



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021



TABLE OF CONTENTS

<i>Overview</i>	3
<i>Executive Summary</i>	4
<i>Secretary</i>	15
Office of Equal Employment and Supplier Diversity.....	15
<i>Under Secretary for Administration</i>	18
Office of Human Resources.....	18
Smithsonian Enterprises.....	19
<i>Under Secretary for Education</i>	23
Office of the Under Secretary for Education.....	23
Smithsonian Center for Learning & Digital Access.....	25
Smithsonian Institution Traveling Exhibition Service/ Smithsonian Affiliations.....	27
Smithsonian Science Education Center.....	37
The Smithsonian Associates.....	52
<i>Under Secretary for Museums & Culture</i>	67
Archives of American Art.....	67
National Museum of African Art.....	78
National Museum of African American History and Culture.....	78
National Museum of American History.....	79
Smithsonian American Art Museum.....	93
<i>Under Secretary for Science & Research</i>	114
National Museum of Natural History.....	114
National Zoological Park/ Smithsonian Conservation Biology Institute.....	119
Smithsonian Astrophysical Observatory.....	120
Smithsonian Tropical Research Institute.....	121
<i>Assistant Secretary for Advancement</i>	122

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021



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 eight years, the DIIR has documented more than 3,800 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, 18 units submitted more than 480 initiatives that also included virtual programs. The 129-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 2021

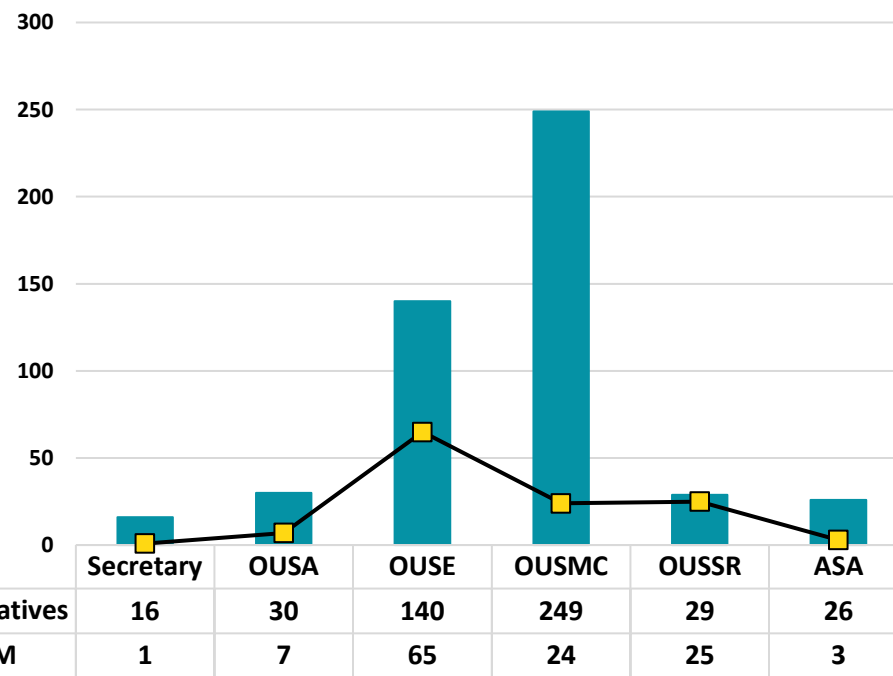


EXECUTIVE SUMMARY

SMITHSONIAN INSTITUTION (SI)

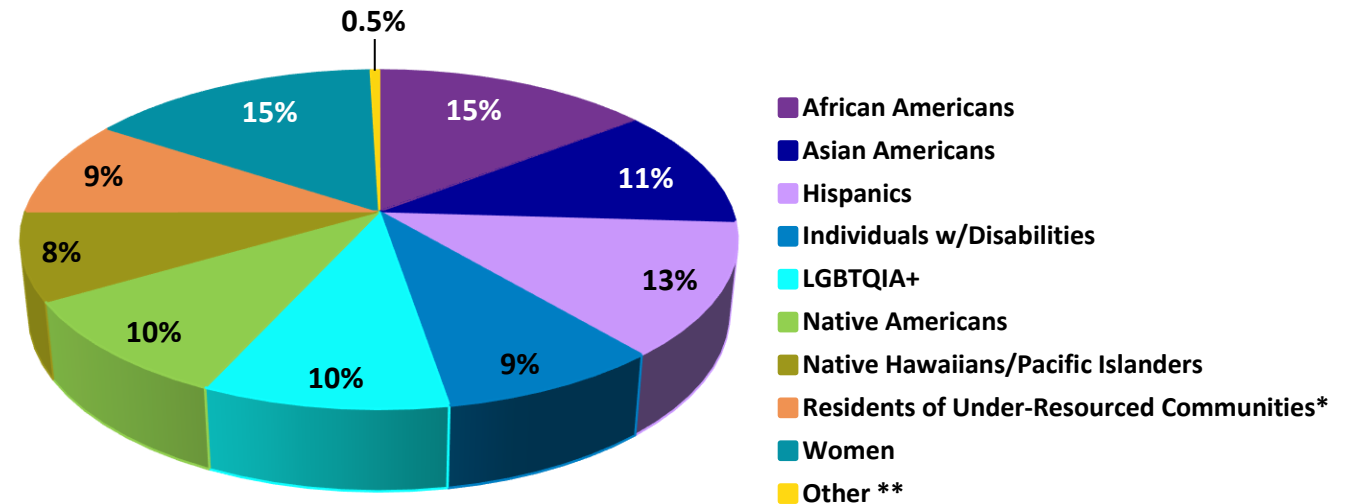
The goal was to increase the recognition of SI brand to under-served communities and increase representation in SI's workforce, supplier base and public programming. More than 480 initiatives were submitted by 18 SI units with 125 classified as STEM initiatives. All historically underrepresented groups were represented in the diversity and inclusion initiatives. The highest percent of initiatives (15% respectively) targeted African Americans and women. 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 the LGBTQIA+ community. While these groups and others have no recognized percentage of reference, they are an important focus in SI's efforts to increase and diffuse knowledge across the United States and around the world.

Initiatives by Direct Report



Percent Served by Race and Ethnicity

(Units often target more than one group)



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

**Includes: Multigenerational Families, English Language Learners, Latinx and Spanish Speakers, BIPOC Women, Rural Communities, Middle Eastern Community

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021



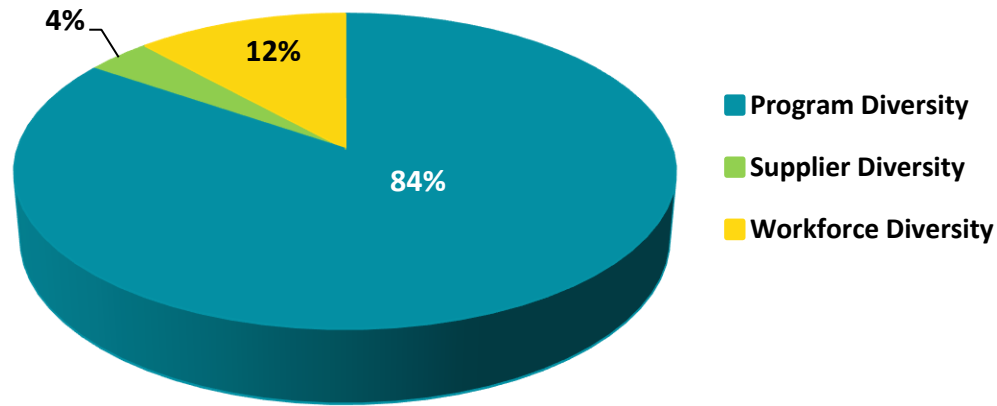
EXECUTIVE SUMMARY

SMITHSONIAN INSTITUTION (CONT.)

Diversity and inclusion are categorized into three areas: Program, Supplier and Workforce Diversity. All three categories were represented. At 84%, program diversity was the largest category. While only 4% of the reported initiatives fell under supplier diversity, SI awarded 28% of the dollars spent to small businesses with 2% awarded to 8(a) small and disadvantaged businesses, 18% awarded to non-8(a) small disadvantaged businesses, 15% awarded to women-owned small businesses, 1% awarded to HUB Zone businesses, and 1% awarded to service-disabled veteran-owned small businesses. The majority of initiatives targeted adults (32%).

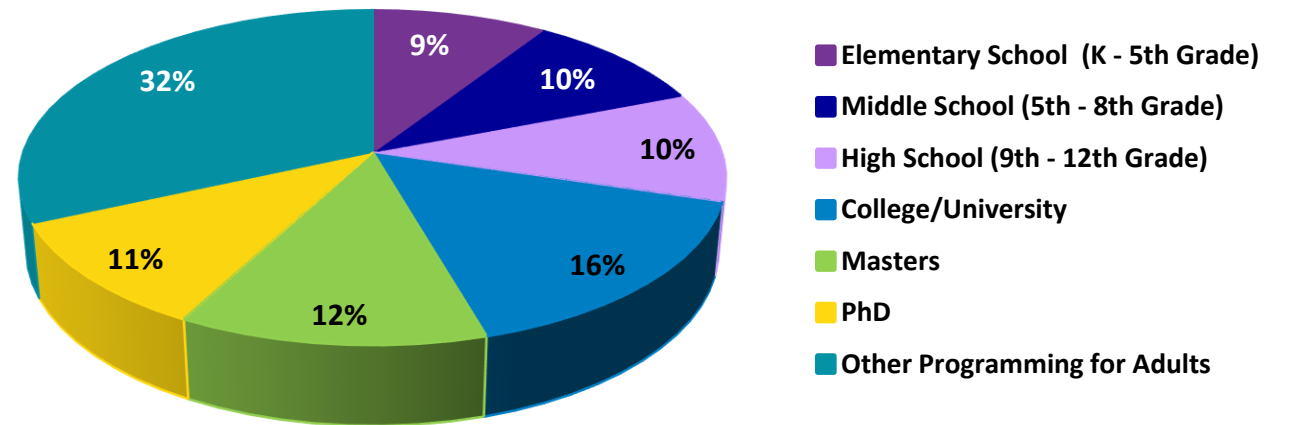
Initiatives by Category

(Units often choose more than one category)



Audience Age Groups

(Units often target more than one group)



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021



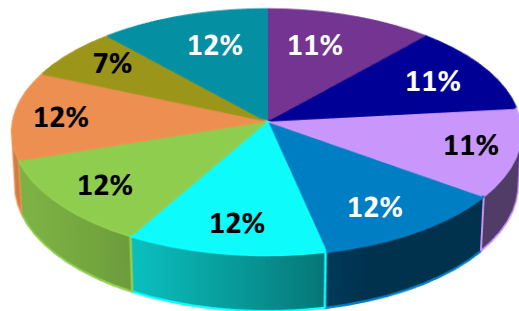
EXECUTIVE SUMMARY

OFFICE OF THE SECRETARY

The Office of Equal Employment and Supplier Diversity submitted 16 initiatives, of which one was STEM. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. At 36%, supplier diversity was the largest category. The majority of initiatives targeted adults (57%).

Percent Served by Race & Ethnicity

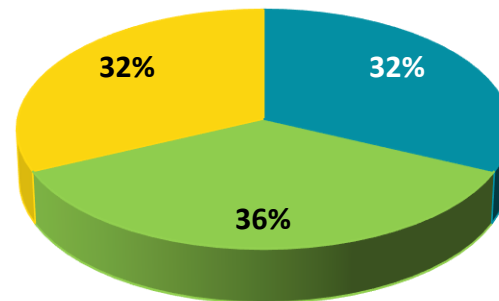
(Units often target more than one group)



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

Initiative by Category

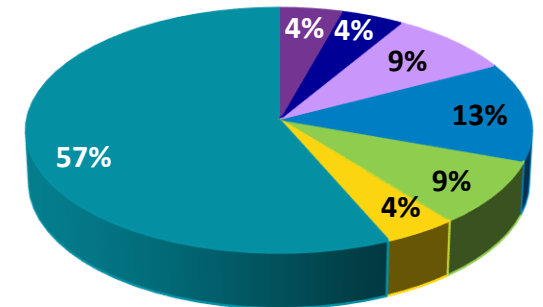
(Units often choose more than one category)



- 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 2021

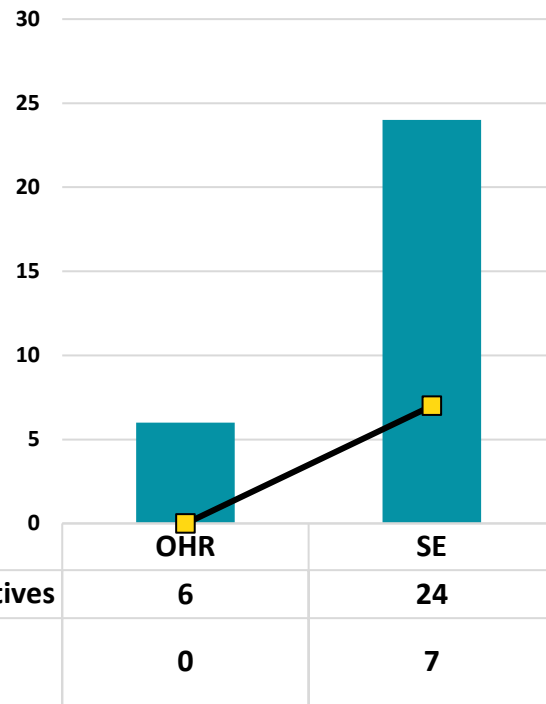


EXECUTIVE SUMMARY

UNDER SECRETARY FOR ADMINISTRATION (USA)

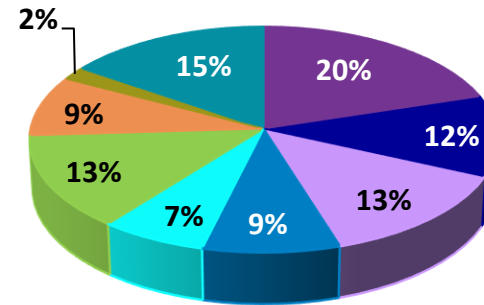
Thirty initiatives were submitted by 2 USA units (OHR and SE), of which 7 were STEM. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (20%) of initiatives were geared towards African Americans. All three diversity categories were represented. At 72%, program diversity was the largest category. While only 6% of the reported initiatives fell under supplier diversity, USA awarded 31% of the dollars spent to small businesses with 3% awarded to 8(a) small and disadvantaged businesses, 18% awarded to non-8(a) small and disadvantaged businesses, 17% awarded to women-owned small businesses, 2% awarded to HUB Zone businesses, and 1% awarded to service-disabled veteran-owned small businesses. All initiatives targeted adults.

Initiatives by Unit



Percent Served by Race & Ethnicity

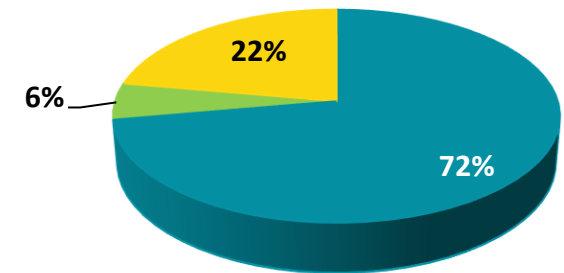
(Units often target more than one group)



- 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

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

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021

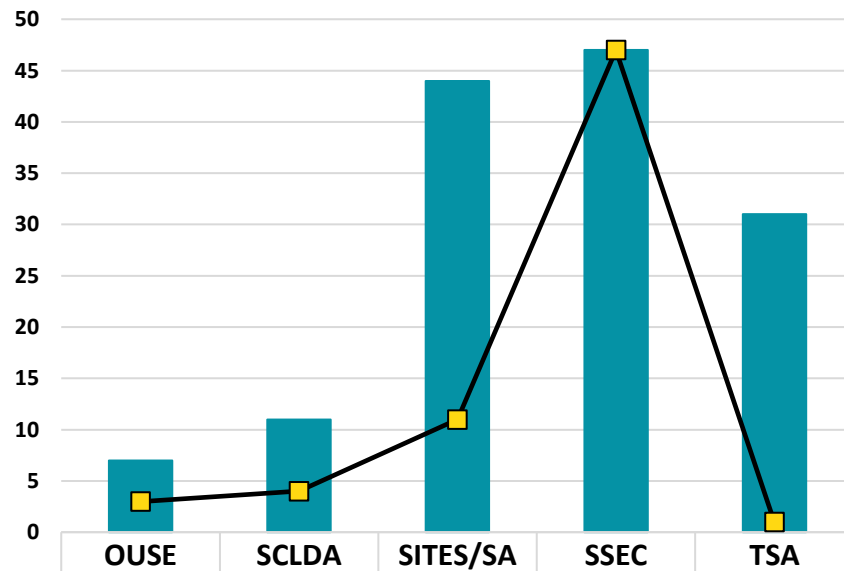


EXECUTIVE SUMMARY

UNDER SECRETARY FOR EDUCATION (USE)

More than 135 initiatives were submitted by 5 USE units (OUSE, SCLDA, SITES/SA, SSEC, TSA). Sixty-five 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 (15%) of initiatives were geared towards African Americans and women.

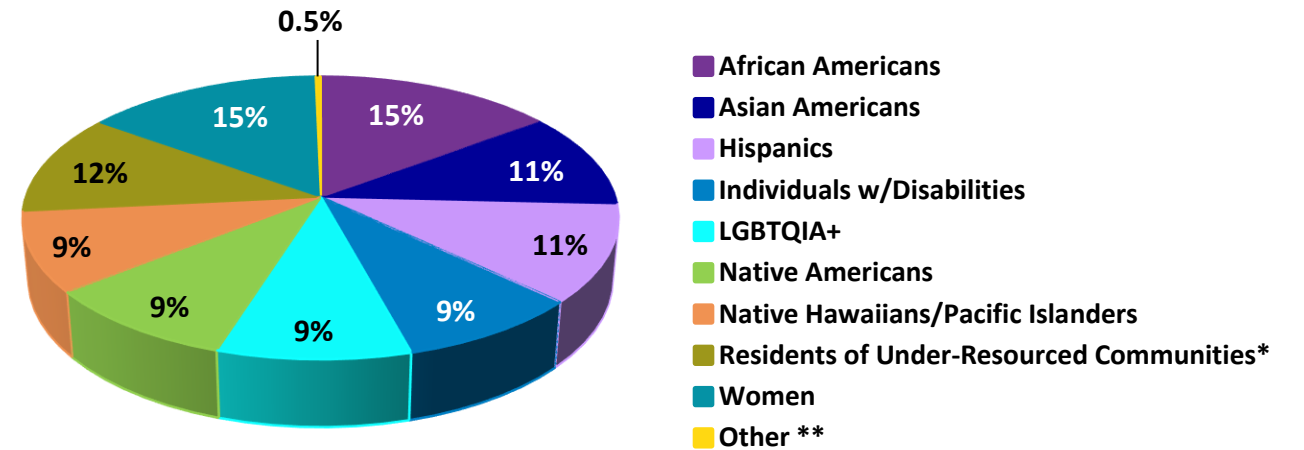
Initiatives by Unit



■ # of Initiatives	7	11	44	47	31
—■ STEM Initiatives	3	4	10	47	1

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: Multigenerational Families, English Language Learners

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021



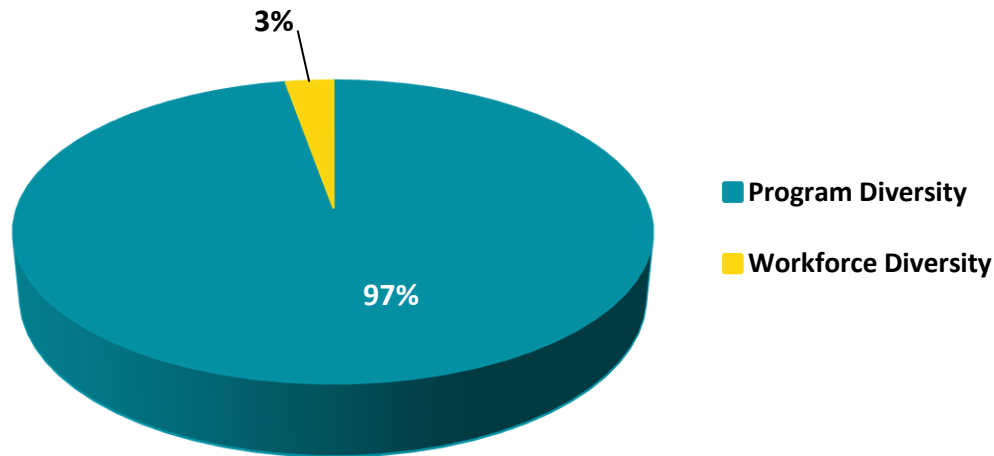
EXECUTIVE SUMMARY

UNDER SECRETARY FOR EDUCATION (CONT.)

At 97%, program diversity was the largest category. Although none of the reported initiatives fell under supplier diversity, USE awarded 16% of the dollars spent to small businesses with 7% awarded to non-8(a) small and disadvantaged businesses, 12% awarded to women-owned small businesses, and 2% awarded to HUB Zone businesses. The majority of initiatives targeted adults (31%).

