, factories, farms, schools, homes, on the road, rails, or sky, in the military -- through photographs and first-hand stories. A Museum on Main Street project that provides rural communities with tools and training to utilize local resources for complementary programming and outreach.	9/2011 - 11/2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	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.	5/2016 - 6/2022	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	Recruiting	SITES works with OHR's Diversity & Inclusion Outreach Specialist to announce vacancies far beyond USAJOBS to ensure we reach diverse communities. SITES also notifies professional organizations related to museums and specific professional specializations as they apply to open positions. We also announce job openings through many common social media outlets and listservs.	FY 2018 - 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
Provost	SITES	Hometown Teams: How Sports Shape America	Sports are an indelible part of our culture and community. Hometown Teams: How Sports Shape America shows how sports reflect the trials and triumphs of the American experience and help mold our national character. Host communities utilize SITES' tools, resources, and professional training to develop complementary exhibits that highlight their own local historie and stories.	3/2014 - 4/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Bittersweet Harvest: The Bracero Program 1942-1964	Award-winning bi-lingual posters from SITES convey the little known story of the Bracero Program, the largest guest worker program in U.S. history. Between 1942 and 1964, millions of Mexican men came to the U.S. on short-term labor contracts. Distributed at no cost to schools, migrant education centers, museums, and small libraries.	2/2010 - 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
Provost	SITES	Stories from Main Street	A digital initiative to collect and share stories from small-town and rural America. Developed by the Museum on Main Street program to encourage capacity-building at the local level and to provide resources for community outreach.	Fall 2010- 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	Virtual Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	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 Women	No	Poster Exhibit	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Roots of Wisdom: Native Knowledge, Shared Science	A new exhibition developed with the Oregon Museum of Science & Industry designed to engage families and students in the concept that western science and Native American traditional knowledge about the environment are both valuable and complementary for understanding the natural world.	2/2017 - 8/2021	In-Progress	Native Americans Native Hawaiians/Pacific Islanders	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	Beyond Bollywood: Indian Americans Shape the Nation	Created in collaboration with the Smithsonian's Asian Pacific American Center, a new exhibition explores the Indian American experience and the community's vital political, professional, and cultural contributions to American life and history.	5/2015 - 12/2020	In-progress	Asian Americans	No	Traveling Exhibitions	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SITES	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.	11/2017	Completed	Native Americans	No	Traveling Exhibitions	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SITES	Journey Stories	Americans on the move, whether for work or pleasure, illustrate a key chapter in the nation's story. Journey Stories encourages host communities to collect and share stories, including those from immigrants new and old.	7/2017 - 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
Provost	SITES	A Place for All People: Introducing the National Museum of African American History and Culture	Produced in collaboration with the National Museum of African American History and Culture, this new exhibition of 20 posters explores African American history, culture, and community and will include programming and educational resources for host venues. Available as printed posters and digital files to print yourself.	8/2016 - On Going	In-Progress	African Americans Women	No	Poster Exhibit	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Provost	SSEC	Introductory PD Grade 2 Engineering Smithsonian Science for the Classroom	Through support from a grant from 100kin10. This was a follow up virtual workshop for 5 teachers from a variety of schools from upstate New York to take part in the Grade 2 How can we stop soil from washing away? PD Workshop. The workshop 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.	