



# Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2020



# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2020



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# Smithsonian Diversity and Inclusion Initiatives Report

## Fiscal Year 2020



### OVERVIEW

Diversity and inclusion are integral to all aspects of the Smithsonian Institution's operations and key components of the Smithsonian Strategic Plan. The Office of Equal Employment and Supplier Diversity (OEESD) developed and published the first Diversity and Inclusion Initiatives Report (DIIR) in FY2014. The purpose of this initiative is to capture and report on the multiplicity of diversity and inclusion related activities around the Institution. Published annually over the last six years, the DIIR has documented more than 3,380 Smithsonian Institution diversity and inclusion initiatives.

The Report's data is drawn from a SharePoint website that allows units to submit any and all efforts they identify as meeting the criteria of a diversity and inclusion initiative. To help identify what can be included in this report, units are encouraged to consider programs, activities, recruitment, and outreach efforts that fall under the following three categories:

- Program Diversity
- Supplier Diversity
- Workforce Diversity

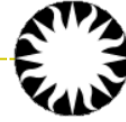
Despite the COVID-19 pandemic and Smithsonian facilities being closed this year, 14 units submitted more than 380 initiatives that also included virtual programs. The 90-page report consists of an executive summary and supporting information. For quick access to your unit's information, please see the table of contents.

The DIIR demonstrates the Smithsonian's ongoing commitment to reflect the nation's pluralism in its workforces, programs and business relationships.

The OEESD staff expresses their appreciation to all the units who participated in the development of this report and for their support in fostering diversity and inclusion and greater collaborations as One Smithsonian.

# Smithsonian Diversity and Inclusion Initiatives Report

## Fiscal Year 2020

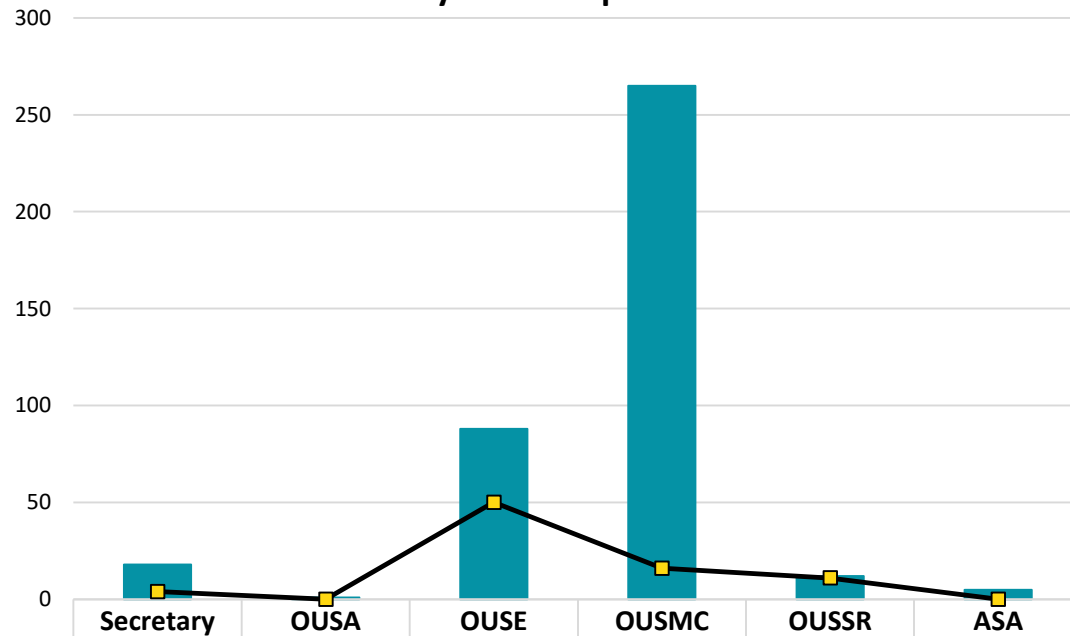


### EXECUTIVE SUMMARY

#### 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 380 initiatives were submitted by 14 Smithsonian units with 81 classified as STEM initiatives. All historically underrepresented groups were represented in the diversity and inclusion initiatives. The highest percent of initiatives (19% and 14% 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 and LGBTQIA+. While these groups 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.

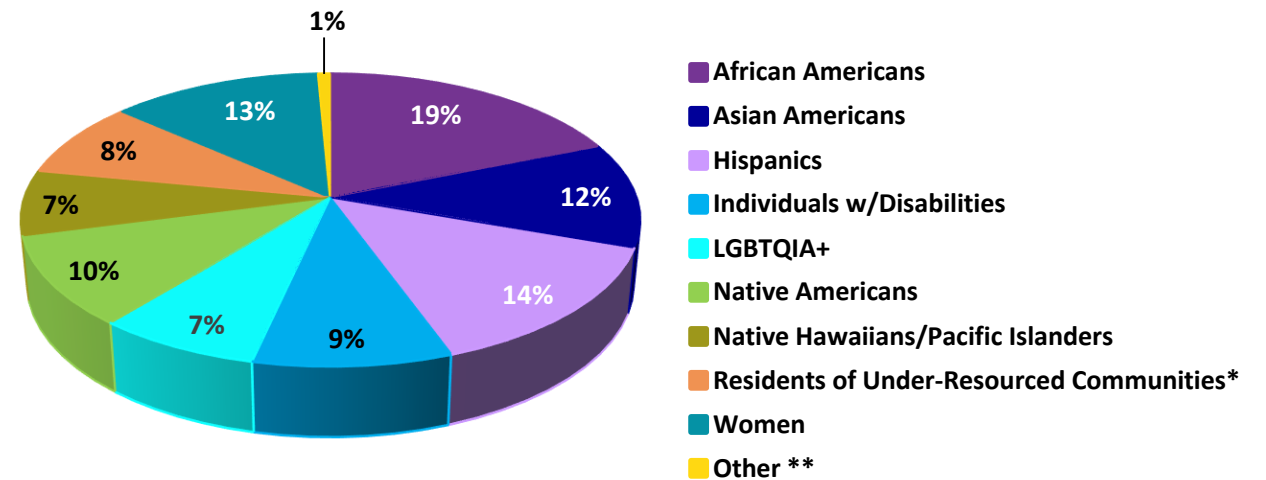
**Initiatives by Direct Report**



	Secretary	OUSA	OUSE	OUSMC	OUSSR	ASA
<b># of Initiatives</b>	<b>18</b>	<b>1</b>	<b>88</b>	<b>265</b>	<b>12</b>	<b>5</b>
<b># of STEM</b>	<b>4</b>	<b>0</b>	<b>50</b>	<b>16</b>	<b>11</b>	<b>0</b>

**Percent Served by Race and Ethnicity**

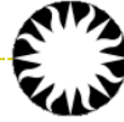
*(Units often target more than one group)*



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

\*\*Includes: Alaskan Natives, Arab Americans, Jewish Americans, individuals with access only to analog publications to bridge the digital divide, Immigrants, other non-English-speaking individuals, and speakers of other languages.

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2020



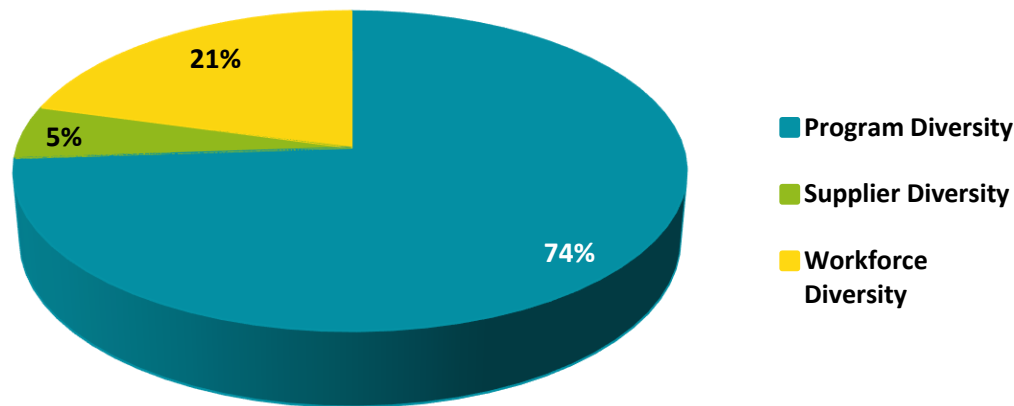
## EXECUTIVE SUMMARY

### 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 of its established supplier diversity goals despite large dollar projects, such as the NASM Revitalization Project\*. Of the 28% awarded to small businesses, 4% was awarded to 8(a) small disadvantaged businesses, 11% was awarded to non-8(a) small disadvantaged businesses, and 11% was awarded to women-owned small businesses. The majority of initiatives targeted adults (25%).

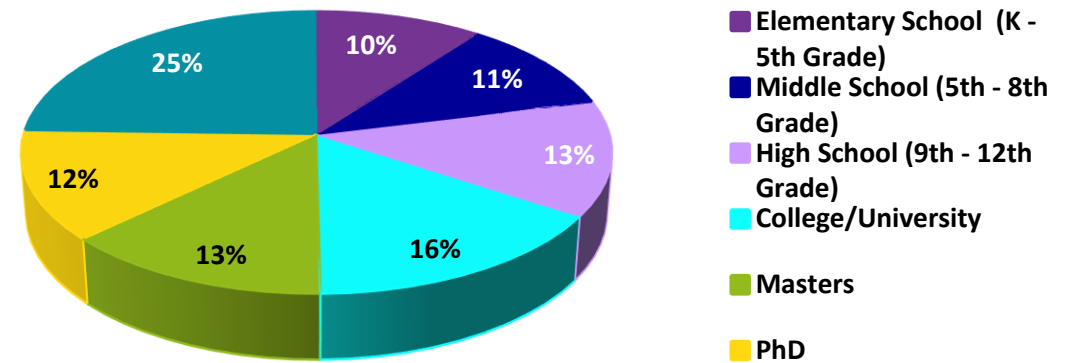
**Initiatives by Category**

*(Units often choose more than one category)*



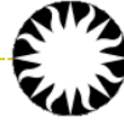
**Audience Age Groups**

*(Units often target more than one group)*



\*Excluding NASM Revitalization Project and other larger dollar contracts, SI awarded 41% to small businesses with 6% awarded to 8(a) small and disadvantaged businesses, 16% to non-8(a) small and disadvantaged businesses, and 16% to women-owned small businesses.

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2020



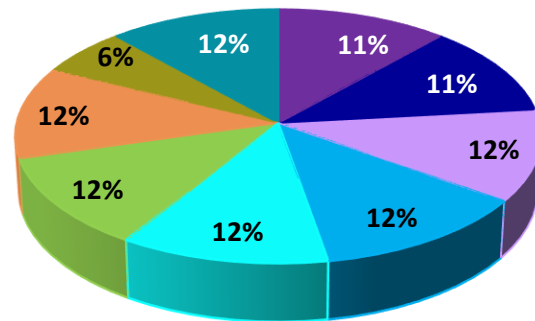
## EXECUTIVE SUMMARY

### OFFICE OF THE SECRETARY

The Office of Equal Employment and Supplier Diversity submitted 18 initiatives, of which 4 were STEM. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. At 40%, program diversity was the largest category. The majority of initiatives targeted adults (63%).

### Percent Served by Race & Ethnicity

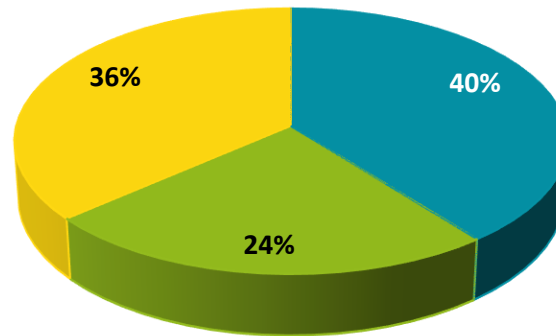
*(Units often target more than one group.)*



- African Americans
- Asian Americans
- Hispanics
- Individuals w/Disabilities
- LGBTQIA+
- Native Americans
- Native Hawaiians/Pacific Islanders
- Residents of Under-Resourced Communities\*
- Women

### Initiatives by Category

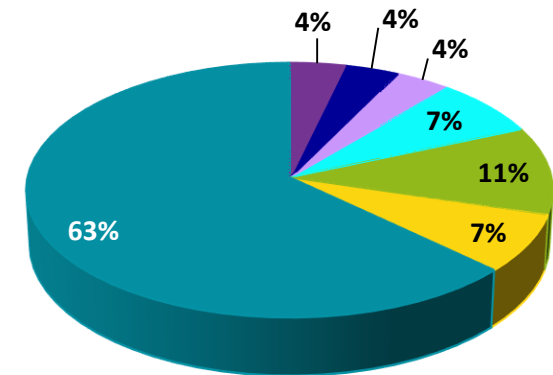
*(Units often choose more than one category.)*



- Program Diversity
- Supplier Diversity
- Workforce Diversity

### Audience Age Groups

*(Units often target more than one group)*



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

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

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2020



## EXECUTIVE SUMMARY

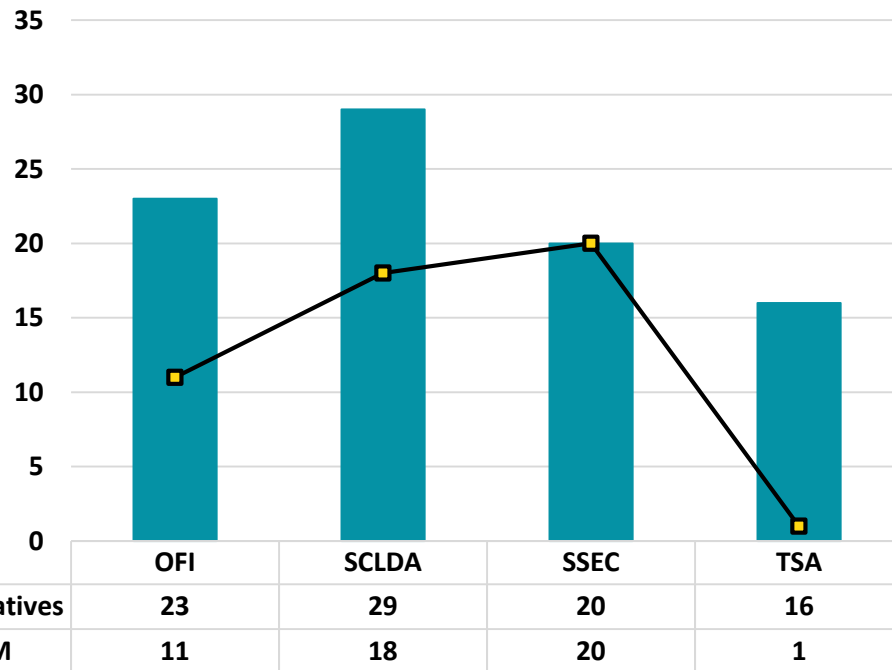
### UNDER SECRETARY FOR ADMINISTRATION

The Office of Sponsored Projects submitted one initiative that focused on Hispanics. The initiative targeted high school students.

### UNDER SECRETARY FOR EDUCATION

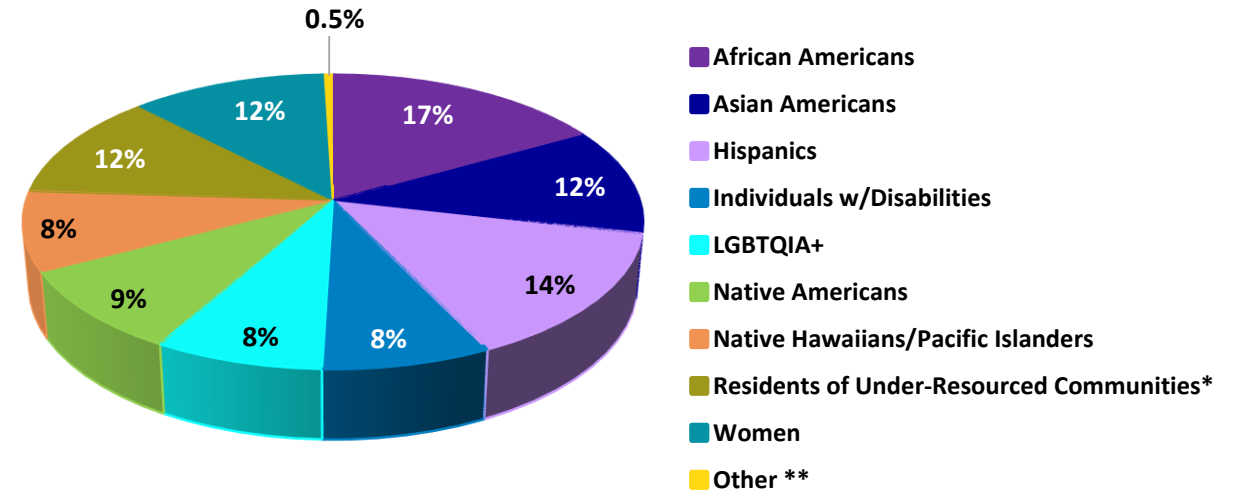
More than 80 initiatives were submitted by 4 OUSE units (OFI, SCLDA, SSEC, TSA). Fifty were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (17%) of initiatives were geared towards African Americans.

**Initiatives by Unit**



**Percent Served by Race & Ethnicity**

*(Units often target more than one group.)*

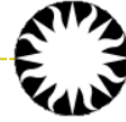


\* Communities with limited and/or under-funded access to educational resources and technology.

\*\* Includes: Alaskan Natives, Arab Americans, and Jewish Americans

# Smithsonian Diversity and Inclusion Initiatives Report

## Fiscal Year 2020

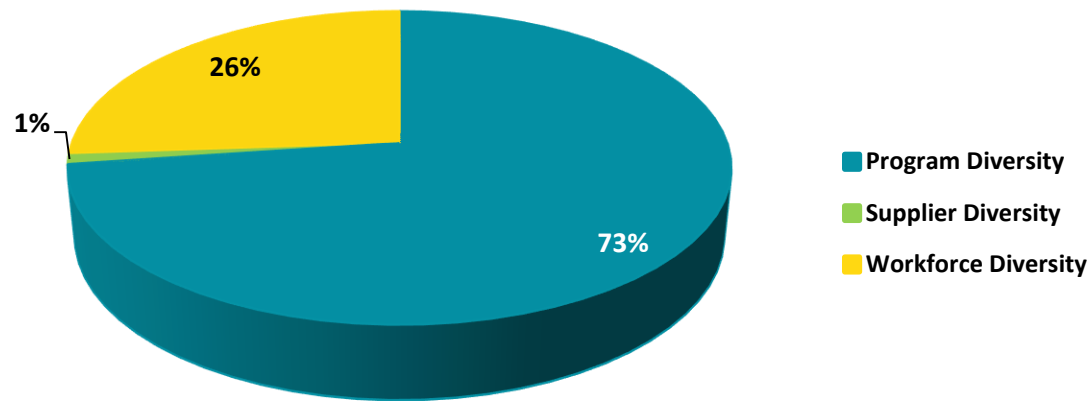


### UNDER SECRETARY FOR EDUCATION (CONT.)

All three diversity categories were represented. At 73%, program diversity was the largest category. While only 1% of the reported initiatives fell under supplier diversity, OUSE awarded 52% of the dollars spent to small businesses, exceeding 3 of 6 supplier diversity goals. Of the 51% awarded to small businesses, 6% was awarded to non-8(a) small and disadvantaged businesses and 11% was awarded to women-owned small businesses. The majority of initiatives targeted adults (23%) and high school students (18%).

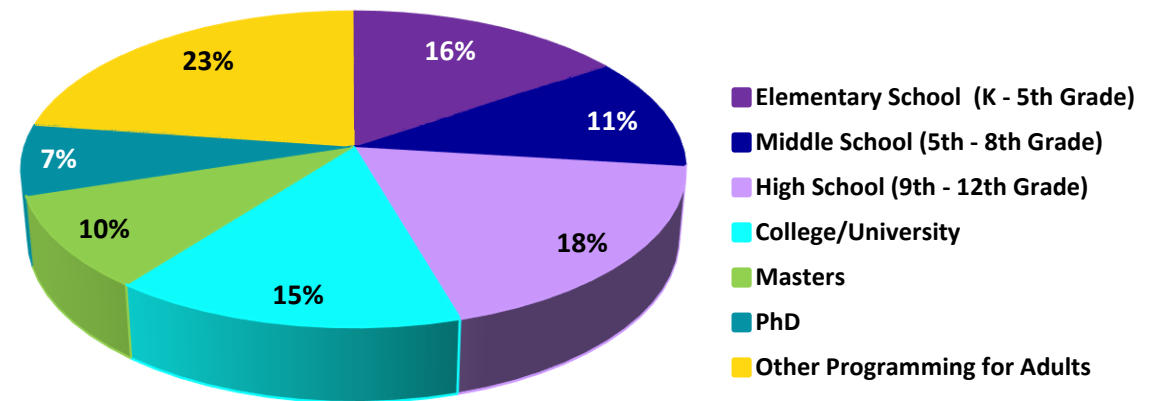
#### Initiatives by Category

*(Units often choose more than one category.)*



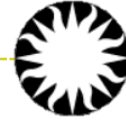
#### Audience Age Group

*(Units often target more than one group.)*





# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2020

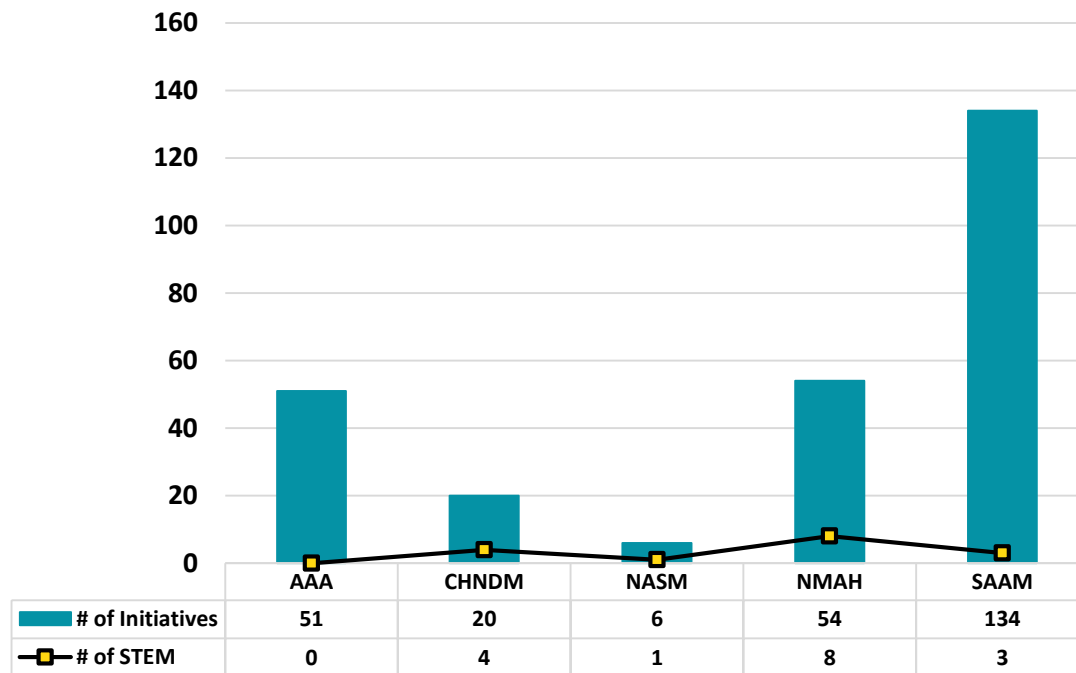


## EXECUTIVE SUMMARY

### UNDER SECRETARY FOR MUSEUMS & CULTURE

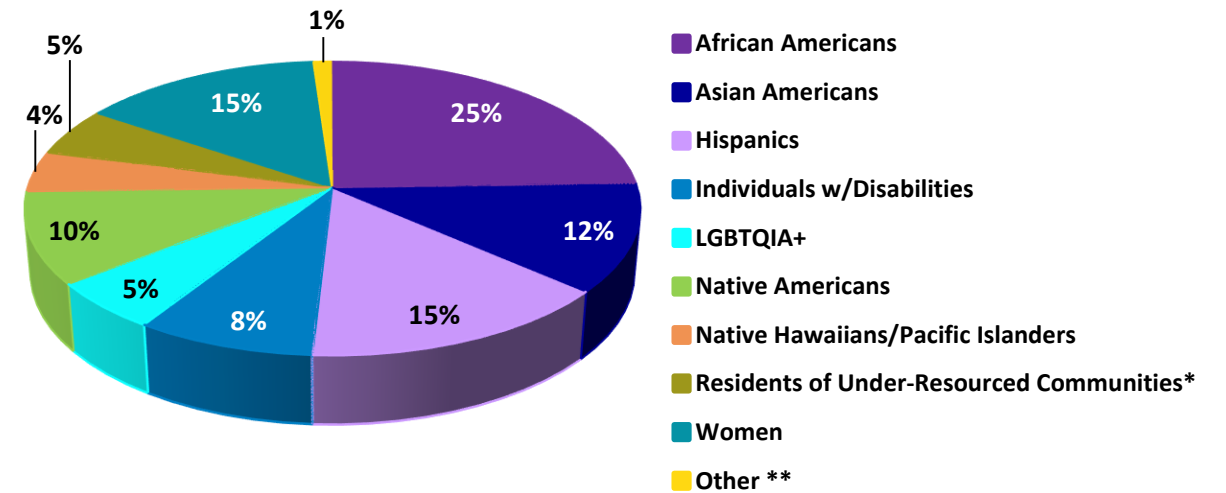
More than 260 initiatives were submitted by 5 OUSMC units (AAA, CHNDM, NASM, NMAH and SAAM). Sixteen were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (25%) of initiatives were geared towards African Americans.

**Initiatives by Unit**



**Percent Served by Race & Ethnicity**

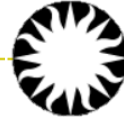
*(Units often target more than one group.)*



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

\*\* Includes: Immigrants, Jewish Americans, Individuals with access only to analog publications to bridge the digital divide.