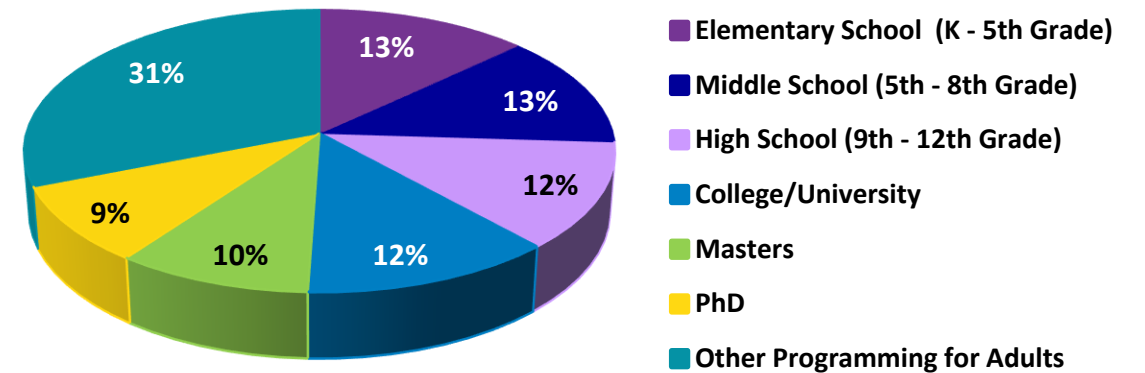
Initiatives by Category

(Units often choose more than category)



Audience Age Groups

(Units often target more than one group)



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021

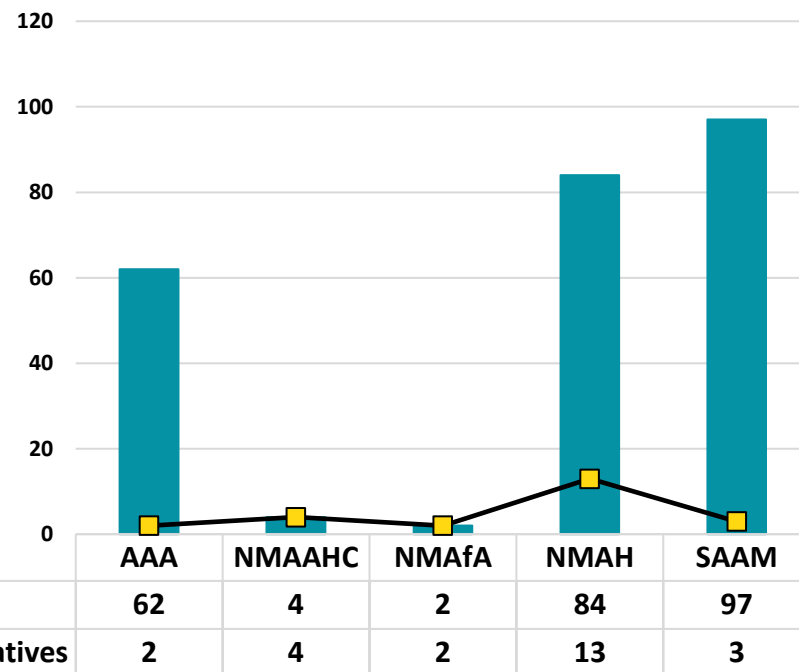


EXECUTIVE SUMMARY

UNDER SECRETARY FOR MUSEUMS & CULTURE (USMC)

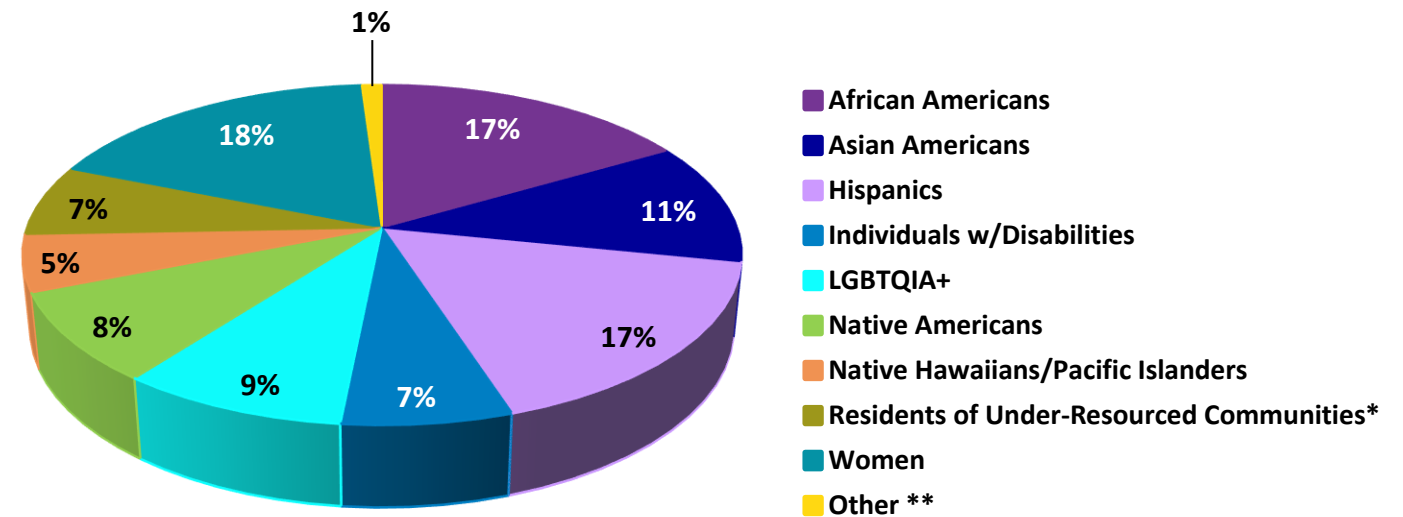
More than 240 initiatives were submitted by 5 USMC units (AAA, NMAAHC, NMAfA, NMAH and SAAM). Twenty-four were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (18%) of initiatives were geared towards women.

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: Latinx, Spanish Speakers, BIPOC Women, Individuals who were Formerly Incarcerated, Rural Communities, Middle Eastern Community

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021



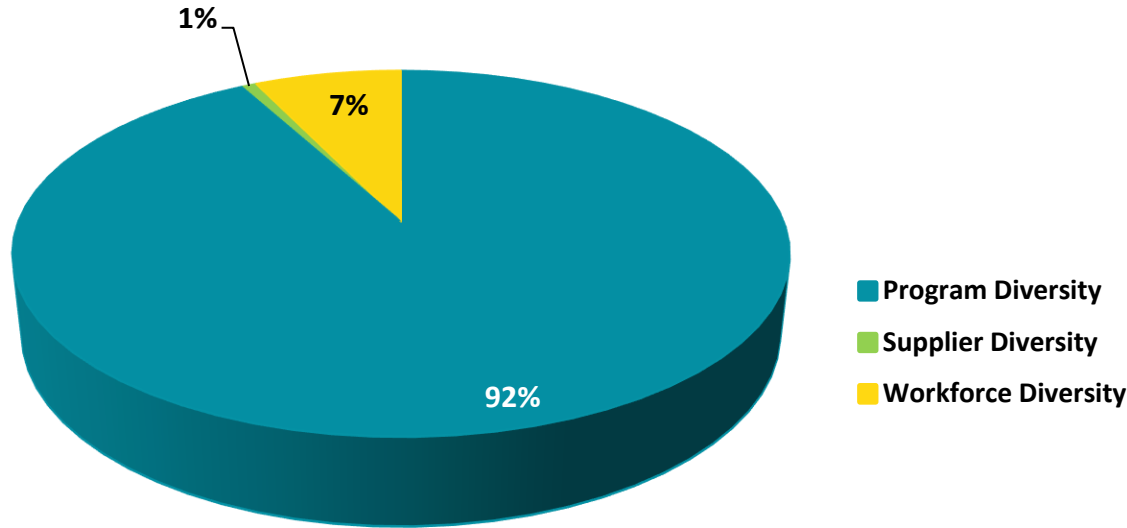
EXECUTIVE SUMMARY

UNDER SECRETARY FOR MUSEUMS & CULTURE (CONT.)

All three categories were represented. At 92% program diversity was the largest category. While 1% of reported initiatives fell under supplier diversity, OUSMC awarded 40% of dollars spent to small businesses with 1% awarded to 8(a) small and disadvantaged businesses, 27% awarded to non-8(a) small disadvantaged businesses, 25% awarded to women-owned small businesses, 1% awarded to service-disabled and veteran-owned small businesses. The majority of initiatives targeted adults (33%).

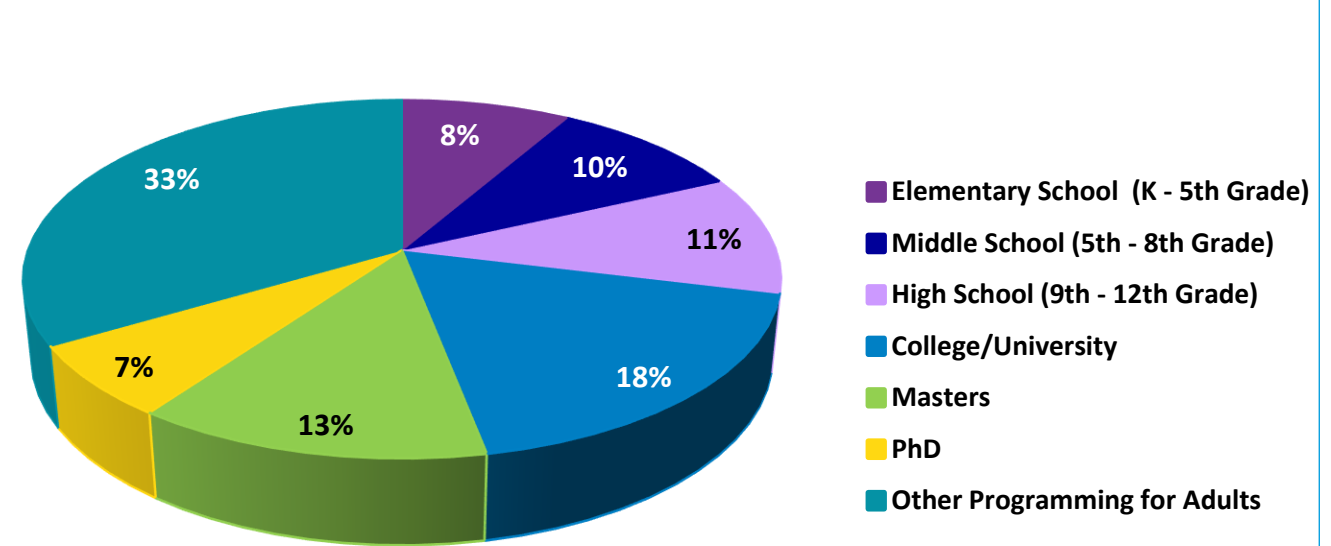
Initiatives by Category

(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 2021

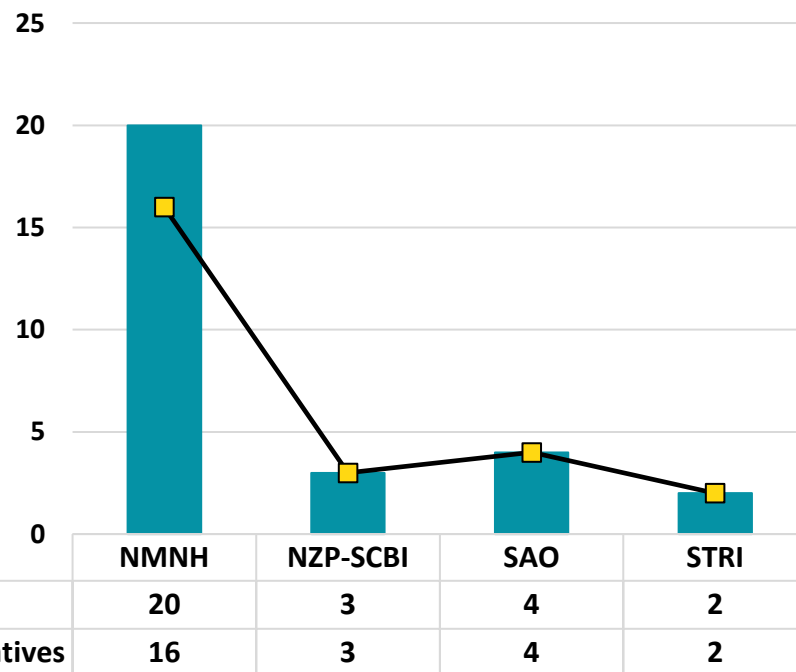


EXECUTIVE SUMMARY

UNDER SECRETARY FOR SCIENCE & RESEARCH (USSR)

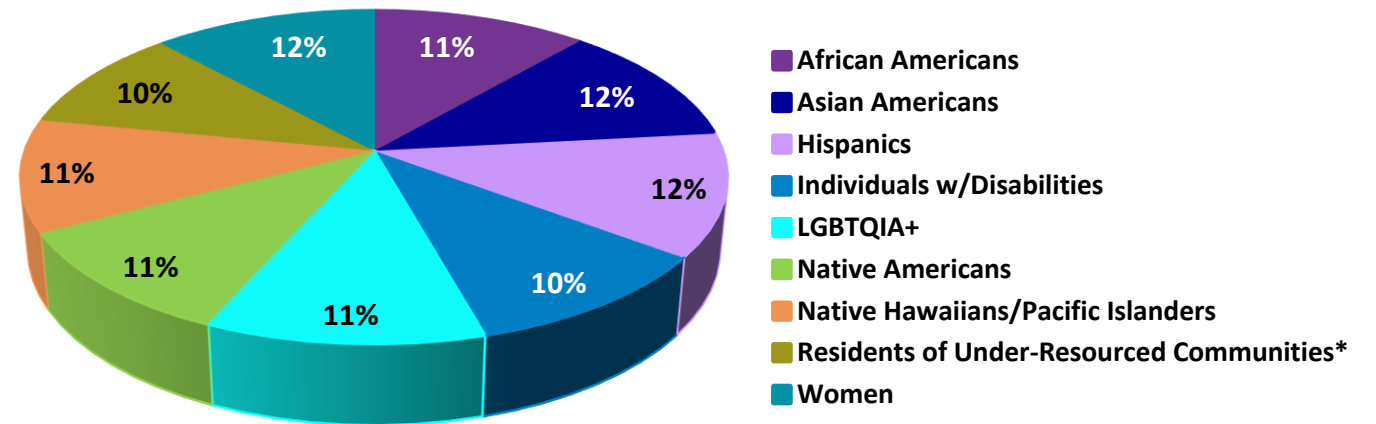
Twenty-nine initiatives were submitted by 4 USSR units (NMNH, NZP-SCBI, SAO and STRI). Twenty-five were STEM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (12%) of initiatives were geared towards Asian Americans, Hispanics and women.

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.

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021

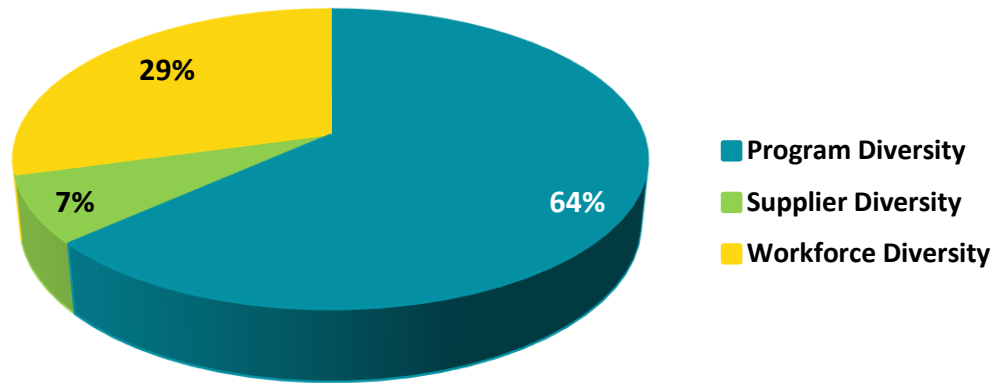


EXECUTIVE SUMMARY

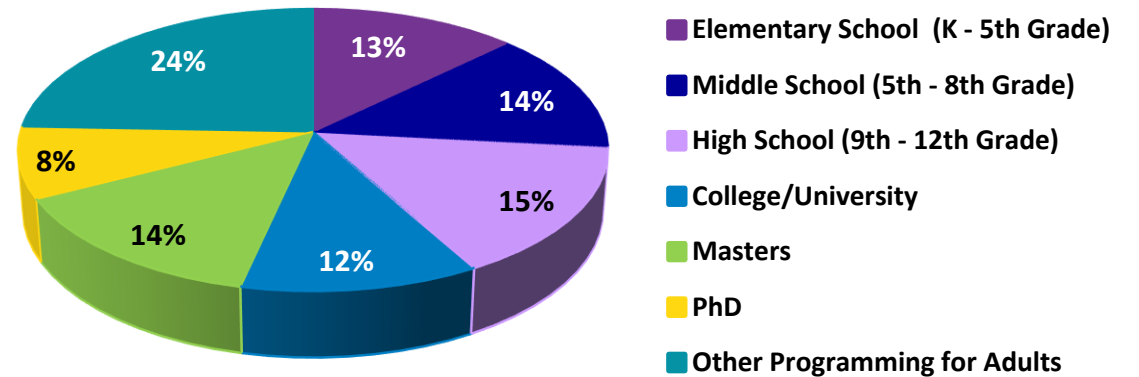
UNDER SECRETARY FOR SCIENCE & RESEARCH (CONT.)

All three categories were represented. At 64% program diversity was the largest category. While 7% of reported initiatives fell under supplier diversity, OUSSR awarded 16% of dollars spent to small businesses with 0.1% awarded to 8(a) small and disadvantaged businesses, 10% awarded to non-8(a) small disadvantaged businesses, 10% awarded women-owned small businesses, 0.1% awarded to HUB Zone businesses, and 0.4% awarded to service-disabled veteran-owned small businesses. The majority of initiatives targeted adults (24%).

Initiatives by Category
(Units often choose more than one category)



Audience by Age Group
(Units often target more than one group)



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2021



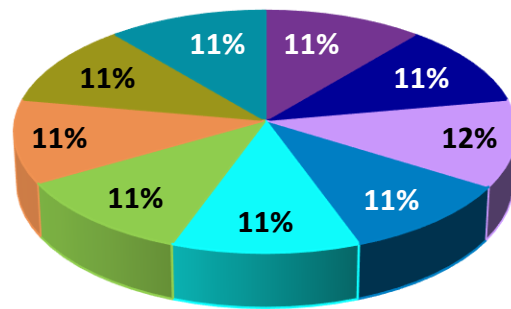
EXECUTIVE SUMMARY

ASSISTANT SECRETARY FOR ADVANCEMENT

The Office of the Assistant Secretary for Advancement (ASA) submitted 26 initiatives. Three were 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 Hispanics. All three categories were represented. At 49%, program diversity was the largest category. While 12% of reported initiatives fell under supplier diversity, ASA awarded 24% of dollars spent to small businesses with 19% awarded to non-8(a) small and disadvantaged businesses, 20% awarded to women-owned small businesses, and 1% awarded to service-disabled veteran-owned small businesses. The majority of initiatives targets adults (58%).

Percent Served by Race & Ethnicity

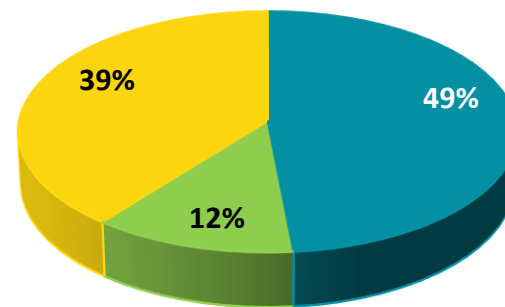
(Units often target more than one group)



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

Initiatives by Category

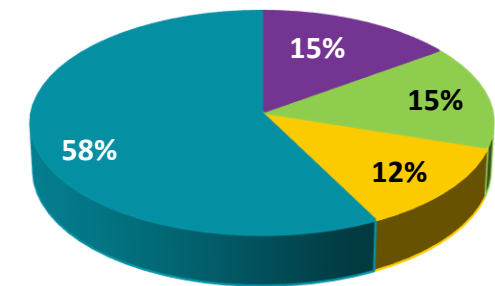
(Units often choose more than one category)



- Program Diversity
- Supplier Diversity
- Workforce Diversity

Audience by Age Group

(Units often target more than one group)



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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

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	In-progress	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	“Going Beyond the Curatorial Ranks: How do museums diversify our staff to expand and change the dominant narrative?”	Participated as a panelist for the online discussion “Going Beyond the Curatorial Ranks: How do museums diversify our staff to expand and change the dominant narrative?” Panel included: -Sabrina Lynn Motley, Director, Smithsonian Folklife Festival -Sherrell Lewis, Program Manager DEAI, Science Education Center -Oris Sanjur, Acting Director, Smithsonian Tropical Research Institute -Zully Dorr, Deputy Assistant Secretary for Advancement, Office of Advancement -Shahin Nemazee, Special Emphasis Program Manager, Office of Equal Employment and Supplier Diversity. The discussion was a part of the Because of Her Story Virtual Internship Program and over thirty interns from across the country and world took part! OEESD was honored to be asked to participate and engage with these future stars!	7/23/2021	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 Education Internships Virtual Internships	Program Workforce	High School (9th - 12th Grade) College/University Masters
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	In-progress	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	New Employee Orientation for SE	Continued to provide orientation sessions to ensure all new SE employees receive POWH training.	FY 2021	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 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEESD	Virtual EEO Training	Continued virtual mandatory POWH and EEO supervisory training for new employees and supervisors.	FY 2021	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 Training	Program Supplier Workforce	College/University 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 2021	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
Secretary	OEESD	Employee Affinity Groups	Participated on the Affinity Group Council comprised of the Chairs of SI's Employee Affinity Groups to discuss outreach initiatives and diversity / inclusion related topics. The goal is to maximize collaboration. The Office also participated in the inaugural meetings of the SI Disability Employee Resource Group.	FY 2021	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	Dispute Resolution Webinars	Provided informational webinars on dispute resolution in collaboration with the SI Ombuds and SI Civil Program. These sessions included information on the EEO Discrimination Compliant Process, benefits of using ADR, Ombuds Program, new SI Civil Program, and the HR liaison's roll in assisting management with addressing disputes and managing conflict.	FY 2021	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	Informational Webinar on EO for Individuals with Disabilities	Provided informational webinar on Equal Opportunity for Individuals with Disabilities was presented by OEESD, OHR and Access Smithsonian to HR Liaisons. The panelists provided information on programs, policies, and procedures to engage and improve the recruitment, hiring and retention of individuals with disabilities.	FY 2021	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 2021