12/20/2017	Completed	Residents of Under-resourced Communities	Yes	Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	2017 North Carolina Leadership Workshop: Planning For and Evaluating Successful STEM Programs	Teachers, administrators, community, and business partners representing 13 school districts convened in New Bern to: 1. Continue to develop and revise a system-wide, five-year strategic plan and complementary logic model framework for improving K-12 STEM programs; 2. Investigate the remaining elements of the LASER systemic reform model to inform the design and execution of an evaluation plan; 3. Foster a regional community of professionals committed to improving education for all students. The workshop represented the collaborative efforts of the SSEC and Friday Institute of NC State University. The SSEC completed its strategic planning program by addressing two pillars of the Leadership and Assistance for Science Education Reform (LASER) model: student assessment and administrative and community support, which were cut short last October when the institute was adjourned early due to the approach of Hurricane Matthew. The Friday Institute provided programming around evaluation as a continuation of support offered to some of the districts in writing logic models and assessing success in their Golden LEAF grant projects.	10/16/2017 - 10/17/2017	Completed	Hispanics Residents of Under-resourced Communities	Yes	Leadership development for teachers and administrators	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SSEC	Panama-Introductory Professional Development on Rocks and Minerals	Six teachers and 11 Johnson and Johnson 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, notebooking and strategies for teaching the unit.	9/12/2017 - 9/14/2017	Completed	Hispanics Residents of Under-resourced Communities	Yes	Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade)
Provost	SSEC	2017 K-2 Condensed Unit Training in Colorado	Sixteen kindergarten through 2nd grade teachers from 5 schools gathered together to take part in the Colorado Condensed Unit Training (CUT) – an eight hour version of the summer professional development (PD) – to give a basic introduction to the STC unit at their grade level with an English Language Learner focus. These teachers, for a number of reasons, were unable to attend the full training over the summer. While not nearly as deep as the full summer PD training, this CUT fills the gap so they can still teach the relevant STC unit.	9/23/2017	Completed	Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	2017 Grades 3-5 Condensed Unit Training in Colorado	Thirteen 3rd through 5th grade teachers from 5 schools gathered together to take part in the Colorado Condensed Unit Training (CUT) – an eight-hour version of the summer professional development (PD) – to give a basic introduction to the STC unit at their grade level with an English Language Learner (ELL) focus. These teachers, for a number of reasons, were unable to attend the full training over the summer. While not nearly as deep as the full summer PD training, this CUT fills the gap so they can still teach the relevant STC unit.	10/7/2017	Completed	Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Teacher Workshops	Program Diversity	Elementary School (K - 5th Grade)
Provost	SSEC	2017 Family Night #1 in Colorado	Family members from schools participating in the LASER Focused Initiative with an intended impact on English Language Learners (EL). More than 182 family members from 16 schools in the Denver Metro area enjoyed an evening at the Denver Museum of Nature & Science (a SI affiliate), free of charge, to explore the "Nature's Amazing Machines" exhibit and select diorama halls. Each description in "Nature's Amazing Machines", displayed in both English and Spanish, created a welcoming format for our dual-language families. The theme of the exhibit supports the students' learning in the classroom with the STC life science units provided through the Colorado LASER Initiative.	12/20/2017	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	SSEC	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.	2015 - Present	In-progress	African Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Smithsonian Science for Sustainable Action	Inspired and motivated by the universal call to action within the United Nation's Sustainable Development Goals (SDG), this freely available curriculum project works towards ensuring inclusive and equitable international education programs and lifelong learning opportunities for all diversity of learners around the world (SDG Goal 4). In particular, this project is working to provide underserved and underrepresented areas and groups where high quality educational resources are not easily available and/or created with their particular needs in mind. The first in a series of Inquiry-Based Science Education (IBSE) global citizenship curriculum projects for 7-18 year old youth and their instructors works to address the challenges and mitigation of mosquito-borne diseases for all across the planet. Focused around providing equal and interdependent opportunities for all learners in all locations around the world, this program was created to meet a high diversity of learners within the space in which they inhabit. Through strategic design, this project has already been implemented in various urban and rural, formal and informal, education settings in countries like Indonesia, Australia, and the United States. Future work through translated versions of the module will provide easier access to a growing number of educators and learners throughout the world. Throughout the module, scientists, researchers, and health workers from various ethnic, gender and cultural backgrounds are highlighted to show the diversity of people who are working on various parts of this problem in different fields of work. These stories provide learners with a view into the diversity of people, careers and dimensions of the mosquito problem that will help lead them to the creation of an action plan for their local community concerning this global problem.	