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2020



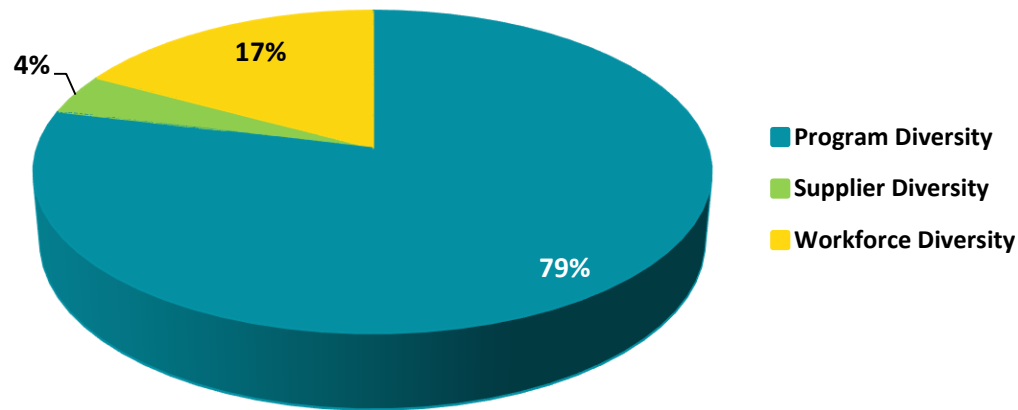
## EXECUTIVE SUMMARY

### UNDER SECRETARY FOR MUSEUMS & CULTURE (CONT.)

All three categories were represented. At 79% program diversity was the largest category. While 17% of reported initiatives fell under supplier diversity, the OUSMC exceeded 4 of 6 supplier diversity goals\*. Of the 53% awarded to small businesses, 12% was awarded to 8(a) small disadvantaged businesses, 24% was awarded to non-8(a) small disadvantaged businesses, and 32% was awarded to women-owned small businesses. The majority of initiatives targeted adults (23%).

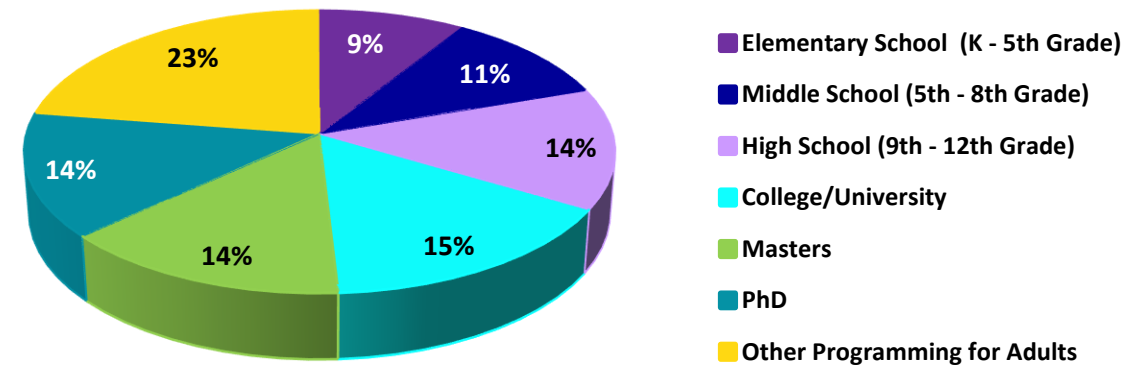
#### Initiatives by Category

*(Units often choose more than one category.)*



#### Audience Age Group

*(Units often target more than one group.)*



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

# Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2020

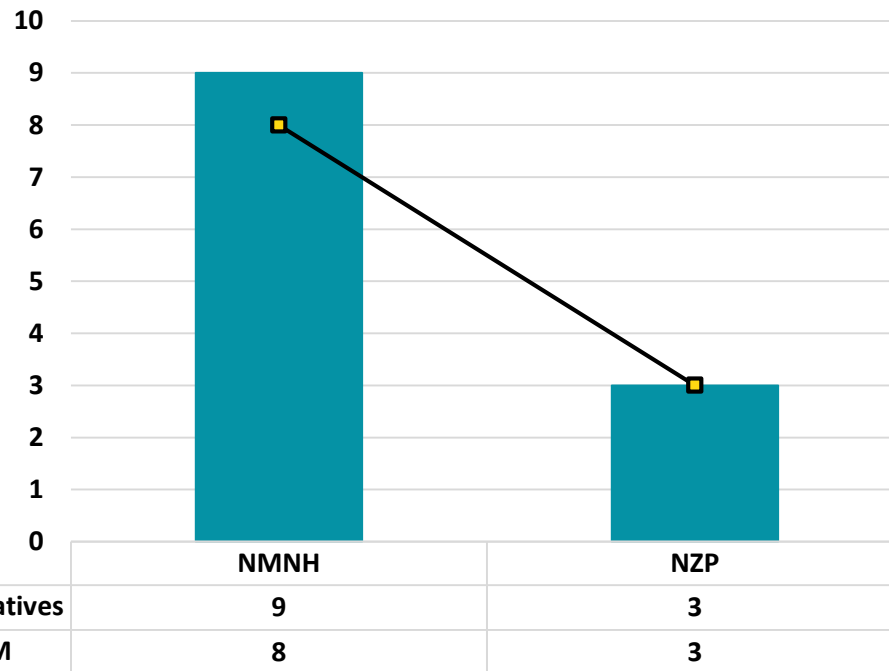


## EXECUTIVE SUMMARY

### UNDER SECRETARY FOR SCIENCE & RESEARCH

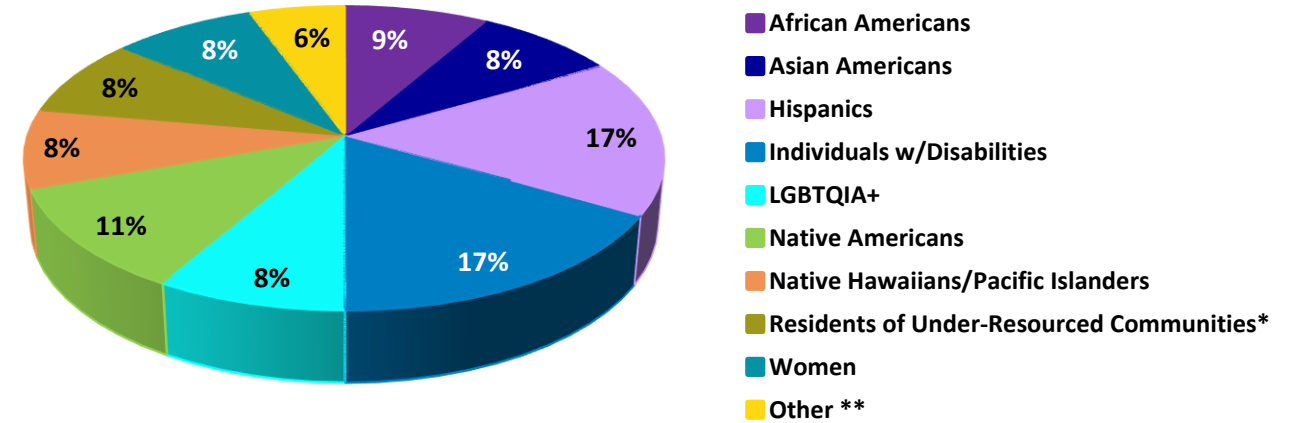
Twelve initiatives were submitted by two OUSSR units (NMNH and NZP). Eleven were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (17%) of initiatives were geared towards Hispanics and Individuals with Disabilities.

**Initiatives by Unit**



**Percent Served by Race & Ethnicity**

*(Units often target more than one group.)*



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

\*\* Includes: Non-English-speaking individuals and speakers of other languages

# Smithsonian Diversity and Inclusion Initiatives Report

## Fiscal Year 2020



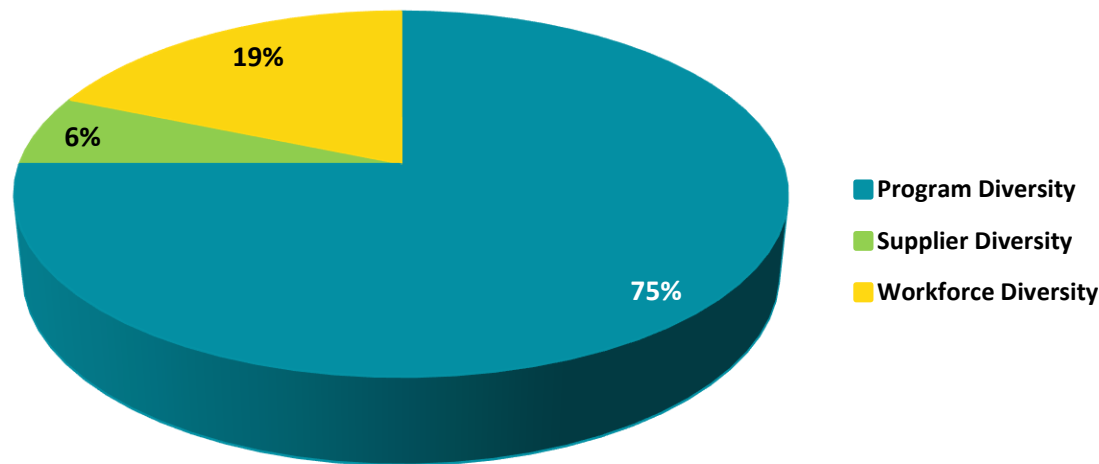
### EXECUTIVE SUMMARY

#### UNDER SECRETARY FOR SCIENCE & RESEARCH (CONT.)

All three categories were represented. At 75% program diversity was the largest category. While 19% of reported initiatives fell under supplier diversity, the OUSSR exceeded 4 of 6 supplier diversity goals. Of the 35% awarded to small businesses, 8% was awarded to 8(a) small disadvantaged businesses, 17% was awarded to non-8(a) small disadvantaged businesses, and 14% was awarded to women-owned small businesses. The majority of initiatives targeted adults and high school students (20%).

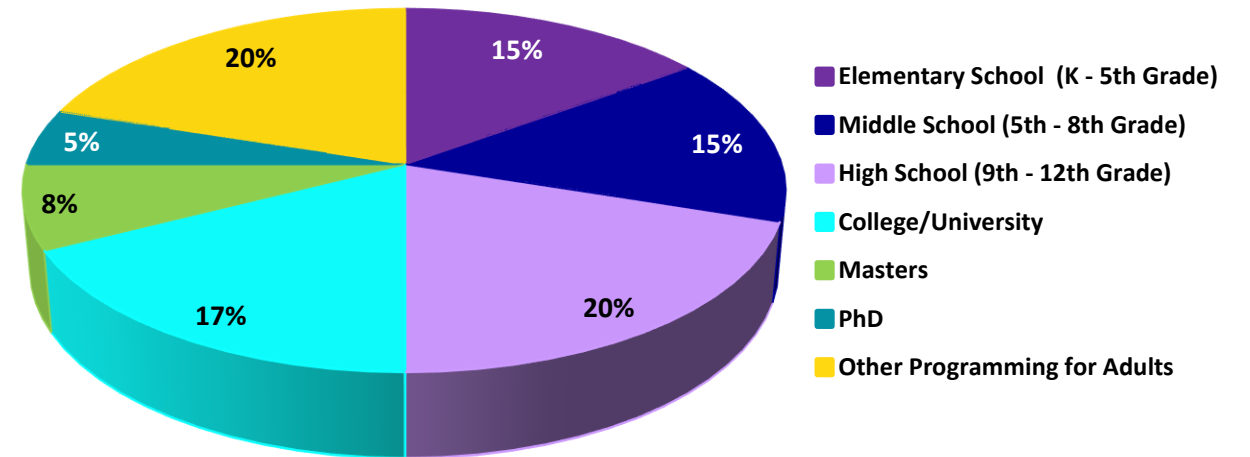
**Initiatives by Category**

*(Units often choose more than one category.)*



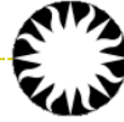
**Audience Age Group**

*(Units often target more than one group.)*



# Smithsonian Diversity and Inclusion Initiatives Report

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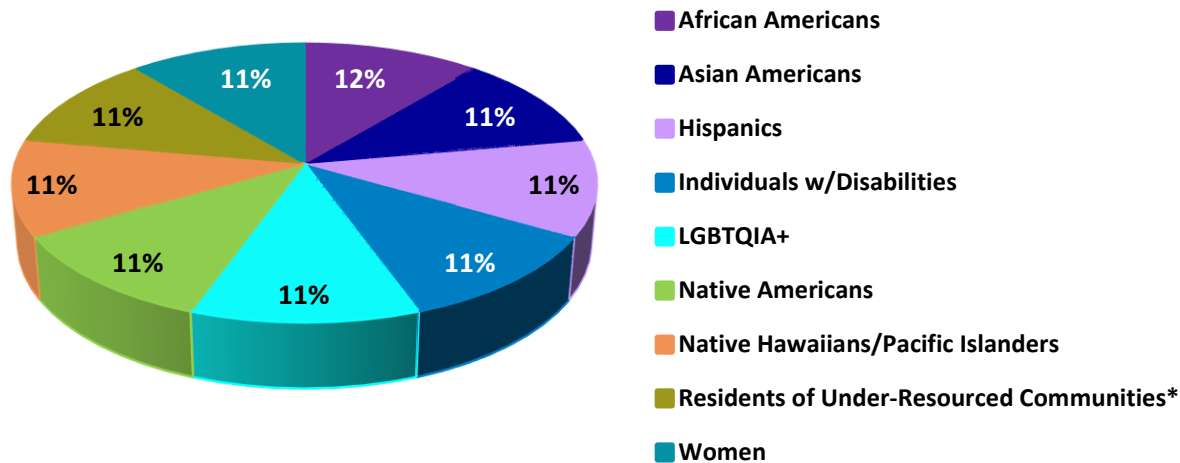
### EXECUTIVE SUMMARY

#### ASSISTANT SECRETARY FOR ADVANCEMENT

The Office of the Assistant Secretary for Advancement submitted 5 initiatives. One was STEM. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (12%) of initiatives were geared towards African Americans and Asian Americans. All three categories were represented. At 45%, program diversity was the largest category. These initiatives targeted adults.

**Percent Served by Race & Ethnicity**

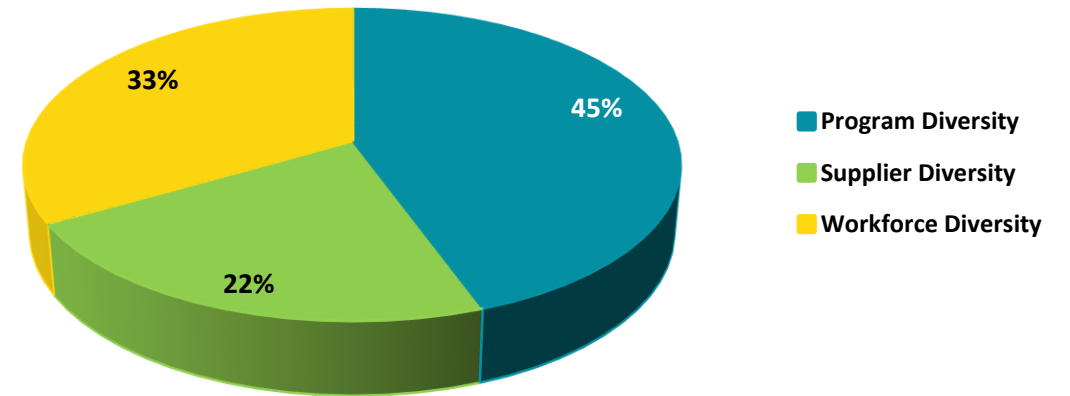
*(Units often target more than one group.)*



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

**Initiatives by Category**

*(Units often choose more than one category.)*



# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEESD	FY20 Virtual Small Business Showcase	Hosted the FY20 Virtual Small Business Showcase featuring Service-Disabled Veteran-Owned Businesses (SDVOSB) and Historically Underutilized Business Zone (HUBZone) Small Businesses in the following business categories: Information Technology (Software Development, IT Consulting, Cyber Security and IT Hardware); Construction and Facilities Maintenance (Design/Build, General Construction, Building Repairs, Mechanical and Electrical Repairs Exhibition and Fabrication); Personal Protective Equipment (PPE); Marketing (Public Relations, Event Planning, Social Media and Event Marketing); Workforce Development (Training and Staffing); Janitorial/Custodial Services; Office Supplies and Equipment; and Archival/Collections/Cataloging.	08/19/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier	Other Programming for Adults
Secretary	OEESD	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 2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Education Training	Program; Workforce	Other Programming for Adults
Secretary	OEESD	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 2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Internships Recruitment	Program; Workforce	College/University Masters Other Programming for Adults
Secretary	OEESD	New Employee Orientation for SE	During FY 20, OEESD began participating in SE orientation session to ensure all new SE employees receive POWH training.	FY 2020	Ongoing	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Education Training	Program; Workforce	Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEESD	National Science Foundation (NSF) Committee on Equal Opportunities in Science and Engineering	OEESD 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 2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Public Programming Recruitment	Program; Workforce	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Secretary	OEESD	Affinity Group Council	OEESD 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 2020	Ongoing	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Education Employee Affinity Groups Internships Recruitment	Program; Workforce	Other Programming for Adults
Secretary	OEESD	CAREERS & the disABLED Career Expo	Participated in the CAREERS & the disABLED Career Expo. This OEESD 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.	11/22/2019	Completed	Individuals with Disabilities	Yes	Internships Recruitment	Program	Other Programming for Adults
Secretary	OEESD	EEO for Supervisors Training	OEESD streamlined mandatory EEO supervisory training. The course is now delivered in-house by OEESD staff, is 1-day and incurs no cost to units. The updated course was met with high praise.	FY 2020	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Training	Program; Supplier; Workforce	Other Programming for Adults
Secretary	OEESD	POWH SE	Smithsonian Enterprises requested in-person refresher session for several staff members.	1/21/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Training	Program; Workforce	Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEESD	SERC Women in Science ongoing conversations Bias discussion	In collaboration with EAP and SI Ombuds, facilitated a discussion about unconscious biases and micro inequities for the SERC Women in Science ongoing conversations series . Discussion was met with positivity and fostered great discussion on the topic.	2/26/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Training	Program; Workforce	Masters PhD Other Programming for Adults
Secretary	OEESD	Bias Discussion with SERC Volunteers and Docents	In collaboration with EAP and SI Ombuds, facilitated a discussion about unconscious biases and micro inequities.	3/11/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Training	Program; Workforce	Other Programming for Adults
Secretary	OEESD	Developed Virtual EEO Courses	During March of FY 2020 OEESD moved all EEO courses to a virtual setting due to the COVID-19 pandemic. This included creating a virtual, pre-recorded POWH for new employees session and providing EEO training for new supervisors in a virtual environment.	FY 2020	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Training Virtual Programming	Program; Supplier; Workforce	Other Programming for Adults
Secretary	OEESD	Virtual POWH Training Wilson Center	OEESD provided a virtual POWH session for Wilson Center staff.	6/22/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Training Virtual Programming	Program; Workforce	Other Programming for Adults



# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEESD	HUBZone Small Business Showcase	Twelve invited HUBZone firms will “showcase” their capabilities to SDP Liaisons and SI staff.	10/3/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier	Other Programming for Adults
Secretary	OEESD	Small Business Showcase	Held in the Quad and provided opportunities for 26 firms to feature their capabilities through exhibit tables and roundtable talks to Smithsonian staff.	10/31/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier	Other Programming for Adults
Secretary	OEESD	Quarterly SDP Meetings with Directors	OEESD-SDP and OEESD Director met quarterly with Directors of OCon&PPM, OCIO, SE, and SF to discuss ways to further support the Smithsonian's supplier diversity goals.	Quarterly	Ongoing	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier	Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEESD	SDP Liaison Meetings	Held monthly SDP Liaison meetings to assist the Smithsonian to achieve its supplier diversity goals. SDP Liaisons to serve as the point of contact for OEESD and OCon&PPM regarding accomplishment of the Smithsonian Institution Supplier Diversity Program goals for the inclusion and use of various categories of small and underutilized business by unit procurement delegates. As small businesses are identified at workshops, seminars, and/or meetings the SDP and/or SDP Liaisons review small business capability statements that are provided and orient these firms on how to do business with the Smithsonian. The SDP Liaisons coordinate meetings between Smithsonian technical and professional staff and firms seeking to do business with the Smithsonian, to help the Institution contract with as many categories of small businesses as possible. They also periodically review and report on the extent of small business utilization by unit procurement delegates.	Monthly	Ongoing	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier	Other Programming for Adults
Secretary	OEESD	We Are One	Released the "We Are One" video that tells the SI's story of a One Smithsonian consisting of more than 13,000 diverse employees, contractors, fellows, interns, research associates, volunteers as well as a host of affiliates in locations all over the world. This was a result OEESD spearheading the Outreach and Recruitment (OAR) Committee (comprised of OHR, OFI, ASCEA, SA, Access Smithsonian, and SE) whose mission is to support the Smithsonian's strategic EEO, diversity and inclusion goals. The video was developed to be used for branding and recruitment. The video's inaugural public presentation was at the start of the August 2020 Supplier Diversity Small Business Showcase.	8/19/2020	Ongoing	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Recruitment Branding Internships Volunteers Supplier Diversity Outreach	Program Supplier Workforce	Other Programming for Adults
Administration	OSP	Internship	Internship in partnership with the Urban Alliance Program.	11/11/2019 - 8/30/2020	In-progress	Hispanics	No	Internships	Program	High School (9th - 12th Grade)
Education	OFI	Latino Initiatives Internship to Fellowship (I2F) Programming	With support from SLC, OFI managed programming for the 2018-2019 Latino Initiatives I2F Program	10/1/2019 - 5/30/2020	Completed	Hispanics	No	Fellowships Internships	Supplier; Workforce	College/University Masters
Education	OFI	Asian American Initiatives Internship to Fellowship (I2F) Programming	With support from APAC, OFI managed programming for the 2018-2019 Asian American Initiatives I2F Program	10/1/2019 - 5/30/2020	Completed	Asian Americans	No	Fellowships Internships	Workforce	College/University Masters
Education	OFI	East Los Angeles College (ELAC) Open Doors Program	With colleagues from SLC, coordinated programming for a cohort of students doing internships at SI in January 2019 (in spite of the shutdown)	1/7/2020 - 1/25/2020	Completed	Hispanics Residents of Under-resourced Communities	Yes	Internships	Workforce	College/University

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	OFI	Conservation Internship for Broadening Access (CIBA)	OFI spearheaded programming for the CIBA internship, a pan-SI program that offers internship experiences to a diversity of early professional conservationists	10/1/2019 - 9/30/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Internships	Workforce	College/University Masters
Education	OFI	SAAA Internship	OFI is working with the Smithsonian African American Association (SAAA) towards creating an SAAA Internship Program	Summer 2020 Fall 2020	In-Progress	African Americans	No	Internships	Workforce	College/University
Education	OFI	The Minority Awards Internship and Fellowship Program	OFI managed program aimed at bringing interns and fellows from under represented communities to SI	FY2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Workforce	College/University
Education	OFI	Convening of the Academic Appointment Diversity and Publicity Taskforce (AADAPT)	Spearheading activities of AADAPT, a pan-SI group that works to bring diversity to SI through academic appointments	10/1/2018 - 9/30/2019	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Fellowships Internships Recruitment	Workforce	College/University Masters
Education	OFI	New Inclusion, Diversity, and Anti-Harassment Training Requirement for Academic Appointees	OFI worked with units across SI to institutionalize a new training requirement for incoming academic appointees to help strengthen appointees' understanding about their rights and responsibilities regarding EEO and Prevention of Workplace Harassment.	11/1/2019 - 9/30/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Fellowships Internships Training	Workforce	High School (9th - 12th Grade) College/University Masters PhD

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	OFI	Meeting with NASM re: Inclusive Internship Initiatives	OFI staff met with NASM staff to advise/support NASM efforts to design and implement internship programs aimed at reaching a greater diversity of prospective interns.	1/9/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Internships	Workforce	High School (9th - 12th Grade) College/University Masters
Education	OFI	Meeting with Portland Community College	OFI staff met with President of Portland Community College (PCC) to discuss potential partnership between SI and PCC around bringing a diversity of PCC students to SI as interns.	2/12/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships Memorandums of Understanding Informal	Workforce	College/University
Education	OFI	Meeting with OA on Internship Diversity	OFI staff met with the Office of Advancement (OA) task force on diversity and inclusion to discuss options for developing OA internship programs aimed at reaching a greater diversity of prospective interns.	12/10/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Workforce	High School (9th - 12th Grade) College/University
Education	OFI	Meeting with SIE on Internship Diversity	OFI staff met with colleagues from Smithsonian Institution Exhibits (SIE) to discuss ideas for strengthening SIE internship programs aimed at recruiting a greater diversity of prospective interns.	1/22/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Workforce	High School (9th - 12th Grade) College/University

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	OFI	Meeting with American Council of Learned Societies (ACLS)	OFI staff met with representatives from the American Council of Learned Societies (ACLS) to discuss ideas for partnering with SI on new fellowship programs related to highlighting challenges related to race and equal opportunity in the United States.	6/3/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders	No	Fellowships Public Programming	Program; Workforce	Masters PhD
Education	OFI	Meeting with National Museum of Natural History (NMNH) Task Force on Diversity	OFI staff met with colleagues from the National Museum of Natural History (NMNH) task force on diversity and inclusion to discuss ideas NMNH might strengthen their internship programs aimed at reaching prospective interns from an ever greater diversity of communities.	6/17/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Internships	Workforce	High School (9th - 12th Grade) College/University
Education	OFI	Here to Career Webinar: SI Anthropologists	OFI broadcast a webinar with Anthropologist Colleagues from across SI. This program was designed to education a diversity of early professionals about opportunities in the field and especially at SI.	3/26/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Career Counseling Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Education	OFI	Here to Career Webinar: Meet the Conservators	OFI broadcast a webinar with Conservator Colleagues from across SI. This program was designed to education a diversity of early professionals about opportunities in the field and especially at SI.	4/2/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Career Counseling Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Internships Public Programming Volunteer Opportunities	Workforce	High School (9th - 12th Grade) College/University Masters PhD