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 continues to represent 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 2021	Ongoing	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	SDP Virtual "Meet the Vendors" Showcase	Hosted the annual SDP Virtual "Meet the Vendors" Showcase with presentations from eleven SDVOSB, HUBZone and 8(a) small businesses on their firms' capabilities to over 180 Smithsonian procurement, purchase card, and Contracting Officer Technical Representatives (COTRs).	7/21/2021	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 Virtual Programming	Supplier	Other Programming for Adults
Secretary	OEESD	30th Annual Government Virtual Procurement Conference	Assisted in the planning and participated in the 30th Annual Government Procurement Conference and provided advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	FY 2021	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 Virtual Programming	Supplier	Other Programming for Adults
Secretary	OEESD	Minority Enterprise Development Week	Participated in Minority Enterprise Development Week and provided advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	9/19/2021 - 9/25/2021	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 Virtual Programming	Supplier	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Secretary	OEESD	Women's Chamber of Commerce (USWCC) virtual Small Business Conferences	Participated in two Women's Chamber of Commerce conference and provided advice and assistance to women-owned businesses on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	FY 2021	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 Virtual Programming	Supplier	Other Programming for Adults
Secretary	OEESD	Small Business Administration Week	Participated in Small Business Administration Week and provided advice and assistance on how to do business with the Smithsonian. All firms were encouraged to register in the Smithsonian's Small Business Database.	FY 2021	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 Virtual Programming	Supplier	Other Programming for Adults
Secretary	OEESD	SDP YouTube Channel	Created a SDP YouTube Channel for small business vendors to learn how to do business with the Smithsonian and features videos from the following units: OCon, OEESD, OCIO, NMNH, SE, and SF.	FY 2021	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 Virtual Programming	Supplier	Other Programming for Adults
Administration	OHR	Palmer Leadership Development Program (PLDP)	Named for donor Russell E. Palmer, this program is for employees who are competitively selected at Grades GS/IS 13 and 14. The purpose of this unique program is to strengthen the participants' leadership skills, foster an innovative culture, increase their professional network, and expand the use of organizational best practices. The goal is to enhance participants' understanding of the complexities and breadth of the Smithsonian's mission while preparing them to address new challenges.	08/2021 - 07/2022	In-progress	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Training	Workforce	Other Programming for Adults
Administration	OHR	Disability Employment	Participated in collaboration with OEESD, in the webinar for Equal Opportunity for Individuals with Disabilities at the Smithsonian. Topics included the laws and the role of OEESD, the Smithsonian's reasonable accommodations procedures, Schedule A and Veteran Hiring Authorities, and Access Smithsonian's responsibilities.	4/8/2021	Completed	Individuals with Disabilities	No	Recruitment	Program Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Administration	OHR	SI Civil Program - Sparking Change Workshop	Presented the SI Civil Program at the Sparking Change Workshop to advance gender equity in the sciences at the Smithsonian, and at various DEAI groups this year.	9/28/2021	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
Administration	OHR	Performance Management	Developed and published in partnership with OEESD a Supervisory Performance Element template for use in FY21 that includes EEO expectations	10/1/2020 - 11/20/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Recruitment Supplier Diversity Outreach Supporting Supplier Diversity Goals Supervisory	Program Supplier Workforce	Other Programming for Adults
Administration	OHR	Civil Program	Led a team to develop a STRI climate survey that will be used as a model for other units, with the following objectives: Measure the general perception and incidents of harassment (sexual or otherwise), discrimination, and unfair treatment within the STRI community; assess what the STRI community knows about reporting mechanisms for harassment or other concerning behaviors; learn how STRI is perceived in terms of diversity, equity, accessibility, and inclusion; gather ideas and suggestions about ways to make STRI a more welcoming and inclusive workplace; and gather baseline data for subsequent periodic surveys to monitor changes in community perception.	10/1/2020 - 4/30/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Recruitment Training EEO/POWH	Program Workforce	Other Programming for Adults
Administration	OHR	New Supervisory Training	Provided New Supervisory Training to managers on a quarterly basis that included a focus on diversity, inclusion and equity.	10/1/2020 - 9/30/2021 (Ongoing)	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Recruitment Training Supervisory	Program Workforce	Other Programming for Adults
Administration	SE	Diversity Recruiting	Collaborating with National Association of Black Journalists/Hispanic Journalists, women's groups in specific industries, and Asian American Journalists for recruiting. Also uses diversity websites to post positions on Career Builder and National Retail Association.	FY 2021	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Recruitment	Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Administration	SE	Supplier Diversity	Working closely with OEEMA and OCON to expand SE's use of diverse suppliers.	FY 2021	In-Progress	African Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Women	No	Supplier Diversity Outreach	Supplier	Other Programming for Adults
Administration	SE	Internships	Hosted virtual interns in the Media Group	FY 2021	In-Progress	African Americans Asian Americans Women	Yes	Internships	Workforce	Other Programming for Adults
Administration	SE	Smithsonian Magazine	Smithsonian Magazine covers a diverse range of topics and highlights the history and achievements of African Americans, women, Latinx, Native Americans, Pacific Islanders and individuals with disabilities. The magazine relies on a diverse group of freelance writers, photographers, artists and researchers.	FY 2021	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Magazine	Smithsonian Magazine's November issue highlighted diversity among the longtime White House staff in the photo essay "Welcome to the White House," with text by former First Lady Laura Bush. "The Redemption of Rosa Bonheur" spotlighted an often-overlooked female artist. "The Deadly Shortage of Venom Antidote" featured the work of Hispanic scientists in Costa Rica. The Secretary's column showcased the new National Native American Veterans Memorial.	11/2020	Completed	African Americans Asian Americans Hispanics Native Americans Women	Yes	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Magazine	Smithsonian Magazine's December issue included "Beyond Aloha," a feature story on the revival of native Hawaiian language. The cover story on canine cognition, "Evolution of a Friendship," included numerous female researchers. "The Case of the Autographed Corpse" highlighted Native American culture in an historical look at a 1950s murder case. The American Icon story "Every Wear" looked at the role of denim in the civil rights movement. "From Bambi to Bethlehem" profiled Asian artist Tyrus Wong. National Treasure spotlighted Jimi Hendrix's vest.	12/20/2020	Completed	African Americans Asian Americans Native Americans Women	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Magazine 50th Anniversary	Smithsonian Magazine created a digital sizzle reel that showcased the diversity of our coverage over the past 50 years. This was shown at internal and external virtual events.	10/20/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Women	Yes	Digital Programming	Program	Other Programming for Adults
Administration	SE	Retail Support of Institution wide initiative focused on Women's History	Offered products in of support "Women's History Initiative-Understanding Women's History is Integral to Understanding the American Experience." Although often underrepresented in recorded histories, women helped build the United States of America of today and women will help shape the United States of America of the future.	FY 2021	In-Progress	Women	Yes	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Administration	SE	Retail Support of Girlhood exhibition at NMAH	Offered retail products in support of the exhibit "Examining the History of Girlhood." They changed history, from Helen Keller to Naomi Wadler. Girls have spoken up, challenged expectations, and been on the front lines of social change.	FY 2021	In-Progress	Native Americans	Yes	Public Programming	Program	Other Programming for Adults
Administration	SE	Product developed to support NMAI Veteran's Memorial Warriors Circle of Honor	Blanket was created for National Native American Veterans War Memorial event as a tribute to Native heroes and their enduring and distinguished service in every branch of the US military.	FY 2021	In-Progress	Native Americans	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Frederick Douglas and Harriet Tubman Products Developed to support NMAAHC Slavery and Civil Rights Galleries	Offered retail products in support of cultural and historical figures such as Frederick Douglas and Harriet Tubman.	FY 2021	In-Progress	African Americans	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel Women's History Initiative	The Smithsonian Channel's Mission Critical program, "She the People: Votes for Women" (NMAH/NPG) aired as part of a month-long event "America Votes" dedicated to the promise to preserve, protect, and defend the Constitution.	FY 2021	In-Progress	Women	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel	"She the People: Votes for Women" (NMAH/NPG) was nominated for Biggest Impact of the Year Award at the World Congress Awards.	FY 2021	In-Progress	Women	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel	The Channel's online series, #BecauseOfHerStory, first launched in 2018, has expanded to a year-round effort to celebrate and elevate the achievements of women throughout modern history. In November, legend Billie Jean King viewed and boosted the video celebrating her birthday and achievements. (Compared to Smithsonian Twitter channel averages, this tweet earned +62% more engagements, and +139% more views.)	FY 2021	In-Progress	Women	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel	Produced "America's Hidden Stories: Southern Union Women Spies."	FY 2021	In-Progress	African Americans Women	Yes	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel	The Channel continues to create and publish derivative content from the series, Conversations in Context, a digital five-part interview series with Secretary of the Smithsonian Institution Lonnie G. Bunch III and MTV News host Dometi Pongo, exploring critical events in Black history. A collaborative effort between the Channel and SI social media units resulted in new posts and another boost in social engagement supporting the opening of the SITES exhibit, The Negro Motorist Green Book, with @NCRMuseum.	FY 2021	In-Progress	African Americans	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel	Walk Against Fear: James Meredith aired 10/1/20.	FY 2021	In-Progress	African Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Administration	SE	Smithsonian Channel	Black in Space: Breaking The Color Barrier (Mission Critical-NMAAHC), took Honorable Mention, Best Documentary at the Cynopsis Digital Awards, adding to its Omni Award as Winner, Documentary; its Telly Award as GOLD Winner, Television General History; and its Impact Award, Award of Excellence, earlier in 2020.	FY 2021	In-Progress	African Americans	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel	Last Call for the Bayou won Best Limited Short-Form Series at the Jackson Hole Wildlife Film Festival. Members of the Houma Nation, Black oystermen and shrimpers, and a female duck hunter are among the diverse group of Bayou residents fighting to hold onto the land and a way of life they love through unprecedented change.	FY 2021	In-Progress	African Americans Hispanics Native Americans	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel	This Object in History, a digital short-form series, resumed production in December. Fernandomania explores the popularity of Fernando Valenzuela and his impact on Mexican-American identity in the 1980s; California Raisins examines the popularity of the California Raisins, their style and music, which drew upon Motown and African American culture; and Prince explores the boundary-breaking achievements of Prince during a pivotal moment in pop culture when Black musicians were under-represented on music television channels.	FY 2021	In-Progress	African Americans Hispanics Native Americans	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Smithsonian Channel	Smithsonian Time Capsule: Beyond Stonewall (Mission Critical-NMAH), earned Honorable Mention, Best LGBTQIA Programming at the Cynopsis Digital Awards, following on its earlier 2020 Impact Doc Award as Winner, Award of Excellence.	FY 2021	In-Progress	LGBTQIA+	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Publishing	Nuestra America 30 Inspiring Latinos/Latinas Who Have Shaped the US (English). Book highlights the inspiring stories of 30 Latino and Latina Americans throughout history and their incredible contributions to the cultural, social and political character of the United States. It features a glossary of terms and reading guide created by the Smithsonian Latino Center along with beautiful portraits by artist Gloria Felix.	FY 2021	In-Progress	Hispanics	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Publishing	A Star Like Jesse Owens- Smithsonian Historical Fiction about Jesse Owens at the Olympics. A new historical fiction series in partnership with the Smithsonian. Written by #OwnVoices author Nikki Shannon Smith, giving authentic voices to diverse characters.	FY 2021	In-Progress	African Americans	No	Public Programming	Program	Other Programming for Adults
Administration	SE	Publishing	Lion Angel Island -Historical fiction about immigration at Angel Island.	FY 2021	In-Progress	African Americans Asian Americans Hispanics	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	OUSE	Claudine K. Brown Internship in Education	The Claudine K. Brown Internship in Education intends to increase participation of underserved students who are under-represented in the education and museum leadership field. This program was established in honor of the late Claudine K. Brown, former Assistant Secretary for Education and Access, to promote excellence in education and help ensure a diverse education and museum workforce of the future. Brown was a lifelong champion for learners of all ages. She believed in immersive experiences – that we learn by doing. Awardees learn about developing and disseminating innovative educational programs and resources at the Smithsonian, online, in the classroom and in communities. Upon completion of the internship, Claudine K. Brown interns are better able to understand best practices of education in their area of interest; Collaborate with a variety of audiences from Smithsonian education staff, volunteers and visitors to the Museums, education and research centers. Interns build self-confidence in a professional setting.	6/1/2021 - 8/15/2021	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 Internships	Program	High School (9th - 12th Grade) College/University
Education	OUSE	Yesterday, Today, a Smithsonian at-home activity guide	"Yesterday, Today" presents three visual time capsules that connect ideas and events from the past with products and trends of the present. Designed for audiences who are nostalgic about the 50s, 60s, and 70s and who continue to remain curious about the consequences of the events and innovations of those decades, this publication presents stories, puzzles, activities and hours of immersive engagement. The time capsules highlight both iconic and lesser-known objects, unexpected milestones and connections, and profiles of individuals found within the Smithsonian's collections. This activity guide features connections from the Space Race to the smartphone, from oil shock to the electric car, and from pop art to social media. More info and a digital copy of the guide: https://learninglab.si.edu/q/ll-c/2EILb8NPiwO3ZJ9G#r/56410 .	7/1/2021 - 7/30/2021	Completed	Residents of Under-resourced Communities	No	Collections Education Public Programming	Program	Other Programming for Adults
Education	OUSE	Inspiration Nation, a Smithsonian at-home activity guide	The summer issue, "Inspiration Nation" shares stories and activities from the Smithsonian to light a creative spark and help K-8 learners reimagine a future filled with hope. "Inspiration Nation" helps learners step away from their screens and realize that everything around us has the capacity to inspire. Throughout history people have found inspiration in nature, objects and in each other. This publication helps students refocus on learning to make a change in the future. The guide features bilingual Spanish/English language content. More info and a digital copy of the guide: https://learninglab.si.edu/q/ll-c/5j7wfpd6tFu9ORQJ#r/56413 .	6/1/2021 - 6/30/2021	Completed	Hispanics Residents of Under-resourced Communities	Yes	Education Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	OUSE	Winter at Home, a Smithsonian at-home activity guide	“Winter at Home” is a 40-page activity guide that uses the vast collections and expertise of the Smithsonian to spark learners’ creativity and imaginations as they explore their homes and neighborhoods this winter. The guide is filled with hands-on activities, puzzles and games that students can engage with to explore topics in STEM, history, culture and the arts. The guide features bilingual Spanish/English language content. “Winter at Home” invites learners to look at their homes and neighborhoods in new ways. Learners are encouraged to have fun at home, with activities such as inviting a bird to breakfast at your windowsill, decoding a message in your bathroom mirror and recreating artworks using clothing from your closet as a palette. More info and a digital copy of the guide: https://learninglab.si.edu/q/ll-c/UEuYII7rwtP1xg02#r/56411 .	1/1/2021 - 3/31/2021	Completed	Hispanics Residents of Under-resourced Communities	Yes	Collections Education Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	OUSE	Warm Wishes from the Smithsonian, activity guide	This 12 page booklet for K-6 graders accompanied coat deliveries to approximately 20 schools. The booklet features Smithsonian collections, specifically objects and clothing worn by inspirational role models and space for children to consider people in their lives that share attributes with these role models. Students will be able to draw and write the name of each of these special people and celebrate these qualities and possible futures for those close to them. More info and a digital copy of the guide: https://learninglab.si.edu/q/ll-c/Oi9qro8SRV61QuF5#r/56412 .	11/1/2020 - 11/30/2020	Completed	Residents of Under-resourced Communities	Yes	Education Public Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Education	OUSE	Smithsonian Educators’ Day	As part of the 175th anniversary celebrations, the Smithsonian Institution will host its inaugural annual Educator’s Day! PreK–12 educators from across the nation are invited to participate in this free, all-day virtual event. Programs will bring together teachers and museum educators to explore opportunities to collaborate, learn from each other and discuss the future of education. Participants will go behind-the-scenes to talk directly with experts, get a sneak peek into upcoming exhibitions, and learn about current research initiatives at the Smithsonian. [URL https://s.si.edu/EducatorsDay2021]	9/17/2021	In-progress	Residents of Under-resourced Communities	No	Education Teacher Workshops	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	OUSE	Present History, a Smithsonian at-home activity guide	Created the Present History, a Smithsonian At-Home Guide that will be available in print and online for printing at home. The guide will be distributed to almost 2M USA TODAY subscriber homes nationwide [URL: https://learninglab.si.edu/news/celebrating-175-years-of-history]. It includes a lot of fun games that people from different generations can complete together. It highlights People, Places, Objects, and Events from the Smithsonian's 175 year history, including: - Historic collections, including James Smithson's original gift, correspondence between founding Secretary Joseph Henry and Thomas Edison, and connections between Alexander Graham Bell and the Smithsonian as a Regent and long-time supporter; - Cutting-edge research, including the Smithsonian Conservation Biology Institute's ongoing mission to save species for tomorrow and collaboration to capture the first-ever image of a black hole; - In-depth scholarship, including a Sidedoor episode about the Tulsa Race Massacre, as well as the new Smithsonian Anthology of Hip-Hop and Rap; and, - Innovative programming, including Anacostia Community Museum's community storytelling initiative and this fall's upcoming exhibition at the Arts and Industries Building, called "FUTURES."	8/15/2021	Completed	Residents of Under-resourced Communities Multigenerational Families	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Education	SCLDA	Supporting the Innovative Teaching of High School Level Ethnic Studies Courses in Texas, Year 2	The project brings together three Texas museums and their local university partners and social studies education networks, to create Learning Lab collections highlighting Latino history, art and culture. Partners: Smithsonian Affiliations, the Institute of Texan Cultures (SI Affiliate), the City of Austin Parks and Recreation Department (SI Affiliate, which includes the Emma S. Barrientos Mexican American Cultural Center, the Asian American Resource Center, and the George Washington Carver Museum), the Museum of South Texas History, University of Texas San Antonio, University of Texas Rio Grande Valley, Texas State University, Texas Christian University, and Academia Cuauhtli (Austin-area school focusing on language and culture revitalization). Learning Lab collections here: https://learninglab.si.edu/search/?f%5B_types%5D%5B%5D=ll_collection&st=%23EthnicStudies&s=&page=1 OR search the Learning Lab (https://learninglab.si.edu for #ethnicstudies).	1/1/2021 - 6/30/2021	In-progress	Hispanics	No	Education Teacher Workshops Training Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Education	SCLDA	Arts Integration and Cultural Competency Professional Support for New Jersey Educators	The project brings together four Professors-in Residence at William Paterson University (WPU) in New Jersey, and two library media specialists from both WPU and Rutgers to create and test in classrooms digital learning resources in the Smithsonian Learning Lab that highlight Asian Pacific American history, art and culture. Partners: William Patterson University, Rutgers University	1/1/2021 - 8/31/2021	In-progress	Asian Americans	No	Education Teacher Workshops Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Education	SCLDA	Digital Access to Community Knowledge and Smithsonian Collections for Alaska Native Education	Developed a dedicated space on Learning Lab (https://learninglab.si.edu/org/sasc-ak) where teachers and Alaskan curriculum developers can find a large set of diverse Alaska Native digital resources for creating instructional materials and for student exploration. Includes community scholar dialogs, Smithsonian curatorial information about NMNH and NMAI objects, video discussions and demonstrations by Alaska Native artists, language learning materials, and ready-to-use curricula that may be adopted or which can serve as models. Conducted an outreach effort to Alaska's 54 school districts, to alert teachers and home schools to the Learning Lab resources and how to use them to build their own classroom lessons.	11/01/2020 - 1/30/2021	Completed	Native Americans Alaska Natives	Yes	Education Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SCLDA	NCSS 2020 Conference Presentations on Ethnic Studies	Two conference presentations aligned to LIP-funded grants to do teacher professional development in Texas for Ethnic, Mexican American, and other Area Studies classrooms.	12/15/2020	Completed	Hispanics	No	Conferences w/Professional Organizations Education Virtual Programming	Program	College/University Masters
Education	SCLDA	2020 Smithsonian Affiliations National Conference: Maximizing Impact: Partnerships to Achieve Greater Reach and Relevance in the Classroom	Relevance in the Classroom, with Affiliate museum collaborators from the City of Austin Parks and Recreation and the Irving Arts Museum at the 2020 Smithsonian Affiliations National Conference. Attendees met with Smithsonian and Affiliate museum educators who have collaborated in a Texas-wide education program designed to train educators to use museum resources in Ethnic and Area Studies classrooms.	11/23/2020	Completed	Hispanics	Yes	Conferences w/Colleges or Universities Education Virtual Programming	Program	College/University
Education	SCLDA	Finding Light among the Shadows: Expressions of Resilience	Finding Light among the Shadows: Expressions of Resilience (Encontrando luz entre las sombras: expresiones de resiliencia): An online workshop designed for English Language Learners in the time of COVID-19. Activities aim to foster in participants important skills such as visual literacy, art appreciation, and collaborative learning, and also to strengthen family connections, and develop resilience.	11/20/2020	Completed	Hispanics Residents of Under-resourced Communities	No	Education Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) Other Programming for Adults
Education	SCLDA	Ethnic Studies training with Rio Grande Valley cohort	This is a two-session training with Rio Grande Valley educators to train in using museum content in the classroom with the Learning Lab. Partners are University of Texas Rio Grande Valley and Museum of South Texas History. More info: https://learninglab.si.edu/q/ll-c/Nf5yacZt3YKXsmeE .	11/20/2020	Completed	Hispanics Residents of Under-resourced Communities	No	Education Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults
Education	SCLDA	Learning Lab training for FCPS Family Literacy teachers	Learning Lab training for English Language learners as part of the FCPS Family Literacy program.	10/30/2020	Completed	Hispanics Residents of Under-resourced Communities English Language Learners	No	Education Teacher Workshops Virtual Programming Training	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Education	SCLDA	Introduction to the Smithsonian Learning Lab: Howard University Students	Session introducing the Smithsonian Learning Lab to undergraduate students studying education at Howard University. Involved modeling Project Zero thinking routines to examine resources, and discussion of ways to use museum resources to teach about heritage.	10/30/2020	Completed	African Americans	No	Education Training Virtual Programming	Program	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SCLDA	DC-PZ Collaborative: Bringing Museums into the Classroom	Presentation to DC-PZ Collaborative members where they learned how to leverage the Smithsonian Learning Lab to bring museum resources to their students, especially during a time of distance learning. Museums Go Global teacher participant presented Smithsonian Learning Lab collections created during the project.	10/2/2020	Completed	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Residents of Under-resourced Communities Women	Yes	Education Teacher Workshops Training Virtual Programming	Program	PhD Other Programming for Adults
Education	SCLDA	Montgomery College (MC) –Smithsonian Faculty Fellowship Program	This program, now in its 24th year, includes a seminar series on a chosen theme for MC professors, with an opening panel, five seminar sessions, a Learning Lab training, and a closing reception. Each participating professor (10-12 per year) designs a project for his or her classroom that brings students to the museums and engages them with our content. We estimate that the faculty fellows have brought 20,000+ students, and often their families, to Smithsonian museums. The theme for the 2020 series was The Age of Humans and the Footprints We Leave Behind: Climate Change and Other Critical Challenges for Today and Tomorrow. Related digital content can be found here: https://learninglab.si.edu/search/?f%5B_types%5D%5B%5D=ll_collection&st=MCTeach,%20climate&s=&page=1	FY 2021 - Ongoing	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 Memorandums of Understanding Formal Teacher Workshops Virtual Programming	Program	College/University Masters PhD
Education	SITES/SA	Robert Blackburn & Modern American Printmaking	This exhibition examines Blackburn's life and work, which touched the Harlem Renaissance and the WPA; the Art Students League and the New York School; Paris in the 1950s; the venerable print workshop Universal Limited Art Editions (ULAE) and the graphic explosion of the 1960s. Blackburn forecasted and participated in the proliferation of collaborative, non-profit workspaces in the early 1970s, the rise of multiculturalism, and, ultimately, globalism.	9/2020 - 8/7/2021	In-Progress	African Americans Women	No	Traveling Exhibitions	Program	College/University Masters Other Programming for Adults
Education	SITES/SA	Black Wings: American Dreams of Flight	Based on the SITES' popular Black Wings: American Dreams of Flight traveling exhibition, an updated build-it-yourself version is now available for licensing. Created in collaboration with the National Air and Space Museum, Black Wings chronicles the story of African Americans who, despite facing tremendous racial barriers, attained amazing achievements in aviation history. From the brave pioneers of the 1910s to today's astronauts, Black Wings celebrates the fact that flying is not limited by race.	7/2021 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Traveling 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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	Picturing Women Inventors Poster Exhibition	Picturing Women Inventors is a series of eight posters that explores the inventions of 19 highly accomplished American women.	Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Poster Exhibition	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Education	SITES/SA	American Women's History Lecture Series	Smithsonian Affiliations in collaboration with the Smithsonian American Women's History Initiative (AWHI), amplified the compelling stories of women through the year. Connecting Affiliates with Smithsonian resources that help share the accomplishments of American women both locally and nationally.	5/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Public Programming Virtual Programming	Program	College/University Masters PhD Other Programming for Adults
Education	SITES/SA	Emerson Collective Internship	With the support of the Emerson Collective, the Smithsonian Institution launched a new internship program that matched 75 undergraduates from across the country with 25 Smithsonian Affiliates. The students worked in small teams at each Affiliate to create original Smithsonian Learning Lab collections that tell a cohesive narrative about one or more of five core areas of focus using Affiliate content as well as available digital Smithsonian content. Core areas of focus: Race and Social Justice, Community Health and Covid-19 Vaccine Education, Conservation and Climate Change, Changing American Narrative: Immigration, Civics, Media, Women's History	4/2021 - 8/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Virtual Internships	Program	College/University
Education	SITES/SA	Exploring the Legacy of the Green Book in Your Community	The Smithsonian Institution Traveling Exhibition Service (SITES) and Smithsonian Affiliations invited a small number of organizations to participate in a pilot initiative to share Smithsonian resources and foster conversations around exploring the legacy of the Green Book in communities across America.	2/2021 - 6/2021	Completed	African Americans LGBTQIA+ Residents of Under-resourced Communities Women	No	Traveling Exhibitions Virtual Programming	Program	Other Programming for Adults
Education	SITES/SA	Because of Her Story Summer 2021 Virtual Internship Mentor	Smithsonian Affiliations mentored an intern as part of the Smithsonian American Women's History Initiative's Because of Her Story Internship program.	6/2021 - 8/2021	Completed	Women	Yes	Education Internships Virtual Internships	Program	College/University