5/2017 - 5/2019	In-progress	Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Teacher Leadership Summit: Attracting, Retaining and Developing a Diverse STEM Teaching Workforce	On February 23-25, the Smithsonian Science Education Center hosted a Teacher Leadership Summit powered by Teach to Lead and funded by Shell Oil Company at Howard University. The summit was attended by 21 participant teams totaling 120 individuals from 12 states and their mentors. Over the course of the weekend, each team drafted a logic model to address a problem of practice relating to attracting, retaining, and developing teacher leadership among underrepresented STEM teachers in their schools, districts, and regions. Teams and mentors will continue to work together over the remainder of the year to continue to advance the activities outlined in their logic model and move their work forward.	2/23/2018 - 2/25/2018	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SSEC	100Kin10 1st grade Intermediate PD	29 1st grade teachers from OCM BOCES and Monroe #1 who have previously taught Smithsonian Science in the Classroom How can we send a message using sound? attended intermediate training to discuss implementation of the unit, increase sound physics content knowledge, develop new ways to use engineering and argumentation principles, and develop a working community to answer future questions.	3/6/2018 - 3/7/2018	Completed	Residents of Under-resourced Communities	Yes	Education	Program Diversity	Other Programming for Adults
Provost	SSEC	Johnson & Johnson Somerville Where does the water go?	Johnson & Johnson employees, along with a local robotics team, partnered with the Smithsonian Science Education Center to provide a fun and interactive STEM lesson at Van DerVeer Elementary school to introduce the students to STEM professionals and potential STEM opportunities.	4/10/2018	Completed	Hispanics	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) High School (9th - 12th Grade)
Provost	SSEC	Freer-Sackler SSEC Art and Science Connection	Katherine Fancher of the SSEC and Jennifer Reifsteck of the Freer Sackler presented a professional development workshop as a collaboration between the two groups. The professional development focused on the intersections between art and science, focusing mostly on curiosity and collecting evidence from the world around us. The event was well received by the participants who serve a variety of age groups (infant to preservice teachers) in the DC area.	4/28/2018	Completed	African Americans Asian Americans	Yes	Education	Program Diversity	Other Programming for Adults

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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Train The Trainers Intermediate PD	Total 8 content PD modules are developed for this workshop and its extended PD in Colorado in June. The PD modules are aligned to NGSS and cover K-8 life science DCIs (Disciplinary Core Ideas), with transferable pedagogies in an engaging manner. In conjunction with these science content modules, the trainers experienced modules designed to analyze student writing samples from the STC Life Science units. Trainers learned protocols to use when examining student work and evaluating science content understanding and the ability to use language to communicate. Trainers attending this workshop will facilitate these modules for teachers in Colorado in early June in an effort to support all students including English Learner students in science classrooms.	5/4/2018 - 5/6/2018	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SSEC	2018 Family Night #2 in Colorado	More than 550 family members from 14 schools in the Denver Metro area enjoyed an evening at the Museum, free of charge, to explore the "Creatures of Light" exhibit, one of four Planetarium showing titled "Passport to the Universe", and select museum exhibits. The Denver Museum of Nature & Science is dedicated to welcoming everyone and has put forth an effort to provide information in both English and Spanish, creating a welcoming format for our dual-language families. The theme of the exhibits support the students' learning in the classroom with the STC science units provided through the Colorado LASER Initiative.	5/2/2018	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Colorado LASER Intermediate Professional Development	<p>The SSEC provided a content Professional Development (PD) workshop in Denver, Colorado from June 6-8, 2018. Approximately 60 teachers from 21 schools in the Denver Metro area attended this 2 ½ day PD focused on life science content. Each of these schools is currently participating in the Colorado LASER and LASER Focused Initiative. The content modules, written by Hyunju Lee a Program Specialist at SSEC, expertly combine Next Generation Science Standards content with transferable pedagogies in an engaging manner that focus on the STC Life Science Units the teachers used in their classroom during the 2017-18 school year. In conjunction with these science content modules, the teachers engaged in strategies to analyze student writing samples from the units. Teachers learned protocols to use when examining student work and evaluating science content understanding and the ability to use language to communicate. Protocols, when used strategically, assist teachers in determining the needs of all students with a specific focus on English Learners (ELs). Teachers attending this workshop will implement these EL strategies in the upcoming school year. Contractors for the SSEC delivered the content and EL modules. 