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	OFI	Here to Career Webinar: Meet the Marine Biologists	OFI broadcast a webinar with Marine Biologist Colleagues from across SI. This program was designed to education a diversity of early professionals about opportunities in the field and especially at SI.	4/16/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Career Counseling Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Internships Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Education	OFI	Here to Career Webinar: SI Data Scientists	OFI broadcast a webinar with Data Science Colleagues from across SI. This program was designed to education a diversity of early professionals about opportunities in the field and especially at SI.	4/30/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Career Counseling Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Internships Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Education	OFI	Here to Career Webinar: Conservation Genomics	OFI broadcast a webinar with Conservation Genomics Colleagues from across SI. This program was designed to education a diversity of early professionals about opportunities in the field and especially at SI.	5/7/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Career Counseling Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Internships Public Programming Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Education	OFI	Here to Career Webinar: SI Librarians	OFI broadcast a webinar with Library Science Colleagues from across SI. This program was designed to education a diversity of early professionals about opportunities in the field and especially at SI.	6/4/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Career Counseling Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Internships Public Programming Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	OFI	Here to Career Webinar: SI Archivists	OFI broadcast a webinar with Archivist Colleagues from across SI. This program was designed to education a diversity of early professionals about opportunities in the field and especially at SI.	6/11/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Career Counseling Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Internships Public Programming Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Education	OFI	Here to Career Webinar: SI Wildlife Veterinarians	OFI broadcast a webinar with Wildlife Veterinarian Colleagues from across SI. This program was designed to education a diversity of early professionals about opportunities in the field and especially at SI.	7/9/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Career Counseling Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Fellowships Internships Public Programming Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Education	OFI	New Normal Survey	Worked with the New Normal Working group to survey recent, current, and prospective SI academic appointees re: participation in a survey to gauge their opinions re: diversity and inclusion in the new normal.	6/1/2020 - 7/31/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Fellowships Internships Research Associates	Program; Workforce	High School (9th - 12th Grade) College/University Masters PhD
Education	SCLDA	The Black Panther Film and More: Using the Smithsonian Learning Lab to Go Global and Bring the World into your Classroom	In New Jersey, at William Paterson University's yearlong Diversity and Equity in Teaching and Learning professional development series, SCLDA facilitated a workshop demonstrating how to use African art and the Smithsonian Learning Lab to spark cross-cultural conversations, support interdisciplinary learning, and develop critical thinking and observation skills. Attendees included 20 pre-K-12 teachers and the university's Professors-in-Residence.	10/4/2019	Completed	African Americans Women	Yes	Teacher Workshops	Program	Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SCLDA	Norwood School: Leveraging Digital Museum Resources for Meaningful Classroom Learning	15 participants will learn how to spark inquiry, support interdisciplinary learning, and develop critical thinking and observation skills with digital museum resources from across the Smithsonian. The session will include a tutorial on how to use the Smithsonian Learning Lab ( <a href="http://learninglab.si.edu">learninglab.si.edu</a> ) to create their own teaching collections that transfer session ideas and museum resources into the classroom.	10/16/2019	Completed	Hispanics Women	Yes	Teacher Workshops	Program	Other Programming for Adults
Education	SCLDA	2019 APAIP & LIP Supporting the Innovative Teaching of Ethnic Studies in Texas	This project is a collaborative educational initiative designed to develop in partnership with 19 leading Texas educators to disseminate instructional materials highlighting Asian Pacific American and Latino history, art, and culture for the state of Texas, high school Ethnic Studies courses. Accompanying Learning Lab Digital content, includes:  "Classroom Activity Using Images of Immigration and Identity from the National Portrait Gallery, the New York Times, and the Smithsonian American Art Museum" - <a href="http://learninglab.si.edu/q/ll-c/4VoqRgqWbxcB3MLH">http://learninglab.si.edu/q/ll-c/4VoqRgqWbxcB3MLH</a>  "Digital Museum Resources for the High School Ethnic Studies Classroom (City of Austin Parks & Recreation)" - <a href="http://learninglab.si.edu/q/ll-c/44WqBJtvMHYVxzFB">http://learninglab.si.edu/q/ll-c/44WqBJtvMHYVxzFB</a>  "Facing Genocide: The US Response to the Holocaust" - <a href="http://learninglab.si.edu/q/ll-c/tMAT1dzv81aUq9NU">http://learninglab.si.edu/q/ll-c/tMAT1dzv81aUq9NU</a>  "Digital Museum Resources for the High School Ethnic Studies Classroom" (Irving Arts Center) - <a href="http://learninglab.si.edu/q/ll-c/LpKbCT0V6aj5vibT">http://learninglab.si.edu/q/ll-c/LpKbCT0V6aj5vibT</a>	10/16/2019 - 10/29/2019	Completed	Asian Americans Hispanics	Yes	Education Teacher Workshops	Program	Other Programming for Adults
Education	SCLDA	Museums Go Global Creating Exemplary Global Competence Lessons for the Smithsonian's Learning Lab	Working collaboratively, 11 classroom teachers and museum educators will meet over the course of the semester to connect museum collections and global issues. Group will first learn about ways to leverage museum collections to educate for global competence, then build lessons using museum collections to be shared on the Smithsonian Learning Lab.	10/16/2019 - 11/21/2019	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Education Teacher Workshops	Program	Other Programming for Adults
Education	SCLDA	2019 National Council for the Social Studies (NCSS) Annual Conference Booth	Shared content with 350 educators at the 2019 National Council for the Social Studies (NCSS) Annual Conference - Learning Lab, content from the Ethnic Studies program from SCLDA with SI Affiliate museums, and also content from NMAH, NPG, SAAM, and NMAI.	11/22/2019	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Conferences w/Professional Organizations	Program	Other Programming for Adults



# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SCLDA	Our Lives as Art / Nuestras vidas como arte: Art, Creative Writing, and Public Speaking: A Portraiture Workshop for the ESOL Classroom	A workshop for 22 English Language Learner parents whose children are at Fairfax County Public Schools - as part of their Family Literacy Program and training.	11/13/2019	Completed	Hispanics Residents of Under-resourced Communities Women	No	Public Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Education	SCLDA	ACTFL 2019: People, Place, and Time: How Art Reflects Culture - Smithsonian Collections	Presentation given to 56 teachers in collaboration with two Spanish teachers from Norris School (MD) and Bullis School (MD) on using the Smithsonian Learning Lab, Harvard Project Zero thinking routines, and the U.N. Sustainable Development Goals to promote global competence in the world language classroom. Featured Learning Lab collections created by the teachers as part of the Latino Initiatives Pool grant, Teacher Creativity Studios: Fostering Global Competence in the Classroom.	11/23/2019	Completed	Hispanics	No	Conferences w/Professional Organizations	Program	Other Programming for Adults
Education	SCLDA	Becoming US: A New History Curriculum from Smithsonian (Webinar)	Becoming US is an inclusive curriculum that presents U.S. history through the prism of migration. In this webinar, museum educators will introduce 50 teachers to "Becoming US" units that will support primary-source analysis and discourse strategies.	12/3/2019	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Education	SCLDA	Re-Imagining Migration DC Learning Seminar	A series of sessions with SI, National Gallery of Art, and 30 Washington, D.C. educators to explore key new ideas, tools and puzzles associated with educating immigrant-origin youth and their peers for a world on the move; support the design, implementation and analysis of re-imagining Fellows projects; reflect on our own and students learning to improve our practice; and refine our shared Re-imagining Migration framework and toolsets to inform theory and practice beyond our seminar group. Learning Lab digital content can be found here: Re-Imagining Migration DC Seminar Series, 2019-2020: Session 1 ( <a href="http://learninglab.si.edu/q/ll-c/Lq6ditXx05TehVBe">http://learninglab.si.edu/q/ll-c/Lq6ditXx05TehVBe</a> ); Session 2, <a href="http://learninglab.si.edu/q/ll-c/k4EmCbcsANpgv1Vc">http://learninglab.si.edu/q/ll-c/k4EmCbcsANpgv1Vc</a> .	12/17/2019, 1/27/2020	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education Teacher Workshops	Program	Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SCLDA	2019 NAEA Webinar: Constructing Curriculum with the Smithsonian	322 participants joined three museum educators from the Smithsonian Institution to learn more about how digital museum resources at the new Smithsonian Learning Lab can support a more inclusive curriculum. From inquiry-based strategies in examining the American experience depicted through portraiture to unpacking the context of historical narratives communicated through art with your students, the Learning Lab holds potential for all grade levels. Teachers and students can create, customize, and adapt personal collections of resources, and use interactive tools to annotate resources noting details, pose discussion questions, and sort resources on a spectrum or categories to make connections between multiple artworks.	12/11/2019	Completed	African Americans Hispanics Women	Yes	Education Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults
Education	SCLDA	NNSP 2020: Museums Go Global: Teachers Partnering with Museum Educators	At the National Network of Schools in Partnership (NNSP) 2020 Conference in Philadelphia, SCLDA co-presented a session for 13 school administrators on Museums Go Global, a collaborative project with Washington International School (WIS) focusing on using museum collections to educate for global competence. Presenters included the project leader from WIS and a literature teacher from Seneca Valley High School (MD) who showed the Learning Lab collection she created as part of the project.	1/27/2020	Completed	Asian Americans Hispanics Native Hawaiians/Pacific Islanders Women	Yes	Conferences w/Professional Organizations	Program	Other Programming for Adults
Education	SCLDA	2020 Winter In-Service for Fairfax County Public School Librarians	How can learners curate digital resources of personal relevance? How might you support students curiosity in STEM? The Smithsonian Learning Lab (learninglab.si.edu) is a free digital platform that will support you in these goals. Examples were shared with 19 FCPS librarians covered a variety of topics and included content ideas and strategies that are transferable to a wide variety of age ranges.	1/28/2020	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Education Training	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Education	SCLDA	Girlhood Leadership and Learning Resources for Middle School Students	SCLDA joined NMAH as a guest educator in their collaboration with an afterschool program of 10 middle school students at Excel Academy Public School (DCPS). The students will be developing Smithsonian Learning Lab collections that include Smithsonian and external resources of interest, as well as media that they create in response. Each collaborative collection will be focused on the five main themes of NMAHs Girlhood exhibit, opening in June 2020.	2/4/2020	In-progress	African Americans Women	Yes	Education	Program	Middle School (6th - 8th Grade)

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SCLDA	Digital Access to Community Knowledge and Smithsonian Collections for Alaska Native Education	The Smithsonian Institution's Arctic Studies Center in Anchorage, Alaska (ASC-Alaska, National Museum of Natural History), in partnership with the Smithsonian Center for Learning and Digital Access (SCLDA), is building a dedicated space on SCLDA's Learning Lab -- <a href="https://learninglab.si.edu/org/sasc-ak">https://learninglab.si.edu/org/sasc-ak</a> -- to provide teachers and students in rural and urban Alaskan schools with access to instructional materials and digital resources on Alaska Native cultures, languages, arts, and Indigenous knowledge. This project is a collaborative educational initiative designed to develop and disseminate replicable, adaptable instructional materials and training for teachers in how to use them, targeting school districts throughout Alaska, an "underperforming" state with a largely rural, underserved minority Alaska Native population.	10/1/2019 - 9/30/2020	In-progress	Native Americans Residents of Under-resourced Communities Alaskan Natives	Yes	Virtual Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Education	SCLDA	National History Day Learning Resources	Collaborated with Smithsonian educators to develop 20 Learning Lab units (#NHD2020) for National History Day ( <a href="https://www.nhd.org/">https://www.nhd.org/</a> ), a nation-wide educational opportunity for middle and high school students to engage with a history topic and create an in-depth research project, which is then judged at the local, state and national level. Smithsonian content includes units on Navajo Code Talkers, African-American soldiers, Race & Gender in the Military, Hispanic activists, Women's Suffrage and Women artists.	10/1/2019 - 4/30/2020	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Virtual Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Education	SCLDA	Learning Lab Collections created by SCLDA Fellows FY2020	SCLDA's research fellows created 3 diverse Learning Lab units.  "Gender, Race and Sexuality" brings together resources from different Smithsonian units useful for investigations on gender, sexuality and LGBTQ+ issues.  "Women and Science" discusses the challenges women faced when they entered male dominant institutions, such as employment in the fields of science, technology, engineering and mathematics. They faced struggle for gender inclusion, and in some cases, added racial discrimination. In many cases, the accomplishments of women and people of color were rendered invisible in the official histories of institutions. With the pioneering works of feminist activists and gender scholars, counter narratives are now emerging to illuminate the ongoing project of racial and gender inclusion in the 21st century.  "Exploring the meaning of 'social inclusion' through Digital Storytelling" supported a workshop where college faculty and graduate students practiced storyboarding and editing audio/visual materials as well as discuss how narrative structure and modes of storytelling vary in the diverse culture contexts in which we work and live.	10/1/2019 - 4/30/2020	In-progress	African Americans Asian Americans Hispanics LGBTQIA+ Residents of Under-resourced Communities Women	Yes	Education Training Virtual Programming	Program	College/University Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SCLDA	Learning Lab Collections about Ancient Chinese History	In this activity, students will analyze figures from the Terracotta Army, made for China's First Emperor, Qin Shihuang (259 – 210 BCE), in order to explore the artistic practices of a newly unified China during the Qin dynasty (221 – 206 BCE). Students will explore the elements of art and principles of design used in the terracotta warrior figures before designing their own papercraft terracotta warrior. The Emperor Qin Shihuang's Mausoleum Site Museum collaborated with the Smithsonian Center for Learning and Digital Access, and the Smithsonian's Freer Gallery of Art and Arthur M. Sackler Gallery to create the units. The collections can be viewed on the Learning Lab here: <a href="https://learninglab.si.edu/profile/20693">https://learninglab.si.edu/profile/20693</a> .	2018 through on-going 2020	In-progress	Asian Americans	No	Education Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Education	SCLDA	Introduction to the Smithsonian Learning Lab for George Washington University	This workshop introduced 12 GWU faculty to the Smithsonian Learning Lab. Participants learned how to find resources and develop collections to use with their students in the classroom. The collection, Teaching with the Smithsonian Learning Lab: A Workshop for George Washington University Faculty and Graduate Students is available in Learning Lab: <a href="http://learninglab.si.edu/q/ll-c/qB04kKcMKJMrMEct">http://learninglab.si.edu/q/ll-c/qB04kKcMKJMrMEct</a> .	1/8/2020	Completed	African Americans Asian Americans Hispanics Native Americans Women Native Hawaiians/Pacific Islanders Arab Americans, Jewish Americans	No	Education Teacher Workshops	Program	College/University PhD
Education	SCLDA	African American History Month Smithsonian Digital Resources on Learning Lab	These classroom resources, from different Smithsonian museums, focus on African American history and culture.	1/13/2020	Completed	African Americans	No	Heritage Month Programming Virtual Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Education	SCLDA	LGBTQ Resources in the Learning Lab	Digital content produced by SCLDA highlighting the many societal contributions of LGBTQ Americans. Content includes: "Bessie Smith: Examining Portraiture" - <a href="http://learninglab.si.edu/q/ll-c/0a9rmJkTqbd3Nw3p">http://learninglab.si.edu/q/ll-c/0a9rmJkTqbd3Nw3p</a> and "Asian Pacific American Activists and Leaders" - <a href="http://learninglab.si.edu/q/ll-c/MR1jszd7YDA7gujx">http://learninglab.si.edu/q/ll-c/MR1jszd7YDA7gujx</a>	10/1/2019 - 9/30/2020	In-progress	African Americans Asian Americans LGBTQIA+ Women	No	Education Teacher Workshops Virtual Programming	Program	Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SCLDA	Hispanic Heritage Digital Resources in the Learning Lab	SCLDA creates a variety of digital content for teachers related to Hispanic Heritage, as well as supporting teacher workshops where free digital content for teachers is created. In the Learning Lab ( <a href="https://learninglab.si.edu">https://learninglab.si.edu</a> ) search for #LatinoHAC #EthnicStudies. For example, you'll find: "Domingo Ulloa's 'Bracero': and 'Bittersweet Harvest': Using Art and Historical Documentation to Deepen Understanding" - <a href="http://learninglab.si.edu/q/ll-c/GYViiEATrgon0g3C">http://learninglab.si.edu/q/ll-c/GYViiEATrgon0g3C</a> ; "Los Angeles Latino Families Photo Project" - <a href="http://learninglab.si.edu/q/ll-c/56cdKrxr63UVrGFp">http://learninglab.si.edu/q/ll-c/56cdKrxr63UVrGFp</a> ; "Artist and Archivist: The Papers and Legacy of Angel Suarez Rosado" - <a href="http://learninglab.si.edu/q/ll-c/3ojxNxs2mM6mku7P">http://learninglab.si.edu/q/ll-c/3ojxNxs2mM6mku7P</a>	10/1/2019 - 9/30/2020	In-progress	Hispanics Residents of Under-resourced Communities	No	Education Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Education	SCLDA	Asian Pacific American History Month Smithsonian Digital Resources on Learning Lab	These classroom resources from different Smithsonian museums focus on Asian Pacific American history and culture - <a href="http://learninglab.si.edu/q/ll-c/qKd41d4dVAjTu5Xr">http://learninglab.si.edu/q/ll-c/qKd41d4dVAjTu5Xr</a> .	10/1/2019 - 9/30/2020	In-progress	Asian Americans LGBTQIA+ Women	No	Education Virtual Programming	Program	Other Programming for Adults
Education	SCLDA	American Indian Heritage Month Resources in the Learning Lab	These classroom resources from different Smithsonian museums focus on American Indian history and culture - <a href="http://learninglab.si.edu/q/ll-c/bj7awXU7isKVJU47">http://learninglab.si.edu/q/ll-c/bj7awXU7isKVJU47</a> .	10/1/2019 - 9/30/2020	In-progress	Native Americans Women	No	Education Virtual Programming	Program	Other Programming for Adults

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Education	SCLDA	Digital content in Learning Lab representing Women	Topical collections created by SCLDA staff for teachers explore women and their many contributions to history, art, and culture. Collections include content developed from the #BecauseOfHerStory and #5WomenArtists initiatives: "Nicholasa Mohr and New York's Puerto Rican Migration" - <a href="http://learninglab.si.edu/q/ll-c/nn9WtGbnVp8d5s5K">http://learninglab.si.edu/q/ll-c/nn9WtGbnVp8d5s5K</a> ; "Ruth Law: Breaking Barriers in Aviation and the War Effort" - <a href="http://learninglab.si.edu/q/ll-c/w0c1R4AV9nRY2BrV">http://learninglab.si.edu/q/ll-c/w0c1R4AV9nRY2BrV</a> ; "Learning about the Unconstitutional Deportation of American Citizens in the 1930s through an Individual's Experience: Emilia Castañeda" - <a href="http://learninglab.si.edu/q/ll-c/DGws3nP5CBMwekL8">http://learninglab.si.edu/q/ll-c/DGws3nP5CBMwekL8</a> ; "Athletes and Aviators: Women Who Shaped History" - <a href="http://learninglab.si.edu/q/ll-c/rp91qms01Rb49qz">http://learninglab.si.edu/q/ll-c/rp91qms01Rb49qz</a> ; "Can you name #5WomenArtists" - <a href="http://learninglab.si.edu/q/ll-c/C3b1R6wzdU3TAePh">http://learninglab.si.edu/q/ll-c/C3b1R6wzdU3TAePh</a>	10/1/2019 - 9/30/2020	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Virtual Programming	Program	Other Programming for Adults
Education	SCLDA	Building Digital Learning Content for Your Classroom	Workshop for 18 educators in Washington, D.C. on using the Smithsonian Learning Lab to access digital resources from the Freer Sackler and create interactive learning experiences with them. First workshop features the work of Hokusai, while the second features the work of Tessaï.	3/7/2020	Completed	African Americans Asian Americans Hispanics Women	Yes	Education Teacher Workshops	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SCLDA	Digital Resources for Distance Learning - District of Columbia Public Schools	In response to a direct request from the District of Columbia Public Schools to support their distance learning from home, SCLDA created a website and aggregated learning collections; Smithsonian educators identified Smithsonian resources aligned to the DCPS curriculum in English/Language Arts, Social Studies, and Science. These resources were distributed through an email link from the DCPS Superintendent on April 14 to all parents and caregivers of DCPS students, and have been posted to the DCPS website since mid-March. Resources for: Kindergarten   First Grade   Second Grade   Third Grade   Fourth Grade   Fifth Grade   Sixth Grade   Seventh Grade   Eighth Grade   Science K-12, April 14-April 24, 2020	3/11/2020 - 4/24/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Yes	Education Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SCLDA	Smithsonian Distance Learning Website - Spanish Language Resources	Aggregated Smithsonian digital content and Learning Lab collections of Spanish language and bilingual educational resources aimed at supporting teachers for English/Language Arts, Social Studies, Science and Spanish Language for national audiences. Resources for: Spanish Language PK-12 ( <a href="https://s.si.edu/national-spanishlanguage">https://s.si.edu/national-spanishlanguage</a> )	4/10/2020 - 5/10/2020	Completed	Hispanics	Yes	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SCLDA	2020 Albert Einstein Fellows Professional Development	--Introduction to the Smithsonian Learning Lab --Overview of Innovation through Objects --STEM Interactives --Redesigning NMAAHC SLL collections	5/1/2020 - 7/30/2020	Completed	African Americans	Yes	Teacher Workshops Virtual Programming	Program	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
Education	SCLDA	Choosing to See Re-imagining Migration and Museum Education in Post COVID-19 times	Human stories of migration permeate our daily lives. Forced and voluntary, international and internal, ancient and contemporary, migration stories live in our bodies and shape our cultural repertoires. They color our sense of self, our languages and our gaze, as well as our blind spots. COVID-19 has exposed the structural inequities that put our immigrant-origin and minority youth and families at risk.	5/1/2020	Completed	Residents of Under-resourced Communities Women	No	Virtual Programming	Program	Other Programming for Adults
Education	SSEC	WiSTEM2D Classroom Activities	WiSTEM2D or Women in Science, Technology, Engineering, Mathematics, Manufacturing and Design is a Johnson & Johnson (J&J) led initiative to reach 1 million girls by 2020. The initiative aims to promote girls and women in the sciences with a focus on reaching students and having them consider early on the potential benefits of a career in STEM2D. SSEC continued to activity support the WiSTEM2D initiative in 2019 by developed lessons and activities, training volunteers, assisting with event planning and procurement of material supplies. We have engaged a number of SI stakeholders as part of the work including the help of NMAAHC to provide a hands-on STEM activity based around diversity and inclusion themes. We have also leveraged SSEC's Smithsonian Science for Global Goals and international outreach to maximize the initiative's reach globally. Events and activities include classroom engagements in cities across the United States with additional international engagements in Costa Rica.	10/1/2019 - 1/31/2020	Completed	African Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SSEC	WiSTEM2D Career Poster Dissemination	WiSTEM2D or Women in Science, Technology, Engineering, Mathematics, Manufacturing and Design is a Johnson & Johnson (J&J) led initiative to reach 1 million girls by 2020. The initiative aims to promote girls and women in the sciences with a focus on reaching students and having them consider early on the potential benefits of a career in STEM2D. As part of these efforts, SSEC has developed a career poster for dissemination at STEM and youth-based events. To date in FY 2019-2020, SSEC has distributed 5,487 posters. Venues include the Smithsonian Affiliate Museum: Denver Museum of Nature & Science, Greater Cincinnati STEM Collaborative, Ciencia Puerto Rico, Johnson & Johnson LATAM in Costa Rica, and other special outreach efforts involving SI stakeholders. Johnson & Johnson, has been well engaged in the sponsored effort.	10/1/2019 - 1/31/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Public Programming	Program	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
Education	SSEC	Dissemination Webinars for COVID-19! How can I protect myself and others?	To support the release of the Smithsonian Science for Global Goals module, COVID-19! How can I protect myself and others? the Smithsonian Science Education Center hosted four dissemination webinars May-July 2020. These webinars were intended to support educators, parents and caregivers to engage young people in their lives with the module, and to help young people better understand COVID-19 and how to keep themselves safe.	5/20/2020 5/27/2020 7/1/2020 7/14/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	International Visitor Leadership Program visit to SSEC Office	Professionals from across the globe came to visit the SSEC offices to meet with professional services, curriculum, and the digital team to experience hands on, inquiry- based science education resources and techniques. This program was arranged by the Graduate School USA as part of the International Visitor Leadership Program.	10/9/2020	Completed	Women	Yes	Education Public Programming	Program	Other Programming for Adults
Education	SSEC	2019 Family Night #6 in Colorado	Approximately 350 family members from 12 schools in the Denver Metro area enjoyed an evening at the Museum, free of charge, to explore the "Extreme Sports" exhibit, one of four Planetarium showings, and select museum exhibits. The Denver Museum of Nature & Science is dedicated to welcoming everyone and has put forth an effort to provide information in both English and Spanish, creating a welcoming format for our dual-language families. The theme of the exhibits support the students' learning in the classroom with the STC science units provided through the Colorado LASER Initiative.	11/18/2019	Completed	African Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Education	SSEC	Smithsonian Science for Global Goals at New York City Public Schools' Sustainability in Society Training	On December 13, SSEC Program Manager, Leadership Development and International Programs, Katherine Blanchard and Publishing Assistant, Curriculum and Communications, Hannah Osborn presented at Sustainability in Society. Sustainability in Society was a full day professional development for New York City public school teachers run by the New York City Department of Education Office of Sustainability and held at Teachers College, Columbia University. Katherine and Hannah presented four one-hour sessions on SSEC's Smithsonian Science for Global Goals and the new Food! module. They spoke to over 100 teachers on the UN Sustainable Development Goals, and how to implement this free curriculum in their classrooms to further their goals in sustainability.	12/13/2019	Completed	African Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming Teacher Workshops Training	Program	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
Education	SSEC	Zero Barriers In STEM Education Advisory Committee Meeting	On Friday, January 31st the Smithsonian Science Education Center hosted an Advisory Committee meeting for the Zero Barriers in STEM Education initiative that is supported through funding provided by General Motors. The meeting was attended by the 17 Advisory Committee members, who are subject matter experts in accessibility and represent universities, the private sector, non-profits, DC Public Schools, General Motors and three Smithsonian units including SCLDA, Cooper Hewitt and SI Access. The Advisory committee provided input on the direction on the initiative as well as began curate an Accessibility and Inclusion in STEM Classrooms workbook which will include strategies to ensure that STEM classrooms are inclusive and accessible to all learners along the continuum of human ability and experience. Through this work the SSEC will work directly with 28 schools in DCPS to provide them curricular resources and supporting professional development that will incorporate the strategies identified by the advisory committee while highlighting accessibility efforts within the Smithsonian.	1/31/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Women	Yes	Advisory Boards Education Public Programming	Program	Other Programming for Adults
Education	SSEC	STEM Education Summit: Building a Coalition for Attracting and Retaining a Diverse STEM Teaching Workforce	On March 6-8, the Smithsonian Science Education Center, supported by Shell Oil Company, hosted its fourth summit and second at Xavier University in New Orleans, Louisiana. The STEM Education Summit convened 19 teams of educators and their mentors from across the nation to create plans for attracting or retaining a diverse STEM teacher workforce in their schools, districts, or regions. Teams were paired with a mentor to support the creation of their logic model and each group will continue to work together over the next eighteen months to implement the activities outlined in their plans and move the work forward. In preparation for the weekend's work, a series of three webinars were provided for participants and mentors on topics including project management and implicit bias in the weeks leading up to the summit.	3/6/2020 - 3/8/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Residents of Under-resourced Communities Women	Yes	Education Public Programming Teacher Workshops Training	Program; Workforce	Other Programming for Adults
Education	SSEC	How to Best Support Your Child's Science Learning in the Time of COVID-19	Webinar hosted by American University to share distance education resources produced by the Smithsonian. Resources that focus on phenomenon and science and engineering practices were especially highlighted.	5/6/2020	Completed	Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	STEM for All Video showcase	The Smithsonian Science Education Center hosted a video in the STEM for All Showcase to communicate the work done with the Office of English Language Acquisition on English Language Learner supports for teachers. The Showcase had a 171 videos of projects funded by government organizations. Each video was hosted by the researching organization and provided opportunities for comments and discussion.	5/5/2020 - 5/12/2020	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	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
Education	SSEC	More Smithsonian Exploration	On Wednesday, May 20th, SSEC Program Specialist Kat Fancher presented a webinar hosted by Noble Education Initiative on distance educational tools developed by the SSEC. Tools discussed included games, simulations, and the new COVID19! module.	5/20/2020	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Smithsonian K-12 Science Education Action Planning Institute	Teachers, administrators, community and business partners, informal educators, and parents from 22 countries virtually participated in three-day institute from July 28-30. The Smithsonian K-12 Science Education Action Planning Institute supported the efforts of teams and individuals to plan strategically for Science, Technology, Engineering, and Math (STEM) instruction in the coming months in spite of uncertainties resulting from the COVID-19 pandemic. Attendees shaped their own experiences by choosing from 16 coaching sessions and 13 different content sessions on topics ranging from social emotional learning to equity and accessibility. The program included presentations from the Acting Undersecretary for Education, SI Gardens, FONZ, SERC, NASM, Access Smithsonian, SCLDA, Cooper Hewitt, and many external partners including funder Johnson & Johnson. Information from these sessions was used to inform the writing of participants' action plans to guide their work in the coming months.	7/28/2020 - 7/30/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Zero Barriers in STEM Education Professional Development	On August 17 – 20, 2020 the Smithsonian Science Education Center hosted the Zero Barriers in STEM Education virtual professional development, for 14 District of Columbia Public School (DCPS) 4th and 8th grade teachers. The Zero Barriers initiative is supported through funding by General Motors and Access Smithsonian's Smithsonian Accessibility Innovation Fund (SAIF). As part of the professional development, teacher leaders used the, Zero Barriers in STEM Education Accessibility and Inclusion Workbook, to support their basic understanding of Universal Design for Learning (UDL) and strategies that promote accessible and inclusive classrooms. Teacher leaders also participated in group work and live discussions to review Smithsonian Science Education Center physical science curriculum and begin collaborative planning for implementation of the curriculum, and UDL strategies, in their classrooms throughout the 2020-2021 school year.	8/17/2020 - 8/20/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Residents of Under-resourced Communities Women	Yes	Education Public Programming Teacher Workshops Training Virtual Programming	Program	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
Education	SSEC	Smithsonian Science Summer School (S4)	Between June 22nd and August 30th, the SSEC supported Smithsonian Science Summer School (S4) for local DC students. A total of 90 students participated in the S4 program. SSEC trained 5 STEM teachers through virtual professional development on June 22nd and June 24th. Teachers and students were provided curriculum and materials adapted to be used in a virtual summer school program. Students and teachers also attended virtual, highly-immersive STEM experience through both NMAAHC and SI Gardens. 4th grade students learned about energy and 7th grade students learned about water conservation. Each of these topics aligned with the materials and curriculum provided for their summer learning activities.	6/22/2020 - 8/30/2020	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming Training Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) Other Programming for Adults
Education	SSEC	South Carolina Science Education Leadership Association Meeting	O'Donnell presented at the SCSELA meeting on March 13, 2020. The major goal of SCSELA is to enhance the quality of science education for elementary, middle, and secondary and college students in South Carolina through the improvement of science leadership.	3/13/2020	Completed	African Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Council of State Science Supervisors Annual Conference	O'Donnell presented with Office of Science & Technology Policy on the CoSTEM Federal STEM Strategic Plan at the Council of State Science Supervisors (CSSS) Annual Conference "Building Capacity for Creating Equitable Systems through Transformational Leadership" held virtually March 30th – April 1st.	3/30/2020	Completed	African Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	The Global Classroom	The Global Classroom launched by Scarisbrick Hall School in Lancashire UK in partnership with the World Health Organization and UNICEF aims to bring together the world's school children across the globe to connect and have a voice during the COVID-19 global pandemic. This monthly series features world-recognized speakers, celebrities and distinguished guests including Bear Grylls, one of the most recognized faces in terms of survival and outdoor adventure, Captain Dave Henson OBE who helped to found the Invictus Games which is also championed by Prince Harry, multi-music award winner, Heather Small who achieved massive success with M People and the mother of Lady Gaga, Cynthia Germanotta, Goodwill Ambassador for Mental Health from the WHO. Dr. Carol O'Donnell, Dr. Brian Mandell, and Ms. Katherine Blanchard of SSEC use their "teacher" voices to engage the students who log on in active hands-on learning. Over 14,000 students participate live in each Global Classroom event.	5/5/2020 6/5/2020 7/9/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Employee Affinity Groups Public Programming Virtual Programming	Program	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
Education	SSEC	National PTA Podcast	With remote learning wrapping up and summer camps canceled, many families are at a loss for what to do with their children this summer. The National Parent-Teacher Association (PTA) spoke with two experts, Dr. Rebecca Silverman and Dr. Carol O'Donnell, who offered creative ideas for keeping kids entertained and learning this summer. Dr. Silverman offered ideas for cultivating a love of reading in the Growing Great Readers podcast. Dr. O'Donnell talked about fostering curiosity through science projects and everyday opportunities to ask questions in the Raising Curious Kids podcast. This article provides a summary of these interviews.	5/7/2020	Completed	African Americans Asian Americans Hispanics Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	21st CCLC Summer Symposium	O'Donnell presented at the 21st CCLC Summer Symposium on "COVID-19: How Can I Protect Myself and Others?" Guide for Youth through 21st-Century Community Learning Centers. The 21st CCLC program supports the creation of community learning centers that provide academic enrichment opportunities during non-school hours for children, particularly students who attend high-poverty and low-performing schools. The program helps students meet state and local student standards in core academic subjects, such as reading and math; offers students a broad array of enrichment activities that can complement their regular academic programs; and offers literacy and other educational services to the families of participating children.	6/11/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SSEC	GirlUp! COVID-19! Module Webinar X Girl Up STEM for Social Good	O'Donnell presented at the GirlUp event. The workshop purpose is to enhance your knowledge on the science of COVID-19 and how to best protect yourself and others. Expect to gain an understanding of what's happening in the world right now, how the virus spreads, how the virus disproportionately affects different communities, and how staying informed about COVID-19 can make a difference. The COVID-19 guide for Youth was developed by the Smithsonian Science Education Center in collaboration with the World Health Organization and the Inter-academy Partnership.	7/13/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	TSA	¡¡CUENTOS!!	Cuentos means stories, and this delightful Discovery Theater original offers a fresh bilingual take on three magical tales. The Little Red Hen asks the question "Who will help?" Jack and the Beanstalk proves that small is mighty. And as for The Gingerbread Man, well, he's just one bad cookie. Filled with delightful songs, puppets, and audience participation, this story-time spectacular is not to be missed!	10/9/2019 - 10/11/2019	Completed	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade)