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	Affiliations National Conference 2020	Smithsonian Affiliations National Virtual Conference Series provides online professional development and networking opportunities for Affiliate and Smithsonian staff in September, October and November 2020. The conference series was developed in response to the moment we are in now and as a platform to discuss and examine a series of timely and important questions: How do we respond to the challenges of a global pandemic, racial injustice, and political divisiveness in ways that enable our visitors to take productive action - and help our nation to live up to its founding ideals? How can Affiliates and the Smithsonian collaborate in doing this work to ensure greater reach, greater relevance, and profound impact? What does it mean to be a national museum in this moment?	9/2020 - 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	Conferences w/Professional Organizations Education Virtual Programming Professional Development	Program	College/University Masters PhD Other Programming for Adults
Education	SITES/SA	National Youth Summit- Confronting Bias through Gender Equity	Smithsonian Affiliations and NMAH are partnering together to engage teens from Affiliates in NMAH's National Youth Summit. The series of digital events is for middle and high school students to critically examine the meanings of gender and its construction, and how to disrupt gender bias. Drawing on the stories and content featured in NMAH's exhibition Girlhood (It's complicated), participants will explore four learning modules that feature paired stories of individuals confronting bias and fighting for gender equity.	1/2021 - 10/2021	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 Virtual Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SITES/SA	National Youth Summit - Teen Resistance to Racial Injustice	Smithsonian Affiliations is partnering with NMAH to engage teens from Affiliates to participate in the National Youth Summit. 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.	10/2020	Completed	African Americans Women	No	Virtual Programming	Program	High School (9th - 12th Grade)
Education	SITES/SA	Smithsonian Affiliations Office Hours Series	A series of meetings designed to convene fellow Affiliates to talk to each other and Smithsonian staff, to hear from colleagues across the country, and share resources.	10/2020 - 9/2021	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	Pandemic Perspectives: Stories through Collections	NMAH organized virtual talks for Affiliates to offer their members, that combined questions raised by the current pandemic and historic objects in the national collections. Curators and historians virtually shared objects and used them as a springboard for lively discussions that explored how the past can help us better understand the present.	9/2020 - 2/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Virtual Programming	Program	Other Programming for Adults
Education	SITES/SA	Smithsonian Affiliations Virtual Scholar Talks	Smithsonian Affiliations, in collaboration with the Smithsonian institution museums and Smithsonian Affiliate organizations present virtual scholar programs addressing current issues, historical events, and all topics in between to create lively discussions, thought provoking ideas for audience of all ages.	10/2020 - 9/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Virtual 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
Education	SITES/SA	Smithsonian American Women's History Initiative Wikipedia Collaboration	This professional development course was offered exclusively for Smithsonian Affiliates. Affiliate staff learned how to edit and create new Wikipedia articles about notable women from their collections who need representation on Wikipedia.	4/2021 - 7/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Virtual Programming Professional Development	Program	Other Programming for Adults
Education	SITES/SA	Smithsonian Affiliations Voices	Smithsonian Voices is a blog on Smithsonianmag.com, the online version of Smithsonian magazine. Millions of visitors browse the content online per month and learn about science, history, art, popular culture, and innovation. The blog shares the unique voices that make up the Smithsonian and now includes Affiliate partners. Smithsonian Affiliates are the only organizations outside of the Smithsonian featured on these Voices pages. Smithsonian Affiliations Voices provides the Affiliate network with an additional platform to share their unique stories with a national audience.	10/2020 - 9/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Digital News Platform	Program	Other Programming for Adults
Education	SITES/SA	Museum on Main Street capacity building training workshops	The Museum on Main Street (MoMS) program is SITES' key initiative that directly engages small town audiences and brings revitalized attention to underserved rural communities through their own Main Street museums, historical societies, and other cultural venues. Professional development workshops for host venues were held in 15 states in FY20, providing program and installation tools and training for hosting a traveling exhibition and developing community-based displays and programs.	Ongoing	In-Progress	Residents of Under-resourced Communities	No	Education Public Programming Traveling Exhibitions	Program Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	I Want the Wide American Earth: An Asian Pacific American Story	An award-winning educational poster set provides teachers with fresh resources for celebrating Asian Pacific American history across this multitude of incredibly diverse cultures, and ways to explore how Asian Pacific Americans have shaped and been shaped by the course of our nation's history. Produced by SITES, distributed at no cost to schools, museums, and small libraries.	Ongoing	In-Progress	Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Education Exhibitions Poster Exhibit	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Education	SITES/SA	The Way We Worked	A fresh approach to how and why Americans work -- whether in offices, factories, farms, schools, homes, on the road, rails, or sky, in the military -- through photographs and first-hand stories. Formerly a Museum on Main Street project, this exhibit is now traveling through the SITES program.	FY19 - Ongoing	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 Traveling 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
Education	SITES/SA	Water/Ways	A humanities-based examination of water and what it means to communities across the nation. A Museum on Main Street project that provides resources and tools for rural and under- resourced communities to collect and share stories and to create their unique complementary exhibits.	5/2016 - 6/2022	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Traveling 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
Education	SITES/SA	Recruiting	SITES works with OHR's Diversity & Inclusion Outreach Specialist to announce vacancies far beyond USAJOBS to ensure we reach diverse communities. SITES also notifies professional organizations related to museums and specific professional specializations as they apply to open positions. We also announce job openings through many common social media outlets and listservs.	Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Digital Promotion of Job Opportunities	Workforce	College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	Hometown Teams: How Sports Shape America	Sports are an indelible part of our culture and community. Hometown Teams: How Sports Shape America shows how sports reflect the trials and triumphs of the American experience and help mold our national character. Host communities utilize SITES' tools, resources, and professional training to develop complementary exhibits that highlight their own local histories and stories.	2014-2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Traveling 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
Education	SITES/SA	Bittersweet Harvest: The Bracero Program 1942-1964	Award-winning bi-lingual posters from SITES convey the little known story of the Bracero Program, the largest guest worker program in U.S. history. Between 1942 and 1964, millions of Mexican men came to the U.S. on short-term labor contracts. Distributed at no cost to schools, migrant education centers, museums, and small libraries.	Fall 2010 - Ongoing	In-Progress	Hispanics Residents of Under-resourced Communities	No	Poster Exhibit	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Education	SITES/SA	Choosing to Participate	Graphically compelling, award-winning poster exhibit, created primarily for middle and high schools, is designed to encourage dialogue, engagement, respect, and participation in our communities. Many schools use it for anti-bullying programs. Distributed at no cost to schools, Boys & Girls Clubs, libraries, community centers.	Fall 2010 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Poster Exhibit	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Education	SITES/SA	Stories from Main Street	A digital initiative to collect and share stories from small-town and rural America. Developed by the Museum on Main Street program to encourage capacity-building at the local level and to provide resources for community outreach.	Fall 2010- Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Virtual 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
Education	SITES/SA	Roots of Wisdom: Native Knowledge, Shared Science	An exhibition developed with the Oregon Museum of Science & Industry designed to engage families and students in the concept that western science and Native American traditional knowledge about the environment are both valuable and complementary for understanding the natural world.	2/2017 - 8/2021	In-Progress	Native Americans Native Hawaiians/Pacific Islanders	Yes	Traveling Exhibitions	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	Beyond Bollywood: Indian Americans Shape the Nation	Created in collaboration with the Smithsonian's Asian Pacific American Center, a new exhibition explores the Indian American experience and the community's vital political, professional, and cultural contributions to American life and history.	5/2015 - 11/2020	In-Progress	Asian Americans	No	Traveling 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
Education	SITES/SA	Journey Stories	Americans on the move, whether for work or pleasure, illustrate a key chapter in the nation's story. Journey Stories encourages host communities to collect and share stories, including those from immigrants new and old.	7/2017 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Poster Exhibit	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Education	SITES/SA	A Place for All People: Introducing the National Museum of African American History and Culture	Produced in collaboration with the National Museum of African American History and Culture, this new exhibition of 20 posters explores African American history, culture, and community and will include programming and educational resources for host venues. Available as digital files to print yourself.	8/2016 - Ongoing	In-Progress	African Americans Women	No	Poster Exhibit	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Education	SITES/SA	Dolores Huerta: Revolution in the Fields / Revolución en los Campos	Dolores Huerta: Revolution in the Fields / Revolución en los Campos shares the compelling story of legendary activist and leader Dolores Huerta (b.1930) and the farm workers movement of the 1960s and 70s. It is a quintessentially American tale of struggle and sacrifice, of courage and victory.	2/2016 - 12/2023	In-Progress	Hispanics Women	No	Traveling 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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	Men of Change: Power. Triumph. Truth.	The exhibit "Men of Change: Power. Triumph. Truth." serves as metaphor for the thousands of significant African-American men who are rendered invisible by a society that does not quite know how to see them. Men of Change highlights men—including Muhammad Ali, James Baldwin, Ta-Nehisi Coates, W.E.B Du Bois and Kendrick Lamar—whose journeys have altered the history and culture of the country through politics, sports, science, entertainment, business and religion. The achievements of these men are situated within the legacy and traditions of the African American journey -- achievements of excellence in spite of society's barriers. The men's names are insinuated in a landscape of names and faces all echoing the story of becoming your best self. In heralding the contributions of notable men across decades, Men of Change highlights deep parallels between the past and present.	02/2019 - 6/2022	In-Progress	African Americans	No	Traveling 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
Education	SITES/SA	Righting a Wrong: Japanese Americans and World War II	This important new traveling exhibition from the Smithsonian's National Museum of American History brings heart-wrenching personal stories, fascinating documents, stunning photographs, and engaging interactives to audiences across the nation. Embracing themes that are as relevant today as they were 75 years ago, the exhibition takes a deep look at immigration, prejudice, civil rights, heroism, and what it means to be an American.	10/2017 - 10/2022	In-Progress	Asian Americans	Yes	Traveling 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
Education	SITES/SA	Crossroads: Change in Rural America	Crossroads: Change in Rural America offers small towns a chance to look at their own paths to highlight the changes that affected their fortunes over the past century. The exhibition will prompt discussions about what happened when America's rural population became a minority of the country's population and the ripple effects that occurred.	1/2017 - 12/2022	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Traveling 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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	Exhibition Starter Kits	Drawing on content from past MoMS exhibitions, Starter Kits are organized to help small museums develop great local exhibitions. They embrace the power of local history and culture by providing a set of tools created by the Smithsonian that leverage local culture, creativity, and artistic expression. MoMS provides the curatorial framework for the exhibition. Host museums add additional content—such as historical images, art and artifacts, video clips, and quotes from oral histories—that highlights their local history and culture. Exhibition Starter Kits provide communities with Smithsonian-curated humanities-based exhibition frameworks and enable them to decide what is most important to present about their towns. The open build-it-yourself concept helps them preserve their past by presenting it in the most relevant way to their constituents. Smithsonian staff will provide assistance throughout the exhibition development process for each host venue.	4/2019 - 9/2024	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Exhibition Starter Kits	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SITES/SA	Voices and Votes: Democracy in America	Based on a major exhibition at the Smithsonian's National Museum of American History, "Voices and Votes: Democracy in America" explores enduring questions that have faced our nation since the revolution: who has the right to vote, what are the freedoms and responsibilities of citizens, and who voices will be heard. The exhibition uses rich photographs, engaging interactives and videos, and objects to show that every community plays a role in this story and to create a platform for rich discussion and local programming.	2020 - 2026	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Traveling Exhibitions	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters Other Programming for Adults
Education	SITES/SA	City of Hope: Resurrection City and the 1968 Poor People's Campaign	In 1968, Drs. Martin Luther King Jr. and Ralph Abernathy, and the Southern Christian Leadership Conference (SCLC) launched The Poor People's Campaign --a national, multiethnic, multicultural movement to demand equal access to economic opportunities and security for all people. The City of Hope exhibition explores the history and legacy of this important moment in U.S. history.	2019 - Ongoing	In-Progress	African Americans Women	No	Poster Exhibition	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Education	SITES/SA	The Bias Inside Us	The exhibit "Bias Inside Us" helps visitors understand and counter their implicit biases and build capacity in communities through resources to convene dialogue that will increase empathy and create more inclusive schools and workplaces.	2021 - 2025	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 Public Programming Traveling 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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	American Democracy: A Great Leap of Faith	Based on the permanent exhibition at the Smithsonian's National Museum of American History, "American Democracy, A Great Leap of Faith" explores our government's founding and the evolution of America's bold experiment "of, by, and for the people." The exhibition features engaging multimedia experiences, immersive design, and artifacts from the Smithsonian collections and state historical organizations. American Democracy highlights the critical importance of active participation in our quest to form a "more perfect union."	2019 - 2023	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 Traveling 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
Education	SITES/SA	Billie Holiday at Sugar Hill: Photographs by Jerry Dantzig	The exhibit "Billie Holiday at Sugar Hill: Photographs by Jerry Dantzig," is a vivid, intimate, compelling photographic portrait of Billie Holiday, the consummate jazz and blues singer and one of 20th-century music's most iconic figures in April 1957 at a significant moment in her life and just two years before her death at the age of 44.	2019 - 2023	In-Progress	African Americans Women	No	Traveling Exhibitions	Program	College/University Masters PhD Other Programming for Adults
Education	SITES/SA	Solidarity Now! 1968 Poor People's Campaign	The exhibit "Solidarity Now! 1968 Poor People's Campaign" explores one of the most important grassroots movements of the civil rights era: the Poor People's Campaign of 1968. Based on the original exhibition created by the National Museum of African American History and Culture, the exhibition investigates the factors that made this movement a success: the ideas, the emotions, the people, and the place-Resurrection City.	2022 -2025	In-Progress	African Americans Women	No	Traveling Exhibitions	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Education	SITES/SA	The Negro Motorist Green Book	The exhibit features an immersive look at the harsh reality of travel for blacks in mid-century America and the vibrant parallel world of African American-friendly businesses that supported this travel. Visitors are transported back to a time when, if you were black, it took bravery and a Green Book to cross the country safely.	2020 - 2024	In-Progress	African Americans Women	No	Education Traveling Exhibitions	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Education	SITES/SA	Pleibol In the Barrios and the Big Leagues/ En los barrios y las grandes ligas	For nearly a century, baseball has been a crucial social and cultural force in Latino communities across the United States. And, for just as long, Latino/a players have had a huge impact on the game. Pleibol is a bilingual journey into the heart of American baseball.	2021 - 2025	In-Progress	Hispanics Women	No	Education Traveling 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
Education	SITES/SA	Righting a Wrong: Japanese Americans and World War II	The poster exhibit "Righting A Wrong: Japanese Americans and World War II" traces the story of Japanese and Japanese American incarceration during World War II and the people who survived it. This poster exhibition centers around eight questions that encourage viewers to engage in a dialogue about how this happened and could it happen again. Embracing themes that are relevant today as they were 75 years ago, the poster exhibition brings forth themes identity, immigration, prejudice, civil rights, courage, and what it means to be an American.	7/2019 - Ongoing	In-Progress	Asian Americans Women	No	Poster Exhibition	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SITES/SA	Girlhood (It's complicated)	Girlhood (It's complicated) engages audiences in timely conversations about women's history and women's issues through unexpected stories of girlhood in the United States. A signature exhibition of the Smithsonian American Women's History Initiative, Because Of Her Story, Girlhood is now open at the National Museum of American History and will begin its national tour in March 2023.	3/2023 - 6/2025	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education Traveling 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
Education	SITES/SA	Votes for Women: A Portrait of Persistence	The story of women's suffrage is a story of civil rights, of inclusion and exclusion from multiple perspectives, and of our development as a nation. Celebrating the 100th anniversary of the 19th Amendment, these dynamic and informative posters explore the complexity of the women's suffrage movement and the relevance of this history to Americans' lives today.	2020 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Poster Exhibit	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Education	SSEC	Back to School: Engaging Students in Transdisciplinary Learning through Food! How do we ensure good nutrition for all?	As schools across the globe see students and teachers returning to the classroom or undertaking distance learning, the Smithsonian Science Education Center is supporting educators to engage students in exciting, transdisciplinary learning that can be done in or out of the classroom. The Smithsonian Science for Global Goals module, "Food! How Do We Ensure Good Nutrition For All" encourages young people to investigate issues of food and nutritional security in their own communities, and in communities across the globe. This module brings together science and engineering education with social studies, health and civics to engage students in mapping food access points in their own communities, analyzing food and nutritional guidelines from around the world, exploring recipes and ingredients, and engineering better food storage containers, among other activities. Over the months of September and October, the Smithsonian Science Education Center hosted three webinars to provide educators with support to use the Food! How do we ensure good nutrition for all? module in their own classrooms or distance learning contexts.	10/6/2020	Completed	Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Cultural Relevancy in STEM Classrooms Professional Development	Together with Southern University and A&M College the Smithsonian Science Education Center hosted a 2-day virtual professional development workshop for grades K-12 STEM teachers and their administrators funded by Shell Oil Company. The 2-day event attracted 85 educators who attended 8 sessions focused on cultural relevancy, cultural responsiveness and cultural sustainability in PreK-12 classrooms. The objectives of the professional development were to build awareness about the importance of culturally proficient teaching for all, encourage STEM educators to modify their instruction based on knowledge they've learned and establish a community of learners dedicated to improving cultural competency in their teaching practices.	10/17/2020, 10/24/2020	Completed	African Americans Asian Americans Hispanics Women	Yes	Education Public Programming Teacher Workshops Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Nebraska Association of Teachers of Science Annual Fall Conference "Using a Learning Model to Guide Cohesive Lesson Development in Science Education"	During this session the Smithsonian Science Education Center provided the framework for developing a sequence of lessons for K-12 classrooms, museums, or learning centers that draw on the "Smithsonian Science for Global Goals" Community Research Guides that help youth ages 8-17 discover, understand, and act on the most pressing socio-scientific challenges of our time (such as food security, renewable energy, biodiversity, and climate science). These freely available guides are based on the Smithsonian's Global Goals Action Progression learning model that combines key pieces of inquiry-based science education, social and emotional learning, education for sustainable development, and civic engagement. SSEC showed how to turn set of seemingly disparate set of "free lessons" into a cohesive "curriculum" that first helps you understand students' identity, cultural context, and learning disposition toward science; then engages students in questioning and investigating the issue using their community as their laboratory; supports students critical reasoning and systemic understanding of the issue from multiple perspectives; and then finally encourages students to use their new scientific knowledge to take action in their own communities. The presenters will use their new "COVID-19! How Can I Protect Myself and Others?" community research guide for youth as an example lesson sequence.	10/3/2020	Completed	Women	Yes	Conferences w/Professional Organizations Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Citizen Science SDG Conference "Smithsonian Science for Global Goals"	In this session, SSEC discussed how to integrate citizen science into Smithsonian Science for Global Goals (SSfGG), a series of free online Community Research Guides for youth ages 8-17 that contain carefully sequenced transdisciplinary science lessons interwoven with education for sustainable development. Through the development of a series of modules (e.g., Mosquito, Food, COVID-19, Biodiversity, and Sustainable Communities) SSEC began to use the SDGs as a framework for engaging youth in discovering, understanding, and acting on the science of global issues faced by their communities. However, one of the challenges with abstract global goals is how to apply them concretely in local settings. This session discussed how we integrated citizen science into the SSfGG program, designed to incorporate place-specific data and community perspectives to ensure local relevance to bring about transformational impact. We argue that it is not enough to teach students that the SDGs exist. Instead, SSEC sought new ways for learners ages 8-17 around the world to embody the SDGs in their communities every day. In other words, the goal of the SSfGG project is to not only teach students the science behind these socio-scientific issues, but to drive students' capabilities to act to use this science to do social good in their communities and the world. However, to drive students to act, we need to assess their propensity for changing their own behaviors, or micro-actions. This session discussed how the Smithsonian is working with Aarhus University to embed "extreme citizen science" into SSfGG through digital citizen science tools and games based on behavioral economics developed by Dr. Jacob Sherson and his team at Science At Home. We also discussed how we are using their Citizen Science Notebook as a tool for students to move up the "ladders of participation" in citizen science from "traditional citizen science" to "extreme citizen science," which "takes into account local needs, practices, and culture and works with broad networks of people to design and build new devices and knowledge creation processes that can transform the world" (University College London, 2019).	10/14/2020	Completed	Women	Yes	Conferences w/Professional Organizations Education Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	The Price of Being a Minority Woman in Science: Dr. Shirley Malcom Reflects on 44 Years of The Double Bind	Distinguished guest, Dr. Shirley Malcom, Senior Advisor and director of SEA Change at the American Association for the Advancement of Science, spoke with three educators from the Smithsonian in three consecutive fireside chats about her seminal 1976 report, The Double Bind: The Price of Being a Minority Woman in Science, 44 years after its publication. In the report, Dr. Malcom and her co-authors argued that the struggles to be scientists were greater for women of color than for white women or for men of color. The persistently low numbers of women of color in STEM in 2020 support this claim, and the limited number of teachers of color in STEM education (less than 1 teacher of color for every 50 students of color) perpetuate this disparity. Yet, despite progress in graduating more women of color in STEM fields, women of color continue to be underrepresented at the advanced levels in most STEM fields and do not persist in these positions for a variety of factors (Pew Research, 2018).	10/20/2020	Completed	Women	Yes	Education Public Programming Virtual Programming	Program Workforce	Other Programming for Adults
Education	SSEC	1st South East Asia STEM International Conference (SEA-STEM-IC) "Using the UN Sustainable Development Goals to Teach Inquiry-based STEM Education in Challenging Times"	In the era of COVID-19, racial and gender inequities, climate change, and the digital divide; STEM educators play a critical role in helping students discover, understand, and act on real-world challenges that affect us. In this session Dr. Carol O'Donnell, SSEC's Director, discussed teaching inquiry-based STEM education (IBSE) in complex times and how the Smithsonian is using the UN Sustainable Development Goals (SDGs) as a framework for helping students maintain high interest in STEM as a path to doing social good. Dr. O'Donnell will draw on SSEC's recent chapter published in the book "Education Around the Globe: Creating Opportunities and Transforming Lives" (https://www.infoagepub.com/products/Education-Around-the-Globe) and will share free curriculum resources for STEM educators to guide their instruction.	10/20/2020	Completed	Asian Americans Women	Yes	Conferences w/Professional Organizations Education Public Programming Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Bloomberg Sustainable Business Briefing: Empowering the Workforce of the Future.	In this Bloomberg Sustainable Business Briefing, we'll examine how companies and Gen Z can connect to build the better working world of the future. How should business engage with the next generation to support their passion for sustainability and equality? Can we respond to and act on their priorities today in order to secure a better tomorrow? SSEC Director, Carol O'Donnell, will participate in a panel conversation led by a Bloomberg journalist discussing how to educate, inform and support the workforce of the future. In addition to streaming live on our virtual event platform, this Bloomberg Sustainable Business Briefing will also be livestreamed on the Bloomberg Terminal, Bloomberg.com, and via our Bloomberg social media channels. Bloomberg TV will also have the ability to take sessions live, and we will also invite outside press to attend.	12/1/2020	Completed	Women	Yes	Education Public Programming Virtual Programming	Program Workforce	Other Programming for Adults