10 contractors from Alabama, Texas, New Mexico and North Carolina were selected to facilitate this PD workshop in Colorado. Christina Romero is one of those ten contractors. Workshop will implement these EL strategies in the upcoming school year. Contractors for the SSEC delivered the content and EL modules. 10 contractors from Alabama, Texas, New Mexico and North Carolina were selected to facilitate this PD workshop in Colorado. Christina Romero is one of those ten contractors.</p>	6/6/2018 - 6/8/2018	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	2018 International K-12 Science Education Institute for Leadership Development and Strategic Planning	Teachers, administrators, community and business partners representing 13 schools, districts, and states in the U.S. and Mexico came together from July 23-27, 2018 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. Based on the number of students served by the teams in attendance: Alexander County, NC = 5,000 Bainbridge Island, WA = 3,883 Branchburg Township, NJ = 1,459 Capistrano USD, CA = 47,899 Estado de Mexico, Mexico = 3,900,000 Estado de Tamaulipas, Mexico = 387,187 Estado de Veracruz, Mexico = 1,582,532 Estado de Zacatecas, Mexico = 363,553 Los Angeles USD, CA = 332,875 Middle Bucks Institute of Technology = 757 Placentia-Yorba Linda USD, CA = 25,913 Seattle Public, WA = 54,000 Surry County, NC = 8,150	7/23/2018 - 7/27/2018	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Other Programming for Adults
Provost	SSEC	Integrating Culturally Responsive Pedagogy in Science (ICRPS) Professional Development Workshop	From August 6-7 the SSEC hosted a professional development workshop for 5th-8th grade teachers on culturally responsive teaching in STEM classrooms funded by Shell Oil Company. The workshop was held at the Houston Food Bank and led by Social Justice Science Educators Dr. Brittany Garvin-Hudson of Duke University and Dr. Shari Watkins of the KID Museum. On Monday participants confronted their own mindset around culture, identity, and the benefits of a diverse student population. On Tuesday participants were able to experience, practice, and apply culturally responsive teaching practices to lessons aligned to the Texas Essential Knowledge and Skills (TEKS).	8/6/2018 - 8/7/2018	Completed	African Americans Hispanics Residents of Under-resourced Communities	Yes	Education	Program Diversity Workforce Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	SSEC	Building Awareness for Sustainable Education and Professional Development for the Smithsonian Science for Global Goals Mosquito! unit.	<p>Smithsonian Science for Global Goals is a new freely available curriculum developed by the Smithsonian Science Education Center in partnership with the InterAcademy Partnership. It uses the United Nations Sustainable Development Goals (SDGs) as a framework to focus on sustainable actions that are student-defined and implemented. This curriculum weaves together the Center's 33 year history of providing world-class science education materials with the global imperatives of the SDGs to provide a socio-scientific platform to help students take action on global issues within their own communities. This flagship module, called Mosquito! How can we ensure health for all from mosquito-borne disease? is designed to be used across the globe with students ages 8-17. Students are challenged to look at aspects of mosquito-related issues through ethical, social, economic, and environmental perspectives, and understand how their own identity impacts how they look at the world and make decisions. Ultimately students work together to develop a community-focused action plan with their classmates.</p> <p>On June 6, the Smithsonian Science Education Center in collaboration with the Smithsonian Tropical Research Institute and SENACYT hosted a one-day Building Awareness session to inform and engage local stakeholders dedicated to transforming education in Panama and around the globe. Participants engaged in activities from the curriculum, learned from experts in the field, and brainstormed ways for the curriculum to be brought to a broader audience in throughout the country of Panama. This day set the foundation for a regional community of professionals committed to improving education for all students throughout Panama.</p> <p>On June 7 and 8, the SSEC hosted a two-day professional development training for teachers from areas that have been greatly impacted by mosquito-borne diseases, including Zika and Malaria. These teachers were introduced to Smithsonian Science for Global Goals, and the 41 different tasks that make up the 7 parts of the Mosquito! Module, and the Smithsonian's digital education platform, Learning Lab. Teachers were supported to systematically sculpt a personalized set of lessons from the Mosquito! materials that best suits their students' ages, interests, classroom, and community context.