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Education	TSA	Hoop of Life with Ty Defoe	With his vivid presence as a performer, Ty Defoe recounts an eloquent story of life through movement, music, and words rooted in his Oneida and Ojibwe heritage. He uses the athletic form of the ritual Hoop Dance to explore Native American stories framed by traditional and contemporary culture, history, and values. As the colorful interlinked hoops move, they speak of the unity and interdependence of all living things—and offer lessons for our everyday lives.	11/1/2019	Completed	African Americans Native Americans	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	TSA	Hear me say my name	"I am not your mascot, and I don't live in a tipi. See me for who I am, hear me say my name." How do American Indian stereotypes, prejudice, and identity shape the discussion of what it means to be a young person in our country today? This original multimedia play, created by Smithsonian Associates Discovery Theater in collaboration with the American Indian Museum, tackles America's assumptions about American Indians and starts a conversation with audiences reclaiming rich history, challenges, hopes, and dreams. After the play, students are invited to explore the exhibition galleries with self-guided materials to learn more.	11/21/2019 - 11/23/2019 12/5/2019 - 12/7/2019 12/12/2019 - 12/14/2019 12/26/2019 - 12/31/2019 2/6/2020 - 2/7/2020 2/13/2020 - 2/14/2020 2/20/2020 2/27/2020 - 2/28/2020 3/5/2020 3/26/2020 5/21/2020 5/29/2020	In-progress	African Americans Native Americans	No	Public Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	TSA	Discovery Play Series Grandma's Thanksgiving Visit	Back by popular demand! 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.	11/21/2019 - 11/22/2019 11/26/2020	Completed	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade)
Education	TSA	Seasons of Light	Joy, warmth, and community illuminate seasonal holiday celebrations the world over. Back for its 20th season, this signature Discovery Theater show celebrates the history and customs of Diwali (Devali), Chanukah, Las Posadas, Ramadan, Sankta Lucia Day, Kwanzaa, Christmas, and the First Nations' tradition of the Winter Solstice in an interactive event that bridges communities and cultures. This show sells out early, so get your tickets now!	12/2/2019 - 12/19/2019	Completed	African Americans	No	Public Programming	Program	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
Education	TSA	Special Holiday Movie Screening The Snowy Day	Join us for a holiday-season screening of the award-winning Amazon Original Special The Snowy Day, winner of two Daytime Emmy Awards including Outstanding Pre-School Children’s Animated Program. Based on Ezra Jack Keats’ classic 1962 story. Narrated by Laurence Fishburne and with character voices by Regina King, Angela Bassett, and Jamie-Lynn Sigler, the film follows young Peter’s magical snowy walk to his Nana’s house to bring home their Christmas Eve dinner. One the way, he meets some new (and diverse) friends who come together to celebrate many traditions. A very special day indeed!  This program made possible by the Ezra Jack Keats Foundation and Amazon Studios.	12/11/2019 - 12/18/2019	Completed	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade)
Education	TSA	Once Upon a Moon at Udvar-Hazy	Let’s go to the moon! Celebrate the spirit of the Apollo landing in this exciting, interactive show for our youngest audiences. Performers and exquisite puppets spin new and old stories about the moon’s magic, create a “living exhibit” of its phases, and introduce the amazing science that brought us to its surface. You might even get the chance to be a moonwalking astronaut.  Generously underwritten by the Conrad N. Hilton Foundation and presented in partnership with the National Air and Space Museum.	1/16/2020 - 1/17/2020	In-progress	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade)
Education	TSA	Discovery Play Series Here We Go, Team!	This Discovery Theater original scores big with a musical play about sharing and taking turns, the importance of personal space, and the awesome power of teamwork. Five-year-old Bobby and Casey are aspiring soccer stars and best friends—but they’ve ended up on separate teams! Through a mishap on the field, they discover that helping people is cool, thanks to another kind of team—their favorite teacher and coach who make it all OK.	1/22/2020 - 1/23/2020	In-progress	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade)
Education	TSA	The ABC’s of Percussion with Uncle Devin	Join Uncle Devin on a musical journey through the wide, wonderful, and boisterous world of percussion instruments. From West African agogo bells to a Chinese lithophone (made of stone!) to Brazil’s zabumba drum, learn how each unique instrument brings global beats to vibrant life. Uncle Devin makes the sounds and rhythms of percussion the perfect way to reinforce the alphabet for the youngest learners.	2/6/2020 - 2/7/2020	Planned	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade)

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Into the Great Unknown: African American Adventurers and Explorers	Leadership, courage, and adventure take center stage in this inspiring Discovery Theater original. From Matthew Henson, co-discoverer of the North Pole, to astronaut Mae Jemison, meet a century's worth of bold men and women who challenged the Western frontier, the highest of mountains, and the vastness of outer space—and triumphed. In the histories and heroism of these explorers and adventurers, young audiences find models to help them reach their own highest goals.	2/11/2020 - 2/13/2020	Planned	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade)
Education	TSA	Going the Distance	Race to the finish line with two black Olympians who changed history! Soaring music and the exhilaration of world-class sports motivate us to greatness in this vivid portrayal of the lives of Jesse Owens and Wilma Rudolph. Join them as they overcome childhood illness, infirmity, and poverty to become the world's fastest man and woman, winning the greatest honor in all athletics: the Olympic gold medal. The John Cornelius II score speaks to the heart and soul of the winner in all of us.  This production is made possible by a grant from the DC Commission on the Arts & Humanities.	2/20/2020 - 2/21/2020 2/26/2020 - 2/28/2020	Planned	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade)
Education	TSA	Gear Up!	As part of a Department of Education GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) grant, five Smithsonian presenters visited four Lafayette, LA high schools for three days each in November (11/5-7/19), where they conducted in-class presentations and led hands-on activities. Topics included intermolecular forces and cell differentiation, and reached 743 eleventh grade chemistry and tenth grade environmental science students.	11/5/2019 - 11/7/2019	Completed	Residents of Under-resourced Communities	Yes	Education	Program	High School (9th - 12th Grade)
Education	TSA	Creative Curriculum: Grandma's Thanksgiving Visit	Discovery Theater's innovative arts/education program for DCPS early education teachers and their students who were implementing the "Creative Curriculum" in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. "Grandma's Thanksgiving Visit" brings the whole audience into the family with singing, finger play, and call-and-response as we all give thanks for being together.	11/2019	Completed	African Americans	No	Education	Program	Elementary School (K - 5th Grade)

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Education	TSA	Creative Curriculum: Here We Go, Team!	Discovery Theater’s innovative arts/education program for DCPS early education teachers and their students who were implementing the “Creative Curriculum” in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. “Here We Go, Team!” is about sharing and taking turns, the importance of personal space, and the awesome power of teamwork.	1/2020	Completed	African Americans	No	Education	Program	Elementary School (K - 5th Grade)
Education	TSA	Creative Curriculum: Beautiful Day in the Neighborhood	Discovery Theater’s innovative arts/education program for DCPS early education teachers and their students who were implementing the “Creative Curriculum” in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. “Beautiful Day in the Neighborhood” introduces students to their community helpers, such as firefighter, police officer, postal worker, baker, grocer, etc.	3/2020	In-progress	African Americans	No	Education	Program	Elementary School (K - 5th Grade)
Education	TSA	Creative Curriculum: JoJo’s Backyard Safari	Discovery Theater’s innovative arts/education program for DCPS early education teachers and their students who were implementing the “Creative Curriculum” in their classrooms. The Creative Curriculum for Preschool is a comprehensive, research-based curriculum that features exploration and discovery as a way of learning, enabling children to develop confidence, creativity, and lifelong critical thinking skills. Smithsonian-trained actor/educators present these developmentally appropriate, content-rich programs as part of in-school residencies that promote creativity and enriched play in the early childhood classroom. Playing pretend characters in stories encourages sequencing, verbal skills, math, and problem solving. By bringing together, science, math and literacy, “Jojo’s Backyard Safari” takes students on a backyard adventure where they meet creatures hiding close to home!	5/2020	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Individuals from Under-resourced Communities	No	Education	Program	Elementary School (K - 5th Grade)



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Museums & Culture	AAA		The bulk of Carrillo's papers relate to his long career at the University of California, Santa Cruz (UCSC), on whose faculty he served from 1972 to 1997. Carrillo developed an extensive studio art curriculum there, including courses in drawing, mural painting, native pottery, and even shadow puppetry. His classes connected with the historical traditions that concerned him, allowing students to engage art forms that were, as he described in his papers, "common to all cultures." Carrillo also developed courses in art history, such as his popular survey "Mexican Art 1000 BC to Cortez," represented in the collection by maps, readings, slide lists, notes on ancient deities, student evaluations, and an artist-designed flyer. Researchers will discover in Carrillo's papers his abiding ambition not only to connect with his Mexican heritage but also to share it with others through art and education. In 1982, for example, the artist organized an important exhibition and conference at UCSC entitled Califas: Chicano Art and Culture in California. The project, as Carrillo outlined in a report at the Archives, created a forum for discussing "the complex relationships found between the art and cultural history of California's Chicano population."	11/13/2019	Completed	Hispanics	No	Collections Education	Program	Other Programming for Adults
Museums & Culture	AAA	Rhizomes National Advisory Council Convening	Joshua T. Franco participated in the Rhizomes National Advisory Council at the University of Minnesota in Minneapolis. NATIONAL ADVISORY COUNCIL: The National Advisory Council is a growing network of prominent humanities scholars, librarians, archivists, curators, and technical advisors with expertise in Mexican American art history. It provides interdisciplinary and multi-institution perspectives on the planning stages of Rhizomes to ensure a broad, inclusive methodological foundation for the project. The Council provides feedback on all stages of the project, specifically protocol to determine how relevant content comes into Rhizomes from small-budget institutions, identification of search strategies, and the creation of new metadata and controlled vocabularies.	10/1/2019 - 10/2/2019	Completed	Hispanics	No	Advisory Boards Conferences w/Professional Organizations	Program	Other Programming for Adults
Museums & Culture	AAA	Collective Responsibility Forum in Tampa, Florida	Rayna Andrews participated in the Collective Responsibility Forum in Tampa, Florida. The project seeks to address the specific problems of precarity created and reproduced by grant-funded positions, and how those impact the lives and careers of the workers, particularly workers from marginalized and underrepresented populations. This work is essential for understanding the effect of investments made in national digital library, archival, and museum infrastructures and services. In two forums over 2019, the project brought together representatives and stakeholders from the three primary groups involved—workers, funders, and management (to include administrators). In the meetings, the intention is to develop a more systematic understanding of the labor conditions created by grants and collaboratively develop benchmarks and recommendations toward the development and evaluation of proposed positions which funders and institutions may adopt.	10/16/2019 - 10-17-2019	Completed	African Americans	No	Digital Promotion of Job Opportunities Education Internships Public Programming Supporting Supplier Diversity Goals	Program; Supplier	Other Programming for Adults
Museums & Culture	AAA	Memo of Understanding with SAAM to collaborate on the Subversive, Skilled, Sublime: Fiber Art by Women"	Fiber art refers to fine art whose material consists of natural or synthetic fiber and other components, such as fabric or yarn. It focuses on the materials and on the manual labor on the part of the artist as part of the works' significance, and prioritizes aesthetic value over utility.	10/2020	In-progress	Women	No	Exhibitions Memorandums of Understanding Formal Public Programming	Program; Workforce	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
Museums & Culture	AAA	Exhibition: What is Feminist Art?	Organized by Curator of Manuscripts Mary Savig, the exhibition revisits a 1977 exhibition at Los Angeles' Woman's Building, a feminist art school, gallery, and community space founded by Judy Chicago, Sheila Levrant de Bretteville, and Arlene Raven in 1971. The Archives, which holds the Woman's Building papers in its collections, will reconsider this exhibition by showing responses from the 1977 show alongside new submissions by both original participating artists as well as a new generation of diverse artists. Approximately 75 works will be on view. The genesis for the original exhibition was a 1976 project by activists Ruth Iskin, Lucy Lippard, and Arlene Raven in which they issued pink postcards to hundreds of artists across the country with the following prompt: "If you consider yourself a feminist, would you respond by using one 8 1/2" x 11" page to share your ideas on what feminist art is or could be." At the time, the term "feminism" was new to the art world and Iskin, Lippard, and Raven hoped to stimulate discussion. They received more than 200 responses in the form of collage, poetry, photographs, prints, drawings, and manifestos. These responses were exhibited the following year in the original "What is Feminist Art?" exhibition at the Woman's Building. All of the responses were preserved in the Woman's Building records, which were donated to the Archives of American Art in 1991 and have recently been digitized and made available on the Archives' website.	11/26/2019	In-progress	Women	No	Collections Exhibitions Public Programming Supporting Supplier Diversity Goals	Program; Workforce	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Panel: "When, Where, and How We Enter: A Conversation on Amplifying the Legacies of Black Women Abstract Painters."	Erin Gilbert participated in the panel "When, Where, and How We Enter: A Conversation on Amplifying the Legacies of Black Women Abstract Painters" at Spelman University in Atlanta. A landmark conversation with women curators who are leading the charge to increase the visibility of Black women abstract artists. Panelists include curator Valerie Cassel Oliver, Lauren Haynes, Melissa Messina, and Hallie Ringle. Andrea Barnwell Brownlee, Ph.D., Director, Spelman College Museum of Fine Art, will moderate the conversation.	11/7/2019	Completed	African Americans Women	No	Supplier Diversity Outreach Supporting Supplier Diversity Goals Other	Program; Workforce	College/University
Museums & Culture	AAA	Collecting the Papers of Women Artists"	Erin Gilbert and curator of manuscripts Mary Savig spoke on the panel "Collecting the Papers of Women Artists" at Swann Auction Galleries in New York City. See also: Advancement Report, "Events and Programs." Curators Erin Jenoa Gilbert & Mary Savig On November 19, 2019 for the third in a series of events highlighting The Archives of American Art. Curators Erin Jenoa Gilbert and Mary Savig discussed upcoming programming for the Archives, feminist collecting initiatives, and the importance of preserving and providing access to almost 1,000 collections created by women artists, critics, scholars, collectors and dealers, such as Nancy Spero, Elaine de Kooning, Hedda Sterne, Alice Neel, Alma Thomas, Louise Nevelson, Gertrude Vanderbilt Whitney, Lucy Lippard, Linda Nochlin, Dore Ashton, Aline Saarinen, Virginia Zabriskie, Edith Halper, Betty Parsons and Andrea Rosen. The Archives is a rich and enduring source of knowledge about the history of women's artistic practice in the United States.	11/19/2019	Completed	Women	No	Collections	Supplier; Workforce	College/University Other Programming for Adults

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Museums & Culture	AAA	Association of Research Institutes in Art History (ARIAH)	Liza Kirwin attended the Association of Research Institutes in Art History's fall meeting in Fort Worth, Texas, where she presented on diversity and internships. The Association of Research Institutes in Art History (ARIAH) was incorporated in 1988 to promote scholarship by institutes of advanced research in the history of art and related disciplines; to provide general information about the scholarly activities of its member institutes; and to develop cooperative projects and programs. It currently consists of 28 member institutions. Each ARIAH member institution grants residential fellowships of varying duration to senior and junior scholars in the history of art and related disciplines. See Member Institutions for information about these programs. One of ARIAH's earliest cooperative projects was a fellowship program in the history of art and architecture and related fields for scholars from Latin America. This pilot program provided research fellowships at ARIAH institutions to scholars from Mexico, Central and South America, and the Caribbean, and ran from 1994 through 1999. ARIAH continues to look for new initiatives that will promote art historical research throughout the world, and encourage interchange and collaboration among research centers internationally.	11/21/2019 - 11/23/2019	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Advisory Boards Fellowships Internships	Workforce	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Meet and Greet at Yale's Afro-American Cultural Center	Erin Gilbert participated in a meet-and-greet at Yale's Afro-American Cultural Center, where she shared information about the Archives' Henry Luce Foundation-funded collecting initiative and internship program. The Smithsonian's Archives of American Art announced that it has received a \$575,000 grant from the Henry Luce Foundation to support a three-year African American Collecting Initiative. While the Archives has collected the papers and oral histories of important figures in African American art from its founding in 1954, the grant will advance the process of building and strengthening the collection. The Henry Luce Foundation is a long-time supporter of the Archives' mission to foster research by collecting, preserving and making available a diversity of primary source material documenting the history of the visual arts in the United States.	11/22/2019	Completed	African Americans	No	Public Programming	Program; Workforce	College/University Masters PhD
Museums & Culture	AAA	Oral Histories documenting the AIDS epidemic in the art world	Oral history archivist Jennifer Snyder spoke about the Archives' oral histories documenting the AIDS epidemic in the art world on a panel at the Day With(out) Art video screening and discussion at the Eaton in Washington, DC. Film Screening and Discussion, Day With(out) Art, 30 Years On Thursday, December 5, 2019. In 1989 the New York-based nonprofit Visual AIDS ( <a href="https://visualaids.org/">https://visualaids.org/</a> ) organized the first Day With(out) Art, a call to the art world for mourning and action in response to the AIDS crisis. The Yale University Art Gallery is proud to partner with Visual AIDS for the 30th annual Day With(out) Art by presenting Still Beginning (52 mins.), a program of seven newly commissioned videos responding to the ongoing HIV/AIDS epidemic by Shanti Avirgan, Nguyen Tan Hoang, Carl George, Viva Ruiz, Iman Shervington, Jack Waters/Victor F. M. Torres, and Derrick Woods-Morrow. A panel discussion follows the screening, including featured artist Viva Ruiz in conversation with Gregg Gonsalves, Assistant Professor of Epidemiology, Yale School of Public Health, and Associate (Adjunct) Professor of Law, Yale Law School; Roderick Ferguson, Professor of Women's, Gender, and Sexuality Studies and American Studies; and Alex Fialho, Ph.D. student in the History of Art and African American Studies, to consider the continued urgency of HIV/AIDS in the contemporary moment while revisiting resonant cultural histories from the past three decades. Presented in conjunction with the Yale Office of LGBTQ Resources, the Yale School of Public Health, and the Yale University Art Gallery's Martin A. Ryerson Lectureship Fund.	12/5/2019	Completed	African Americans LGBTQIA+	No	Education Public Programming Supporting Supplier Diversity Goals	Program; Workforce	College/University Other Programming for Adults
Museums & Culture	AAA	Guest Speaker for Latinx art	National collector Josh Franco was a remote guest speaker for a course on Latinx art taught by Rose Salseda at Stanford University. Given the historical exclusion of U.S. Latinx visual art in major museums and collections, artists, scholars, curators, and patrons have taken grassroots measures to preserve the cultural contributions of Latinx artists by forming community art organizations, research centers, artist collectives, websites, and databases. However, to date, there does not exist a comprehensive list of where these entities exist, how they were formed, and who they serve. What are the organizations that actively support Latinx visual artists via funding, advocacy, and/or archival means on local, regional, and national levels? Furthermore, where is Latinx visual art supported online, in what ways, and by whom?	1/29/2020	Completed	Hispanics	No	Conferences w/Colleges or Universities Research Associates Supplier Diversity Outreach Supporting Supplier Diversity Goals	Program; Supplier; Workforce	College/University Masters PhD

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Museums & Culture	AAA	Published a new comprehensive guide to the papers of African American Artists.	Erin Gilbert published a new comprehensive guide to the papers of African American Artists.	1/29/2020	Completed	African Americans	No	Education Supplier Diversity Outreach Supporting Supplier Diversity Goals	Program; Supplier; Workforce	Other Programming for Adults
Museums & Culture	AAA	Panel Discussion: "Decolonize the Archive: Black History Imagery and Narrative	Erin Gilbert participated in a panel discussion "Decolonize the Archive: Black History, Imagery and Narrative at Hunter College Campus Schools for Mosaic, is a K-12 parent diversity committee addressing issues of race, gender, sexuality, religion, and socioeconomic difference.	2/10/2020	Completed	African Americans	No	Education Public Programming	Program; Workforce	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	AAA	Conference in Chicago: US Latinx Art Forum Business Meeting	Josh Franco moderated the US Latinx Art Forum Business Meeting at the College Art Association annual conference in Chicago. The CAA Annual Conference brings together over 5,000 art historians, artists, designers, and visual arts professionals in all stages of their careers, Joshua Franco presided over the us Latinx Art Forum Business Meeting at this conference.	2/13/2020	Completed	Hispanics	No	Conferences w/Professional Organizations Research Associates Supplier Diversity Outreach Supporting Supplier Diversity Goals	Supplier; Workforce	College/University Masters PhD
Museums & Culture	AAA	Tour and Presentation: Academia Sinica Center for Digital Cultures, Taiwan	The Head of Processing Erin Kinhart gave a tour and presentation to archivists and curators from Academia Sinica Center for Digital Cultures in Taiwan. Since the launch of the Digital Museum Project in 1998, Academia Sinica has devoted itself to digitizing Taiwan's cultural heritage. To facilitate innovation and foster cross-domain collaboration, it has been intensely involved in two programs: National Digital Archives Program (NDAP; 2002-2007) and Taiwan e-Learning and Digital Archives Program (TELDAP; 2008-2012), both commissioned by the National Science Council (today's Ministry of Science and Technology) and presided over by the Academia Sinica Vice-President for the Humanities. Academia Sinica functioned as the headquarter of these programs for 11 years, responsible for integrating resources, coordinating cross-institution collaboration, developing and maintaining tools and technology for the operation of these projects, and supporting the nationwide access to the key software and hardware. As TELDAP came to an end in 2012, the National Science Council commissioned Academia Sinica to execute "The Sustainable Management of Taiwan Digital Archives Project" from 2013 to 2015. Throughout this project, over 5.6 million data were preserved across more than 760 websites and databases.	2/13/2020	Completed	Asian Americans	No	Collections Public Programming Supplier Diversity Outreach Supporting Supplier Diversity Goals	Program; Supplier	Other Programming for Adults