Education	SSEC	Zero Barriers in STEM	A free program designed to support District of Columbia Public Schools efforts to ensure STEM is accessible to all youth along the continuum of human ability, which incorporates universal design practices into K-8 STEM teaching and learning (see: https://ssec.si.edu/zero-barriers); for a free guide "Zero Barriers in STEM Education" which provides strategies for K-8 STEM teachers see: https://ssec.si.edu/sites/default/files/other/zerobarriers/ZeroBarriersWorkbook.pdf	FY 2020 - Ongoing	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Girls and Women in STEM	A set of free classroom resources that support girls' engagement in STEM in partnership with others (see: https://ssec.si.edu/girls-and-women-in-stem)	FY 2021 - Ongoing	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SSEC	Smithsonian Science for Maker Spaces	A free series of lessons aligned with standards that builds students computational literacy for STEM classrooms (see: https://ssec.si.edu/makerspaces)	FY 2021 - Ongoing	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SSEC	Smithsonian Science for Global Goals	A free curriculum for ages 8-17 on transdisciplinary real-world issues such as COVID-19, mosquito-borne diseases, food security, etc. (https://ssec.si.edu/global-goals)	FY 2021 - Ongoing	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Education	SSEC	Smithsonian Science Stories STEM Literacy Series	The Smithsonian Science Stories STEM Literacy series is available for free at www.carolina.com/learningfromhome and on Apple eBooks. This series of educational books for elementary school age readers includes and features books on people, places and objects from the Smithsonian's collection that show how science is evident in history, art, technology, and popular culture; as well as, align to science standards.	FY 2021 - Ongoing	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	Program	Elementary School (K - 5th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Smithsonian Science for North and South Carolina Classrooms: Train-the-Trainer	As a launch of the programming for the Smithsonian Science for North and South Carolina Classrooms project funded by the U.S. Department of Education's Education Innovation and Research (#U411C190055) grant program with students early next year, the SSEC conducted virtual training for trainers on December 2, 8, and 9. Thirty trainers and partners from the two states participated in synchronous and asynchronous learning to prepare them to instruct teachers on facilitating Smithsonian Science for the Classroom engineering modules with their third, fourth, and fifth graders. This work will include schools from 7 districts in North and South Carolina and will impact approximately 7,800 students annually.	12/2/2020, 12/8/2020, 12/9/2020	Completed	African Americans Residents of Under-resourced Communities Women	Yes	Education Training Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Zero Barriers in STEM Teacher Leader Trivia Night	On Thursday, December 3, 2020, team members of The Smithsonian Science Education Center's Professional Services Division hosted a Teacher Leader Trivia Night. The social event was birthed out of a desire to celebrate the commitment of DC Public Schools teacher leaders participating in the Zero Barriers in STEM Education initiative. The Zero Barriers in STEM Education initiative, funded by General Motors and Smithsonian Accessibility Innovation Funds, offers teachers in DC Public Schools professional learning opportunities, high-quality science content and materials to strengthen their ability to use inclusive strategies in their classrooms. The initiative also prepares teachers to become leaders of change in their schools by supporting teachers to form a school-based team that identifies and addresses an area of improvement in utilizing inclusive and accessible practices in STEM programming so that all students have robust STEM experiences. The Trivia Night offered a chance for the SSEC to reconnect with teacher leaders and acknowledge all the progress made in the Zero Barriers in STEM Education initiative.	12/3/2020	Completed	Women	Yes	Education Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Bibliotheca Alexandrina Smithsonian Science Professional Development	The Smithsonian Science Education Center collaborated with colleagues at the Bibliotheca Alexandrina's Planetarium Science Center (PSC) in Alexandria, Egypt. The four-day virtual workshop held February 8-11 was attended by museum animators, master teachers, and exhibit creators. Participants used seven units from Smithsonian Science for the Classroom to explore science and engineering practices, and identify how they can engage students with these practices in both museum and classroom settings. This learning was further enhanced by integrating activities from Smithsonian Science for Global Goals materials that exemplified the practices, and emphasized global-local interconnection.	2/8/2021-2/11/2021	Completed	African Americans Residents of Under-resourced Communities Women	Yes	Education Public Programming Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	2021 STEM Education Summit: Building a Coalition for Attracting and Retaining a Diverse STEM Teaching Workforce	The Smithsonian Science Education Center, through generous contributions from Shell Oil Company, hosted the fifth annual STEM Education Summit on Saturdays, February 20-27, 2021. Fifteen (15) teams representing schools, districts and states across the US, and their mentors, participated in live and asynchronous sessions to develop a logic model that they would implement during the subsequent school year to increase diversity in their STEM teacher workforce. Teams engaged in sessions led by industry experts to: understand what is involved in enacting and sustaining systemic change; position their organization on a continuum for systemic change based on current policies and practices; and name a specific problem in their organization related to either attracting or retaining STEM teachers from underrepresented populations. Ultimately, teams created a plan complete with clearly defined goals, action items and short, and long-term outcomes to prepare for implementation when they returned to their respective locations.	2/20/2021-2/27/2021	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 Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Zero Barriers in STEM, Mid-Year Professional Development	On Wednesday, March 17, Professional Services hosted a professional development for District of Columbia Public Schools (DCPS) teachers involved in the Zero Barriers in STEM program. Currently, there are 14 teachers, representing 9 schools within DCPS who have been invited to attend. There were 8 teacher leaders present for this PD. The PD had a few objectives which include: sharing the progress that has been made along the Zero Barriers program, gain more insight about the current teaching conditions and accomplishments teacher leaders have experienced so far this school year and provide an opportunity for teacher leaders to review the Smithsonian Science Education Center physical science curriculum materials and resources that they were provided during a summer 2020 PD. Additionally, this was a chance to help teacher leaders think about alternative ways to lead lesson activities so that the lessons are more appropriate for a fully virtual or blended learning environment. Teachers commented that they appreciated the opportunity to review aspects of the program and the expectations for the remainder of the year, where they will attend a virtual summit and develop an action plan, with a team of their peers, to address an area of improvement in accessible and inclusive STEM learning within their school community.	3/17/2021	Completed	Women	Yes	Education Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Paper/live presentation about Leadership Professional Development for Diversifying the K-12 STEM Teaching Workforce at the 94th Annual International Conference of the NARST	On April 8th, the Smithsonian Science Education Center presented some of the findings from the 2019 (-2020 summer) Diversity Summit, titled "Leadership Professional Development for Diversifying the K-12 STEM Teaching Workforce" at the Teachers and Justice session, Strand 11: Cultural, Social, and Gender Issues of the 94th Annual International Conference of the National Association for Research in Science Teaching (NARST), where over 1200 scholars, researchers, and educators attended from around the world.	4/8/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Conferences w/Professional Organizations Education Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	MnCOSE - Teaching Youth about the Science of COVID-19: How can they protect themselves, their families, and their communities	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 two dissemination workshops for the Minnesota Science Teacher Association's Conference on Science Education. These workshops were intended to support educators, parents and caregivers to engage young people in their lives with the module in an in-person, hybrid, or at-home school setting, and to help young people better understand COVID-19 and how to keep themselves safe.	11/17/2020, 11/18/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Conferences w/Professional Organizations Education Public Programming Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Kappa Delta Pi: Teaching youth about the science of COVID-19 With the Smithsonian Science Education Center; Marymount University: COVID-19! and Food! Workshop with the Smithsonian	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 two dissemination workshops: a workshop for the Kappa Delta Pi International Honor Society in Education and a workshop for a group of pre-service teachers at Marymount University. In these workshops, educators discussed how they feel about returning to school, learned how the COVID-19 module helps youth learn about the underlying science and social science of the pandemic, and practiced some of the hands-on activities educators and caregivers can use to help students understand how to protect themselves and others from COVID-19.	1/14/2021, 3/1/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Conferences w/Colleges or Universities Education Public Programming Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Garvy Elementary School Family STEM Night	On April 8th, the Smithsonian Science Education Center (SSEC), supported a Family STEM Night at Garvy Elementary School in Chicago, IL. Garvy is a K-8 elementary school. The SSEC engaged two groups of students in two different workshop sessions, reaching approximately 30 students and their families in a hands-on activity. This is the first time this annual STEM event has been held virtually. SSEC collaborated with Junior Achievement Worldwide and volunteer employees from Johnson & Johnson to participate in the Family STEM Night. During the workshop, SSEC provided students an opportunity to participate in the Styling Sun Safety activity. Students were encouraged to design and engineer solutions to protect people from harmful UV rays, based on strategies found in nature. Students learned about how animals use a variety of adaptations to protect themselves from getting too much Sun. They made connections between those adaptations and the strategies people use to keep themselves safe from the Sun. Using design-thinking strategies, students created an outfit for a Sun safety fashion show, connecting to the ideas they learned from Sun safety techniques used by animals and people. In the second workshop session, students participated in the Weather Widget activity. Weather Widget is a Makerspace Activity that engages students in developing predictions of future weather events based on patterns found in data. Using computational thinking and data analysis, students investigated how different locations can have different weather effects and designed solutions to problems caused by unique weather conditions.	4/8/2021	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) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	COVID-19! How Can I Protect Myself and Others? Dissemination	To capture the impact of the Smithsonian Science for Global Goals module, COVID-19! How can I protect myself and others? the Smithsonian Science Education Center put together an online dissemination form. In the past quarter, it has been reported that 5 educators across the United States, (Virginia, Kansas, Louisiana, Pennsylvania, and Georgia) and Egypt, have been using the COVID-19! guide with 286 students in Arabic, English, and Spanish. Dissemination methods have included using digital and paperback copies of the guide with students in addition to utilization of social media.	1/1/2021-3/1/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Education	SSEC	Boatons la COVID-19! Module – COVID-19! Dissemination in Benin	The InterAcademy Partnership and the Smithsonian Science Education Center will be disseminating the COVID-19! How Can I Protect Myself and Others? Community Response Guide, within Benin, Ghana, and Ethiopia in collaboration with Young Academies. Through a competitive application process, Ghana Academy of Arts and Sciences, Benin Young Academy of Science, and the Ethiopian Academy of Sciences were selected to receive funds from the InterAcademy Partnership for disseminating the COVID-19! guide to young people and educators within their local communities. On April 4 and April 9, 2021, 536 primary, secondary, and university-age students learned about and did activities from the COVID-19! guide through an initiative of the Academy of Young Scientists of Benin and the Applied Microbiology and Pharmacology of Natural Substances Research Unit of the Polytechnic School of Abomey-Calavi (EPAC). This initiative aims to strengthen the capacities of young students of high schools and colleges in South Benin as well as students of the University of Abomey-Calavi, for a participatory fight against the pandemic.	4/4/2021, 4/9/2021	Completed	Residents of Under-resourced Communities Women	Yes	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Education	SSEC	COSIP.TV: COVID-19! How Can I Protect Myself and Others?	The Smithsonian Science Education Center has maintained a close collaborative relationship for several years with the Mexican civil association Innovación en la Enseñanza de la Ciencia (INNOVEC). INNOVEC is a non-profit non-governmental organization, which was established in 2002 and aims to contribute to improving the quality science education for young people in Mexico. In the context of the COVID-19 pandemic, both institutions agreed to collaborate to COVID-19!: How can I protect myself and others? in Mexico. This dissemination has included several webinars throughout Mexico, in addition to the development of 7 videos that are based on the content of the COVID-19! guide. The videos and platform have the objective of helping teachers and families, in addition to helping young people understand, through a scientific and socio-emotional approach, the disease and the repercussions it has had through a series of investigative activities, animations and participation of experts. This project has been incorporated into the Learn at Home program in Mexico City, a strategy used in the country to continue formal education at home through television and the Internet. In addition, there are plans for the program to expand to other states and reach many more people. View the videos here!	2/18/2021	Completed	Hispanics 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)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Crane High School STEM Day	The Smithsonian Science Education Center supported an all-day STEM event at Richard T. Crane High School in Chicago, IL. Crane is a pre-med high school with a diverse student body. The SSEC, engaged three separate groups of students in 9-11th grade, reaching nearly 300 students in a workshop type activity. This is the first time this annual STEM event has been held virtually. SSEC collaborated with Junior Achievement Worldwide volunteer employees from Johnson & Johnson to participate in the STEM Day. During the workshop, SSEC provided students an opportunity to participate in an activity from the COVID-19! How can I Protect Myself and Others? module. Students were encouraged to share their thoughts and start a conversation about how they, and their families, have been impacted by COVID-19. Students were provided the following prompt, How has your identity changed over time? Curriculum Developers from SSEC, currently designing activities for a new Smithsonian Science for Global Goals Vaccines! Community Resource Guide, provided students the opportunity to field test two activities from the upcoming Vaccines! guide. Feedback from these students will help the developers to inform their process as they continue writing the Vaccines! guide. The module will be released in May and available for students ages 8-17 across the country and around the world.	3/18/2021	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	High School (9th - 12th Grade)
Education	SSEC	Smithsonian Science for North and South Carolina Classrooms: Train-the-Trainer	In a continuation of the training launched last December, the Smithsonian Science for North and South Carolina Classrooms project funded by the U.S. Department of Education's Education Innovation and Research (#U411C190055) grant program hosted training on June 22 and 24. Seventeen trainers and partners from the two states participated in the virtual workshop in preparation to deliver content-focused intermediate professional development to the 140+ third-fifth grade teachers in North and South Carolina in August. The trainings offer a deeper dive into the underlying content of the Smithsonian Science for the Classroom module they are implementing in their classrooms while modeling pedagogical best practices and formative assessment strategies.	6/22/2021, 6/24/2021	Completed	African Americans Residents of Under-resourced Communities Women	Yes	Education Training Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Zero Barriers in STEM Education Wednesday Webinars	The Smithsonian Science Education Center, through a generation contribution made by General Motors and Smithsonian Accessibility Innovation Fund, hosted a webinar series focused on accessibility and inclusion. The Smithsonian Science Education Center expanded its efforts and offered webinars developed for the Zero Barriers in STEM Education Summit for all school districts. The webinars between April and June. This series of webinars was meant to support educators in understanding why conversations about accessibility and inclusivity are important for STEM learning and provide instructional strategies that can help STEM educators adopt sound practices to teach students with disabilities. Webinar attendees heard from STEM experts, and advocates, in education and industry about the social impact of accessible STEM programming. They also learned about best practices to improve accessible and inclusive K-12 STEM learning at the school and district level.	4/21/2021- 6/16/2021	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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Remake Learning Days Across America: Food! How can we ensure good nutrition for all?	As a part of the DMV region's Remake Learning Days Across America Festival, the Smithsonian Science Education Center provided a professional development workshop on the Smithsonian Science for Global Goals Food! How Do We Ensure Good Nutrition for All? community research guide. Throughout this workshop, the SSEC engaged participants in several activities from each task and shared the transdisciplinary approach to learning embedded in the research guide, illustrating the integration of inquiry-and place-based science education, civic engagement, and social emotional learning. You can learn more about the Food! research guide here: https://ssec.si.edu/food .	5/11/2021	Completed	Women	Yes	Education Public Programming Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Educate Lanka and SSEC COVID-19! How Can I Protect Myself and Others? Train-the-Trainer	On Tuesday, May 18, the Smithsonian Science Education Center provided a train-the-trainer workshop for educators supporting the Educate Lanka Foundation, a non-profit organization based in Sri Lanka that is planning to utilize the Smithsonian Science for Global Goals project's COVID-19! How Can I Protect Myself and Others? community response guide with 30 young leaders from 5 locations across Sri Lanka. Within this program, these young leaders are equipped with the skills necessary to be agents of change in their communities in hopes that they will identify global issues with local relevance, and in turn, design and implement solutions. To connect with the objectives of this Educate Lanka program, the train-the-trainer workshop was focused on providing teachers with a background on the Smithsonian Science for Global Goals framework, a deeper understanding of each task within the guide, and a space to reflect on the social-emotional learning supports embedded in the guide and how this content could be used with the young leaders in their context.	5/18/2021	Completed	Residents of Under-resourced Communities Women	Yes	Education Public Programming Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Oschner Health Workshop: Vaccines! How can we use science to help our community make decisions about vaccines?	On June 1, 2021, the Smithsonian Science Education Center presented the Vaccines! How can we use science to help our community make decisions about vaccines? Community Research Guide to educational leaders who in collaboration with Oschner Health education and outreach program. Oschner Health, based in New Orleans and serves Gulf Coast communities in Louisiana and Mississippi, and dedicates extensive to support to health education and community outreach. The session was attended by 22 educational leaders representing school districts, schools, after-school and summer programs throughout the region. This session will be followed up by additional training sessions provided by the SSEC targeted at classroom, after-school, and summer educators to support them in using the Vaccines! content with their students, and one-on-one support from Oschner education staff. The Oschner group will also be a part of the SSEC's "back-to-school" programming to bring the Vaccines! guide as well as the COVID-19! How can I protect myself and others? guide to educators as they prepare to go back to school in fall 2021. The collaboration between the SSEC and Oschner Health was initiated by Johnson & Johnson, a funder of the Smithsonian Science Education Center.	6/1/2021	Completed	Women	Yes	Education Public Programming Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Smithsonian Affiliates Office Hours: Vaccines! How can we use science to help our community make decisions about vaccines?	In an effort to support Smithsonian Affiliates across the country, the Smithsonian Science Education Center presented on the Vaccines! How can we use science to help our community make decisions about vaccines? Community Research Guide at the Smithsonian Affiliates Office Hours on June 2, 2021. This session provided a brief overview of the Vaccines! guide and walked participants through several activities from the guide itself, in hopes that this content will support Affiliate museums in their educational outreach efforts about vaccines. The SSEC will be following up with these groups in the fall, providing a deeper dive and additional support for the implementation of the Vaccines! guide.	6/2/2021	Completed	Women	Yes	Education Public Programming Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Minneapolis Public Schools Workshop: Food! How can we ensure good nutrition for all?	On Wednesday, June 16, the Smithsonian Science Education Center provided a workshop for Minneapolis Public Schools (MPS) teachers, IB coordinators, and Culinary & Wellness department on the Smithsonian Science for Global Goals project's Food! How Do We Ensure Good Nutrition for All? guide. MPS will be doing a weeklong Food & Nutrition STEM for all Intercession next school year for their middle school students, which will be based on the Food! guide. In this workshop, the SSEC provided an overview of the Food! guide, some activities and resources that could be relevant to the MPS program, in addition to a space for the MPS team to brainstorm how this curriculum could meet the needs of their intersession, teachers, and students.	6/16/2021	Completed	Women	Yes	Education Public Programming Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Vaccines! How can we use science to help our community make decisions about vaccines? Dissemination	To support the release of the Smithsonian Science for Global Goals community response guide and the Secretary's Vaccines & US work, the Smithsonian Science Education Center hosted four Vaccines! How can we use science to help our community make decisions about vaccines? dissemination webinars on Wednesday, May 5 and Thursday, May 13. The first webinars on May 5 (How to use Vaccines!) were focused on walking participants through each of the tasks and how it can be utilized with the students they serve. In the latter two webinars on May 13 (Diving Deep with the Developers of Vaccines!), the developers of Vaccines! walked participants through the development process of the community response guide, provided hands-on opportunities to participate in several activities from the guide, talked about the science of each task, and discussed why engaging young people in these conversations surrounding vaccines is important. Session participants represented 14 countries: Belgium, United States, Switzerland, Spain, Ireland, Brazil, Chile, Canada, Mexico, South Africa, Ecuador, Italy, Costa Rica, and the United Kingdom.	5/5/2021, 5/13/2021	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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Inaugural Advisory Committee meeting for the Network for Emergent Socioscientific Thinking (NESST)	On June 21st, the Smithsonian Science Education Center (SSEC) brought together a group of 19 educators, organizational leaders, scientists, and researchers from around the world, and nine SSEC staff to convene the first Advisory Committee meeting for the Network for Emergent Socioscientific Thinking (NESST). This group will work together over the next year to foster and develop the SSEC's work in the field of STEM Education for Sustainable Development (STEM4SD) and specifically the flagship Smithsonian Science for Global Goals project. This work is funded through the Gordon & Betty Moore Foundation.	6/21/2021	Completed	Residents of Under-resourced Communities Women	Yes	Education Virtual Programming	Program	Other Programming for Adults
Education	SSEC	NSF INCLUDES Planning Grant: STEM Education Summit Alumni Workshop	With the NSF INCLUDES Planning grant and NSF DRK-12 grant, the SSEC and the Howard University held the virtual 2-day STEM Education Summit Alumni Workshop that we invited the former participants of the Summit 2017-2020 and their extended partners. The participants shared reflections of implementation of their action plans and discussed strategies and shared vision to diversify the K-12 STEM teaching workforce. During the 2-day workshop, there were total 8 sessions.	7/8/2021-7/9/2021	Completed	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	SSEC	Smithsonian Sky Patterns Reader Professional Development	On May 27, June 2, and June 9 the Smithsonian Science Education Center provided virtual professional development workshops for 225 Los Angeles Unified School District (LAUSD) first grade teachers who impact 5,650 students annually. A part of a greater project with the Aerospace Corporation serving 10,000 LAUSD students, the purpose of these workshops is to support teachers in integrating literacy into STEM teaching and learning via the Smithsonian Science Stories: Sky Patterns. Through this project, 10,000 copies of the Sky Patterns book will be distributed to LAUSD first grade teachers to send home with their students. In addition, teachers will receive professional development that orients the teachers to the books, discusses ways in which teachers can integrate each story into their current curriculum, provides additional resources that exist Smithsonian-wide, and details resources specifically for language acquisition. In addition, these sessions involve a slightly scripted Q&A with Aerospace employees who offer up an inspiring story, helping build connections between the work and lives of the Aerospace employees and what the students will be reading in the classroom. These interviews will be shared with the first-grade teachers as additional supports that can be used in the classroom and at home. All three sessions were recorded for the remaining teachers who were not able to attend. Remaining teachers will attend PD with LA Unified School District staff using the SSEC's recordings as the basis for their professional development.	5/27/2021, 6/2/2021, 6/9/2021	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 Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Smithsonian Science Summer School Virtual Field Trip with the National Museum of African American History and Culture	On Friday, July 30, the Smithsonian Science Education Center, in collaboration with the National Museum of African American History and Culture's Christopher Williams, hosted a virtual highly immersive STEM experience for 45 fourth-grade students participating in summer school programming through Horizons Greater Washington. Through the Smithsonian Science Summer School program, Horizons' teachers were trained online and are virtually implementing the SSEC's Smithsonian Science for the Classroom module How Can We Provide Energy to People's Homes?. During the virtual highly immersive STEM experience, Chris Williams built upon what the students have been learning through the SSEC curriculum and led the students in a hands-on activity with materials delivered to the students' homes. This event supported their classroom learning about electricity and in turn, how NMAAHC uses solar power to support the energy needs of the Museum.	7/30/2021	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) Other Programming for Adults
Education	SSEC	Smithsonian Science Summer School Virtual Field Trip with Smithsonian Environmental Research Center	On Friday, July 23, the Smithsonian Science Education Center, in collaboration with Smithsonian Environmental Research Center, hosted a virtual highly immersive STEM experience for 45 fifth-grade students participating in summer school programming through Horizons Greater Washington. Horizons is an organization that prepares D.C. Public School students from low-income families to succeed by building academic and life skills outside the traditional school year. Through the Smithsonian Science Summer School program, Horizons' teachers were trained online and are virtually implementing the SSEC's Smithsonian Science for the Classroom module What is our Evidence we Live on a Changing Earth?. During the virtual highly immersive STEM experience, Karen McDonald built upon what the students have been learning through the SSEC curriculum around erosion. This event supported the student's classroom learning about the different varieties of plankton and how they affect erosion.	7/23/2021	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) Other Programming for Adults
Education	SSEC	Junior Achievement Career Speaker Series	On July 22nd, the Smithsonian Science Education Center (SSEC), supported a Junior Achievement Career Speaker Series for Summer School programs in Chicago, IL. Students and Teachers were represented from grades K-8. The SSEC engaged 30 groups of students in a workshop session, reaching approximately 291 students and their teachers in a hands-on activity. SSEC collaborated with Junior Achievement Chicago and volunteer employees from Johnson & Johnson to participate in the summer school program. During the workshop, SSEC provided students an opportunity to participate in the What's the Code? activity. Students were encouraged to design and execute a code for specific robot movements using everyday materials provided for them. In addition to problem-solving, decision-making and creativity, students use interpersonal skills needed in STEM2D careers such as presenting ideas, negotiating, organizing and working as a collaborative team.	7/22/2021	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) Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Arizona Science Teachers Association's Science Teaching Symposium	On July 12, the Smithsonian Science Education Center facilitated short informational sessions on the newest Smithsonian Science for Global Goals rapid response Vaccines! How can we use science to help our community make decisions about vaccines? guide for 100 Pre-K-12th Grade teachers at the Arizona Science Teachers Association's Science Teaching Symposium. With a focus on Stability and Change, this symposium gave Arizona teachers an opportunity to learn about the Vaccines! guide and think about how they could utilize the content in their own contexts.	7/12/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Smithsonian Science Summer School Professional Development	On June 25th, the SSEC provided online Professional Development for Horizons Greater Washington DC teachers and support staff participating in the Smithsonian Science Summer School Program (S4). The SSEC staff outlined the "Smithsonian Science for the Classroom" curriculum: "How Can We Provide Energy to People's Home?" – 4th grade Energy Unit and "What is Our Evidence We Live on a Changing Earth?" – 5th grade Earth Science Unit. The SSEC staff presented a plan to implement specific lessons for a modified summer school program that includes both online and in-person programming for students. Every effort was made to allow students to complete hands-on activities despite the limitations of a portion of the class participating through distance learning. Teachers were also provided access to online resources that are useful for both teachers and students in both in-person and online settings. During the session, the teachers and support staff familiarized themselves with the unit, the online resources, and the selected lessons to be implemented in a hybrid format this summer. At the end of the session, teachers provided their feedback and asked questions.	6/25/2021	Completed	Residents of Under-resourced Communities Women	Yes	Education Public Programming Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Panel: "Going Beyond the Curatorial Ranks: How do museums diversify our staff to expand and change the dominant narrative?"	Smithsonian Science Education Center's Program Manager for Diversity, Equity, Accessibility, and Inclusion (DEAI) was invited to speak on Friday, July 23rd, 2021 as a panelist, for an online discussion entitled, "Going Beyond the Curatorial Ranks: How do museums diversify our staff to expand and change the dominant narrative?". This online panel was part of the Smithsonian American Women's History Initiative (AWHI) 2021 Because of Her Story Virtual Internship Program, under the direction of the Office of the Under Secretary for Museums & Culture. The program requires its interns to engage in virtual weekly learning experiences that include curated and behind-the-scenes explorations of the Smithsonian, as well as discussions related to topics selected by the intern cohort regarding women's and workplace issues. 16 interns who range in age and experience from sophomores in college to those who graduated in May 2021 attended the online discussion. The panel was an opportunity for SSEC to share information about its diversity initiatives and build awareness around ways that the Center is supporting educators nationwide to think about their hiring and recruitment practices. It was also an opportunity to discuss systems change work.	7/23/2021	Completed	Residents of Under-resourced Communities Women	Yes	Education	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	SSEC	Smithsonian K-12 Science Action Planning Institute	On July 27-29, the SSEC held its second fully virtual, free Smithsonian K-12 Science Action Planning Institute. Through a series of live and asynchronous meeting opportunities, individuals and teams tackled the challenge of ensuring K-12 science education serves the needs of all teachers and learners, whether it is taking place online, in the classroom, or in a hybrid learning environment. Following opening remarks from Under Secretary for Education, Dr. Monique Chism, participants had a chance to share lessons learned from the past year, explore how to integrate best practices in online and in-person K-12 science education, address issues of learning loss and learning recovery in STEM education, incorporate Smithsonian resources into their teaching, and discuss new America Rescue Plan funding opportunities. Over 170 schools, districts, state education agencies, and ministries of education representing 375,477 teachers and 5.9 million students from 19 countries registered for the event and are accessing content both synchronously and asynchronously through the Moodle course published by SSEC. Participants who complete the course and submit an action plan receive a certificate of completion to apply for Continuing Education Units (CEUs) from their school districts. Over 41 action plans have been submitted to date.	7/27/2021-7/29/2021	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	Smithsonian Science for North and South Carolina Classrooms: Professional Development	As an activity of the Smithsonian Science for North and South Carolina Classrooms project funded by the U.S. Department of Education's Education Innovation and Research (#U411C190055) grant program with students, the SSEC conducted virtual professional development for 140+ grades 3-5 teachers of science in the month of March. Teachers from the two states participated in synchronous and asynchronous learning to prepare them to facilitate a Smithsonian Science for the Classroom engineering module with their third, fourth, or fifth grade students this spring and in the coming years.	3/3/2021-3/31/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults
Education	SSEC	Smithsonian Science for North and South Carolina Classrooms: Professional Development	As an activity of the Smithsonian Science for North and South Carolina Classrooms project funded by the U.S. Department of Education's Education Innovation and Research (#U411C190055) grant program with students, the SSEC conducted virtual professional development for 100+ grades 3-5 teachers of science over two weeks in August. Participants took a deeper dive into the underlying content of the Smithsonian Science for the Classroom module they're implementing to better prepare for student's potential misconceptions and plan their facilitation in the upcoming school year.	8/3/2021-8/4/2021, 8/10/2021-8/11/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Teacher Workshops Training Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