</p>	6/6/2018 - 6/8/2018	Completed	Hispanics	Yes	Education	Program Diversity	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	African Roots/Latino Soul	How many cultures can we be? This vibrant play explores what it means to be Latino, African American, and proud, growing up in the heart of the American melting pot. The story of Celia Cruz, the warmth of mama's kitchen, and the bustle of city life all play parts in a show that demonstrates that the pulse of the music is the heart of the people. Written with the Young Playwrights' Theater, this is a story of the triumphs of today's multicultural kids.	10/4/2017 - 10/5/2017 10/10/2017 - 10/19/2017 10/26/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Fábulas Fairy Tales	We've added a fabulous new story to everybody's favorites—told Smithsonian-style in both English and Spanish with lots of audience participation! The adventures of three bears, three little pigs, three billy goats gruff, and three little kittens are joined by a classic story about a lion and a mouse that's also a guessing game. Spanish-language learning, literacy through storytelling, math, music, and more!	10/6/2017 10/10/2017 - 10/19/2017 10/20/2017 10/25/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Meeting Mr. Lincoln	What would you say if you got to meet one of the greatest presidents of all time? While on an errand for seamstress Elizabeth Keckley, young Eliza finds a barefoot, uneducated country boy sneaking through the White House. Caleb wants to meet his idol Honest Abe—someone who was once like him but who rose to lead the nation. Eliza can help him, but what should he ask when he meets his hero? The audience helps them figure it out, and then in a surprise visit, everyone gets to talk to the president (who's in the process of writing the Emancipation Proclamation) in this interactive play about identity, equality, and following big dreams.	11/8/2017 11/9/2017 2/13/2018 - 2/14/2018	In-progress	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Grandma's Thanksgiving Visit	Grandma has arrived for the holiday—and that can only mean making puppets, cooking together, washing the car, and learning lots of fun new things! This musical play with a great big heart brings the whole audience into the family with singing, finger-play, and call-and-response as we all give thanks for being together	11/15/2017 - 11/17/2017 11/21/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2018

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Provost	TSA	Season's of Light	We look forward to welcoming you to our annual celebration of seasonal holidays from around the world. 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 make for an amazing interactive event that bridges communities and cultures. Back for its 19th season, this signature Discovery Theater show sells out early, so get your tickets now!	Weekdays 12/1/2017 - 12/21/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Holiday Movie Screening and Sing-along: Ezra Jack Keats' The Snowy Day	Join us for an exclusive screening of the Daytime Emmy Award-winning animated film The Snowy Day, based on Ezra Jack Keats' 1962 classic story, narrated by Laurence Fishburne and voiced by Regina King, Angela Bassett and Jamie-Lynn Sigler. The film follows young Peter's magical, snowy walk to his Nana's house to bring home their Christmas Eve dinner. One the way, he meets some new (and diverse) friends who come together to celebrate many traditions. To make the morning super-fun, we've added sing-along holiday songs and a special host! To top it off, each family and classroom receives a copy of this beloved children's book—donated to our audiences by Penguin Random House. A very special day indeed! This program is made possible by Ezra Jack Keats Foundation.	12/17/2017 12/15/2017 2/19/2017	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Professor Wingnut Wants to Fly	Learn and play with wacky Professor Wingnut and Seymour the Seagull as arts educator Ryan Sellers ignites an excitement for aeronautics and the joy of flight. With the amazing artifacts of the Air and Space Museum soaring above them, little aviators explore the science of how things take to the air—from birds' hollow wings to the first airplanes. Generously underwritten by the Conrad N. Hilton Foundation and presented in partnership with the National Air and Space Museum. There is no cost for admission, but reservations are required.	1/11/2018 1/12/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Marcee's Fruity Vegetable Party	Mom's birthday is coming up and Marcee is planning a very special party with her favorite foods—fruits and vegetables. Mirth and mayhem ensue as Marcee and the audience create zany recipes that turn out especially yummy—and healthy, too! Songs, follow-along play, and some great ideas for fun food make this a party you won't want to miss.	1/17/2018 1/18/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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Provost	TSA	How Old is a Hero?	