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Museums & Culture	AAA	Panel: "Research Institutes and New Initiatives"	The Interim director Liza Kirwin chaired the panel, "Research Institutes and New Initiatives" (including diversity initiatives) at the College Art Association's annual conference in Chicago. The CAA Annual Conference brings together over 5,000 art historians, artists, designers, and visual arts professionals in all stages of their careers, Liza Kirwin chaired the panel, "Research Institutes and New Initiatives", including diversity initiatives at this conference.	2/15/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Conferences w/Professional Organizations Supplier Diversity Outreach Supporting Supplier Diversity Goals	Program; Supplier	College/University Masters PhD
Museums & Culture	AAA	Interview: University of Nebraska Omaha's ArteLatinx	<p>Josh Franco was interviewed for the University of Nebraska Omaha's ArteLatinx 2019, published in February 2020. "THE VOICE OF OUR ROOTS" The mission of Arte LatinX is to create a biennial art exhibition bringing together LatinX artists from all over Nebraska.</p> <p>OLLAS CHARLA   The "X" in the Archives Josh T. Franco, PhD, National Collector, Archives of American Art, Smithsonian Institution Tuesday, September 17, 2019   6:00 - 7:30 PM El Museo Latino   4701 S. 25th St., Omaha, NE 68107</p> <p>The "x" in "Latinx" short-circuits meanings and jumpstarts conversations about gender, language legitimacy, North-South dynamics in the Americas, generational transformation and political solidarity. "What does it mean?" is an important question. Another question is "What does it do?"</p>	2/2020	Completed	Hispanics	No	Conferences w/Colleges or Universities Research Associates Supplier Diversity Outreach Supporting Supplier Diversity Goals	Program; Supplier; Workforce	College/University Masters PhD
Museums & Culture	AAA	Interim Director, Liza Kirwin interview by the Smithsonian Magazine	Liza Kirwin was interviewed for Smithsonian Magazine about the exhibition What is Feminist Art?, published in March 2020. Organized by Curator of Manuscripts Mary Savig, the exhibition revisits a 1977 exhibition at Los Angeles' Woman's Building, a feminist art school, gallery, and community space founded by Judy Chicago, Sheila Levrant de Bretteville, and Arlene Raven in 1971. The Archives, which holds the Woman's Building papers in its collections, will reconsider this exhibition by showing responses from the 1977 show alongside new submissions by both original participating artists as well as a new generation of diverse artists. Approximately 75 works will be on view.	3/2020	Completed	Women	No	Exhibitions Public Programming Supplier Diversity Outreach Supporting Supplier Diversity Goals	Program; Supplier	Other Programming for Adults
Museums & Culture	AAA	New African American Board Member	February 2020, Bennie Johnson, joined the Archives Board of Trustees, he is African American and committed to African American art and philanthropy.	2/2020	In-progress	African Americans	No	Advisory Boards Supporting Supplier Diversity Goals	Program; Supplier; Workforce	Other Programming for Adults

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Museums & Culture	AAA	Atlanta Curatorial Studies Collective	On March 11, archivist Rayna Andrews gave a presentation and tour to the Atlanta Curatorial Studies Collective, comprised of students from Morehouse and Spelman Colleges. Future curators, art historians, museum professionals, and artists all come together at The Atlanta University Center Art History + Curatorial Studies Collective. Enrolling students from Clark Atlanta University, Morehouse College and Spelman College, this innovative curriculum seeks to shape the future of art history and position the Atlanta University Center as the leading incubator of African American professionals in these fields. In addition to strong liberal arts programs at each campus, we have firsthand access to Clark Atlanta University Art Museum, Spelman College Museum of Fine Art, The Spelman Innovation Lab and Robert W. Woodruff Library. The Atlanta University Center Collective for the Study of Art History & Curatorial Studies is an initiative that, over the course of the next decade and beyond, will position the Atlanta University Center as the leading incubator of African-American museum and art world professionals in the United States and abroad. Spelman College will build the program, which will enroll students from Morehouse College and Clark Atlanta University who desire degrees in art history and curatorial studies. This innovative undergraduate program will offer a dynamic new curriculum that makes use of the Spelman College Museum of Fine Arts, Clark Atlanta University Art Museum, and the strong liberal arts programs on all three campuses	3/11/2020	Completed	African Americans	No	Conferences w/Colleges or Universities Supporting Supplier Diversity Goals	Supplier	College/University Masters PhD
Museums & Culture	AAA	Guest Speaker for a course on Chicanx Cultural Productions	On March 31, Josh Franco was a remote guest speaker for a course on Chicanx cultural productions taught by Jenn Shook at Penn State University. Chicanx Cultural Productions covers a range of media: literature, theatre, art, film, tv, and music. Students will primarily contribute to expand existing articles such as "Chicano Literature."	3/31/2020	Completed	Hispanics	No	Conferences w/Professional Organizations Supporting Supplier Diversity Goals	Supplier	College/University Masters PhD
Museums & Culture	AAA	Blog: Walter Pach's Engagements with Mexican Art and Artists	Among the salvaged archival materials many relate to Pach's relationship with Mexican artists. To me, the most eye-popping of these primary sources is Pach's thirty-three pages of notes, hand-written in Spanish, that outlined his art history courses at the Universidad Nacional Autónoma de México (UNAM), in Mexico City, including one on modern art. I wanted to explore Pach's 1922 notes and their relationship to those for his 1918 class on modern art that he taught at the University of California, Berkeley. It had been that earlier course that prompted Dominican author and philosopher Pedro Henríquez Ureña, who Pach met in California, to invite him to teach the summer course in Mexico City, as Pach wrote in <i>Queer Thing, Painting</i> , "on the lines of those in Berkeley."	2/4/2020	Completed	Hispanics	No	Research Associates	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Blog: Renee V. Cox Papers	The papers of Renee V. Cox (b. 1956) contain photographs, academic records, awards, exhibition files, printed materials, correspondence, diaries, sketchbooks, and datebooks. The datebooks record rigorous tennis, skiing, surfing, and scuba diving routines, revealing the relationship between Black aesthetics, Black agency, and the theme of athleticism in Cox's work, epitomized by her superhero alter-ego, Rajé. The controversial US reception of her oeuvre, moreover, is documented through correspondence and newspaper and magazine articles, demonstrating that critics hypersexualized Cox's nude body, simultaneously fetishizing and fearing it. A late 1970s photograph of Cox with her husband and in-laws at a naturist camp in Corsica, France, however, captures her understanding of a nudity that is neither pornographic nor a political statement, but rather grounded in physical and psychological freedom.	1/22/2020	Completed	African Americans	No	Research Associates Supporting Supplier Diversity Goals	Program	High School (9th - 12th Grade) College/University Other Programming for Adults

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Museums & Culture	AAA	Blog and Smithsonian Voices: Watching Howardena Pindell	In 1980, painter, curator, and mixed-media artist Howardena Pindell debuted a short film entitled Free, White, and 21 at A.I.R. Gallery in New York. Her first work with moving images—and a stark diversion from her career as an established abstractionist—this film marked Pindell's embrace of a new medium and the creation of what has been considered a seminal work in the history of American video art. Recounting her lived experiences as both a target and a neglected object of racism and misogyny, Free, White, and 21 features Pindell in the art of testimony. At once, she is a narrator, actor, and artist. As Pindell materializes in "whiteface," playing the part of a newswoman interviewing Pindell the artist, and then, as Pindell the artist, wraps herself with medical bandages, viewers bear witness to the ways that oppression subsumes and swaths the identities of both the oppressed and their oppressors. Looking at once like a burn victim and a caricature of the "white liberals" of the art world and the women's movement, Pindell here establishes herself through video performance as a deft storyteller. With Free, White, and 21, she embodies the role of a cultural critic, undergoing and performing a kind of social surgery. Her work pushes us to imagine what it would look like to attend to and notice not only what an artwork is but also what it is doing.	1/15/2020 3/2/2020	Completed	African Americans	No	Research Associates Supplier Diversity Outreach	Program	High School (9th - 12th Grade) College/University Other Programming for Adults
Museums & Culture	AAA	Blog: The Charles and Frances White letters and photographs to Melvin and Lorraine Williamson	The Charles W. and Frances White letters and photographs to Melvin and Lorraine Williamson measure 0.2 linear feet and date from 1956 to 1961. The collection includes twenty-eight letters written by Charles and Frances White to Melvin (Mel) and Lorraine Williamson shortly after their arrival in California. The letters refer to financial and personal struggles, as well career triumphs and current events. In addition to their shared Chicago background, both the Whites and Williamsons were interracial couples. The letters include references to racial and social dynamics, especially comparing California to New York. Approximately half of the letters are written by Charles, the other half by Frances, and two letters are written jointly. Most are signed from "Chas & Fran." The collection also contains photographs, negatives, and slides depicting Charles and Frances with friends, their home, and Charles' studio.	5/2020	Completed	African Americans	No	Collections Education Supporting Supplier Diversity Goals	Program	High School (9th - 12th Grade) College/University Other Programming for Adults
Museums & Culture	AAA	Blog: How a Once Hidden Cache of Art and Archives Expand Narratives of Walter Pach and Mexican Modernism	Among the salvaged archival materials many relate to Pach's relationship with Mexican artists. To me, the most eye-popping of these primary sources is Pach's thirty-three pages of notes, hand-written in Spanish, that outlined his art history courses at the Universidad Nacional Autónoma de México (UNAM), in Mexico City, including one on modern art. I wanted to explore Pach's 1922 notes and their relationship to those for his 1918 class on modern art that he taught at the University of California, Berkeley. It had been that earlier course that prompted Dominican author and philosopher Pedro Henríquez Ureña, who Pach met in California, to invite him to teach the summer course in Mexico City, as Pach wrote in Queer Thing, Painting, "on the lines of those in Berkeley."	8/5/2020	Completed	Hispanics	No	Collections	Workforce	High School (9th - 12th Grade) College/University Masters PhD

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	Blog: Acquisitions: Chiura Obata Papers	In 1903, at the age of seventeen, the artist Chiura Obata (1885–1975) emigrated from Japan to the United States. He first found work in San Francisco as an illustrator, then, in 1932, joined the faculty at the University of California, Berkeley, where he taught courses ranging from brush techniques to Japanese art history. Obata’s papers include extensive lecture notes, source materials, and syllabi for his courses. In a syllabus for “Free Brush Work,” offered in the fall of 1933, Obata lists the required materials (brushes, paper, pigments, water) as well as the required attitude: “In training and producing art, our mind must be as peaceful and tranquil as the surface of a calm, undisturbed lake.”	8/17/2020	Completed	Asian Americans	No	Education	Workforce	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Blog: Emilio Sanchez's Photographic Sources	In 1952, the Cuban-born artist Emilio Sanchez settled in New York City, where he lived a comfortable life dedicated to painting. In the winter, he made habitual getaways to locations with warmer temperatures, preferably islands in the Caribbean. Recording idiosyncratic architectural elements and the striking effects of sunlight occupied a great part of these trips, from which Sanchez would return with batches of sketches and photographs that served as sources for artworks. Among the Emilio Sanchez Papers at the Archives of American Art, I found a group of folders with photographs taken between the 1950s and 1970s at various locations across the West Indies—former Spanish, English and Dutch colonies—such as the US Virgin Islands, Saint Lucia, and Puerto Rico, and soon I began to notice how these random snapshots register something beyond peculiar architectural arrangements.	8/20/2020	Completed	Hispanics	No	Collections	Workforce	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	NALAC Advocacy Leadership Institute presentation re: AAA	Virtual National Association Latino Arts and Culture - 20 people attended, Congressman Joaquin Castro attended the Leadership Institute as well.	5/6/2020	Completed	Hispanics	No	Virtual Programming	Workforce	College/University Masters PhD
Museums & Culture	AAA	Latinx Presence in the Archives of American Art	Virtual, Vincent Price Art Museum (Getty-funded interns), organized by Joseph Valencia - 12 People attended	8/31/2020	Completed	Hispanics	No	Virtual Programming	Workforce	College/University Masters PhD



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Museums & Culture	AAA	Juneteenth Social Media Campaign	The Archives of American Art's Social Media Working Group developed a day-long campaign to honor Black legacy and storytelling. On Juneteenth, we flooded our social media platforms—Facebook, Instagram, and Twitter—with powerful quotes from our oral history interviews of African American artists, a new post every half hour from 9:00 a.m. to 4:30 p.m., from Gordon Parks in 1964 to David Driskell in 2009, highlighting the value of the Archives' history program that preserves the voices of African American artists telling their life stories, in their own words. (Mindful of recent critiques of social media posts by cultural institutions, we did not include quotes from living artists, even though the entire transcripts are available on our website and in the public domain.) There was a post every half hour on Instagram, Twitter, and Facebook. The following artists were recognized: Jacob Lawrence, Jack	6/19/2020	Completed	African Americans	No	Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Pandemic oral history project	While our traditional practice of conducting face-to-face lengthy oral history interviews is on pause, we have adapted, seizing the communications platform of the day—Zoom—to conduct 20-minute, remote video interviews of approximately 60 individuals* to capture a broad and diverse sweep of the art world at this unprecedented time. All interviews will be closed captioned. All unrestricted interviews will be available on the Archives' YouTube channel, and ultimately on our website. Having searched for evidence in the Archives of American Art for the 1918 influenza pandemic and found precious little, our "Pandemic Project" of 2020 promises to be significant historical record for the future. *The Archives recently received funding from the Latino Pool Initiative	6/2020	In-progress	Hispanics	No	Collections Education Public Programming Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Archives of American Art Journal, "In Conversation: Archives and the Pandemic"	In an effort to respond to the current public health crisis, the journal plans to publish a set of short responses to the question, "What role can the Archives play in the pandemic?" On July 2, nine scholars—a cross-section of the field—will join executive editor Tanya Sheehan in a Zoom meeting to brainstorm together possible ways into that question and select topics. Each participant will write up to 250 words by late August, drawing from or highlighting some aspect of the Archives in their response. Some might talk about artists in the Archives whose work offers a model for addressing the social and political challenges of the current moment. Others might reflect on using the Archives' digital content in remote teaching and/or research. Still others could take a creative approach and imagine the Archives as doing new work post-COVID. Everyone is encouraged to think deeply about Archives materials and outside the box. Participants: Sarah Burns, Indiana University—on historical epidemics in the Archives; Erika Doss, University of Notre Dame—teaching and researching remotely with digitized Archives materials; Brenna Greer, Wellesley College; Suzanne Hudson, USC; Steffani Jemison, artist; Jonathan D. Katz, curator—the Archives' Oral Histories on the AIDS epidemic; John Ott, James Madison University; Daniel Peltz, artist, RISD; Lisa Uddin, Whitman College	5/2020	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education Public Programming Virtual Programming	Workforce	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Guide to the Papers of African American Artists and Related Resources	The Archives of American Art is pleased to make this new resource available for download. With contributions by Rayna Andrews, Thomas Edwards, Erin Gilbert, Erin Kinhart, Liza Kirwin, Mary Savig, and Emily Shapiro this comprehensive guide provides collection descriptions about these significant resources for the study of African American art. Explore the materials relating to African American Artists on the Archives' website.	1/2020	Completed	African Americans	No	Collections	Workforce	High School (9th - 12th Grade) College/University Masters PhD

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Museums & Culture	AAA	Teaching with Primary Sources (TWPS) project	Due to the pandemic, we have had to radically rethink the logistics and content of the 2nd and 3rd workshops that were to be held on-site at the Lunder Institute in Maine, and the Cleveland Museum of Art. From its inception, TWPS aimed to share its outcomes widely by requiring that participants agree to share the lesson plans developed in the workshops through an open source platform such as the Smithsonian's Learning Lab. Now, in response to the COVID-19 pandemic, the Archives is seeking funds to move our planned workshops to a virtual platform and, importantly, to adapt and expand our TWPS project, adding public workshops and online resources for college level educators and others interested in innovative uses of archives in teaching and learning. We have not secured funding. Now, with a national call to confront racism, we are once again trying to retool our project to respond to the needs of our cohort. Working with them, we are exploring how to use these workshops might respond to the current moment of reckoning with white supremacy, anti-black and structural racism, and police violence and what it means for educators. Specifically, how might we productively discuss how decolonial and anti-racist approaches are shaping/can shape our work and outcomes in this workshop. Our cohort: Katie Anania, Assistant Professor, University of Nebraska, Lincoln; Sarah Archino, Assistant Professor, Furman University; Melody Deusner, Assistant Professor, Indiana University; Melanee Harvey, Assistant Professor, Howard University; Tess Korobkin, Assistant Professor, University of Maryland, College Park; Austin Porter, Assistant Professor, Kenyon College; Annie Ronan, Assistant Professor, Virginia Polytechnic Institute and State University; Emma Silverman, Visiting Assistant Professor, Smith College; Allison Stagg, Curator, Mark Twain Center for Transatlantic Relations, Kurpfälzisches Museum, Heidelberg, Germany; Bernida Webb-Binder, Assistant Professor, Spelman College	3/2020	In-progress	African Americans	No	Education Virtual Programming	Program; Workforce	College/University Masters PhD
Museums & Culture	AAA	A Declaration of War: the Archives of American Art Celebrates Women's History	Women artists have long been at the forefront of new media and movements that push the boundaries of artmaking and the industry, working tirelessly and often without due recognition. In honor of Women's History Month, we're taking a moment to celebrate the intrepid, pioneering women in our collections, with a look at one document tying together two key figures in the development of feminist art. In 1971, artist Nancy Spero sent a brief, decisive letter to critic and activist Lucy Lippard, calling for war against the enemies of women's liberation. Finding ourselves once again in a pivotal time for feminism and women's rights, we gathered other iconic feminist artists to call out this declaration once more. The artists represented in this film, and countless collections at the Archives of American Art, help us better understand both Nancy's and Lucy's work and allow for their legacies to live on for future generations. We have been the guardians of the archives of important women in the artworld since our inception in 1954 and we remain at the forefront of preserving and promoting the legacies of female artists, gallerists, educators, and leaders. To explore the thousands of other digitized treasures by and about women in the Archives, <a href="#">click here</a> . To see more documents from the Lucy R. Lippard papers, and to view our various holdings relating to Nancy Spero.	3/27/2020	Completed	Women	No	Education Virtual Programming	Program; Workforce	High School (9th - 12th Grade) College/University Masters PhD

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Museums & Culture	AAA	“Do you consider yourself a Black visual artist, an American visual artist, or an artist, period?”	In 1967, visual artist and educator Jeff Donaldson (1932–2004) sent an open letter to his peers in the Organization of Black American Culture (OBAC). Donaldson was setting the agenda for their upcoming meeting, centered on what he saw as eight critical questions for black artists. Those eight questions—and the power in their answers—formed the centerpiece of the Black Arts Movement and a through-line for a new wave of African American artists. In 1968, Donaldson co-founded the African Commune of Bad Relevant Artists, or AfriCOBRA, a revolutionary collective of African American artists in Chicago. Their tenets of empowerment and creativity helped usher in the Black Arts Movement, an influential art movement that still resonates today.	5/29/2020	Completed	African Americans	No	Education Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Celebrating the Resilient Spirit of Asian Pacific American Artists	From art and music to design and cuisine, the rich heritage of Asian American and Pacific Islander immigrants continues to shape all aspects of American culture. However, this influence has not been without significant struggle. War, prejudice, and state-sanctioned incarceration have dramatically upended the lives of these Americans who overcame tremendous adversity, thrived, and enriched the culture and arts in this country. The month of May commemorates two important dates in Asian American history: the first Japanese immigrants arriving in the United States on May 7, 1843, and the completion of the transcontinental railroad on May 10, 1869, built by railroad workers who were primarily Chinese immigrants. This month, the Archives of American Art honors the legacy of Asian Pacific American artists in our collection, with a focus on their survival in Japanese American incarceration camps during World War II—a black mark on American history, and a defining experience for more than 100,000 Japanese Americans. Below, we’ve highlighted remarkable stories from a few artists, including a rarely seen internee-published magazine. For more information on these artists and many more, explore our digitized collections.	5/8/2020	Completed	Asian Americans	No	Education	Program; Workforce	College/University Masters PhD
Museums & Culture	AAA	Black History Month campaign (February) on social media	On Wednesdays and Fridays in February, the Social Media Working Group posted about important African American artists, educators, and gallerists in the Archives’ collection. 1. Feb. 11 Ruth Jett 2. Feb. 17 Romare Bearden 3. Feb. 19 Alma Thomas 4. Feb. 21 Senga Nengudi 5. Feb. 24 Jeff Donaldson 6. Feb. 26 Maren Hassinger	2/11/2020 - 2/26-2020	Completed	African Americans	No	Education Public Programming Virtual Programming	Program; Workforce	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
Museums & Culture	AAA	Women's History Month campaign (March) on social media	The Social Media Working Group shared content on all platforms related to women artists, dealers, and collectors in March. Posting content almost everyday in March and sometimes twice a day on Instagram, Facebook, and Twitter. 1. March 3 Jacqueline Gourevitch 2. March 5 Mary Frank 3. March 6 Women's Building 4. March 6 Janice Lowry Transcription Center project 5. March 9 Jaune-Quick-to-See-Smith 6. March 10 Lucienne Bloch 7. March 12 Elaine de Kooning 8. March 17 Carmen Lomas Garzas 9. March 18 Emily Hall Tremaine 10. March 19 Joan Mitchell 11. March 20 Anna Walinska 12. March 20 Minnie Evans 13. March 21 Lia Cook 14. March 22 Worden Day 15. March 24 Julia Herzberg 16. March 25 Nanette Laitman 17. March 27 Ana Mendieta 18. March 28 Ruth Jett 19. March 29 Diane Arbus 20. March 30 Janice Lowry	3/3/2020 - 3/31/2020	Completed	Women	No	Education Heritage Month Programming Virtual Programming	Program; Workforce	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Women's History Month campaign (March) on social media	The Social Media Working Group shared content on all platforms related to women artists, dealers, and collectors in March. Posting content almost everyday in March and sometimes twice a day on Instagram, Facebook, and Twitter. 1. March 3 Jacqueline Gourevitch 2. March 5 Mary Frank 3. March 6 Women's Building 4. March 6 Janice Lowry Transcription Center project 5. March 9 Jaune-Quick-to-See-Smith 6. March 10 Lucienne Bloch 7. March 12 Elaine de Kooning 8. March 17 Carmen Lomas Garzas 9. March 18 Emily Hall Tremaine 10. March 19 Joan Mitchell 11. March 20 Anna Walinska 12. March 20 Minnie Evans 13. March 21 Lia Cook 14. March 22 Worden Day 15. March 24 Julia Herzberg 16. March 25 Nanette Laitman 17. March 27 Ana Mendieta 18. March 28 Ruth Jett 19. March 29 Diane Arbus 20. March 30 Janice Lowry	3/3/2020 - 3/31/2020	Completed	Women	No	Education Heritage Month Programming Virtual Programming	Program; Workforce	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

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Museums & Culture	AAA	Asian Pacific American Heritage Month campaign (May) on social media	Throughout the month of May, the Social Media Working Group shared content by Asian Pacific American artists on Instagram, Facebook, and Twitter, pointing followers to fully and partially digitized collections. 1. May 7 Patti Warashina 2. May 13 Reuben Tam 3. May 14 Ruth Asawa 4. May 16 Val Laigo 5. May 17 Miye Matsukata 6. May 21 Kamekichi Tokita 7. May 26 Jun Kaneko 8. May 27 Isamu Noguchi	5/7/2020 - 5/28/2020	Completed	Asian Americans	No	Education Heritage Month Programming Virtual Programming	Program; Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	More Than Forty Years Later, Artists Answer a Still-Relevant Question: 'What Is Feminist Art?'	The dollhouse-pink postcard appeared in artists' inboxes in 2019 with the same prompt that had been sent via snail mail in 1976: "If you consider yourself a feminist, would you respond by using one 8 1/2" x 11" page to share your ideas on what feminist art is or could be." "I haven't a clue what feminist art is," scrawled Martha Lesser, one of the 200-plus creatives who responded to the prompt in the 1970s. Others typed out five-paragraph essays, sketched a self-portrait, or even submitted an image of an umbilical cord magnified under a microscope. Their responses became part of a 1977 exhibition in Los Angeles organized by feminist activists for the Woman's Building.	3/7/2020	Completed	Women	No	Education Heritage Month Programming Virtual Programming	Program; Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Smithsonian Scholars Recommend Books, Films and Podcasts About Race	Six days after George Floyd died while in police custody, Smithsonian Secretary Lonnie G. Bunch wrote of the "multiple incidents of deadly violence against black people. . . that have left us feeling demoralized and distraught, aghast, and angry." Bunch, who is the founding director of the Smithsonian's National Museum of African American History and Culture, extolled Americans to address racism at this pivotal moment. Building on the Secretary's statement, this week the Smithsonian Institution announced a major initiative, "Race, Community and Our Shared Future." Backed by a \$25 million donation from the Bank of America, the project, says Bunch, will "help our nation to better understand the challenges that arise from racism." In concert with that effort, the African American History Museum debuted an online teaching tool, "Talking About Race," as an impetus for prompting difficult conversations about race. The museum's interim director, Spencer Crew, voiced the frustration of black protestors taking to the city streets to make an "important statement . . . about the way we have been treated, about the way we worry about traversing this society and the worry that somehow we might be singled out because of our color." While thousands continue to assemble in the streets demanding change, a new awareness is growing as many white Americans seek to practice antiracism and give voice and power to marginalized communities. As a result, the New York Times reported that titles like How to Be an Antiracist, White Fragility and So You Want to Talk About Race have surged to the top of the nation's best-seller lists. Within that framework, Smithsonian magazine invited a cast of Smithsonian scholars, historians, curators, scientists, researchers and museum directors to make recommendations of meaningful readings, podcasts, websites and books that have informed their own quest to understand racism as it affects all persons of color across the nation and the types of bias that permeate their own lives. (See "Twelve Books to Help Children Understand Race, Antiracism and Protest" by Smithsonian educators Candra Flanagan and Anna Forgeson Hindley for more inspiration.) We offer this list of titles old and new with links to Amazon.com. By buying a product through this link, Smithsonian magazine may earn a commission; one hundred percent of our profits support research and scholarship at the Smithsonian Institution.	6/11/2020	Completed	African Americans	No	Education Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD