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 Teacher Leader Summit	The Smithsonian Science Education Center, through a generation contribution made by General Motors and Smithsonian Accessibility Innovation Fund, hosted the first Zero Barriers in STEM Summit on Saturdays, May 15 through May 22. The summit is part of a yearlong initiative to support teacher leaders in designing more accessible and inclusive learning opportunities for all students, but especially students with disabilities. At the summit, teacher leaders representing 5 District of Columbia Public Schools led a school-based team of their peers in the development of an action plan that addresses an area of needed improvement in accessible and inclusive teaching, STEM programming and school culture. District and school-level administrators from Los Angeles Unified School District and New Brunswick Public Schools totaling 32 participants impacting over 600,000 students. Summit activities led by industry leaders and experts in K-12 education included presentations on equity in STEM education, a deep dive into the stages of systems change and discussions about each component of an operational action plan.	5/15/2021-5/22/2021	Completed	Residents of Under-resourced Communities Women	Yes	Education Public Programming Teacher Workshops 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.	11/20/2020, 1/28/2021, 6/8/2021	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	The Rise: Black Cooks and the Soul of American Food	It is long past time to recognize Black excellence in the culinary world the same way it has been celebrated in music, sports, literature, film, and the arts. From the start, the ingenuity and artistry of these cooks and creators have made an indelible mark on American culture—while also being consistently erased from the story of American food. In his new book, The Rise: Black Cooks and the Soul of American Food, chef, author, and television star Marcus Samuelsson presents an unforgettable feast of food, culture, and history that highlights the diversity and flavor of Black cooking today. Driven by a desire to fight against bias, reclaim Black culinary traditions, and energize a new generation of cooks, Samuelsson shares his own journey along with 150 recipes. He also tells stories about dozens of top chefs, writers, and activists that honor their creativity and influence. In conversation with Osayi Endolyn, James Beard Award-winning food writer, and Jerome Grant, former executive chef of Sweet Home Café at the National Museum of African American History and Culture, Samuelsson discusses how Black cooking has always been more than soul food, with flavors that can be traced to the African continent, the Caribbean, across the United States, and beyond. Jamila Robinson, food editor for the Philadelphia Inquirer and vice-chair of the James Beard Foundation Journalism Committee, moderates.	10/29/2020	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Civility's Role in Social Justice	As civility seems to decline due to increasing political polarization and easy mass communication via social media, should we remain civil in social and political discourse or does civility hinder progress? Does civility hurt or help the fight for social justice? Olúfemi O. Táíwò, assistant professor of political philosophy and ethics at Georgetown University, attempts to unpack the role of civility in today's world and what its potential hazards might be specifically regarding justice. Táíwò examines what role civility already plays in the pursuit of social justice—both in past campaigns about social norms, like the “Ms.” form of address for adult women and the emerging norms of etiquette that encourage people to ask others their pronouns. He'll also discuss what role it could play in future campaigns for justice, and what's at stake—not only for the general public but even for activists, organizers, and political gadflies—if civility is left by the wayside.	10/1/2020	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	The Great Ones: Black Artists of Song from the Kennedy Center	Harry Belafonte, Ella Fitzgerald, Ray Charles, Aretha Franklin, and Smokey Robinson: These recipients of the Kennedy Center Honors were so incredibly talented and of such singular gifts they truly reshaped the music, entertainment, and songs of our times. They each blazed a unique path through our history and our hearts, reaching into every corner of popular culture. Nothing was the same after them. Join Sara Lukinson, filmmaker and writer for the Kennedy Center Honors for 38 years, to examine their lives and view clips of their performances. Some of their stories are filled with joy, while others are darkened by the long shadow of racial prejudice. Through both, our appreciation for them grows. Lukinson, a multiple Emmy Award winner, created more than 200 short biographical films for the Kennedy Center Honors. She teaches at NYU and the 92nd Street Y.	10/27/2020	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	The List: Films and TV About Race To Watch Right Now	As America struggles through a crucial racial reckoning, film studios and media platforms have seen an increased interest in black-centered television shows and movies. But it can be difficult to know what to look for in a white-dominated media structure. NPR television critic and author Eric Deggans sheds light on some of the most important television shows and movies on race and culture to watch right now. From HBO's “The Wire” and “Watchmen” to Netflix's “When They See Us” to Do the Right Thing and In the Heat of the Night, Deggans discusses how to evaluate such material for its treatment of themes involving race and culture, and examines how structural racism can distort media messages.	11/12/2020	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Duke Ellington: Genius Beyond Category	No one led a life, led a band, or made music like Duke Ellington. He was one of a kind—beyond category. American music specialist John Edward Hasse surveys the moving and inspiring story of a man who overcame racial, social, and musical obstacles to become one of the 20th century's greatest musicians. Hasse covers the full sweep of Ellington's life: his musical influences—including ragtime and dance music—growing up in Washington, D.C., and how he negotiated the city's strict color line. Also, his breakthrough at Harlem's Cotton Club; his way of personalizing his compositions for the individual gifts of his players; and his turn to greater spirituality as he got older, which prompted him to compose three Sacred Concerts. Hear the inside story of how the Smithsonian acquired Ellington's vast archive, including 100,000 pages of unpublished music—a collection that, like the maestro himself, is a national treasure. Best of all, see and hear rare film footage of Ellington performing in all stages of his career, including such classics as "It Don't Mean a Thing (If It Ain't Got That Swing)," "Take the 'A' Train," "Don't Get Around Much Any More," "Sophisticated Ladies," "Mood Indigo," and "Dancers in Love." And take a look at his film roles in Anatomy of a Murder and Paris Blues and duets with Ella Fitzgerald and Louis Armstrong. Hasse is curator emeritus of American Music at the National Museum of American History and author of Beyond Category: The Life and Genius of Duke Ellington.	12/7/2020	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	The Visionary Genius of Frederick Douglass: Contradiction and Change	Frederick Douglass was a visionary—a prophet who could see a better future that lay just beyond reach. His talents were nothing short of extraordinary and he put his exceptional gifts to use in the service of freedom, helping to drive American slavery into oblivion. After the carnage of the Civil War, he played a central role in the re-founding of the American republic, and spent subsequent decades defending and perfecting it. Historian Richard Bell, a professor at the University of Maryland, examines Douglass's life to reveal more than another great man on a pedestal. He was the slave who dreamed of being a senator, the unlettered child with no formal schooling who wrote three autobiographies and became one of our greatest literary figures. His life bursts with contradiction and with change. Douglass was the dignified, brilliant, and courageous freedom fighter who could sometimes be insecure, vain, and arrogant. He was an outspoken feminist who treated his own long-suffering wife like his servant. He was the fire-breathing insurgent who would eventually become an out-of-touch elder statesman. As he explores this many-sided man's life, family, and career, Bell finds that to understand how the boy born into bondage in 1818 became the Frederick Douglass that we hold in such esteem, his visionary genius needs to be seen not as innate, God-given, and infallible, but instead as the imperfectly beautiful product of growth, change, self-doubt, and struggle.	2/25/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	Slavery and the American Revolution	The American Revolution was a transformative moment in African American history, a war for freedom second only to the Civil War in significance. African Americans threw themselves into the war effort with more enthusiasm and with more at stake than did many white colonists. The chaos of the war itself brought many enslaved men new opportunities for independence as the British army promised freedom to those who might be willing to desert their rebel masters and join the king's regiments. But after the British surrendered and evacuated, Black fortunes would diverge dramatically. In the North, the patriots' victory spurred the rise of the anti-slavery movement, but in the South, that same great victory helped entrench plantation slavery for generations to come. In an engrossing and enlightening seminar, historian Richard Bell of the University of Maryland explores the American Revolution from the unfamiliar perspective of enslaved and free African Americans.	2/20/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	The Flavors of Charleston: Signature Foods, Recipes, and Their Stories	Charleston, home to a singularly rich food tradition, was once known for growing the “king of southern asparagus,” called the Palmetto, and its famous Carolina Gold rice. The area’s cuisine combines ingredients and cooking techniques of three greatly divergent cultural traditions: Native Americans (hominy grits, squashes, and beans), the Gullah Geechee (field peas, okra, guinea squash, rice, and sorghum), and European settlers (garden vegetables, grains, pigs, and cattle). This rich mixture of ingredients and techniques would become Charleston cooking. Chef Kevin Mitchell, a faculty member of the Culinary Institute of Charleston and a South Carolina Chef Ambassador, and historian David S. Shields, author of Southern Provisions: The Creation and Revival of a Cuisine, take a delicious dive into the culinary specialties of the Charleston region, which include the famous rice and seafood dishes of the Low Country. Join Chef Mitchell as he demonstrates a recipe featuring the one ingredient that sets Charleston apart from any other food city in the country: rice. He makes the dish that makes Charleston the place you want to come eat, Hoppin’ John. (The recipe and ingredients list is provided to registrants in advance.) Mitchell’s and Shields’ forthcoming book, Taste the State: South Carolina’s Signature Foods, Recipes, and Their Stories (University of South Carolina Press), is set for release in August 2021 and is available for pre-purchase here. The program is made possible with the generous support of the Charleston Area Convention & Visitors Bureau.	3/23/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	Charlie Parker: A Centennial Spotlight	In his short life, legendary jazz saxophonist Charlie “Bird” Parker changed the world of music, creating with a small group of innovators the musical style called bop or bebop. Like Louis Armstrong, Duke Ellington, Miles Davis and John Coltrane, he was a pioneering composer and improviser who ushered in a new era of jazz and influenced later generations of musicians and artists. Born in Kansas City, Kansas in 1920, this past year marked the centennial of the man who created and performed such greats as “Conformation,” “My Little Suede Shoes,” “Cool Blues,” “Scrapple From The Apple,” “Blues for Alice,” and Yardbird Suite, to name a few. Join the Smithsonian Jazz Masterworks Orchestra’s artistic director and conductor Charlie Young, Dwandalyn R. Reece, curator of music and performing arts at the National Museum of African American History and Culture, Gerald Dunn and Bobby Watson from the American Jazz Museum as they take us back in time to hear the Grammy Award-winning Parker’s sound and to understand how his brilliance and charisma had an impact on the course of music like no other.	2/26/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Chris Gardner: Finding Permission to Dream	Chris Gardner is best known as the author of the New York Times bestselling memoir <i>The Pursuit of Happyness</i> , which became a popular 2006 film starring Will Smith. Both tell Gardner's rags-to-riches story as he and his young son struggled with homelessness while he vied to become the single trainee out of 20 to be offered a full-time position with the stock brokerage firm Dean Witter Reynolds. After a year on the streets, Gardner—who grew up with an abusive stepfather never went to college—landed the stockbroker spot. He eventually founded his own brokerage firm, became a millionaire several times over, and often shares his story as a sought-after inspirational speaker. In conversation with Brad Smith, CEO of Intuit and co-founder of The Wing 2 Wing Foundation, Gardner lays out his blueprint for building a dream-come-true life—even during uncertainty. He discusses the strategies he learned along the way to achieving a prosperous career, from a method for identifying your ultimate dream to a playbook for becoming world-class at it. Gardner's business career provided the basis for his philanthropic work and an important personal philosophy: No matter how much wealth you achieve, true success comes from enriching the lives of others—so all can still have access to the American Dream. Join Gardner as he discusses how he hopes to inspire the next generation of problem solvers and change makers to claim their version of that dream.	4/13/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	The Black Arts Movement	Galvanized by the post-World War II decolonization of African nations and the civil rights, black power, anti-war, and feminist and womanist movements, African-descendant cultural producers in the United States began overtly repudiating a European aesthetic and claiming a Black aesthetic that emerged from the lived experience of Black people. Unlike the New Negro Renaissance of the early-20th century that claimed New York City and Washington, D.C., as its loci, the Black Arts Movement (BAM) permeated rural and urban cities and towns in the U.S., specifically drawing on blues, jazz, Black folk culture, and Black idiomatic expressions as its foundation. Join Michele L. Simms-Burton, scholar of African American and Africana studies, and spend a day exploring the Black aesthetics and Black pride that define BAM and how this movement converges with and diverts from political, economic, and social landscapes of the 1960s and 1970s. Explore a number of Black cultural producers during this period, from the music to the literature to the Black-owned presses.	4/17/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	Disability Visibility: Intersectionality in Art, Design, and Museums	One in four people in the United States lives with a disability. Some disabilities are visible, others less apparent—but all are underrepresented in media, popular culture, and art. In the 30th anniversary year of the Americans with Disabilities Act (ADA), Alice Wong, a disabled activist, media maker, and research consultant, rallied together the voices of today's disabled community and culture in her collection, <i>Disability Visibility: First Person Stories from the Twenty-First Century</i> . As founder of The Disability Visibility Project, Wong keeps the conversations going with an active online community dedicated to creating, sharing, and amplifying disability media and culture. Beth Ziebarth, director of Access Smithsonian, leads the conversation with Wong; Riva Lehrer, artist and author of <i>Golem Girl (One World)</i> ; and Disability Visibility contributor s.e. smith, to discuss intersectionality in art, design, and the museum world through inclusive design and representation. <i>Disability Visibility: First-Person Stories from the Twenty-First Century</i> (Vintage), edited by Alice Wong, is available for purchase.	4/14/2021	Completed	Individuals with Disabilities	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	African Art and the Slave Trade	Between 1400 and 1900, nearly 20 million Africans were captured and sold into slavery. They left the continent in the holds of ships or on the backs of camels, bound for destinations across Europe, Asia, and the Americas. The modern world was built on the backs of these individuals, and their arrival in the northern hemisphere contributed greatly to its growth and development. In contrast, the African continent's own development suffered as a result of this forcible depopulation. Art historian Kevin Tervala examines the Atlantic and Indian Ocean slave trades, with a focus on how African artists—and the societies that they were a part of—reacted to the sudden and brutal disruption and transformation and depopulation of the world's second-largest continent. From the protective arts like Kongoese minkisi minkondi to the defensive architecture of Ganvie, a city built in Benin's Lake Nokoué, Tervala highlights how the trauma of the slave trade forever altered Africa's cultural history. By focusing on African states and societies that were the victims of widespread enslavement as well as those that rose to prominence by choosing to sell slaves, he also highlights how the slave trade simultaneously brought great wealth—and with it, luxurious arts made in silver and gold—to the continent.	5/3/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	History Film Forum: MLK/FBI A Conversation with Director Sam Pollard	Film transports us to another time and place, offering new understandings of history, reinforcing or creating myths, and sparking powerful emotional connections to the past. The History Film Forum is a monthly online series from the Smithsonian that explores history on the screen and the evolution of film as public history. Screenings and discussions explore how and why film is so elemental to the way Americans understand and experience that history. The History Film Forum launches 2021 with the new documentary MLK/FBI. Based on newly discovered and declassified files, the film tells the tragic story of the FBI's surveillance and harassment of Martin Luther King, Jr. Directed by Emmy Award winner Sam Pollard and featuring interviews with key figures, MLK/FBI explores the government's history of targeting Black activists and the contested meaning behind some of our most cherished ideals. Join Pollard and Larry Rubin, a former field secretary of the Student Nonviolent Coordinating Committee, in a conversation with Chris Wilson, the History Film Forum's executive director and curator, that examines of the making of MKL/FBI and the issues it spotlights. A live Q&A is part of the program.	1/18/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	The Harlem Renaissance: From New York to Washington, DC	One of the most creative and intellectually productive eras in African American history, the Harlem Renaissance of the 1920s was fueled by the contributions of African Americans in music, art, and literature. Duke Ellington, Zora Neale Hurston, Langston Hughes, Lois Mailou Jones, and Alain Locke are prominent figures of the period who also had strong Washington, D.C. roots. Historian and scholar Michele L. Simms-Burton, a former professor of African-American studies at Howard University, examines the creators and the works that came alive during a period whose influence continues to be felt.	6/26/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	The Power of Voice: Vocal Coach Denise Woods on Making Yourself Heard	One of the most sought-after vocal coaches in Hollywood, Denise Woods has worked with Halle Berry, Will Smith, Mahershala Ali, Jessica Chastain, Kirsten Dunst, Laurence Fishburne, Idris Elba, Ray Liotta, Taraji P. Henderson, and Mike Myers, among many others, teaching them how to use their voice to enhance their art. Drawing on her new book <i>The Power of Voice: A Guide to Making Yourself Heard</i> , Woods shares proven, practical, and invaluable tools to change both how we communicate and ultimately how we see ourselves. From America's number-one most feared task—public speaking—to asking for a raise, establishing your presence in video meetings to a marriage proposal, we're judged by our voice, our most crucial instrument of expression. Woods discusses how to develop your voice and be heard in everyday life, and also addresses topics such as how to be heard as a person of color and how to convey who we are by embracing our culture, region, and heritage. In conversation with NBC 4 Today Anchor Jummy Olabanji, Woods traces her journey from shy child in New York City to successful performer, teacher at the Julliard School (from which she graduated) and the California Institute of the Arts to her work with a host of stars. She provides valuable tips and lessons to overcome common voice and speech issues and become confident, effective communicators.	6/16/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	Saving Chinatown and Our Legacies Part of CULINASIA: The Future of Asian Food in America	Since its introduction to the United States more than 150 years ago, Chinese cuisine has become an American staple. Its cooking techniques, from stir frying and smoking to steaming and braising, have grown in popularity over the decades. At the same time, Chinese Americans have been ridiculed, shunned, excluded, and discriminated against. In the COVID-19 era, anti-Asian racism and violence against Asian Americans have been widespread, and many storied institutions—from small mom-and-pop shops to massive dim sum banquet halls—have permanently closed their doors. Why is the survival of Chinese restaurants so essential to the future of American culture and to the soul of our cities? How do we preserve the legacy of Asian food in America, and why do these efforts matter now? Join a panel of chefs, advocates, and activists who discuss the future of Chinatowns across the country. The panel includes food writer Grace Young, a James Beard Award-winning cookbook author and co-creator of <i>Coronavirus: Chinatown Stories</i> ; Brandon Jew, chef and owner of Mister Jiu's, Moongate Lounge, and Mamahuhu in San Francisco, and author of <i>Mister Jiu's in Chinatown: Recipes and Stories from the Birthplace of Chinese American Food</i> (Ten Speed Press); Jennifer Tam and Victoria Lee, founders of <i>Welcome to Chinatown</i> , a grassroots initiative supporting New York City's Chinatown businesses; Daphne Wu, co-organizer of <i>Save Our Chinatowns</i> , an arts and culture initiative uplifting Bay Area Chinatown communities; and Wellington Chen, executive director of the Chinatown BID/Partnership in New York.	5/5/2021	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Southeast Asia Got Something to Say Part of CULINASIA: The Future of Asian Food in America	Before the pandemic, opening a Southeast Asian restaurant, bar, or food business was an uphill battle. Over the last few decades, Chinese, Japanese, Indian, and other Asian cuisines have become increasingly familiar to the American palate, both at home and in restaurants. Yet the national awareness and appreciation of Southeast Asian food has transformed much more slowly from curiosity and rejection to a craving that lingers long after the first flavor-packed bite. What makes Southeast Asian cooking and eating truly unique goes beyond the pungent flavors, colorful ingredients, and history of immigration often associated with the businesses built on these lesser-known culinary treasures. How will these cultural hubs keep their doors open during a global pandemic against doubly stacked odds, with anti-Asian racism at an all-time high? Is Southeast Asian food still on the rise? Can it maintain its pre-pandemic momentum as it approaches mainstream popularity—and, eventually, even ubiquity? Hear from celebrity chefs and restaurateurs Jet Tila, Food Network star and chef partner in Pei Wei Restaurant Group, and Christine Hà, the first blind contestant of “MasterChef”—and winner of its third season in 2012—and owner of The Blind Goat and Xin Chảo in Houston. Then follow along as Genevieve Villamora, co-owner of the award-winning restaurant Bad Saint in Washington, D.C., and Vilailuck "Pepper" Teigen, author of The Pepper Thai Cookbook: Family Recipes from Everyone's Favorite Thai Mom (Clarkson Potter), demonstrate a recipe from the new cookbook.	5/19/2021	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	"Fast, Casual, Ethnic": Asian Food Beyond Misnomers and Myths Part of CULINASIA: The Future of Asian Food in America	Today, critically acclaimed Asian restaurants, food brands, and other food spaces in the United States are carving new paths forward, transforming both fine and casual dining. These cultural destinations receive both accolades and criticism in equal parts, yet their existence was unimaginable even 10 years ago. While past Asian American generations may have seen fast food as simply a means for entry-level job opportunities, children of Asian immigrants are flourishing in the fast-casual and food-brand spaces. Is this a trend, or a lasting opportunity for advancement for Asian communities here and abroad? What lessons have fast-casual and food-brand entrepreneurs learned pre- and during COVID? How can Asian American restaurateurs and entrepreneurs ensure their survival while also sustaining their family traditions and legacies? A national panel of Asian American food professionals explores the pervasive, harmful, and persistent myth that so-called "ethnic" food is supposed to be cheap and fast. The panel includes Kim Pham, a first-generation Vietnamese-American and co-founder of proud, loud Asian pantry staple company Omsom; chef Katsuya Fukushima, co-owner of Washington, D.C.'s Daikaya, Bantam King, and Haikan; chef Dale Talde, a three-time contestant on Bravo's "Top Chef," chef/owner of Food Crush Hospitality and Goosefeather in Tarrytown, New York; Sana Javeri Kadri, a third-generation Mumbai native and Diaspora Co. founder and CEO working toward a more equitable and delicious spice trade; and Food and Wine restaurant editor Khushbu Shah, whose primary interests include the foodways of the South Asian Diaspora. How have Asian American food establishments evolved from immigrant ownership as social advancement to second- and third-generation entrepreneurship rooted in a desire to promote and preserve cultures? Speakers examine the origins of long-held assumptions about Asian food and challenge us to grapple with how we might collectively move beyond them. ABOUT CULINASIA: Asian foods and cooking have long been an indelible part of America's food culture, and yet we also harbor complicated relationships with the people who prepare our meals. Earlier this year, Asian American activists carried signs reading "Love Us Like You Love Our Food" as they denounced a surge of anti-Asian racism in communities across the United States during the global pandemic. CULINASIA is a dynamic, free series of virtual conversations that explore food legacies and the ways in which Asian Diaspora cuisine continues to change and enrich our lives. Join chefs, food writers, food entrepreneurs, home cooks, cookbook authors, and other participants whose heritage and experiences span the complex spectrum of Asian Diaspora identities in the United States as they discuss the successes, challenges, and future of Asian food in America. CULINASIA is curated by Burmese American restaurateur and cultural connector Simone Jacobson.	