Everyone can make a difference! This Discovery Theater original play infused with archival music of the Civil Rights era celebrates three young people who helped change the nation by their heroic actions. Meet Ernest Green of the Little Rock Nine, the first black student to graduate from an integrated high school; Claudette Colvin, who months before Rosa Parks, also refused to give up her seat on a bus; and Ruby Bridges, who was only six in 1960 when she stepped into first grade—and into history—as the first student to desegregate an all-white school in New Orleans. Their inspiring stories demonstrate that hope begins with the courage of young people.	2/6/2018 - 2/9/2018 2/15/2018 - 3/2/2018	Planned	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	TSA	Tot Rock: Percussion Party with Uncle Devin	Are you ready to make some noise and learn some beats? Early math and numbers add up to plenty of fun when everybody's favorite musical uncle returns and invites young audiences to hear and play a world of percussion instruments. Through all the bang-up interactive enjoyment, kids also learn why percussion is the easiest, oldest, and most diverse form of musical creativity.	2/15/2018 2/16/2018	Planned	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Black Diamond	Score a home run with a spirit-rousing musical play about the "other" major league! This updated hit from nationally recognized arts leader Michael Bobbitt and tunesmith John Cornelius chronicles the struggles and triumphs of pioneering African American baseball players. The all-star lineup of heroes includes Moses "Fleet" Walker, who became the game's first black pro in the 1880s; Andrew "Rube" Foster, hailed as the father of black baseball; power hitter Josh "Spitfire" Gibson; athlete-philosopher Satchel Paige; and young Jackie Robinson, who first integrated the major leagues. You'll stand up and cheer for the players who made sports history—and American history, too!	2/1/2018 - 2/14/2018 2/20/2018 - 2/23/2018	In-progress	African Americans	Yes	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	TSA	"Imagination" 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 imagination unit uses improvisation based on themes, topics, and ideas from the students to create a play.	10-16/2017 - 10/20/2017	Completed	African Americans	No	Education	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	"Family" 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 Family unit helps children learn about family, celebrations/traditions, and taking care of their home.	11/8/2017 - 11/21/2017	Completed	African 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	TSA	"Grocery Store" 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 Store unit helps children learn about the importance of eating fruits/vegetables (healthy eating), what a root vegetable is, counting money, and sorting things by color.	1/9/2018 - 1/18/2018	Completed	African Americans	No	Education	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	GEAR UP Lafayette	As part of a Department of Education GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant, five Smithsonian presenters visited four Lafayette, LA high schools for three days each in October (10/24-26/17) and January (1/30-2/1/18), where they conducted in-class presentations and led hands-on activities. October topics included photosynthesis and cell differentiation, and reached 1130 tenth grade science students. The January program focused on motion, force and energy, and was presented to 1150 ninth graders.	10/24/2017 - 10/26/2017 & 1/30/2018 - 2/1/2018	Completed	African Americans Residents of Under-resourced Communities	Yes	Education	Program Diversity	High School (9th - 12th Grade)
Provost	TSA	Crazy Colors of Chemistry	Crazy Colors of Chemistry is a hands-on presentation about the exciting principles of chemistry and color and how they work together! The Science Guys of Baltimore will use STEM principles to demonstrate the colorful world of chemistry with a laser show, explosive elephant toothpaste, and a magical color-changing chemical clock. They'll even unlock the full color spectrum to reveal the colors of common gases using a bolt of electricity! This show is all about hidden wonders of Color in Chemistry!	3/8/2018 - 3/9/2018	Completed	African Americans	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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Provost	TSA	Sam and BG's Accidental Day	Five-year-olds BG and Sam are aspiring junior soccer stars and best friends on the field and off. They score a big goal in a match, but a mishap (seen in hilarious slow motion) sends them right off the field and into the clinic. There they discover that helping people is really cool, thanks to a friendly team of medical (and musical) stars who make everyone feel great. Letters, numbers, and sing-along songs make this super sports saga extra special.	3/15/2018 - 3/16/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Mother Earth and Me	The magic of earth science takes center stage in this fun, interactive Discovery Theater original as we explore the origins of our planet, the water cycle, and our important role in protecting 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!	