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Museums & Culture	AAA	NO ROOM FOR ERROR! WOMEN OF COLOR AND CEILINGS, CLIFFS & AND TABLES IN THE SECTOR	Sarah Bohannon attended a virtual session of AFC ICON Virtual on March 30 - 31, 2020. The following panelist shared their experiences in the fundraising sector as well as suggestions for making the field more diverse. Kishshana Palmer, CFRE, Founder, The Rooted Collaborative CEO, Kishshana & Co; Adetola Olatunji, Associate Partner, Learn to Earn Fund New Profit; Terri Broussard Williams, CEO, Williams Strategies, LLC; Cherrille Duncan, President and CEO, Duncan Impact Solutions	3/30/2020 - 3/31/2020	Completed	African Americans	No	Conferences w/Professional Organizations Education Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Fate of Japanese-American artists held in US internment camps during the Second World War brought to light online	To commemorate Asian-Pacific American Heritage Month in the US, the Archives of American Art has launched a focus honoring the legacy and influence of Japanese-American artists who were among the more than 120,000 Japanese-Americans incarcerated in internment camps in the US during the Second World War. The multi-platform initiative—which is available through social media, weekly newsletters and the archives’ blog—includes poignant and rarely-seen documents related to artists such as Ruth Asawa and Miné Okubo. Some materials include a recorded 2002 interview in which Asawa explains how she coped with the isolation of being in an internment camp in Arkansas, and how the experience influenced her practice, and more than 2,000 sketches Okubo made during her incarceration at the Topaz War Relocation Center in Utah. Asian-Pacific American Heritage Month marks two pivotal dates in Asian-American history: the arrival of Japanese immigrants in the US on 7 May 1843 and the completion of the transcontinental railroad on 10 May 1869, an industrial feat built with significant labor from immigrant Asian workers. The memorial “presented the opportunity to raise the visibility of these artists represented in our collection”, says Liza Kirwin, the interim director of the Archives of American Art. In the coming weeks, the initiative will feature posts about the artists Patti Warashina, Reuben Tam, Val Laigo, Miye Matsukata, Kamekichi Tokita, Jun Kaneko and Kay Sekimachi. While its research centers in Washington DC and New York are closed due to the coronavirus pandemic, the organization has “made an additional push to share digitized content, and have increased our efforts to point to resources available on our website while our researchers and followers are unable to visit us in person”, Kirwin adds. The archives recently received private financial support for the digitization of papers of under-represented artists and other overlooked parts of its archive. Kirwin says the grant “has allowed us to renew our efforts to share this material with the public”.	5/14/2020	Completed	Asian Americans	No	Education Heritage Month Programming Virtual Programming	Program; Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Race, Money, and Wall Street (webinar; Bloomberg Equality)	One in a series of uncomfortable conversations amidst a national reckoning with systemic racism, creating true equity and building a more just world.	8/6/2020	Completed	African Americans	No	Conferences w/Professional Organizations Education Public Programming Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	Racial Equity in Fundraising and Philanthropy (webinar; Chronicle of Philanthropy)	Panel of Black female philanthropists and leader offered advice on how to seize this moment of heightened awareness to advance change for communities of color, shine a spotlight on charitable giving among Black people, and build a pipeline of Black leaders, donors, and fundraisers.	8/12/2020	Completed	African Americans	No	Advisory Boards Conferences w/Professional Organizations Education Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	AAA	The Black Experience (Webinar; Artsy)	What is the Black experience in the art world? Watch the live recording of our recent webinar to hear the perspectives of six prominent Black business leaders and creators.	8/13/2020	Completed	African Americans	No	Conferences w/Professional Organizations Education Virtual Programming	Workforce	High School (9th - 12th Grade) College/University Masters PhD

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Museums & Culture	AAA	Designing Equity-Centered Organizational Values (Webinar; Candid)	Organizational values guide the ways in which organizations commit to showing up in the world. On the webinar, we discussed organizations considering what it might look, feel, and sound like to intentionally create or reimagine a values statement through an Equity lens—that is, a lens that invokes history and confronts notions of power and action. We currently find ourselves in the middle of a movement that calls on us to consider the meaninglessness of words that aren't underpinned by commitment and accountability. This forces us to recognize the ways in which our values can't operate outside of history but rather are informed by it.	8/13/2020	Completed	African Americans	No	Conferences w/Professional Organizations Education Public Programming Virtual Programming	Workforce	College/University Masters PhD
Museums & Culture	AAA	Anti-racism training outreach	Nora Daniels, Jennifer Snyder, and Elizabeth Botten have been tasked with researching and contacting anti-racism training organizations about facilitating a training for the Archives. Preliminary outreach emails have been sent and the group will meet again to discuss the results once responses from all organizations have responded. A report with all the requested information will be submitted to Liza and senior staff soon after.	July 2020	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	No	Education Virtual Programming	Workforce	College/University Masters PhD Other Programming for Adults
Museums & Culture	CHNDM	Morning at the Museum CHSDM	Morning at the Museum is a project of the Smithsonian Institution's Accessibility Program and the Smithsonian Museums. Guided by a Community Advisory Committee comprised of museum educators, exhibit designers, professionals who work with children with cognitive or sensory processing disabilities, parents, and self-advocates, the Smithsonian has developed a series of pre-visit materials designed to help children with cognitive and sensory processing disabilities and their families enjoy a visit to the Smithsonian Museums.	10/1/2019 - 9/30/2020	Completed	Individuals with Disabilities	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	CHNDM	Design Dialogue	Free program for individuals with Alzheimer's or other dementias and their care partners to experience and discuss design objects and exhibitions in a small group.	10/1/2019 - 9/30/2020	Completed	Individuals with Disabilities	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	CHNDM	Verbal Description + Sensory Tours	Verbal description tours of exhibitions are offered the first Friday of every month.	10/1/2019 - 9/30/2020	Completed	Individuals with Disabilities	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	CHNDM	Design Career Fair for Young Adults with Autism and other forms of Neurodiversity	Workshop for teens with autism on the design process, visit to exhibitions, and participation in the National Design Week's Teen Design Fair.	10/1/2019 - 9/30/2020	Completed	Individuals with Disabilities	Yes	Career Fairs Public Programming	Program	Other Programming for Adults
Museums & Culture	CHNDM	Interaction Lab Event: Bystorming Access	In an evening hosted by Cooper Hewitt's Interaction Lab: visitors and members of the museum community were invited to explore museum spaces led by disabled dancers to begin to develop a bodystorming workshop surrounding knowledge building and diverse bodies in the museum environment.	12/9/2019	Completed	Individuals with Disabilities	No	Public Programming	Program	Other Programming for Adults

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Museums & Culture	CHNDM	Ongoing Exhibition Affordances	Large Print Labels, Captioning, and Audio Description available for all exhibition labels and videos during FY20.	10/1/2019 - 9/30/2020	Completed	Individuals with Disabilities	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	CHNDM	Inclusive Design Roadmap	Cooper Hewitt developed a roadmap to address efforts of disability inclusion and accessibility across museum functions alongside upcoming priority projects and exhibitions.	12/9/2019	Completed	Individuals with Disabilities	No	Strategic planning	Program	Other Programming for Adults
Museums & Culture	CHNDM	Neurodiversity Transitions Internship Program	Hosted an intern 2x weekly as part of a transitions program (pre-college) for a young adult with neurodiversity-- worked on accessibility related projects.	10/1/2019 - 04/1/2020	In-progress	Individuals with Disabilities	No	Internships	Workforce	College/University
Museums & Culture	CHNDM	Times Square Arts Heart Design Competition	Cooper Hewitt partnered with Time Square Arts Alliance for their annual Heart Design Competition - signage is translated into four languages—English, Spanish, French, and Chinese, all languages in braille—and includes a tactile image of the installation. CH spearheaded accessibility of the installation, and will be leading a visual description tour for individuals with low or no vision during February.	2/1/2020 - 2/28/2020	Completed	Individuals with Disabilities	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	CHNDM	Cooper Hewitt "Culture of Belonging"	Cooper Hewitt partnered with consultant duo, Culture Society, for a three-pronged engagement aimed at developing CH's Diversity, Equity, and Inclusion approach. Work with Culture Society addresses internal alignment and visitor-facing materials. Work includes: an ongoing training program for all-staff focusing on cultural competency, intersectionality, gender & sex, power & privilege; developing strategic partnerships with historically underrepresented groups; and creating authentic messaging about CH's efforts around inclusion.	12/01/2019 - Present	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Advisory Boards Education Employee Affinity Groups Training	Program; Workforce	Other Programming for Adults
Museums & Culture	CHNDM	Virtual Morning at the Museum	Morning at the Museum is a project of the Smithsonian Institution's Accessibility Program and the Smithsonian Museums. Guided by a Community Advisory Committee comprised of museum educators, exhibit designers, professionals who work with children with cognitive or sensory processing disabilities, parents, and self-advocates, the Smithsonian has developed a series of pre-visit materials designed to help children with cognitive and sensory processing disabilities and their families enjoy a visit to the Smithsonian Museums. This program was held on Zoom, and was the first virtual Morning at the Museum among the Smithsonian museums.	6/20/2020	Completed	Individuals with Disabilities	No	Education Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	CHNDM	Virtual Visual Description Tour	Verbal description tours of exhibitions are offered the first Friday of every month. This program was held on Zoom and focused on Black Lives Matter.	7/3/2020	Completed	Individuals with Disabilities	No	Education Public Programming	Program	Other Programming for Adults



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Museums & Culture	CHNDM	Image Description Production	Cooper Hewitt staff across departments have met multiple times a week to discuss the best way to describe images for people using screen readers. On their own, they have described thousands of images.	3/10/2020 - Present	In-progress	Individuals with Disabilities	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	CHNDM	Virtual Pride Event	Annual event hosted on YouTube in partnership with the House of Bushwig. Event included Drag Queen and Drag King performances in celebration of Pride Month	6/25/2020	Completed	LGBTQIA+ Residents of Under-resourced Communities	No	Virtual Programming	Program	Other Programming for Adults
Museums & Culture	CHNDM	Willi Smith: Street Couture Publication	Book published March 2020 celebrating the life and work of the Black fashion designer Willi Smith. This is a companion to the Cooper Hewitt exhibition of the same name, which tells the story of Smith's place in the fashion canon as a cultural producer laying the roads for fashion before dying of AIDS-related complication in 1987 at the age of 39.	N/A	Completed	African Americans Residents of Under-resourced Communities	No	Exhibitions Publications	Program	Other Programming for Adults
Museums & Culture	CHNDM	Design At Home	Published an analog design activity book during the shutdown and quarantining period to provide content to communities who do not have online access to help bridge the digital divide. Distributed through community partnerships in the greater NYC region (4,000 copies).	06/2020	Completed	Residents of Under-resourced Communities Individuals with access only to analog publications to bridge the digital divide.	Yes	Education Publishing	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Museums & Culture	CHNDM	Diseña en Casa (Design At Home, Spanish translation)	Translated and published a Spanish edition of an analog design activity book providing content to communities who do not have online access to help bridge the digital divide. Distributed through Spanish-speaking community partnerships in the Tri-State area (5,000 copies).	09/2020	Completed	Hispanics Residents of Under-resourced Communities Individuals with access only to analog publications to bridge the digital divide.	Yes	Education Publishing	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	CHNDM	Design At Home, Detroit Design Month Edition	Published an analog design activity book to provide content to communities who do not have online access to help bridge the digital divide. Distributed through community partnerships in the greater NYC region.	09/2020	Completed	Residents of Under-resourced Communities Individuals with access only to analog publications to bridge the digital divide.	Yes	Education Publishing	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	CHNDM	House Style Guide	Ongoing editorial project to amend and revise Cooper Hewitt's house style guide. The goal is to provide a tool for use by staff and external collaborators to create content with fairness, integrity, and respect that is inclusive, accurate, and consistent.	06/2020 - Present	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education Exhibitions Training Internal Resource Development	Program	Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	CHNDM	Interpretation Plan	Interpretive planning working group is drafting a master plan and project interpretation guidelines to ensure that the museum's design narratives connect with the needs and wants of diverse audiences.	08/2020	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education Exhibitions Internal Resource Development	Program	Other Programming for Adults
Museums & Culture	NASM	Diversity and Inclusion Charrette	NASM has hired the firm Cook Ross to assist us with the drafting of our Diversity and Inclusion Plan, a critical and high-priority item for the Director.	11/13/2019 - 11/14/2019	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Charrette	Workforce	Other Programming for Adults
Museums & Culture	NASM	Smithsonian American Women: Remarkable Objects and Stories of Strength, Ingenuity, and Vision from the National Collection	As a part of the American Women's History Initiative, Matthew Shindell and Margaret Weitekamp were both on the five-person editorial committee for the publication of: Victoria Pope and Christine Schrum, eds., Smithsonian American Women: Remarkable Objects and Stories of Strength, Ingenuity, and Vision from the National Collection. Washington, DC: Smithsonian Books, 2019.	FY 2020	Planned	Women	Yes	Publication	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NASM	NASM Contemporary History Seminar lecture	NASM Contemporary History Seminar featured André Carrington's lecture, "New World A-Coming: Radio Drama, Racism, and the Utopian Imagination."	1/16/2020	Completed	African Americans	No	Conferences w/Professional Organizations	Program	College/University Masters PhD
Museums & Culture	NASM	Toshiko Mayenda profile	NASM Space History curator Matthew Shindell published a profile of Toshiko Mayeda in Chemistry World: <a href="https://www.chemistryworld.com/culture/the-indomitable-toshiko-mayeda/4011147.article">https://www.chemistryworld.com/culture/the-indomitable-toshiko-mayeda/4011147.article</a>	3/2020	Completed	Asian Americans	No	Digital Publication	Program	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
Museums & Culture	NASM	Thomas Oxendine: First Native American Naval Aviator	NASM Aeronautics Department curator Laurence Burke's blog post for the 75th anniversary of the end of WWII on the Vought OS2U Kingfisher includes recently discovered information about a Native American Naval Aviator who flew Kingfishers during the war. Thomas Oxendine, a Lumbee Indian from North Carolina, has a good claim to be the U.S. Navy's first Native American aviator. The blog is scheduled to be posted in early May.	3/2020	Completed	Native Americans	No	Digital Outreach	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters
Museums & Culture	NASM	DEAI Strategic Plan	NASM is working toward formulating a museum wide DEAI (diversity, equity, accessibility, inclusion) strategic plan	2020 - 2022	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Internal Strategic Plan	Program; Workforce	Other Programming for Adults
Museums & Culture	NMAH	Lemelson Center New Perspectives symposium	"The Lemelson Center's annual symposium series, "New Perspectives on Invention and Innovation," was established in 1995 to explore historical and contemporary issues regarding invention and innovation in our society. Our 2020 New Perspectives symposium (Title TBD) will explore the latest scholarship on inventors from historically underrepresented groups, such as women inventors, African Americans inventors, and inventors with disabilities." The symposium will address how questions of identity inform and impact the process of invention-innovation in the context of all these groups.	Annual (Nov-Dec 2020)	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians and Pacific Islanders Women	No	Blog: Acquisitions: Eduardo Carrillo Papers	Program	College/University Masters PhD
Museums & Culture	NMAH	Lemelson Center Fellowship Programs	The Lemelson Center offers travel grants and fellowships to encourage scholars to develop research projects on the history of American invention, innovation, and technology that draw upon NMAH-SI collections.	Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians and Pacific Islanders Women	No	Fellowships	Program; Workforce	Masters PhD
Museums & Culture	NMAH	See Me at the Museum - Memory Arts Cafe	See Me at the Museum/Memory Arts Cafe are monthly interactive gallery programs designed for people with dementia and their care partners. Monthly audiences alternate between people in home care and people living in care facilities.	Ongoing	In-progress	Individuals with Disabilities	No	Public Programming	Program	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
Museums & Culture	NMAH	Shout!	Visitors sing along with ring shouts of the Carolina and Georgia Lowcountry, which nourished the souls and buoyed the spirits of enslaved African Americans on rice plantations in the 19th century and inspired new forms of religious and secular music.	Multiple Days/Week	In-progress	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Join the Student Sit-ins	This program transports visitors to a nonviolent protest training session a few weeks after the sit-in that occurred at the Woolworth store in Greensboro, North Carolina on February 1, 1960.	Multiple Days/Week	In-progress	African Americans	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Justice Must Be Done	This program invites visitors to join an 1840 meeting of the Ipswich Female Anti-Slavery Society. Visitors are encouraged to consider strategies they can use to make a positive change in our modern-day society.	Once a Week	In-progress	Women	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Meet the Wheelwoman	This program introduces visitors to Louise Gibson and her bicycle, Sylvia. How did the Bicycle Boom of the 1890s shape the important movements of women's liberation, woman suffrage, rational fashion choices, and better transportation infrastructure?	Once a week	In-progress	Women	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Votes for Women	Visitors join a Silent Sentinel Suffragist and hear how suffragists heightened their efforts after seven decades of campaigning for the right to vote, and how these efforts led to the eventual passage of the 19th Amendment?	1 - 2 Times a Week	In-progress	Women	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Suffrage program 2.0	A new version of the Votes for Women program will highlight the work of black suffragists and other suffragists of color as the museum marks the 100th anniversary of the 19th Amendment.	N/A	Planned	African Americans Women	No	Public Programming	Program	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 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Morning at the Museum	Morning at the Museum is a pre-opening program for children with neurocognitive disabilities, their siblings, and adults. Welcoming these visitors to the Museum while it is quieter and less crowded makes the experience less overwhelming. Many families go onto visit museums on their own.	Ongoing - Approximately Once a Year	In-progress	Individuals with Disabilities	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Inclusion Infusion	Inclusion Infusion is a collaborative project between Access Smithsonian and the National Museum of American History that offers an innovative package of tools and services to provide an autonomous, content-rich experience to visitors who are blind or have low vision. Inclusion Infusion includes universally-designed floor plans, Braille and large print take-away guides, Aira- and accessibility service now available in the museum, and online visual description tours.	6/2018 - Present	In-progress	Individuals with Disabilities Blind/Low vision	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Becoming US	Becoming US is a new educational resource for high school teachers and students to learn immigration and migration history in a more accurate and inclusive way.	Launched Fall 2019	In-progress	African Americans Asian Americans Hispanics Native Americans	No	Education	Program	High School (9th - 12th Grade)
Museums & Culture	NMAH	Social Studies Online	In response to the COVID Pandemic and schools closing, NMAH educators started a series of weekly webcasts. The programs feature social studies experts from around the Smithsonian who explore a thematic question connecting to most school curricula. The program will run through June and pick up again in September.	April 2020- Present	In-progress	Hispanics	Yes	Education Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	NMAH	K12 En Espanol	The NMAH Education team also worked with bilingual NMAH staff to present resources in Spanish.	April 2020- Present	In-progress	Hispanics	No	Education Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	NMAH	Viral Histories	Viral Histories is a series of web conversations with members of communities facing heavy impact from the COVID-19 crisis. The first installment of the series focuses on the impact on the Asian American community.	Launching May 2020	In-progress	Asian Americans	Yes	Education Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	K12 NoTech	Pan-SI project to offer no-tech resources to underrepresented members of the Washington, D.C. community during the COVID-19 pandemic.	April 2020- Present	In-progress	Residents of Under-resourced Communities	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

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Museums & Culture	NMAH	Digital Stories	Digital story collecting initiative collecting stories of Americans living during the COVID-19 pandemic with a special outreach emphasis on collecting the stories of under resourced and hard-hit communities.	Launching May 2020	In-progress	Residents of Under-resourced Communities	Yes	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Let's Do History	The Smithsonian's Let's Do History Tour brings Museum staff to school districts nationwide to share effective, exciting teaching techniques and K-12 resources free of charge. The training supports social studies instruction and integration. We work with not only social studies teachers but also English, science, art teachers, and more, as well as coaches, librarians, and other resource teachers.	Ongoing, paused due to COVID-19 pandemic	In-progress	Residents of Under-resourced Communities	Yes	Teacher Workshop	Program	College/University Masters PhD
Museums & Culture	NMAH	Social Media Heritage Months	Month long campaigns highlighting content of diverse communities in American history, often with signature strategic pushes to further promote. (Black History Month, Women's History Month, Asian Pacific American Heritage Month, Jewish American Heritage Month, Pride, Hispanic Heritage Month, American Indian Heritage Month)	BHM: February, WHM: March, AAPHM and JAHM: May, Pride: June, HHM: September, AIHM: November	In-progress	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women Jewish Americans	No	Public Programming Virtual Programming Heritage Month Programming Education	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Daily Social Media Storytelling	We prioritize sharing stories of diverse Americans, being inclusive in our representation of major events, being inclusive in how we tell stories (using best practices of accessibility and an inclusion glossary), and promoting hiring. Examples include: 1) Leading the field, providing resources to reflect on the history of all Americans at major national anniversaries (exs. Focusing #19thAt100 conversation on the ongoing struggle for suffrage, focusing #Transcontinental150 on how the railroad affected Chinese laborers and American Indian communities); 2) Spotlighting major historical events that principally affected underrepresented communities (exs. Major #Day Of Remembrance campaign, two blog posts on the 15th Amendment anniversary, campaign based on the 50th anniversary of Stonewall), 3) For major American anniversaries we know will have wide reach, highlighting the story of an underrepresented community (exs. VE day focused on a Japanese American soldier, 4th of July focused on African Americans in the 1880s)	Daily	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Digital Promotion of Job Opportunities Education Virtual Programming	Program; Workforce	Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Museum blog	Prioritize blog posts that tell stories of underrepresented communities. (Represents approximately 50% of the posts published in the last year.)	Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Residents of Under-resourced Communities Women	No	Virtual Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	"¡Pleibol!" Press Release and Marketing	"¡Pleibol!" Slides Into Smithsonian Fall 2020" highlighting the upcoming exhibit "¡Pleibol!" was a press release distributed to a national audience with additional targeting towards Latino and Spanish-speaking outlets.	1/8/2020	Completed	Hispanics	No	Communications and Marketing	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	'¡Pleibol!' Spanish-language Marketing and Communications	"¡Pleibol!' se desliza en el Smithsonian en el otoño de 2020" highlighting the upcoming exhibit "¡Pleibol!" was a press release distributed to a national audience with additional targeting towards Latino and Spanish-speaking outlets.	1/8/2020	Completed	Hispanics	Yes	Communications and Marketing	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	Communications and Marketing for Lester Young collecting	"Smithsonian Accepts Artifacts From 'The President' Lester Young" was generated and disseminated to communicate with diverse audiences about the collection and programming related to Lester Young.	2/20/2020	Completed	African Americans	Yes	Communications and Marketing	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	Marketing and Communications: Viral Histories	"National Museum of American History Hosts 'Viral Histories: Stories of Racism, Resilience, and Resistance in Asian American Communities'" was a press release generated and distributed promoting and supporting the "Viral Histories" project of the museum.	5/14/2020	Completed	Asian Americans	No	Communications and Marketing	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