6/9/2021	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Asian American Farmers Look Back to Go Forward Part of CULINASIA: The Future of Asian Food in America	In both film and popular media as well as farming and land ownership, Asian Americans have been historically underrepresented and repeatedly denied opportunities for advancement. In 2017, Asian Americans comprised less than one percent of U.S. farm owners, in comparison to the approximately 95 percent of full-time operators who were white. The Chinese Exclusion Act of 1882, the California Alien Land Law of 1913, and Japanese internment during World War II are among the factors that contributed to sharp declines in previously "ubiquitous" Asian American land ownership. Whether as a means of "cultural reclamation" or with the intention of building lasting foundations for future generations, both the fictional and real-life drama of being Asian in America is further complicated by the model minority myth and the "perpetual foreigner" burden carried by diverse communities. The Oscar-nominated film <i>Minari</i> offers a unique opportunity to explore these themes. Join Asian American farmers and vintners for a discussion inspired by the semi-autobiographical story of a Korean American family that embarks on a new kind of American dream, traveling from their California home to a rural Arkansas farm where they nurture the father's hopes of growing Korean produce to sell to vendors in Dallas. Presenters include Mai Nguyen, owner/operator at Farmer Mai and founder of the Asian American Farmers Alliance; Kamayan Farm co-founder Ariana de Leña; and Thai American winemaker Kenny Likitprakong of the family-owned, California-based Hobo Wine Company; and Kristyn Leach, whose project, Second Generation, supports communities of the Asian diaspora in tending to their respective food traditions and wisdom. Just announced! Following the conversation, join Kenny Likitprakong for a guided wine tasting featuring three selections from the Asian American-owned Hobo Wine Company. An optional wine tasting kit is available for purchase, and can be picked up from the Eastern Wine Bar in Washington, DC. Additional wine tasting kit information:	6/23/2021	Completed	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	Black Smoke: African Americans and the United States of Barbecue	Across America, the pure love and popularity of barbecue cookery has gone through the roof. Prepared in one regional style or another, in the South and beyond, barbecue is one of the nation's most distinctive culinary arts. And people aren't just eating it: They're also reading books and articles and watching TV shows about it. But why is it, asks Adrian Miller—admitted 'cuehead and longtime certified barbecue judge—that in today's barbecue culture African Americans don't get much love? Drawing on his new book <i>Black Smoke: African Americans and the United States of Barbecue</i> , Miller reveals how Black barbecuers, pitmasters, and restaurateurs helped develop this cornerstone of American foodways and how they are coming into their own today. Miller shares the smoke-filled story of Black perseverance, culinary innovation, and entrepreneurship. Though often pushed to the margins, African Americans have enriched a barbecue culture that has come to be embraced by all. Join Miller as he celebrates and restores the faces and stories of the men and women who have influenced this American cuisine.	7/1/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Tamika D. Mallory: State of Emergency A Conversation on Race, Activism, and Change	Drawing on themes from her new book <i>State of Emergency: How We Win in the Country We Built</i> (Atria/Black Privilege Publishing), activist and social justice leader Tamika D. Mallory is joined in a roundtable discussion about racial inequality by comedian, actress, and producer Tiffany Haddish; model and activist Emily Ratajkowski; community leader and advocate Tony Lewis Jr; and April Ryan, White House correspondent, CNN political analyst, and D.C. bureau chief for theGrio, who serves as moderator. From her experiences at the forefront of social justice movements across the country, Mallory contends that history proves the issues of systemic racism, police reform, and state violence are not unique to the modern day and are not easily answered by popular sentiment or the recent election. Instead, she finds, they require smart, persistent engagement and knowledgeable activism. In what was called “the speech of a generation” by ABC News, Mallory declared that “Black people are dying in a state of emergency” at a Minneapolis press conference following the May 25, 2020 killing of George Floyd at the hands of police. The Harlem native is a cofounder of the organization Until Freedom and of the historic Women’s March. Mallory’s parents were founding members of Al Sharpton’s National Action Network who imbued a passion for positive change that fuels her to this day.	5/18/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	The African American Great Migration: Pursuing the American Dream	The Great Migration was the mass movement of mostly rural Black Southerners to urban cores across the country between 1916 and 1970. It was one of the most important moments in American history and reconfigured the nation’s politics, arts, and culture. As millions of people confronted the challenges of a new labor market, housing segregation, and Northern racism, African American communities redefined themselves as representative of Southern sensibilities and Northern realities. Marcia Chatelain, professor of history and African American studies at Georgetown University, examines how the enormous social upheaval changed families, especially as they understood generational differences, gendered expectations, and the possibilities of realizing a better life in cities. She also explores the reasons why some left, some stayed, and how our lives today continue to be changed by the Great Migration.	7/12/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	Our Deceptive Universe With Astrophysicist Hakeem Oluseyi	Before Einstein published his theory of special relativity, Isaac Newton’s view from centuries earlier was accepted as fact: that we live in a “clockwork universe” where time and space are constant. What Einstein first imagined, and what quantum physics later formulated, is the possibility that we operate in a multiverse—potentially an infinity of universes where different versions of our lives are playing out in ways both imaginable and unimaginable. Astrophysicist Hakeem Oluseyi dives into this mystery—and why the universe we perceive is not the universe that actually exists. In trying to understand our deceptive universe, he examines spacetime, the illusion of mass, the large-scale structure of the universe, dark matter, and dark energy. Oluseyi recently served as the space science education lead in the Space Mission Directorate at NASA headquarters in Washington, D.C., where he provided strategic leadership and management for the directorate’s investments in science education and communications.	7/12/2021	Completed	African Americans	Yes	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Driving the Green Book	Hit the road with award-winning journalist Alvin Hall and social justice trainer Janée Woods Weber as they document their 12-day, 2,021-mile road trip from Detroit to New Orleans inspired by The Negro Motorist Green Book, the historic guide (published 1936—1967) African Americans relied on to travel safely at the height of segregation and the Jim Crow era. During their journey, Hall and Woods Weber collected personal and powerful stories from Black Americans who used the Green Book to navigate trips, patronize Black-owned businesses, and come together in the face of institutionalized racism. Their route was based on information from The Green Book. They knew that thousands of African Americans would have made a similar trip when returning South to visit family during and after the Great Migration of Black Americans north and west. In each city they collected powerful, personal testimony from locals: former Motown musicians, activists, politicians, professors, historians, artists, and more. Hall and Woods Weber compiled these insights into "Driving the Green Book," a living history podcast from Macmillan Podcasts that sheds light on the communities that were created and thrived during that time. They discuss the stories of those who lived through the era, supported and uplifted each other, and fought for equality.	7/21/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	Beyond Stonewall: How DC Shifted the Nature of Pride	On June 28, 1970 in New York City - exactly one year after a police raid on the Stonewall Inn in Greenwich Village sparked the riots that marked the beginning of the modern LGBT+ rights movement - the first Gay Pride parade commemorated the event on what was called Christopher Street Liberation Day. Though the Stonewall was a racially diverse space whose patrons included white, black, and Latino gay men, trans women, and lesbians, the parade and those that followed over the years across the country gave rise to criticisms that public Pride events most often reflected the experiences of white gay men, and to some extent white lesbians—an argument that reflects wider issues of representation that still resonate today. Although the first Gay Pride parade was a key event in the progress of LGBT+ organizing, a lesser-known pivotal moment took place in Washington, D.C., in May 1991. Memorial Day weekend saw the city's first Black Pride celebration, themed "Let's All Come Together." It was organized with a decidedly different focus and intent than those stemming from Stonewall: to celebrate the beauty of a shared community and raise awareness and funding for HIV/AIDS. DC Black Pride, which now annually draws more than 35,000 participants, became the catalyst and model for similar events throughout the United States and around the world. Nikki Lane, assistant professor of Black queer studies in the Comparative Women's Studies Program at Spelman College, examines how and why the District served as the founding place for Black Pride celebrations. She also discusses how the shifting nature of Pride events—and ongoing debates around their organization—reflect a political landscape that has been in flux for LGBT+ people throughout the country.	7/22/2021	Completed	LGBTQIA+	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Pleibol and Eat Well!: Latino Culinary Traditions and Américas' Game Part of Cooking Up History	If you're a baseball fan, you probably have some favorite ballpark foods ranging from nachos to tacos, but have you thought about the food heritages they draw on and who made them popular? Explore the tangible connections between baseball and Latino culinary traditions and how Latinos have created culinary fusions and experiences that reflect broader themes and trends in American history—the themes explored in the National Museum of American History's new exhibition ¡Pleibol! In the Barrios and the Big Leagues / En los barrios y las grandes ligas. The Latino diaspora shaping these food traditions reaches across Puerto Rico, the Dominican Republic, Mexico, and Cuba, as well as Texas, California, Arizona, and Florida. Their influence, shifting demographics, and changing tastes can easily be seen in the food at stadiums across the country. The Miami Mex hot dogs and Cubano sandwiches served at Tropicana Field in Florida are new takes on Cuban and Mexican culinary traditions; the Baja fish tacos at Petco Park in San Diego are rooted in local Latino communities in Southern California; and the Tex-Mex cuisine served at Yankee Stadium demonstrates the proliferation of regional Latino cuisines across the country. These dishes and many more showcase how baseball and Latino culinary traditions go hand in hand. Celebrate the opening of the ¡Pleibol! exhibition by joining Dayanny de la Cruz, executive chef at Hard Rock Stadium in Miami, Florida, as she prepares a meal that represents the culinary cultures and heritage of baseball-loving families in Latino communities and share stories from the barrios and the Big Leagues. About Cooking Up History: As summer heats up, three dynamic Cooking Up History programs in July, August, and September share fresh insights into American culture past and present through the lens of food. Presented in collaboration with the Smithsonian's National Museum of American History—home of Julia Child's kitchen and the FOOD: Transforming the American Table exhibition—each session features a guest chef from places as diverse as New Orleans and Toronto and a Smithsonian host preparing a dish and exploring the history and tradition behind its ingredients, culinary techniques, and enjoyment.	7/26/2021	Completed	Hispanics	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Lena Richard’s New Orleans Cook Book: A Groundbreaking Story of Innovation and Resilience Part of Cooking Up History	Lena Richard, a Black chef and entrepreneur in New Orleans, built a dynamic culinary career in the segregated South, defying harmful stereotypes of Black women that severely diminished their role in the creation and development of American food culture and its economy. An icon in food history, Richard carved an inspiring professional path for herself. She owned and operated catering businesses, eateries, a fine-dining restaurant, a cooking school, and an international frozen-food business. In 1939, she captured her life’s work in a self-published cookbook that Houghton Mifflin republished under the title New Orleans Cook Book in 1940, the first Creole cookbook written by a Black author. After the release of her book, Richard’s growing national reputation as one of New Orleans’ best chefs launched her career as an early food TV professional in 1949. Throughout her groundbreaking career, she reshaped public understanding of New Orleans cuisine by showcasing and celebrating the Black roots of Creole cooking in a time when pervasive racial stereotypes surrounded the food industry. Guest chef and New Orleanian Dee Lavigne prepares a classic Creole dish as she recounts Richard’s heartening story, which is currently featured in a recently installed case, “The Only One in the Room: Women Achievers in Business and the Cost of Success,” in the American Enterprise exhibition at National Museum of American History. Lavigne also shares her own story as a chef and entrepreneur in the Crescent City and how she draws inspiration from Richard’s career as she continues to build her own business, Deelightful Desserts, during the challenges of the current moment. This program is hosted in collaboration with the Southern Food and Beverage Museum where Lavigne is the Director of Culinary Programming. About Cooking Up History: As summer heats up, three dynamic Cooking Up History programs in July, August, and September share fresh insights into American culture past and present through the lens of food. Presented in collaboration with the Smithsonian’s National Museum of American History—home of Julia Child’s kitchen and the FOOD: Transforming the American Table exhibition—each session features a guest chef from places as diverse as New Orleans and Toronto and a Smithsonian host preparing a dish and exploring the history and tradition behind its ingredients, culinary techniques, and enjoyment.	8/5/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Stir-Frying to the Sky's Edge: Chinese Americans and the Power of Stir-Frying Part of Cooking Up History	In Stir-Frying to the Sky's Edge, culinary historian and award-winning cookbook author Grace Young writes of how for centuries the Chinese carried their woks and stir-frying techniques around the globe. In America, beginning around the late-19th century, Chinese immigrants struggled to establish themselves in cities and small towns—from San Francisco to the Mississippi Delta—while contending as well with poverty, discrimination, and to this day, anti-Asian bias. The ancient technique of stir-frying played an important role in the culinary lives of Chinese migrants and their families, providing comfort and a way to remain faithful to the culinary traditions of their homeland. For many, opening a Chinese restaurant provided their only means of survival. Many immigrant families eked out livelihoods by opening chop suey parlors, where that bland, made-up dish found eager American eaters. In conversation with a Smithsonian host, Young—known as "the stir-fry guru" and "wok therapist"—demonstrates her stir-fry expertise as she shares tips on wok mastery for home cooks. She prepares a savory stir-fry of garlicky cabbage and bacon, a dish devised in the 1940s by Lin Ong, who settled with her husband in Albuquerque, New Mexico, in 1928. Like many Chinese Americans struggling to feed themselves and lacking traditional Chinese ingredients, she improvised a stir-fry with two common American elements to feed her nine children. Young recounts her own San Francisco family's unlikely wok story and discusses how the versatile cooking utensil may be facing extinction despite its 2,000-year-old-history. She also covers the work she's been doing to document the impact of COVID on Manhattan's Chinatown and her campaign #SaveChineseRestaurants, as well her efforts to support the AAPI community nationwide. About Cooking Up History: As summer heats up, three dynamic Cooking Up History programs in July, August, and September share fresh insights into American culture past and present through the lens of food. Presented in collaboration with the Smithsonian's National Museum of American History—home of Julia Child's kitchen and the FOOD: Transforming the American Table exhibition—each session features a guest chef from places as diverse as New Orleans and Toronto and a Smithsonian host preparing a dish and exploring the history and tradition behind its ingredients, culinary techniques, and enjoyment.	9/30/2021	Planned	Asian Americans	No	Public Programming	Program	Other Programming for Adults
Education	TSA	Mapping Indigenous DC	Washington, D.C., is Indian land. The city is built on the traditional ancestral homelands of the Piscataway and Anacostan peoples. And since 1789, scores of Native American delegates representing a variety of tribal nations have traveled to the District to advocate for treaty rights, negotiate with the federal government, establish peace agreements, and bring attention to other issues. Join Elizabeth Rule, director of the AT&T Center for Indigenous Politics and Policy at George Washington University, to explore the history and legacy of Native Americans in the nation's capital. Rule, an enrolled citizen of the Chickasaw Nation, draws on her forthcoming monograph Indigenous DC: Native Peoples and the Nation's Capital to lead a visual tour that highlights locations with Indigenous connections across the city. Among them are Georgetown's Dumbarton Bridge, Congressional Cemetery, the Embassy of Tribal Nations, and sites of Indigenous activism and art installations. She also discusses her digital publication, the Guide to Indigenous DC, which maps 17 sites of importance—including the U.S. Marine Corps War Memorial, the White House, Anolostan/Theodore Roosevelt Island, and the Capitol—in a free mobile app.	6/14/2021	Completed	Native Americans	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Education	TSA	Fighting Slavery in the Civil War Era	The Civil War was the largest slave revolt in world history—and a war for freedom that hurled American history off its rails. It would end with the destruction of American slavery and the passage of the 13th Amendment. But it was the result of years of struggle and sacrifice by men and women who devoted their lives to advancing the freedom struggle. In the ten years before Lincoln was elected president, African American activists and their White allies had been building a national movement to focus Northern attention on the plight of Southern slaves. They used every tool at their disposal—polite persuasion, the call of Christian conscience, direct action to free the enslaved, and the threat of all-out race war—to advance their cause. When the Civil War began, many African Americans wasted no time fleeing their enslavers and rushing to the Union lines. Historian Richard Bell explores the antislavery fight, focusing on the people whose courage and personal struggle led to the final victory.	9/11/2021	Planned	African Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	AAA	Virtual Symposium: American Women of Science: Recovering History, Defining the Future	AAA Oral Historian, Ben Gillespie participated in the panel discussion “Drawn Conclusions: Women and Scientific Illustration” as part of the virtual symposium American Women: Recovering History, Defining the future on October 28, 2020. The panel was broadcast was live to about 150 viewers and lives on YouTube now. The purpose of this virtual symposium is to support a more diverse, equitable, and inclusive future by recovering lesser-known histories of women in science, sharing current research and programming breakthroughs, and discussing opportunities to define a more diverse, equitable, and inclusive future. The Smithsonian hopes that this symposium will inspire and educate scientists and museum professionals, and support women on the ground. Given the Smithsonian's long history and growth across the 20th century—into nineteen museums and nine research centers—the Smithsonian's past and present provide a unique opportunity for internal reflection and external comparisons regarding the history of women in science.	10/28/2020	Completed	Women	Yes	Education Supporting Supplier Diversity Goals Virtual Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Blog: Conversations across Collections with Crystal Bridges Museum of American Art	Conversations Across Collections is a collaborative series between AAA and the Crystal Bridges Museum of American Art that highlights archival documents and art from both museum's collections to tell the story of American art. In the December 14, 2020, blog post, Marina Pacini reflects on an interview with artists Marisol and Red Grooms in AAA's collection. The interview was an important source for understanding Marisol, both personally and professionally, for the exhibition and catalog, Marisol: Sculptures and Works on Paper, that Pacini completed for the Memphis Brooks Museum of Art in 2014. Born in Paris in 1930 to Venezuelan parents, Marisol was raised between Venezuela and the United States. She was primarily understood as being inspired by the art of New York and Europe, with little interest in her indebtedness to the art of her native country. Among her personal papers (now in the collection of the Albright-Knox Art Gallery), are postcards with images of abject dolls made by the Venezuelan artist Armando Reverón (1889–1954).	12/14/202 12/17/2020	Completed	Women	No	Collections Education Written Blog on the Archives of American Art website	Program	High School (9th - 12th Grade) College/University Other Programming for Adults
Museums & Culture	AAA	There Are No Amateurs in Far West Texas	Josh Franco published an article on the Taylor Francis Online Art History Made by Hand site that explores notions of amateurism in relation to story-gathering, primary source classification, and other archival practices. The article examines how the author's path to his role as National Collector at the AAA can be traced from his familial, art historical and intellectual roots in West Texas. Arguing that cultures of West Texas place an exceptionally high value on retaining and generating stories particular to the region's history, Franco points to examples from archaeology, Texas history, art history, and contemporary art. Substantial scholarly work has been committed to the complex relationships between professional fine artists and untrained outsiders. Franco takes methods from these explorations in order to approach the equally complex relationship between professional state-sponsored archival practices and similar endeavors undertaken by individuals and smaller, homegrown archival projects from a specific American region.	10/8/2020	Completed	Hispanics	No	Collections Education Research Associates	Program	College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	Virtual Course Invitation: "Imaging Race: Photography, the Archive, and Boundaries of the Seen,"	Josh Franco was a guest lecturer invited by Instructor, Faye Raquel Gleisser on art and archives. This was a virtual event from Indiana University, Bloomington, IN.	10/26/2020	Completed	Hispanics	No	Exhibitions Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Virtual Roundtable: American Art Archives in Britain	Roundtable discussion on the topic of AAA in Britain which was conducted in a virtual setting at the Courtauld Institute. The session was recorded for web access.	11/4/2020	Completed	Hispanics	No	Exhibitions Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Unboxed Lunch: about the papers from Emil Milan	Josh Franco lead a conversation about Milan's life and work, uncovering materials from this rich collection in real time, discussing the historical context, and answered questions about the collecting process along the way. Emil Milan was an American woodworker known for his carved bowls, birds, and other accessories and art in wood. Trained as a sculptor at the Art Students League of New York, he designed and made wooden ware in the New York City metropolitan area, and later in rural Pennsylvania where he lived alone and used his barn as a workshop. Participating in many woodworking, craft, and design exhibits of his day, his works are in the Smithsonian American Art Museum and Renwick Gallery, the Yale Art Gallery, the Center for Art in Wood, the Museum of Art and Design, and many private collections. Once prominent in midcentury modern design, Milan slipped into obscurity after his death.[1] His legacy has been revived by an extensive biographical research project that has led to renewed interest in his life, work, and influence.	12/16/2020	Completed	Hispanics	No	Collections Education Virtual Programming	Program	Other Programming for Adults
Museums & Culture	AAA	Virtual Event: Death and the Archives of American Art Webinar - Latinx Horror in Art	This was a virtual discussion event held at the Smithsonian Latino Center with an audience of 14.	11/2/2020	Completed	Hispanics	No	Education Exhibitions Virtual Programming	Program Workforce	College/University Other Programming for Adults
Museums & Culture	AAA	BLOG: Conversations Across Collections: Ruth Asawa at the Ankrum Gallery, 1962	In a 2002 oral history interview with Ruth Asawa (1926–2013) and her husband, architect Albert Lanier (1927–2008), Asawa noted the indelible influence of her teachers Josef Albers and Buckminster Fuller at Black Mountain College: "they gave you permission to do anything you wanted to do. And then if it didn't fit, they'd make a category for you." As an artist, educator, wife, and mother of six, Asawa excelled in a category all her own. Known for her intricately woven wire sculptures, she created elegant organic forms—water droplets, kaleidoscopic bundles of branches, trumpet flowers—with twists and turns that play between inside and outside, open and closed, in combinations of steel, brass, iron, and copper.	5/28/2021	Completed	Asian Americans Women	No	Collections Heritage Month Programming	Program	College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	New Collections: Pandemic Oral History Project	To document the cascade of public health, social, and financial crises set in motion by COVID-19, the Archives of American Art developed an oral history series that recorded responses to the global pandemic across the American art world. Conducted via video conferencing software, the Pandemic Oral History Project offers eighty-five short-form interviews with a diverse group of artists, teachers, curators, and administrators. (For a complete list of interviewees, see https://s.si.edu/pandemic .) Averaging twenty-five minutes long, each interview provides a firsthand account of and urgent insights into the narrator's triumphs and tragedies in the summer of 2020. Comprised of more than thirty hours of recorded video and audio, the series is a significant record of an unprecedented time as it unfolded. Collecting these stories during, rather than after, this extraordinary moment represents a new modality for the Archives, as does conducting oral histories at great distances and for such short durations. For the selection of interviewees, we were invested in capturing diverse voices and multigenerational perspectives. Thirty-five interviews were supported with federal funding from the Latino Initiatives Pool, administered by the Smithsonian Latino Center. The team continued to assess the breadth of narrators throughout the project, adjusting outreach as needed.	5/5/2021	Completed	African Americans Asian Americans Hispanics LGBTQIA+ Women	No	Collections Education Exhibitions Public Programming Virtual Programming	Program	High School (9th - 12th Grade) College/University Other Programming for Adults