4/10/2018 - 4/13/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Time Capsule in a Milk can: A Holocaust Remembrance	In 1939, when the world began to close in around the Jews of the Warsaw Ghetto, Emanuel Ringelblum began a secret archive. As the horror mounted over the next five years, he and a valiant group of citizens risked their lives to chronicle it all. The writings they collected, along with diaries, ration cards, artworks, and artifacts from residents of the ghetto were buried in three milk cans and a few metal boxes. In a multimedia production enhanced by archival elements, Marc Spiegel portrays Ringelblum as we share in the precious and powerful legacy held in one of the cans: the stories of vanished lives eloquently told in the words of the people who lived them.	4/12/2018	Completed	African Americans	No	Public Programming	Program Diversity	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Provost	TSA	Tot Rock: Alex & the Kaleidoscope	Take a new look at our beautiful world through the kaleidoscope of Emmy Award-winning children's arts educator Alex Mitnick, your musical guide for an Earth Day celebration of the treasures of the planet. Clap along, sing, dance, and improvise with Alex in this delightful interactive concert of original songs about nature and all its creatures—including us.	4/19/2018 - 4/20/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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Provost	TSA	Happy Habitats	In order to survive, animals need air, food, water, and shelter, all of which create a habitat—nature’s home for creatures of the air, earth, and water. Follow a horticulturist from Smithsonian Gardens through the paths of the beautiful Enid A. Haupt Garden to discover habitat stations and learn how plants, animals and humans live together and support each other. Leave with new insights about what makes successful habitats and how you can help protect them.	4/24/2018 - 4/25/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Under the Baobab Tree with Iya: Tales of Africa and the Caribbean	The smash-hit show from last year is back! Gather round the iconic tree of life for traditional, songs, stories, and dances from “Iya” Bashea Imana and her talented troupe of Kuumba Kids. This highly participatory show features puppets, movement, and motivational music that rouses the spirit and moves the heart.	5/3/2018 - 5/4/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Jojo’s Trip to the Zoo	It’s field-trip day and Jojo can’t wait to get to the zoo! But when he finds a little lost furball, what can he do? Asking for help for his new animal friend leads to a behind-the-scenes adventure, meeting some favorite animals, and learning about our wonderful Earth and its creatures.	5/17/2018 5/18/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	The Doubtful Sprout with Liz Joyce	Get ready to explore the world under your feet in this underground puppet adventure. Tunnel down with Worm and Sprout as they discover the mysterious life found in soil. Along the way, kids help figure out the secrets that help Sprout grow. Acclaimed master Puppeteer Liz Joyce, brings this ecological wonderland to life with several styles of puppets, projections and song	5/31/2018 6/1/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Around the World with Yosi	Award-winning children's songwriter & recording artist, Yosi, brings songs, dances & instruments from around the world to you! Don't miss this multicultural, interactive, and educational concert. Children will learn to say “hello” and count in various languages. They'll participate in two dances from other cultures and most importantly, learn about tolerance and acceptance of people from different parts of the world.	6/27/2018 - 6/29/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)

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Provost	TSA	"Hospital" Theme – Sam & BG's Accidental Day	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 specific roles within the theme (e.g., doctor, nurse, surgeon, patient, etc.). The roles are discussed in terms of what the person does and says to others, as well as the actions they perform, such as aids and accommodations that help children when they are hurt.	3/5/2018 - 3/20/2018	Completed	African Americans Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	"Pet/Vet" Theme – Jojo's Trip to the Zoo	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.	5/1/2018 - 5/25/2018	Completed	African Americans Residents of Under-resourced Communities	No	Education	Program Diversity	Elementary School (K - 5th Grade)

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Provost	TSA	Red, White, and Blue Reptiles Alive!	Red scales, white tails, and blue tongues - a variety of colorful live reptiles from the USA and all over the world will be featured during this wildly exciting show! An engaging, kid-friendly Wildlife Educator will educate and entertain with exciting animal stories and fun animal facts.	7/5/2018 - 7/9/2018	Completed	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade)