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Museums & Culture	NMAH	Press coverage for DACA initiative	Smithsonian Magazine covered the collecting efforts of DACA objects by the museum in the story "How the Smithsonian Is Documenting the Work of Immigrant Rights Activists" <a href="https://www.smithsonianmag.com/smithsonian-institution/how-smithsonian-documenting-undocumented-political-organizing-movements-180974220/">https://www.smithsonianmag.com/smithsonian-institution/how-smithsonian-documenting-undocumented-political-organizing-movements-180974220/</a>	2/21/2020	Completed	Hispanics	Yes	Communications and Marketing	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	Chiura Obata: American Modern exhibition talk	On March 10, 2020 in conjunction with Chiura Obata: American Modern exhibit at SAAM, Noriko Sanefuji, joined Crawford Alexander Mann III, SAAM's curator to discuss Obata's firsthand experience and painted record of Japanese American incarceration during World War II	3/10/2020	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Curator Invited Talk	Modupe Labode, invited talk: "Booker T. Washington Slept Here: African American Politics in Indiana in the Early 1900s," US District Court of Southern Indiana, Indianapolis, Feb. 14.	2/14/2020	Completed	African Americans	No	Invited Talk	Program	Other Programming for Adults
Museums & Culture	NMAH	Rockwell Museum Lecture	On April 15, 2020, Amanda Moniz joined the Rockwell Museum's online audience via zoom to give a lecture focused on women in philanthropy.	4/15/2020	Completed	Women	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Invite lecture	Modupe Labode spoke to students in Shortridge High School history class about African American history.	2/2020	Completed	African Americans	No	Lecture	Program	High School (9th - 12th Grade)
Museums & Culture	NMAH	Film Lecture	Fath Davis Ruffins attended the annual conference of the Association for the Study of African American Life and History in North Charleston, SC. She gave a commentary on a film about the family history of Michelle Obama produced by the African American Civil War Museum and Memorial. (Mrs. Obama had two or three ancestors who served in the United States Colored Troops.)	10/2019	Completed	African Americans	No	Conferences w/Professional Organizations	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	Collecting- (1854) broadside	Ken Cohen collected a rare early (1854) broadside advertisement for ballet, featuring Spanish ballerina Josefa Soto and titling her performances in Spanish (as opposed to English translation of them, which was more common).	12/2019	Completed	Hispanics	No	Collections	Program	Other Programming for Adults
Museums & Culture	NMAH	NMAAHC "District Treasures"	On December 11th Sunae Evans participated in NMAAHC "District Treasures" as a professional Reviewer. She provided advice on how to care for items brought to the Museum by the public.	12/2019	Completed	African Americans	No	Collections Public Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Guest Lecture	David Haberstich presented PowerPoint lecture about Scurlock photographs at a BlankRome (law firm) "Celebration of D.C. Black History" reception.	2/2020	Completed	African Americans	No	Lecture	Program	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
Museums & Culture	NMAH	Article - "Civil Air Patrol's Unsung Civil Rights Milestone: Illinois Wing's 111th Flight Squadron"	Frank Blazich submitted an article, "Civil Air Patrol's Unsung Civil Rights Milestone: Illinois Wing's 111th Flight Squadron," to Volunteer magazine for publication in its March 2020 issue. The 111th Flight Squadron was the first race and gender integrated, uniformed flying squadron in American history.	2/2020	Completed	African Americans Women	No	Article	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	Blog Post	Amanda Moniz published a blog post, "Why a social activists opposed woman suffrage."	4/2020	Completed	Women	No	Blog	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	Panel Discussion	Theodore Gonzalves spoke on a virtual panel, "Advocacy and Allyship to the APIIDA (Asian Pacific Islander Desi American) Community During Covid19," which was sponsored by Henry Mudd College, Clairmont, California.	4/2020	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Discussion Panel	Program	College/University Masters PhD
Museums & Culture	NMAH	Annual Meeting Presentation	Theo Gonzalves presented research at the annual meeting of the American Studies Association in Honolulu, Hawai'i; the topic focused on the release of the NPS Asian American Pacific Islander Theme Study, edited by Franklin Odo.	11/2019	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Conferences w/Professional Organizations	Program	College/University Masters PhD
Museums & Culture	NMAH	Public Conversation	Theo Gonzalves assisted in the production of a public conversation featuring Secretary Norman Mineta, Andrea Warren, and NMAH Director Anthea Hartig at Coulter Plaza. Warren recently wrote a biography of Mineta titled Enemy Child: The Story of Norman Mineta, a Boy Imprisoned in a Japanese American Internment Camp During World War II. Attendance: 80	11/2019	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	SI Year of Music Public Lecture	Theo Gonzalves produced a Smithsonian Year of Music public lecture given by Prof. Mari Yoshihara (chairperson of the Department of American Studies at the University of Hawai'i at Mānoa and editor of American Quarterly) regarding her new book, Dearest Lenny: Letters from Japan and the Making of the World Maestro (Oxford University Press, 2019). Location: SC Johnson Conference Center	10/2019	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Podcast Interview	Theo Gonzalves was interviewed by Paola Mardo for the podcast, Long Distance Radio. Topic: Filipino settlement in Louisiana in the nineteenth century	10/2019	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Podcast Interview	Program	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
Museums & Culture	NMAH	CIBA internship	March 2020 - Mika Sakai, Preservation Services 30-week CIBA intern, began her internship on March 16th, our first telework day. Sunae set up virtual training for her practicing various stitching treatment methods with different combination of the threads, support fabrics, and textiles. Mika's internship was suspended in the last week of March, but she will return for her full internship starting in January 2021.	3/2020 - 2021	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders	No	Internships	Workforce	College/University Masters PhD
Museums & Culture	NMAH	Working Women: A Smithsonian Case Study Lecture	Fath Davis Ruffins gave a keynote talk for the Working Women: A Smithsonian Case Study which was held at the SAAM as part of the American Women's History Initiative. The topic was about Fath's on-going research about African American women professionals at the Smithsonian, emphasizing the work of women in Folklife ( Bernice Johnson Reagon, Niani Kilkenny) and the various directors and curators at the National Museum of African Art, beginning with the first SI director, Sylvia Williams.	12/2019	Completed	Women	No	Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	The Lavender Scare film	Katherine Ott introduced the film "The Lavender Scare," and moderated a related panel in the Warner Theater, in partnership with SI Pride Alliance and WETA/26. The screening was organized by Kelsey Wiggins (Numismatics).	10/2019	Completed	LGBTQIA+	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Illegal to Be You exhibition lectures	June -2020- Katherine Ott gave 3 lectures related the Illegal to Be You exhibition for Pride Month: SI Affiliates, hosted by the Heinz History Center; Health and Human Services staff; Pride Outside (NPS)	6/2020	Completed	LGBTQIA+	No	Public Programming	Program	Masters PhD Other Programming for Adults
Museums & Culture	NMAH	History of disability training talk to Department of Defense employees	Katherine Ott gave a training talk on the history of disability to Department of Defense employees, in conjunction with the ADA 30th anniversary and the EveryBody exhibition.	7/2020	Completed	Individuals with Disabilities	No	Training Talk	Program	Masters PhD Other Programming for Adults
Museums & Culture	NMAH	"Girls' Experiences and Activism During the 20th Century" presentation	Crystal Moten gave a presentation to the National History Academy Online Summer Camp entitled "Girls' Experiences and Activism During the 20th Century" (featuring objects from Girlhood (Its Complicated)); there were nearly 300 participants including 250+ students, 26 teachers/teachers' assistants, plus administrative staff; students were from around the US and the world.	7/2020	Completed	Women	No	Guest Presentation	Program	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
Museums & Culture	NMAH	Blog post, "Lena Richard: Culinary Icon and Activist."	Ashley Rose Young's blog post, "Lena Richard: Culinary Icon and Activist." was published on O Say Can You See. Richard is one of eight women featured in the American Enterprise New Perspectives case, "The Only One in the Room." <a href="https://americanhistory.si.edu/blog/lena-richard">https://americanhistory.si.edu/blog/lena-richard</a>	6/2020	Completed	African Americans	No	Blog	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	Online Lecture	On June 11, Katherine Ott gave an online lecture on gay history for the Heinz History Center, an affiliate in Pittsburgh PA.	6/11/2020	Completed	LGBTQIA+	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Smithsonian American Women publication	October 2019 - Smithsonian American Women was published. The following members of the Division of Political and Military History wrote entries: Bethanee Bemis, Nancy Bercaw, Kenneth Cohen, Kathleen Golden, Lisa Kathleen Graddy, Claire Jerry, Sara Murphy, Harry Rubenstein, Barbara Clark Smith, Miranda Summers Lowe, and Tsione Wolde-Michael.	10/2019	Completed	Women	No	Publication	Program	Other Programming for Adults
Museums & Culture	NMAH	Working Women: The Smithsonian Institution as a Case Study-A Symposium."	Shannon Perich participated on a panel and presented initial research about women shaping photography collections at SI on December 18, 2019, at "Working Women: The Smithsonian Institution as a Case Study-A Symposium."	12/18/2019	Completed	Women	No	Conferences w/Professional Organizations	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	"Black Public Art in the United States." publication	December 2019 - Modupe Labode, "Black Public Art in the United States." In Eddie Chambers, editor, Routledge Companion to African American Art History (New York: Routledge Press, 2019): 289-300.	12/2019	Completed	African Americans	No	Publication	Program	College/University Masters PhD
Museums & Culture	NMAH	Preparing for the Oath	Updated website to be more mobile accessible, making it more accessible to prospective citizens whose primary access to the internet is through a mobile device.	September 2020	Completed	Immigrants	No	Education	Program	Other Programming for Adults
Museums & Culture	NMAH	National Youth Summit	"The National Youth Summit brings middle and high school students together with scholars, teachers, policy experts, and activists in a national conversation about important events in America's past that have relevance to the nation's present and future. The 2020 summit was centered on the case study of Claudette Colvin—a 15-year-old Black student in Montgomery, Alabama, in 1955. Colvin refused to give up her seat on a segregated bus and testified in the legal case that brought an end to segregated busing in Montgomery."	September 22, 2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Love Lilyan backpacks for students	Funded by an endowment from a former docent, this initiative provides backpacks full of art supplies for underserved students in Title 1 and FERS programs in DC, Maryland, and Virginia schools.	2013 - Ongoing	In-progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Art Signs	Lively ongoing series of gallery conversations in American Sign Language (ASL) led by deaf gallery guides.	2013 - Ongoing	In-progress	Individuals with Disabilities	No	Public Programming	Workforce	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Student Bus Grants	Donor funded program that provides buses to bring students from under-resourced areas to the museum for field trips (not to be confused with the museum's Hearst program).	2014 - Ongoing	In-progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	SAAM	Direct Carving	Exhibition which includes twenty-four 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	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	America InSight: Verbal Description Tours	Docent-led tours for visitors who are blind or have low vision enabling them to discover highlights from SAAM's collection through rich verbal description and sensory experience. Touch tour components for sculpture may be included.	2015 - Ongoing	In-progress	Individuals with Disabilities	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Creating American Stories	Funded by the William Randolph Hearst Endowment for America's Artistic Heritage, this museum program brings eighth graders from local DC schools in under-resourced areas to visit the museum. The students spend their spring semester studying and writing about eight artworks from the American Art Museum collection.	2015 - Ongoing	In-progress	African Americans Hispanics Residents of Under-resourced Communities	No	Education	Program	Middle School (6th - 8th Grade)
Museums & Culture	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. Available as a printed resource and as an online resource.	2016 - Ongoing (Online Resource)	In-progress	African Americans	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

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Museums & Culture	SAAM	Poster Set: The American Experience	Set of 18" x 24" teaching posters. Three of the ten posters feature works that highlight African American and Latino artists: Jacob Lawrence (2 posters) and Antonio Martorell. Available as a printed resource and as an online resource.	2017 - Ongoing (Online Resource)	In-progress	African Americans Hispanics	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	SAAM	Curatorial Position	SAAM and the NMAI are the recipients of a new five-year term shared curatorial position, funded through the Smithsonian's Women's History Initiative. The curator will explore the historic relationship between gender and craft and how it informed two converging episodes of late 19th and early 20th century American art history. In particular the curator will explore the emergence of American Arts and Crafts as an aesthetic and social movement and a period of increasingly professionalized artistic practice and the recognition and promotion of female Native artists as exemplars of distinctively "American" craft production.	6/2018 - 2023	In-progress	Native Americans Women	No	Curatorial Position	Workforce	Other Programming for Adults
Museums & Culture	SAAM	Mornings at the Museum	A sensory-friendly program for children, teenagers, and young adults with disabilities. The program includes early entry into the museum, facilitated and thematic activities, a take-a-break space, and pre-visit materials like social narratives and sensory maps.	2019 - Ongoing	Completed	Individuals with Disabilities	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	SAAM	Between Worlds: The Art of Bill Traylor Teaching Resource	To accompany the exhibition: guide for teachers has biographical information on the artist as well as historical context. The activities in this resource help students consider possible multiple readings of Traylor's work and challenge students to question the perspectives and stories hidden within or missing from the telling of American history. Online resource.	9/2018 - Ongoing (online resource)	In-progress	African Americans	No	Education	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	SAAM	Conservation Research on Alma Thomas	Conservation has been awarded \$35,000 to conduct innovative research on the process behind the abstracted paintings by renowned artist Alma Thomas (1891-1978). Chief of Conservation Amber Kerr and Paintings Conservator Gwen Manthey have met with both researchers and Friends of Alma Thomas donor group to share the research as it develops.	10/1/2018 - Ongoing	In-progress	African Americans	No	Education	Program	Other Programming for Adults
Museums & Culture	SAAM	See Me at SAAM	Ongoing series of tours for visitors with memory loss and their care partners; Wednesday afternoons at 2:00 pm.	10/3/2018 - Ongoing	In-progress	Individuals with Disabilities	No	Public Programming	Program	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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Museums & Culture	SAAM	Museum Loan	Melesio Casas' "Humanscape 62" and Judith Baca's "Las Tres Marias" lent to the Nasher Museum of Art at Duke University, Durham, NC for their exhibition "Pop America: Contesting Freedom, 1965-1975." (Tour: McNay Art Museum, San Antonio, TX and Block Museum of Art, Evanston, IL)	10/4/2018 - 12/8/2019	In-progress	Hispanics	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	TBMA Lunder Fellowship	Time-Based Media Lunder Conservation Fellowship awarded to Shu-Wen Lin.	10/15/2018 - 10/14/2019	In-progress	Asian Americans	No	Education Fellowships	Workforce	Masters
Museums & Culture	SAAM	Museum Loan	Gordon Parks photo to National Gallery of Art for exhibition: Gordon Parks: The New Tide, 1940-1950.	11/4/2018 - 4/26/2020	In-progress	African Americans	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Traveling Exhibition: Artists Respond: American Art and the Vietnam War, 1965-1975	Exhibition on how the Vietnam War changed American Art opens at the Minneapolis Institute of Art September 28, 2019 through January 5, 2020.	9/28/2019 - 1/5/2020	In-progress	African Americans Asian Americans Hispanics	No	Exhibitions Traveling Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Traveling Exhibition: African American Art in the 20th Century from the Smithsonian American Art Museum	African American Art in the 20th Century, a traveling exhibition organized by SAAM's Chief Curator Virginia Mecklenberg and drawn largely from SAAM's permanent collection, presents a selection of 50 paintings, sculpture, and prints by thirty-six black artists who explored the African American experience from the Harlem Renaissance through the Civil Rights era. On Feb. 22nd, in conjunction with the opening, Virginia Mecklenberg presented a lecture at the Dubuque Museum of Art (Iowa). The show travels to cities across the United States, including the Dubuque Museum of Art, the Cornell Fine Arts Museum, Winter Park, Florida, 9/20/2019-12/29/2019, and the Westmorland Museum of Art in Greensburg, Pennsylvania, opening February 15, 2020, and reopening on August 5, 2020, following the museum's closure due to Covid-19. The show will now close on January 17, 2021. Partial funding for the project was provided by Art Bridges.	1/19/2019-2/15/2021	In-progress	African Americans	No	Exhibitions Traveling Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Ginny Ruffner: Reforestation of the Imagination	Immersive installation featuring drawings, glass, and augmented reality components by artist Ginny Ruffner.	6/28/2019-1/5/2020	In-progress	Individuals with Disabilities	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Michael Sherrill: Respective	Retrospective exhibition on the work of North Carolina artist Michael Sherrill.	6/28/2019-1/5/2020	Completed	Individuals with Disabilities	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Intern Program	Advanced Level Internship Program 2019/2020 (20 interns): African American 10%, Asian American 20%; Latinx 5%	9/6/2019-4/13/2020	In-progress	African Americans Asian Americans Hispanics	No	Internships	Workforce	College/University
Museums & Culture	SAAM	Fellowship Program	Class of 2019/2020 (22 fellows): African American 6%, Asian American 13%; Latinx 19%	9/6/2019-8/31/2020	In-progress	African Americans Asian Americans Hispanics	No	Fellowships	Workforce	College/University Masters PhD

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Museums & Culture	SAAM	Poster Set: A Woman's Place is in the Curriculum	A joint initiative with NPG, this AWHI-funded teaching poster set highlights the stories of six women of color.	9/2019-12/2019	In-progress	African Americans Hispanics Native Americans Women	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	SAAM	Museum Loan	Alexander Maldonado's painting "San Francisco to New York in One Hour" was lent to the Bundeskunsthalle in Bonn, Germany for the exhibition "San Francisco: Californian Dreams."	9/13/2019-1/12/2020	In-progress	Hispanics	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	Two Alma Thomas paintings, "Wind and Crepe Myrtle Concerto" and "Arboretum Presents White Dogwood" were lent to the Baltimore Museum of Art for the exhibition "Solidarity & Solitary: The Joyner/Giuffrida Collection."	9/29/2019-1/5/2020	In-progress	African Americans	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Alma Thomas Research Project	Research project undertaken by SAAM's Lunder Conservation Center to examine the paintings of Alma Thomas. The project will include public and private programming.	9/6/2019-1/3/2020	In-progress	African Americans	Yes	Education Public Programming	Program	Masters Other Programming for Adults
Museums & Culture	SAAM	Director's Circle Dinner	Featured a conversation with artist Miguel Luciano, a multimedia visual artist whose work explores themes of history, popular culture, social justice and migration, through sculpture, painting and socially engaged public art projects. His work has been exhibited nationally and internationally, including exhibitions at The Mercosul Biennial, Brazil; El Museo Nacional de Bella Artes de la Habana, Cuba; La Grande Halle de la Villette, Paris; El Museo del Palacio de Bellas Artes, Mexico City; The San Juan Poly-Graphic Triennial, Puerto Rico, and The Smithsonian American Art Museum in Washington, DC.	9/21/2019	Completed	Hispanics	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Charles C. Eldredge Prize Lecture	Nizan Shaked, professor of contemporary art history and museum and curatorial studies at California State University, Long Beach, discusses her prize winning book "The Synthetic Proposition: Conceptualism and the Political Referent in Contemporary Art" (2017). Awarded SAAM's 31st annual Charles C. Eldredge Prize for Distinguished Scholarship in American Art, Shaked examines the impact of civil rights, the Black Power movement, and the student, feminist, and sexual-liberty movements on conceptualism and its legacies in the U.S. between the late 1960s and the 1990s.	10/3/2019	Completed	African Americans Women	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Chiura Obata: American Modern	Japanese-born artist Chiura Obata's seemingly effortless synthesis of different art traditions defies the usual division between "East" and "West." This exhibition presents the most comprehensive survey of his rich and varied body of work to date, from bold California landscape paintings to intimate drawings of his experiences of the mass incarceration of Japanese Americans during World War II.	11/27/2019-5/25/2020	In-progress	Asian Americans	No	Exhibitions	Program	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
Museums & Culture	SAAM	Picturing the American Buffalo: George Catlin and Modern Native American Artists	This exhibition considers the representation of the American buffalo from two perspectives: a selection of paintings by George Catlin (1796–1872), and works by modern Native artists Woodrow Crumbo, Paul Flying Eagle Goodbear, Allan Houser, Julian Martinez, Fritz Scholder, Jaune Quick-To-See Smith, Awa Tsireh, Thomas Vigil, and Beatien Yazz.	10/11/2019-4/12/2020	In-progress	Native Americans	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Picturing the American Buffalo: George Catlin and Modern Native American Artists -- A Conversation	A dynamic panel discussion exploring themes and depictions of the American West, with insights from three distinguished scholars. Adam Duncan Harris, the Joffa Kerr Chief Curator of Art at the National Museum of Wildlife Art, and David Penney, Associate Director of Museum Scholarship at the Smithsonian's National Museum of the American Indian, join SAAM's Senior Curator Eleanor Harvey for an interdisciplinary conversation.	10/30/2019	Completed	Native Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Art Bites	Gallery talk by Hanna Hölling (Terra Foundation Postdoctoral Fellow at SAAM and Lecturer at University College London) and Saisha Grayson (Curator of Time-Based Media at SAAM) on "Global Groove" by Nam June Paik and John Godfrey. Following the talk, there will be brief remarks, Q&A, and a book signing with Gregory Zinman, assistant professor at Georgia Tech and co-editor of "We Are in Open Circuits: Writings by Nam June Paik" (MIT Press, 2019). This newly released collection of essays, project plans, and correspondence from across Nam June Paik's career includes many previously unpublished findings from the Nam June Paik research material at SAAM.	11/22/2019	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Dia de los Muertos Family Day	A celebration of Dia de los Muertos (Day of the Dead) includes Mexican folk dance performances, a live mariachi band, face painting, and the opportunity to leave handmade ofrendas (offerings), including paper calaveras (decorative skulls), monarch butterflies, and marigolds on SAAM's Dia de los Muertos altar.	10/26/2019	Completed	Hispanics	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Clarice Smith Lecture with Naomi Beckwith: Looking Back to Look Forward	Scholar Naomi Beckwith, senior curator at the Museum of Contemporary Art in Chicago, delves into her professional background to explore the importance of her information education as a complement to her formal education. Beckwith discusses how her path has helped shape her curatorial approach in creating her recent exhibitions about African American artists.	10/23/2019	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults



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Museums & Culture	SAAM	Movies at SAAM: Street Heroines	Screening of a documentary film that looks at the courage and creativity of female street artists from around the world.	11/13/2019	Completed	Women	No	Public Programming	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Chiura Obata: American Modern Exhibition Lecture	Chiura Obata ranks among the most significant California-based artists and Japanese American cultural leads of the last century. Guest curator ShiPu Wang, professor at the University of California, Merced, discusses Chiura Obata's career as a painter, teacher, and cultural ambassador.	12/5/2019	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Conservation Lecture	Buffalo State art conservation professor Jiuan Jiuan Chen discusses her expertise with conservation imaging, technical examination, and documentation.	12/12/2019	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Conservation Gallery Talk	"Alma Thomas, Up Close and Colorful" goes beneath the surface of Alma Thomas's colorful abstract paintings with project conservator Sydney Nikolaus.	12/6/2019	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	American Art (Fall 2019)	Chris Dingwall's article "Economics of Black Culture: Commercial Art in/as African American Art."	Fall 2019	Completed	African Americans	No	Publication	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	American Art (Fall 2019)	Diana L. Linden's article "In Honor of Dr. Martin Luther King: White Privilege and White Masks in William Christopher's Paintings of 1963."	Fall 2019	Completed	African Americans	No	Publication	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	New accessions for SAAM's Renwick Gallery include: 1.) Sharif Bey, "Louie Bones - Omega," 2017, earthenware, vitreous china, and mixed media, Gift of Maureen Fennessy Bousa and Edward P. Bousa, 2019.19. 2.) Sherif Bey, "Ceremonial Vessel I," 2016, earthenware and china shards, Museum purchase through the Howard Kottler Endowment for Ceramic Art, 2019.11.	Fall 2019	Completed	African Americans	No	Collections	Program	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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Museums & Culture	SAAM	New Accessions	New accessions for SAAM's Renwick Gallery include: 1.) Stephanie Syjuco,"Cargo Cults: (Basket Woman),"2016, archival pigment print, Museum purchase through the Bernie Stadiem Endowment. 2.) Stephanie Syjuco, "Cargo Cults: (Java Bunny)," 2016, archival pigment print, Museum purchase through the Bernie Stadiem Endowment.	Fall 2019	Completed	Asian Americans	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Videoconference: "Republican Motherhood"	Atlanta high school students participated in a videoconference titled "Republican Motherhood," which used SAAM artworks to illustrate the changing roles of women during the creation of the American Republic.	10/3/2019	Completed	Women	No	Education	Program	High School (9th - 12th Grade)
Museums & Culture	SAAM	Teacher Program: Edward M. Felegy Elementary School	Multi-part teacher professional development program focused on improving student literacy through analysis of works by African American and Latinx artists. Supported by Crayola Creativity grant.	Fall 2019	Completed	African Americans Hispanics Residents of Under-resourced Communities	No	Education	Program	Other Programming for Adults
Museums & Culture	SAAM	Renwick Gallery Student Programs	One-time, two-hour special programming for DC area students. Programs brought together area subject matter experts and students to explore thinking dispositions through arts integration.	Fall 2019	Completed	African Americans Residents of Under-resourced Communities	No	Education	Program	Elementary School (K - 5th Grade)
Museums & Culture	SAAM	Teacher Program: School Year Starter at the Renwick Gallery	Program featuring a lecture and hands-on activity by artist Marie Watt (Seneca). Teachers explored social emotional learning (SEL) with art at the center.	10/24/2019	Completed	Native Americans	No	Education	Program	Other Programming for Adults
Museums & Culture	SAAM	Teacher Program: Adding Historical Context	Program examining the historical context of literature as a way of understanding the why and the how of its production. Teachers analyzed text from August Wilson's Fences in tandem with source documents from the 1960s and 1980s.	11/5/2019	Completed	African Americans	No	Education	Program	Other Programming for Adults
Museums & Culture	SAAM	Teacher Program: Telling a More Complete History	Co-facilitated by NMAI's Renee Gokey (Eastern Shawnee Tribe of Oklahoma), teachers explored the SAAM exhibition "Picturing the American Buffalo" and considered whose stories and values are actually represented in historical texts and paintings. How might we tell more complete narratives in our classrooms to share multiple perspectives and gain a more nuanced and authentic understanding of the peoples represented?	12/14/2019	Completed	Native Americans	No	Education	Program	Other Programming for Adults
Museums & Culture	SAAM	Teacher Program: Re-imagining Migration	Drawing upon the work of Chiura Obata from the SAAM exhibition "Chiura Obata: American Modern," teachers considered the lives and experiences of immigrant-origin students as assets instead of liabilities.	12/16/2019	Completed	Asian Americans	No	Education	Program	Other Programming for Adults