Provost	TSA	Culture Shock DC Celebrates Hip Hop	Culture Shock DC shares the power, beauty, and energy of hip-hop in an interactive performance guaranteed to get you up on your feet. Find out what makes hip-hop such a unique and vibrant form, and cheer these amazing dance artist-educators in action. Get into the act as you learn some of the group's choreography, and take the stage to show off your best freestyle moves!	7/10/2018 - 7/13/2018	Planned	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	TSA	The Future is Now! with the Science Guys of Baltimore	Discover the engineering marvels, new and old, that make our world great and explore new technologies that will make it even stronger! We will ride on a futuristic hover board and fire projectiles using one of the most basic engineering defenses: a catapult! We will learn about renewable solar and wind technologies and try to demolish a building to better understand earthquake construction and natural disaster protection!	7/17/2018 - 7/20/2018	Planned	African Americans	Yes	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	TSA	SWAGFUNK Band	You can't spell funk without "fun"—and that's what guaranteed when SWAGFUNK takes over the stage. The D.C. band's musical mix of funk, jazz, rock, pop, R&B, and reggae celebrates the joy of classic styles, and their high-energy grooves will have you singing and dancing along at a summer party you won't want to miss!	7/24/2018 - 7/27/2018	Planned	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Provost	TSA	Soul in Motion	This explosive company from Montgomery County shares the richness of African American culture by dancing the heritage of the African homelands. In a spectacular performance that blends chest-pounding drumming and foot-stomping leaps and steps, these performers create an infectious joy that captures hearts and sprits.	7/31/2018 - 8/3/2018	Planned	African Americans	No	Public Programming	Program Diversity	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

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ASA	ASA	CASE Diversity Program	CASE has a diversity internship program that they are running in 2018. The Office of Advancement participated in the program and an intern was placed with us for the summer.	6/01/2018	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Workforce Diversity	College/University
ASA	ASA	Advanced Procurement Plan	Submitted an advanced procurement plan with planned procurement needs for FY18. This is shared with small businesses to increase Smithsonian work with them. Inquiries from small business are shared with program managers.	10/1/2017 - 9/30/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders Native Americans	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.	10/1/2017 - 9/30/2018	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders Native Americans	No	Recruitment	Workforce Diversity	College/University Masters PhD Other Programming for Adults
ASA	ASA	Women Owned Business	OA has retained the services of independently own women contract graphic designer	10/1/2017 - 9/30/2018	In-Progress	Women	No	Supplier Diversity Outreach	Supplier Diversity	Other Programming for Adults

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ASA	ASA	CASE Diversity Summit	The summit was funded by a grant from the CASE District II Venture Capital Fund – a source of financial support for new and innovative programming focusing on collaborative professional development and networking among the district’s membership. The Smithsonian advancement managers participated in this event along with colleagues from Georgetown and GWU. The one-day diversity summit focused on and increased awareness relating to diversity, equity and inclusivity within ourselves and our workplace.	08/24/2018 - 08/24/2018	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Recruitment	Workforce Diversity	Other Programming for Adults
ASCEA	OVS	Volunteer Recruitment Initiatives	Proactively recruit a more diverse pool of volunteers for the volunteer programs managed by OVS.	01/01/2018	In-Progress	African Americans Asian Americans Hispanics Foreign Language Speakers LGBTQ+ Community	No	Career Fairs Recruitment Volunteer Opportunities	Workforce Diversity	Other Programming for Adults
ASCEA	OVS	Volunteer Recruitment Initiatives	Proactively recruit a more diverse pool of volunteers for volunteer programs managed by OVS	10/1/2016 - 9/31/2017	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Foreign Language Speakers LGBTQ+ Community	No	Volunteer Opportunities Conferences w/Colleges or Universities Outreach to Community Groups PRIDE Festival Table	Workforce Diversity	Other Programming for Adults
ASCEA	OVS	Volunteer Enrichment Initiatives	Hosted enrichment activities for Castle volunteers to increase awareness and understanding of various cultures and communities.	10/1/2016 - 9/31/2017	Completed	Hispanics Native Americans Mexican and Latin Community in DC	No	Tours of Museums and Cultural Centers	Program Diversity	Other Programming for Adults
ASCEA	OVS	Volunteer Continuing Education	Hosted workshop with volunteers and Office of Accessibility to train volunteers on how to work with visitors with disabilities.	6/2017	Completed	Individuals with Disabilities	No	Workshop Training	Program Diversity	Other Programming for Adults
ASCEA	OVS	Volunteer Recruitment Initiative	Proactively recruit a more diverse pool of volunteers for the volunteer programs managed by OVS at the Washington, DC Capital Pride Festival.	6/9/2018	Completed	LGBTQ+ Community	No	Community Support	Workforce Diversity	Other Programming for Adults