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Museums & Culture	SAAM	Artful Connections Videoconference: African American Artists	Program focuses on African American artists and historical, social, and cultural events, as well as life experiences, that inspired their work.	10/2/2019	Completed	African Americans	No	Education	Program	Middle School (6th - 8th Grade)
Museums & Culture	SAAM	Artful Connections Videoconference: Latino Art and Culture	Program focuses on how Latino artists shaped the artistic movements of their day, often using their work to communicate with a larger public about social justice and themes of diversity, identity, and community.	10/3/2019-11/8/2019	Completed	Hispanics	No	Education	Program	Elementary School (K - 5th Grade)
Museums & Culture	SAAM	Artful Connections Videoconference: American Indians	Program explores histories and cultures of American Indians as captured by both Native and non-Native artists, and discusses the influence of geography, tradition, and tribal affiliation on contemporary Indian artists.	11/14/2019 - 12/9/2019	Completed	Native Americans	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Museums & Culture	SAAM	Museum Loan	"Nocturnal (Horizon Line)" by Teresita Fernandez was lent to the Perez Museum in Miami for their exhibition "Teresita Fernandez: Elemental"	10/18/2019-9/20/2020	In-progress	Hispanics	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	"Fisherman No. 1" by Malcolm Roberts was lent to the Cascadia Art Museum in Edmonds, WA for their exhibition "The Lavender Palette: Gay Culture in the Art of Washington State"	10/11/2019-1/5/2020	In-progress	LGBTQIA+	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	Two William H. Johnson paintings, "Jitterbugs II" and "Jitterbugs III," were lent to the Barbican Art Gallery in London for their exhibition "Into the Night: Cabarets and Clubs in Modern Art"	10/4/2019-6/1/2020	In-progress	African Americans	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	"Self-Portrait with Speedy Gonzalez" by Roberto Chavez was lent to the Museo del Palacio de Bellas Artes in Mexico City for their exhibition "Uncontainable Zapata: Images of a Transnational Hero"	11/21/2019-2/16/2020	In-progress	Hispanics	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Conservation Gallery Talk	"Leo Villareal's Volume" (Renwick Gallery) SAAM's media conservator Dan Finn sheds light on the challenges of conserving contemporary media installation.	1/31/2020	Completed	Hispanics	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Chinese New Year Family Celebration	Celebrate the Lunar New Year with SAAM and the Chinese Embassy. This year's celebration features traditional music, magic, and demonstrations of traditional Chinese handicrafts.	2/1/2020	Completed	Asian Americans	No	Public Programming	Program	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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Museums & Culture	SAAM	Chiura Obata Teen Arts Workshop	A hands-on teen workshop presented in partnership with the Smithsonian Asian Pacific American Center.	2/15/2020	Completed	Asian Americans	No	Public Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	SAAM	African American Artists Highlights Tour	Celebrate Black History Month at SAAM with a special before hours tour of works on display by African American artists including Edmonia Lewis, William H. Johnson, Alma Thomas, Theaster Gates, and more.	2/8/2020	Completed	African Americans	No	Heritage Month Programming Public Programming	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Hearts of Our People: Native Women Artists Exhibition	This landmark exhibition is the first major thematic show to explore the artistic achievements of Native women. The presentation at SAAM's Renwick Gallery includes more than 80 artworks dating from antiquity to the present, made in a variety of media from textiles and beadwork, to sculpture, time-based media, and photography.	2/21/2020-5/17/2020	In-progress	Native Americans	No	Exhibitions	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Curator Gallery Talk: Hearts Our People	Exhibition curator Jill Ahlberg Yohe, associate curator of Native American art at the Minneapolis Institute of Art, and Teri Greeves, an independent curator and member of the Kiowa Nation, talk about the artists, the artworks on display, and the collaborative curatorial process used for this groundbreaking exhibition	2/21/2020	Completed	Native Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Hearts of Our People Land Acknowledgement and Welcome	On the steps of SAAM's Renwick Gallery, Gabrielle Tayac, a member of the Piscataway Nation, opens the "Hearts of Our People" exhibition with works that honor the lands, ancestors, and living beings that we are part of in this Piscataway world.	2/21/2020	Completed	Native Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Mother Tongue Film Festival	As part of the Smithsonian's 2020 Mother Tongue Film Festival, SAAM will be screening short films that celebrate cultural and linguistic diversity showcased by films and filmmakers from around the world.	2/28/2020	Completed	Native Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Art Bites	Gallery talk by SAAM predoctoral fellow Christine Garnier on John Mix Stanley's "Buffalo Hunt on the Southwestern Prairies" (1845).	2/28/2020	Completed	Native Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	American Art (Spring 2020)	Jason Vartikar's article "Ruth Asawa's Early Wire Sculpture and a Biology of Equality."	Spring 2020	Completed	Asian Americans	No	Publication	Program	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
Museums & Culture	SAAM	American Art (Spring 2020)	Monica Bravo's article "The Last Word in Direct Naive Realism: Diego Rivera, Edward Weston, and Pulquerias" discussing the modernity of Mexican tavern murals.	Spring 2020	Completed	Hispanics	No	Publication	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	American Art (Spring 2020)	Harmon Siegel's article "Melvin Edwards Decides" shows African American sculptor Melvin Edward's ground-breaking installations were themselves commentary on art-world racism.	Spring 2020	Completed	African Americans	No	Publication	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Women Filmmakers Festival	Screening of films that highlight women artists working outside the Hollywood game, making their own rules and seeking adventurous audiences for their bold visions. Films include the landmark feature film "Born in Flames" (1983) followed by a post-screening discussion with director Lizzie Borden and SAAM curators.	3/7/2020	Completed	Women	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Women Filmmakers Festival at Eaton DC	Additional screenings of films and discussion held at Eaton DC on K Street NW.	3/6/2020	Completed	Women	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Wikipedia Edit-A-Thon: Art and Feminism	Learn how to edit and create Wikipedia articles highlighting women artists with SAAM, Smithsonian Libraries, and Art+Feminism.	3/13/2020	Completed	Women	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Art Bites	Gallery talk by SAAM predoctoral fellow Krystle Stricklin on Mark Bradford's "Amendment #8" (2014)	1/24/2020	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Double Take	In conjunction with the exhibition "Chiura Obata: American Modern," Alex Mann, SAAM's curator of prints and drawings, and Noriko Sanefuji, historian and curator at the Smithsonian's National Museum of American History, discuss Obata's firsthand experience and painted record of Japanese American incarceration during World War II.	3/10/2020	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Conservation Talk	See how art conservator Keara Teeter, a 2019-2020 Samuel H. Kress fellow in paintings conservation, preserves William H. Johnson's iconic "Fighters for Freedom" series.	3/13/2020	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Conversation Pieces	Join Joanna Marsh, SAAM's deputy education chair and head of interpretation and audience research, as she facilitates a conversation about Chicano artist Gronk's "Ta Ra Ra Boom De De."	3/4/2020	Completed	Hispanics	No	Public Programming	Program	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
Museums & Culture	SAAM	New Accessions	Purchase of two landscape watercolors of the Arizona desert by Japanese American artist Tsuruoka Kakunen, created during the his illegal incarceration at the Poston prison camp during World War II.	12/1/2019	Completed	African Americans	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Gift received of 4 screen prints by Shepard Fairey. These four works all address political conflict and struggles for civil rights around the world, featuring female protagonists.	12/1/2019	Completed	African Americans Asian Americans Hispanics Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Accession of 4 drawings by Ethel Hughes, transferred from the North Carolina Museum of Art. Hughes was an early 20th century illustrator, and these drawings include sensitive portrayals of African American daily life from the 1920s-30s.	3/1/2020	Completed	African Americans Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Accession of 13 prints by Mabel Pugh, transferred from the North Carolina Museum of Art. Pugh was an early 20th century illustrator and printmaker, and these drawings include sensitive portrayals of African American daily life from the 1920s-1930s.	3/1/2020	Completed	African Americans Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Art To Go Packets	Provided art materials and workbooks to elementary and middle school students at DC public school meal distribution sites.	4/15/2020-5/19/2020	Completed	Residents of Under-resourced Communities	No	Education	Program	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
Museums & Culture	SAAM	Spanish Art To Go Packets	Provided art materials and workbooks written in Spanish to elementary and middle school students at DC public school meal distribution sites.	4/15/2020-5/19/2020	Completed	Hispanics Residents of Under-resourced Communities	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Museums & Culture	SAAM	Webinar for "Project Zero" educators in the Washington, DC area	Teacher professional development workshop focused on the work of Chiura Obata featured in SAAM's exhibition "Chiura Obata: American Modern." ("Project Zero" is a research initiative at Harvard's graduate school of Education.)	4/22/2020	Completed	Asian Americans	No	Education	Program	Other Programming for Adults
Museums & Culture	SAAM	Advancing Women Lecture	Virtual presentation by SAAM's contemporary art curator Sarah Newman on "Kara Walker and History's Shadows" held in conjunction with SAAM's traveling exhibition "Kara Walker: Harper's Pictorial History of the Civil War" at the Rockwell Museum (Corning, New York).	5/28/2020	Completed	African Americans Women	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Smithsonian Pride Alliance "Project Pride" Curatorial Presentation	Virtual presentation by curatorial assistant Claudia Zapata on SAAM's "La Ofrenda" (1988) by Ester Hernández.	5/31/2020	Completed	Hispanics LGBTQIA+	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Fellows 2020 Zoom Work-in-Progress Webinar	"Painted in Oil, Printed into History: McKenney and Hall's Black Hawk"	5/7/2020	Completed	Native Americans	No	Fellowships	Program	College/University Masters PhD
Museums & Culture	SAAM	Fellows 2020 Zoom Work-in-Progress Webinar	"Silvered Frontiers: Theodore Baur's The Buffalo Hunt in 1876"	5/7/2020	Completed	Native Americans	No	Fellowships	Program	College/University Masters PhD
Museums & Culture	SAAM	Alma Thomas Webinar	Webinar for students in George Washington University's DC art history course.	6/11/2020	Completed	African Americans	No	Education	Program	College/University
Museums & Culture	SAAM	Fellows 2020 Zoom Work-in-Progress Webinar	"Exhibiting the Agony and the Joy of Puerto Rican Life: Boricua: Aqui y Alla"	6/18/2020	Completed	Hispanics	No	Fellowships	Program	College/University Masters PhD
Museums & Culture	SAAM	Fellows 2020 Zoom Work-in-Progress Webinar	"Groovin' in a Lacuna: Nam June Paik's Satellite Intervention in the Global"	6/18/2020	Completed	Asian Americans	No	Fellowships	Program	College/University Masters PhD
Museums & Culture	SAAM	National Pride Month at SAAM - "Seeing the Rainbow in SAAM's Collection" and "Identity and Visibility"	Published two paired blog posts that explore the complexity of foregrounding sexual identity in gallery texts, and the dangers of heightened visibility for those at risk of harm from a prejudiced society.	6/20/2020 - 6/30/2020	Completed	African Americans LGBTQIA+ Women	No	Collections Public Programming	Program	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
Museums & Culture	SAAM	National Pride Month at SAAM - Drag Queen Story Time	Facebook Live celebration with DC drag queen Ruth Allen Ginsburg. Ruth brings fun for the whole family while reading classic nursery rhymes and tales for children at this special story time presented by SAAM.	6/27/2020	Completed	LGBTQIA+	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	National Pride Month at SAAM - Pride Family Days	Pride Family Zone featuring online instructions for crafting at home, printable coloring pages based on artworks in SAAM's collection, and videos from kid-friendly performers who partner with SAAM during family day events.	6/1/2020-6/30/2020	Completed	LGBTQIA+	No	Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Arthur Jafa's "Love is the Message, The Message is Death" (2016) Streaming Event	Weekend streaming event featuring Arthur Jafa's single-channel video "Love is the Message, The Message is Death" (2016), a joint museum purchase with the Hirshhorn Museum and Sculpture Garden.	6/26/2020-6/28/2020	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Artful Connections Videoconference: African American Artists	Program focuses on African American artists and historical, social, and cultural events, as well as life experiences, that inspired their work.	4/9/2020-6/4/2020	Completed	African Americans	No	Education	Program	Middle School (6th - 8th Grade) College/University
Museums & Culture	SAAM	Artful Connections Videoconference: Latino Art and Culture	Program focuses on how Latino artists shaped the artistic movements of their day, often using their work to communicate with a larger public about social justice and themes of diversity, identity, and community.	5/12/2020-6/12/2020	Completed	Hispanics	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) Other Programming for Adults
Museums & Culture	SAAM	Artful Connections Videoconference: American Indians	Program explores histories and cultures of American Indians as captured by both Native and non-Native artists, and discusses the influence of geography, tradition, and tribal affiliation on contemporary Indian artists.	4/1/2020-5/19/2020	Completed	Native Americans	No	Education	Program	Elementary School (K - 5th Grade) Other Programming for Adults



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Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Patricia and Phillip Frost Essay Award	Diana L. Linden is the recipient of the Smithsonian American Art Museum's Patricia and Phillip Frost Essay Award for her article "In Honor of Dr. Martin Luther King: White Privilege and White Masks in William Christopher's Paintings of 1963," which appeared in the fall 2019 issue of the museum's journal "American Art."	5/15/2020	Completed	African Americans	No	Publication	Program	Other Programming for Adults
Museums & Culture	SAAM	Traveling Exhibition: "Kara Walker: Harper's History of the Civil War"	An exhibition of prints from SAAM's collection features artist Kara Walker's provocative take on the Civil War. The exhibition travels to the Rockwell Museum in Corning, New York from July 1, 2020 to September 27, 2020.	7/1/2020-9/27/2020	Completed	African Americans Women	No	Traveling Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Curator Conversation: Arthur Jafa's "Love is the Message, The Message is Death"	Arthur Jafa's powerful video examination of Black life in America, "Love is the Message, The Message is Death," was streamed online by SAAM and the Hirshhorn Museum and Sculpture Garden the weekend of June 26-28. On July 9th, viewers were encouraged to share responses to the artwork during an online conversation with E. Carmen Ramos, acting chief curator and curator of Latinx art at SAAM, Rhea Combs, curator of film and photography at the National Museum of African American History and Culture, and Saisha Grayson, SAAM's curator of time-based media. Deborah Willis, artist and chair of the department of photography and imaging at the Tisch School of the Arts at New York University, provided introductory remarks.	7/9/2020	Completed	African Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Charles C. Eldredge Prize for Distinguished Scholarship in American Art	The Smithsonian American Art Museum awarded the 32nd annual Charles C. Eldredge Prize for Distinguished Scholarship in American Art to Linda Kim for her book "Race Experts: Sculpture, Anthropology, and the American Public in Malvina Hoffman's 'Races of Mankind'" (Lincoln: University of Nebraska Press, 2018).	7/10/2020	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Others	No	Publication	Program	Other Programming for Adults
Museums & Culture	SAAM	Fellows 2020 Zoom Work-in-Progress Webinar	"Join the Club: African American Artists and the Philadelphia Print Club"	7/23/2020	Completed	African Americans	No	Fellowships	Program	College/University Masters PhD
Museums & Culture	SAAM	Fellows 2020 Zoom Work-in-Progress Webinar	"Mutable Modernisms: An Art Colony in Blackfoot Territory and the Lives of Its Works"	7/23/2020	Completed	Native Americans	No	Fellowships	Program	College/University Masters PhD
Museums & Culture	SAAM	Fellows 2020 Zoom Work-in-Progress Webinar	"Mural Diplomacy: Mexico, the United States, and France at the 1937 International Exposition in Paris"	7/23/2020	Completed	Hispanics	No	Fellowships	Program	College/University Masters PhD

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Museums & Culture	SAAM	Fellows 2020 Zoom Work-in-Progress Webinar	"Traversing the Pictorial Ground of Aaron Douglas's 1920s New York"	8/6/2020	Completed	African Americans	No	Fellowships	Program	College/University Masters PhD
Museums & Culture	SAAM	Nam June Paik's Birthday Celebration	Discover more about Nam June Paik, the artistic visionary whose global presence, influence, and innovative work helped connect art and technology and inspire a new generation of artists. This birthday celebration features an online book talk with John Hanhardt and Gregory Zinman, editors of the recently published "We Are in Open Circuits: Writings by Nam June Paik" and Saisha Grayson, SAAM's time-based media curator.	7/20/2020	Completed	Asian Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	SAAM Arcade	SAAM's annual video game festival hosted online this year with an Indie Developer Showcase featuring playable games, film screenings, and video game-inspired crafting. The theme for SAAM's 2020 arcade is "Game Changers" highlighting games made by women and celebrating women's history in America.	8/1/2020-8/2/2020	Completed	Women	No	Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Museums & Culture	SAAM	Handi-hour: Cheers to 100 Years of Women's Suffrage	SAAM and the National Postal Museum present a virtual crafting happy hour to learn about the role of postal history in the women's suffrage movement while creating a print that celebrates women's rights.	8/27/2020	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	"American Art" (Summer 2020)	Emilie Boone's article "Reproducing the New Negro: James Van Der Zee's Photographic Vision in Newsprint"	Summer 2020	Completed	African Americans	No	Publication	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	"American Art" (Summer 2020)	Sascha Scott's article "Georgia O'Keeffe's Hawai'i? Decolonizing the History of American Modernism"	Summer 2020	Completed	Native Hawaiians/Pacific Islanders Women	No	Publication	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Hearts of Our People: Native Artists Highlights Tour	Join us for a virtual tour that celebrates the achievements of Native women artists and learn more about the exquisite artwork featured in the landmark exhibition "Hearts of Our People: Native Women Artists." Anya Montiel, SAAM's curator of American and Native American Women's Art and Craft, guides participants through a collection of artworks that dates from antiquity to present day, and are made in a variety of media, from textiles and beadwork to sculpture and photography.	9/17/2020	Completed	Native Americans Women	Yes	Public Programming Virtual Programming	Program	Other Programming for Adults

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Museums & Culture	SAAM	Clarice Smith Lecture with Aruna D'Souza	Join author and art historian Aruna D'Souza for an online lecture about modern and contemporary art, intersectional feminisms, and how museums shape our views of each other and our world.	9/23/2020	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	Elijah Pierce's paintings "Your Life Is a Book and Every Day is a Page" (1973) and "Elijah Pierce, Peace with Honor" (1973) were lent to the Barnes Foundation in Philadelphia for the exhibition "Elijah Pierce's America."	9/27/2020-1/10/2021	In-progress	African Americans	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	New Accessions	"Report" (2001/2015), a single-channel video by Raven Chacon, a Dine artist, registered member of Navajo Nation in Arizona	9/1/2020	In-progress	Native Americans Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Christine Sun Kim's four-channel video titled "Close Readings" (2016) and seven audio tracks of varied lengths titled "one week of lullabies for roux" (2018).	9/1/2020	In-progress	Asian Americans Individuals with Disabilities Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Director's Circle Dinner	Featured an online conversation with artist Sonya Clark and Nora Atkinson, The Fleur and Charles Bresler Curator-in-Charge of the Renwick Gallery.	9/25/2019	Completed	African Americans Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Artist Talk: Subversive, Skilled, Sublime: Fiber Art by Women	For the upcoming Renwick exhibition "Subversive, Skilled, Sublime: Fiber Art by Women," curator of craft Mary Savig presented an online interview with California-based fiber artist Neda Al-Hilali at Textile Arts, Los Angeles.	9/24/2020	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Lecture: Subversive, Skilled, Sublime: Fiber Art by Women	Virtual presentation by curator of craft Mary Savig on the life and work of artists Faith Ringgold, Emma Amos, and Kay Sekimachi featured in the Renwick's exhibition "Subversive, Skilled, Sublime: Fiber Art by Women." The lecture was given for art history students at Rutgers University.	9/22/2020	Completed	African Americans Women	No	Education Virtual Programming	Program	College/University

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Museums & Culture	SAAM	New Accessions	Purchase of "Sustaining Traditions - Digital Memories" (2018), a basket by Ottawa/Pottawatomie artist Kelly Church. The work was displayed in the Renwick's exhibition "Hearts of Our People: Native Women Artists."	8/5/2020	Completed	Native Americans Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Gift of two sculptures from the estate of Sandra Oken: "Losing Bitch" (1994) by Einar and Jamex De La Torre, and "Zoomorphic Dog Form in Stroller (New World Series)" (1994) by Michael Lucero.	8/24/2020	In-progress	Hispanics Native Americans Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Gift of a turquoise pendant by Navajo artist Herman Vandever	8/24/2020	In-progress	Native Americans	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Purchase of "Perforated golden micaceous orb" (2020) by San Felipe Pueblo artist Hubert Candelario	8/24/2020	In-progress	Native Americans	No	Collections	Program	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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Museums & Culture	SAAM	New Accessions	Purchase of "Large Turquoise Urchin Basket" (2019) by Passamaquoddy artist Jeremy Frey	8/24/2020	In-progress	Native Americans	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Purchase of "Blue/Purple Ombre with Rocks" (2018), a porcelain sculpture by Linda Lopez, a first-generation American ceramic artist of Vietnamese and Mexican descent.	8/24/2020	In-progress	Asian Americans Hispanics Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Purchase of "Tall Squash Pot" (2020) by Cherokee artist Jane Osti	8/24/2020	In-progress	Native Americans Women	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	New Accessions	Purchase of "When Will the Red Leader Overshadow Images of the 19th Century Noble Savage in Hollywood Films that Some Think are Sympathetic to American Indians" (2018), a basket by Onondaga/Mi'kmaq artist Gail Tremblay	8/24/2020	In-progress	Native Americans Women	No	Collections	Program	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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Museums & Culture	SAAM	New Accessions	Purchase of "Communion" (1998), a ceramic caldron by James Watkins	8/24/2020	In-progress	African Americans	No	Collections	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Thinking Through Complex Systems	Teacher professional development workshop webinar focused on STEAM (Science, Technology, Engineering, Art, Math) and African American history.	7/8/2020-7/23/2020	Completed	African Americans	Yes	Education Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Storytelling and Resilience	Teacher professional development workshop webinar focused on women's history	9/15/2020	Completed	Hispanics Women	No	Education Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Seeing Systems of Power	Student workshop webinar focused on Roger Shimomura's 1980 painting "Diary: December 12, 1941" and the experience of Japanese Americans during World War II	9/22/2020	Completed	Asian Americans	No	Education Virtual Programming	Program	Middle School (6th - 8th Grade)
Museums & Culture	SAAM	Alma Thomas Research Project article in "Women in the Arts" magazine	At the conclusion of the Lunder Conservation Center's Alma Thomas Research Project, the National Museum of Women in the Arts published an article on the project in the summer issue of their magazine "Women in the Arts." The article "Alma Woodsey Thomas Conservation Research" documents SAAM's analysis of the two Alma Thomas paintings in the collection of the National Museum of Women in the Arts	Summer 2020	Completed	African Americans Women	No	Publication	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	William H. Johnson Treatment and Research Project	Research project undertaken by SAAM's Lunder Conservation Center to examine and treat SAAM's paintings by William H. Johnson. The project included public and private programming	9/1/2019-9/30/2020	Completed	African Americans	No	Education Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Tuskegee Diorama Project featured on CBS Sunday Morning	In a segment titled "Art of History: Preserving African American Dioramas," CBS Sunday Morning featured the Lunder Conservation Center's 2018 treatment of the historic Tuskegee Diorama in the collection of the Legacy Museum at Alabama's Tuskegee University. The diorama was created for the American Negro Exposition mounted 80 years ago to celebrate African American achievements since the end of slavery.	8/30/2020	Completed	African Americans	No	Public Programming	Program	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
Museums & Culture	SAAM	Tuskegee Diorama Project presentation at the American Institute for Conservation's 2020 annual meeting	Lunder Conservation Center's former graduate interns presented a session titled "Treating Tuskegee's Dioramas: A Perspective on Inclusive and Collaborative Treatments Between Institutions" at the American Institute for Conservation's 2020 annual meeting.	7/29/2020	Completed	African Americans	No	Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	SAAM	Henry Ossawa Tanner Interpretation Program	Lunder Conservation Center staff worked with SAAM's curatorial and education staff to feature conservation research in the gallery interpretation for the newly installed Henry Ossawa Tanner gallery.	7/1/2020	Completed	African Americans	No	Public Programming	Program	College/University Masters PhD Other Programming for Adults
Science & Research	NMNH	Nipi: Water Shapes Myaamia	Collaboration with the Myaamia Center at Miami (Ohio) and the Cultural Preservation Office of the Miami Tribe of Oklahoma to design and implement a summer learning experience and curriculum	4/1/2020 - 12/31/2021	In-Progress	Native Americans	Yes	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Science & Research	NMNH	Informal internship for Lisette Melendez	In the absence of a formal NHRE program, postdoctoral fellow Erica Jawin is working informally with selected intern Lisette Melendez on a planetary science project.	Summer 2020	In-Progress	Hispanics	Yes	Internships	Program	College/University
Science & Research	NMNH	Virtual Summer Camps	Puts educators and scientist into "virtual classrooms" nationwide, broadens access to students during summer break who otherwise cannot participate in summer camps due to facility closure. Priority audiences include under-resource communities and Title I schools and students.	5/1/2020 - 9/1/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Residents of Under-resourced Communities Women	Yes	Education Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Science & Research	NMNH	Language Diversity	As part of the strategy to engage a diverse audience, SMEE is currently offering full translations of existing signage in Spanish, French, and Chinese. Plans are in place to finalize translations in German, Italian, Hungarian and Romania.	6/1/2020 - 12-31/2021	Planned	Other non-English speaking individuals	Yes	Education	Program	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 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	NMNH	Volunteer Diversity	Public engagement and behind the scenes volunteers	6/1/2020 - 12/31/2021	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Residents of Under-resourced Communities Women	Yes	Education Public Programming	Program; Workforce	Other Programming for Adults
Science & Research	NMNH	I2F Program	Two individuals participated in the I2F program: Raquel Wetzell and Ysemarie DeLa Fleur	2019 - 2020	Completed	Hispanics	Yes	Fellowships Internships	Program; Workforce	College/University Masters
Science & Research	NMNH	NMNH Volunteer Program	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.	On Going	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Residents of Under-resourced Communities Women	Yes	Career Counseling Career Fairs Collections Education Public Programming Recruitment Training Virtual Programming;#Volunteer Opportunities	Program; Workforce	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Science & Research	NMNH	Kennedy Krieger Program	Students with various disabilities get volunteer and work experience at NMNH	On Going	In-Progress	Individuals with Disabilities	Yes	Collections Education Public Programming Training Volunteer Opportunities	Program	High School (9th - 12th Grade)
Science & Research	NMNH	Language Translation Volunteers	Volunteers who translate materials into or out of English	On Going	In-Progress	Speakers of other languages	No	Collections Education Public Programming Virtual Programming Volunteer Opportunities	Program	College/University Masters PhD Other Programming for Adults
Science & Research	NZP	Smokey Bear 75th Anniversary Exhibit	The Smokey Bear exhibit looks back to the mid-20th century, when a badly burned black bear cub was rescued from a devastating forest fire and placed under the Zoo's care. Archival photographs and 14 colorful posters line the pathway in front of Smokey Bear's former habitat, teaching visitors about his legacy as an ambassador for wildfire prevention and wildlife conservation. The entrance is marked by a 6-foot-tall statue of the iconic Smokey character, which has been a part of the Forest Service's fire-prevention campaign for 75 years. Bilingual panels in English and Spanish highlight the real Smokey Bear's story and the Smithsonian Conservation Biology Institute's (SCBI) forest ecology research.	Opened 5/23/2019	Completed	Hispanics	Yes	Education Exhibitions	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults



# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	NZP	Gibbon Ridge Accessibility Project	The Gibbon Ridge accessibility project focuses on tactile elements to improve accessibility for deaf and blind visitors. There will be a life-size, touchable siamang arm, four primate hands, and a full size swinging siamang, as well as actual enrichment items attached to a graphic. Exhibition panels are fully translated into braille, and fonts are larger than usual. Images on the graphics are textured and tactile, such as a tactile print of the fruit gibbons eat and a textured map showing their range. There is a tactile map of the exhibit, guide rail of artificial vine, and tiles in front of each graphic for cane detection. Benches will have additional interpretation in braille and hooks for personal items, and will be under an umbrella for shade.	Spring 2020 (Anticipated)	In-Progress	Individuals with Disabilities	Yes	Education Exhibitions Wayfinding, Visitor Experience	Program; Supplier	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Science & Research	NZP	Coral Lab Sensory Space Accessibility Project	The Coral Lab Sensory Space will leverage the Lab's living collection in the creation of an immersive multi-sensory space to engage a wide range of senses, while also more deeply connecting our visitors with animals. The design, fabrication, and installation should stimulate or soothe senses, for example, an immersive, calming underwater video projection, soothing underwater sounds, rough and smooth 3D coral models to touch. Will also include seating.	Fall 2020 (Anticipated)	In-Progress	Individuals with Disabilities	Yes	Education Visitor Experience	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Advancement	OA	Board Diversity Report	The Advancement Information System team developed a Board Diversity Report for the Pan-Institutional Advancement Database. The report provides details on individuals on active boards (committees). It is used to report on diversity and to review the Board Candidate Portfolio, the group of potential board candidates.	4/22/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Advisory Boards	Program	Other Programming for Adults
Advancement	OA	Diversity and Inclusion Podcast Discussion	The Office of Advancement Diversity and Inclusion Workgroup hosted a podcast discussion group. The title of the Podcast is Codeswitch Guide to Handling Racism, which discusses casual racism.	4/7/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education Employee Affinity Groups	Program	Other Programming for Adults

# Smithsonian Diversity and Inclusion Initiatives Report - FY 2020

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Diversity and Inclusion Workgroup	The Office of Advancement hosted the quarterly meeting for the Diversity and Inclusion Workgroup. This group includes advancement staff from across the Institution. A meeting summary is attached.	3/11/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Advanced Procurement Plan Advisory Boards Career Fairs Conferences w/Professional Organizations Education Internships Recruitment Supplier Diversity Outreach Supporting Supplier Diversity Goals Training	Program; Supplier; Workforce	Other Programming for Adults
Advancement	OA	Advancement Diversity and Inclusion Workgroup: Virtual Session	The Advancement Diversity and Inclusion Workgroup will host a virtual session titled, A Conversation with Ellen Stofan, John and Adrienne Mars Director of the Smithsonian's National Air and Space Museum. During this session Director Stofan will discuss her efforts and insights dedicated to diversity and inclusion throughout her career.	8/24/2020	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Career Counseling Recruitment	Workforce	Other Programming for Adults
Advancement	OA	Diversity and Inclusion Workgroup	The Office of Advancement hosted the quarterly meeting for the Diversity and Inclusion Workgroup. This group includes advancement staff from across the Institution. A meeting agenda is attached.	07/01/2020	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced	No	Advisory Boards Career Counseling Internships Recruitment Supplier Diversity Outreach	Program; Supplier; Workforce	Other Programming for Adults