Museums & Culture	AAA	BLOG: Conversations Across Collections: Considering Art and Activism with Juan Sánchez	The Juan Sánchez papers at the Archives of American Art give the impression that, for this artist, little space exists between the pursuit of an artistic career and the pursuit of social justice. Though notably pronounced, Sánchez's career is not alone in this association of course, as made clear by the robust lists of peers from Alice Neel(link is external) to Jean-Michel Basquiat(link is external) and scores of others populating the checklists associated with exhibitions like Artists Support Black Liberation, which my colleague Xuxa Rodriguez examines in detail in her companion essay, Conversations Across Collections: Artists and Antiracist Activism(link is external).	1/16/2021	Completed	African Americans Hispanics	No	Collections Education	Program	College/University
Museums & Culture	AAA	BLOG: New Collections: Toshiko Takaazu Papers	Born in the United States to parents who had immigrated from Japan, ceramicist Toshiko Takaazu (1922–2011) was often asked in interviews how her Asian heritage influenced her art. According to her 2003 Archives of American Art oral history interview, Takaazu felt conflicted about her bicultural background growing up. "[It] took me years and years to realize that it wasn't one or the other," she explained, "It's yourself, you take the best of each." This ability to synthesize what some might consider disparate strands of her life and create her own unique aesthetic is a constant theme in her papers. While Takaazu began donating material to the Archives in 1978, the final segment of her papers was recently acquired, and the entire collection is now being prepared for digitization.	1/12/2021	Completed	Asian Americans Women	No	Collections Education	Program	High School (9th - 12th Grade) College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	Ascension Worldwide Consulting Agency Findings	The partnership between Archives of American Art (AAA), Smithsonian Institution, began in April 2021 with a project to help AAA identify the current state of Diversity Equity and Inclusion (DEI), to develop a strategic path forward that is inclusive of all voices within the organization. The assessment contained three major sections – collection and analysis of quantitative data through a comprehensive survey to all staff and a series of interviews obtained through one focus group based on certain protected identities, and interviews with key staff members and key stakeholders who have direct influence over the direction and commitment to DEI going forward. The survey link, i.e. assessment portion was opened on May 10, 2021 and the survey link was closed on May 27, 2021 upon which we collected 26 responses from 32 staff and key stakeholders from AAA representing an 81% return rate. This is a really high return rate percentage in relationship to industry standards. After the survey closed, data analysis began and a comprehensive look at the data led to the formation and design of interview questions to those who identified with a certain group but whose group numbers did not constitute a minimum needed for a focus group. Upon the director’s approval, it was agreed that those who had represented they were desirous of participating in a focus group – would be able to be interviewed 1-1 to make sure their feedback was collected and represented in the Findings and Recommendations Report. These ten 1-1 interviews, along with the 5 Key Stakeholder Interviews began in June and were completed at the end of July. The overwhelming majority of respondents were neutral in regards to the question assessing awareness of the DIIR being directly accessible to all Smithsonian employees although 40% were aware of the report and how AAA’s progress was measured annually and reported to the Smithsonian. The presence of the “I don’t know” answer would suggest exactly what it was intended to do with its presence as it was thought that many, in their long tenure with AAA, would not be able to recall if diversity and inclusion was part of their onboarding experience but I do feel it is safe to assess that it may be a good idea to include DEI (and DI accessibility standards in various contexts) in the onboarding experience at AAA. It seems a larger amount of those surveyed recalled a DEI experience with the Smithsonian that what was recalled at AAA. Another theme indirectly related to this question came up most in interviews is in the DIIR report, “accessibility” is included and usually the term “DEAI” is used in the larger organization to include accessibility in these conversations. This was also mentioned as an oversight but that accessibility should be included in the survey questions, the ongoing dialogue, training and conversations. Onboarding at Smithsonian and AAA - What may be of most importance in comparing the two relates the presence of the “I don’t know” option has shown what the organization originally thought may be present in these two questions and this was related to tenure and the fact that many may not have been able to recall the details of their onboarding experience. More agree that their Smithsonian onboarding included this discussion versus the AAA onboarding.	4/2021 - 9/29/2021	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 Education Employee Affinity Groups Recruitment Supporting Supplier Diversity Goals Training	Program Supplier Workforce	Other Programming for Adults
Museums & Culture	AAA	BLOG and Smithsonian Magazine: Color, Color Everywhere: The Dorothy Liebes Papers Shine in a Dark Pandemic Year	Having a window into the details of someone else’s life, at least as it reveals itself on paper, is a privilege of being an archivist that I try never to take for granted, and there are times when a collection assignment feels especially timely. Such was the case with the Dorothy Liebes papers. I could not have hoped for a better collection to work on during the dark days of the past year than that of this trailblazing weaver, textile designer, and colorist, whose vibrant world unfolded before me as late summer rolled into fall. Liebes opened her first professional studio for weaving and textile design in San Francisco in 1934. She initially produced high-end custom work for architects, interior decorators, and designers. Her first major client in the textile industry was the Goodall Company in Sanford, Maine. Liebes was closely involved in working out the technical methods for producing her handmade designs on machine looms, enabling her to expand her client base in the man-made fiber industry, move into mass production of her designs, and ultimately make them available at lower price points. Through her work with industry giants such as Dupont, Goodall, and Dobeckmun, Liebes was at the forefront of transforming the role of industrial fibers and influencing the home furnishings market with a new aesthetic in fabrics and textures. Her artistry as a weaver, her instinct for new trends and emerging tastes, and her business acumen combined to propel her to success.	8/30/2021	Completed	Women	No	Collections Education	Program	High School (9th - 12th Grade) College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	Guest lecture: "There Are No Amateurs in Far West Texas," Course: "This is America," Invited by Instructor, Yinshi Lerman-Tan	Public talk with Josh Franco the National curator of AAA. Where: Trinity University, San Antonio, TX (virtual) When: October 12 Audience: 8 Topic: US-Mexico border, queerness	10/12/2020	Completed	Hispanics LGBTQIA+	No	Education Virtual Programming	Program	Other Programming for Adults
Museums & Culture	AAA	Guest lecture on art and archives, Course: "Imaging Race: Photography, the Archive, and Boundaries of the Seen," Invited by Instructor, Faye Raquel Gleisser	Public Talk with Josh Franco Where: Indiana University, Bloomington, IN (virtual) When: October 26 Audience: 25 Diversity topic: Latinx art	10/26/2020	Completed	Hispanics	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Roundtable: American Art Archives in Britain	Public Talk with Josh Franco Where: Courtauld Institute (virtual) When: November 4 Audience: recorded for web access Diversity topics: understanding Latino art as American art in British context	11/4/2020	Completed	Hispanics	No	Education Public Programming Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	"Death and the Archives of American Art," Smithsonian Latino Museum Studies Program: Alumni Webinar – Latinx Horror in Art	Public Talk with Josh Franco, the National Collector for AAA. Where: Smithsonian Latino Center (virtual) When: November 2 Audience: 14 Diversity topics: Latinx art	11/2/2020	Completed	Hispanics	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Viewfinder Series: Ingrid Wiegand and Julie Finch: On Loft Life and Space-Making in the 1970s	Public talk with Josh Franco, the National Collector for AAA. Where: Virtual When: January 7 How Many: 360 Diversity topics: feminism in the 1970s, women's labor in art history	1/7/2021	Completed	Women	No	Education Virtual Programming	Program	College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	International Studio & Curatorial Program (ISCP): Field Trip with Josh T. Franco: National Collector at the Archives of American Art, Smithsonian Institution	Public talk with the National Collector, Josh Franco. Where: Virtual When: January 28 How Many: 15 Diversity topics: diversifying archival collections	1/28/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	U.S. Latinx Art class (Instructor: Rose Salseda), Stanford University: Guest Lecture: Latinx Presence in the Archives of American Art	Public talk with Josh Franco, the National Collector for AAA. Where: Virtual When: February 8 How Many: 10 Diversity topics: Latinx art	2/8/2021	Completed	Hispanics	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Social Practice class (Instructor: Gabo Camnitzer), UMass Dartmouth: Guest Lecture: Rasquachismo	Public talk with Josh Franco, the National Collector for AAA. Where: Virtual When: February 23 How Many: 8 Diversity topics: Chicano art	2/23/2021	Completed	Hispanics	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Unboxed Lunch: Nela Arias-Misson Papers	Public talk with Josh Franco, the National Collector for AAA. Where: Virtual When: February 25 How Many: 75 Diversity topics: Cuban diasporic art	2/25/2021	Completed	Hispanics	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Introduction to the Archives, guest lecture invited by Paulina Banas	Public talk with Josh Franco, the National Collector for AAA. WHERE: MICA (virtual) WHEN: April 20 AUDIENCE: 11 Diversity topics: diversifying archival collections	4/20/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Collections Education Virtual Programming	Program	College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	“What DEAI Means for Research” panel,	Public talk with Josh Franco, the National Collector for AAA. WHERE: Smithsonian Congress of Scholars (SCOS) (Virtual) WHEN: May 20 AUDIENCE: 100* Diversity topics: diversifying research practices	5/20/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Belle Ribicoff Seminar guest lecture series (organized by Ondine Chavoya)	Public talk with Josh Franco, the National Collector for AAA. WHERE: Vassar College (Virtual) WHEN: May 21 AUDIENCE: 13 Diversity topics: Latinx art and archives	5/21/2021	Completed	Hispanics	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Unboxed Lunch: Women & Their Work records	Public talk with Josh Franco, the National Collector for AAA. WHERE: virtual WHEN: June 25 AUDIENCE: 90* Diversity topics: feminism, women artists	6/25/2021	Completed	Women	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	“Latinx Presence in the Archives of American Art,” Latino Museum Studies Program	Public talk with Josh Franco, the National Collector for AAA. WHERE: virtual WHEN: July 9 AUDIENCE: 20 Diversity topics: Latinx art and archives	7/9/2021	Completed	Hispanics	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Unboxed Lunch: Dudley Huppler	Public talk with Josh Franco, the National Collector for AAA. WHERE: Virtual WHEN: July 30 AUDIENCE: 80* Diversity topics: LGBTQ+	7/30/2021	Completed	LGBTQIA+	No	Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	Guest lecture, Introduction to the Archives, Latin American Art course, University of Omaha	Public talk with Josh Franco, the National Collector for AAA. WHERE: Virtual WHEN: September 21 AUDIENCE: 10 Diversity topics: Latinx art and archives	9/21/2021	Completed	Hispanics	No	Collections Education Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	AAA	MOU Signed for Queer Art, Cuban Diasporic art	Josh Franco is Co-curating with Felix Gonzalez-Torres exhibition (Fall 2024) with Charlotte Ickes, NPG	3/16/2021	Completed	LGBTQIA+	No	Memorandums of Understanding Formal	Program	PhD Other Programming for Adults
Museums & Culture	AAA	MOU signed for Latinx Youth Movements	Co-curating Latinx Youth Movements with Margaret Salazar-Porzio, NMAH, with support from SLC. Latinx art	5/28/2021	Completed	Hispanics	No	Education Memorandums of Understanding Formal	Program	College/University Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	Latinx art	Josh Franco is the Co-Founder Secretary and Membership Coordinator for US Latinx Art Forum (USLAF)	3/2015 - Ongoing	In-progress	Hispanics	No	Advisory Boards Collections Education Exhibitions	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	What's possible Now? - Publication in the Brooklyn Rail - Latinx Art	Critics Page Josh T Franco - National Collector for AAA. The Archives of American Art's Pandemic Oral History Project is a series of 85 virtually conducted interviews with American artists and art world figures that documents their real-time perspectives from June through September of 2020. As the COVID-19 pandemic swept the globe and many cultural institutions closed, artists, curators, professors, and activists shared their hopes, anxieties, and insights about how the seismic events of 2020 have shaped their work, new ways to engage with the public, and whether COVID-19 has changed the art world permanently. Throughout the interviews, there is a common thread: new possibilities. The responses to these new realities involved logistical, spiritual, civic, and other kinds of shifts. In the context of her own practice, artist Julia Santos Solomon describes this transformation well: So, there's that, the idea that art can succeed where politics and economics fail us. We have certainly lived and are living through a period of time like that. And I took it seriously, that it was my opportunity to do something for the community. My work tends to be very personal. And this speaks and it comes from personal history and emotional energy. However, in 2019, I began that shift. The Archives remain witness to these transformations and what they will continue to make possible far into the future.	6/2021	Completed	Hispanics Women	No	Education Virtual Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Women: Geographic and generational diversity of board members	In FY21 we added two women who enhance the geographic and generational diversity of our board.	11/2020	Completed	Women	No	Advisory Boards	Program Workforce	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Advisory Board	Archives of American Art Journal Advisory Board - In FY21 Joyce Tsai and Bridget R. Cooks joined the advisory board of the Archives of American Art Journal. Also, Ken Gonzales-Day has agreed to serve a second term.	10/2020	Completed	African Americans Asian Americans Hispanics Women	No	Advisory Boards	Program Workforce	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Journal publication focused on feminism and systemic racism	Archives of American Art Journal special issue - In Spring 2021, we published a special issue of the Archives of American Art Journal that focused on feminism and archives and featured scholarly and artistic responses to the dual pandemics of COVID-19 and systemic racism. It also included Ben Gillespie's overview of the Pandemic Oral History Project for the issue was reprinted in Smithsonian Magazine in May, where it was featured on the magazine's home page and highlighted in its daily newsletter for May 12.	5/12/2021	Completed	African Americans Women	No	Public Programming Research Associates	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Diversity and the Archives of American Art Journal	In FY21, an analysis of the last five years of submissions revealed a conscious editorial effort to showcase diversity. The data indicated that half of the journal content in the past five years focused on issues of diversity, specifically women, gender, and/or sexuality, and BIPOC topics. Previously we only tracked the geographic location and affiliation of our authors. In FY21, to gain a better understanding of the diversity of our author base, we added an optional field to our online submission form where authors can self-identify by gender, ethnicity, and race.	5/2021	Completed	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Public Programming	Program	College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	Events on zoom - Donor cultivation event	On June 4, 2021, AAA hosted a special event on Zoom, with Uchenna Itam, AAA curator of African American Manuscripts, in conversation with Shawnya L. Harris, the Larry D. and Brenda A. Thompson Curator of African American and African Diasporic Art at the Georgia Museum of Art for a special tour of the exhibition Emma Amos: Color Odyssey and first look at the papers of Emma Amos. (African American, donor cultivation event)	6/4/2021	Completed	African Americans	No	Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Asian American discussion with two professors at Stanford University	On April 28, 2021, AAA hosted a discussion with two professors at Stanford University, Marci Kwon and Aleesa Alexander, about the Asian American Art Initiative at Stanford.	4/28/2021	Completed	Asian Americans Women	No	Education Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	LIP Summer Internship	AAA's summer intern, Maribel Falcon, funded as part of a 2020 Latino Initiatives Pool Grant, worked on a project titled: Digital Access to Latino/a/x Archival Collections. The intern researched three recently digitized AAA collections: the Naul Ojeda papers, Mel Casas papers, and Jaime Davidovich papers, and selected over 90 folders of material from the collections to contribute to the SI Transcription Center. She also created 5 social media posts and a blog post to promote transcription by volunteers and use of the digitized collections by researchers.	6/7/2021 - 8/24/2021	Completed	Hispanics	No	Collections Virtual Internships	Program Workforce	Masters
Museums & Culture	AAA	Asian American Colleagues Support	In April 2021, AAA joined our colleagues to support a statement of solidarity from across the Smithsonian for Asian Americans and contribute to the Smithsonian Asian Pacific American Center resource spreadsheet. (Asian American)	4/2021	Completed	Asian Americans	No	Education Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Exhibitions: What is Feminist Art?	The exhibition What is Feminist Art? in the Archives' Lawrence A. Fleischman Gallery (DWRC) was closed for most of the pandemic but reopened to the public in FY21. (Women)	3/2021	Completed	Women	No	Education Exhibitions	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Panels: Queer Archives: The work of critical cataloguing and queer archival labor.	On May 10, 2021, Josh Franco participated in the panel, "Queer Archives: the work of critical cataloguing and queer archival labor," in collaboration with Dr. Jennifer Sichel's course, "Queer Theory and Queer Practice," hosted by the Visual Resource Center of the University of Chicago Department of Art History.	5/10/2021	Completed	LGBTQIA+	No	Education Public Programming Virtual Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Internship	AAA's summer intern, Evangeline Avila, added women-specific subject tags to 857 catalog records of women's archival collections. These new subject terms such as "Women painters", "Women sculptors", "Women designers", allow for researchers to browse and discover women's archives on AAA's website more easily. Her internship was from June 7-August 10. Evangeline identifies as Latina and worked on collections about women.	6/7/2021 - 8/10/2021	Completed	Hispanics Women	No	Collections Virtual Internships	Program Workforce	Masters
Museums & Culture	AAA	Digital Initiatives: Women	On March 10, head of reference services Marisa Bourgojn and digital initiatives archivist Jess Purkis attended the UCLA/AAA Transcribe-A-Thon celebrating Women's History Month. Marisa presented on relevant materials from the Archives currently being transcribed.	3/10/2021	Completed	Women	No	Education Heritage Month Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Rayna Andrews Interview	On March 31, Rayna Andrews was interviewed for a forthcoming documentary on Norman Parish/Parish Gallery, whose papers the Archives holds.	3/31/2021	Completed	African Americans	No	Collections Education Public Programming	Program Workforce	College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	Panel discussion: 'One year of documenting the Pandemic in New York City'	On March 31, archivist Jennifer Neal participated in The Archivists Round Table of Metropolitan New York's panel, "One Year of Documenting the Pandemic in New York City," where she spoke about the Archives' Pandemic Oral History Project.	3/31/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Collections Education Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	CaIRBS (California Rare Book School) discussion	On August 12, Rayna Andrews spoke to a California Rare Book School (CaIRBS) course about the Henry Luce Foundation African American Collecting Initiative and her role as processing archivist.	8/12/2021	Completed	African Americans	No	Collections Education	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Digital Initiatives: National Hispanic Heritage Month	On September 17, digital initiatives archivist Jess Purkis helped coordinate the transcription projects for a virtual National Hispanic Heritage Month transcribe-a-thon with the Transcription Center and their sponsor Ally.	9/17/2021	Completed	Hispanics	No	Collections Education Heritage Month Programming Virtual Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Teacher workshops on zoom	From August 6 to September 24, AAA held four teacher workshops on Zoom for teaching the history of American art with primary sources. The purpose of these workshops, funded by the Dedalus Foundation, was to expand traditional art-historical narratives by focusing on archival records of underrepresented artists and arts organizations and encourage the use of the Archives of American Art's online resources in undergraduate and graduate school curricula. (Latino, Asian American, African American, LGBTQ+, and women.)	8/6/2021 - 9/24/2021	Completed	African Americans Asian Americans Hispanics LGBTQIA+ Women	No	Education Public Programming Teacher Workshops	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Publication: Rayna Andrews "Redescribing African American Collections at the Archives of American Art"	Rayna Andrews, "Redescribing African American Collections at the Archives of American Art," Acid Free, 12 (December 2020).	12/2020	Completed	African Americans Women	No	Education Public Programming	Program Workforce	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Women's History Month in March 2021	The Archives launched several projects for Women's History Month in March 2021, including 21 folders of material from the Woman's Building Records. Among the many documents transcribed and described was a photograph, taken from the 1975 "Women in Design: the Next Decade" Conference materials. (women)	3/2021	Completed	Women	No	Heritage Month Programming Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	New archival collections	From October 1, 2020 to September 30, 2021, of the 45 collections we acquired, 15 support research on women, Latino, and African American artists.	10/1/2020 - 9/30/2021	Completed	African Americans Hispanics Women	No	Collections Education	Program	College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	Collections digitized and uploaded to AAA website	From October 1, 2020 to September 30, 2021, we digitized and uploaded to our website eight archival collections including the papers of Dorothy Liebes, Naul Ojeda, Betty Parsons, Toshiko Takaezu, Charles and Frances White letters, and Charles White papers.	10/1/2020 - Ongoing	In-progress	African Americans Asian Americans Hispanics LGBTQIA+ Women	No	Collections Education Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Oral History transcripts for women	From October 1, 2020 to September 30, 2021, added more than 100 searchable oral history transcripts to the AAA website representing Latino, Asian American, African American, Native American, LGBTQ+, individuals with disabilities, and women.	10/1/2020 - Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Women	No	Collections Education Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Finding aides deployed on the web	From October 1, 2020 to September 30, 2021, added more than 50 searchable finding aids to the AAA website representing Latino, Asian American, African American, Native American, LGBTQ+, individuals with disabilities, and women.	10/1/2020 - Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Women	No	Collections Education Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	African American collecting initiative	In mid-November, Uchenna Itam, joined the Archives on contract as curator of African American manuscripts for AAA's African American collecting initiative funded by the Luce Foundation. (African American)	11/2020	Completed	African Americans Women	No	Education Employee Affinity Groups Recruitment	Program Workforce	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Internship Program Initiative -	In December 2020, the Archives of American Art, along with the Met, the Frick, CASVA, and Winterthur, hosted a month-long, professional development internship program sponsored by the Association of Research Institutes in Art History for BIPOC and other underrepresented intern candidates. Twenty Interns from all over the country were selected from nearly 1,000 applicants for the virtual internship, which provided weeklong sessions at four participating institutions. At the AAA, interns researched New Deal oral histories and contributed excellent ideas and clips for our upcoming podcast series, for which they will receive published credit. (Latino, Asian American, African American, Native American, LGBTQ+, individuals with disabilities, and women.)	12/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Women	No	Career Counseling Education Internships	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	MOU with Smithsonian Latino Center	In September 2021, AAA entered into an MOU with Smithsonian Latino Center to support a Latino Archivist/Curatorial Assistant position at AAA. (Latino)	9/2021	Completed	Hispanics	No	Memorandums of Understanding Formal Recruitment	Program Workforce	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	Lunder Institute Talk	On March 18, interim director Liza Kirwin and Ben Gillespie joined artist Wendy Red Star for a "Lunder Institute Talk," a virtual conversation hosted by the Lunder Institute for American Art, Colby College Museum of Art, that focused on the Archives' Pandemic Oral History Project.	3/18/2021	Completed	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	Program	College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	AAA	AWHI Internship	Intern worked on AAA's podcast and processing oral histories of underrepresented women artists.	6/2021 - 8/2021	Completed	Asian Americans LGBTQIA+ Women	No	Collections Virtual Internships Virtual Programming	Program Workforce	College/University Masters PhD Other Programming for Adults
Museums & Culture	AAA	AAA Podcast	Season 1 Episode 3: Issues of Labor and Equity - The episode details hurdles that women and people of color encountered while working on the New Deal arts initiatives and how those issues intersected with broader ongoing social issues.	9/2021	Completed	African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities Women	Yes	Collections Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAfA	Africa for Kids	Instructor Egbuna Obi led a Zoom-Webinar on the intersection of African History and STEAM is designed to facilitate an understanding of the African experience and relate it to present-day landscape and occurrences in the USA. We utilize STEAM to foster integrative experiences for learning through: Creative art activities, language arts, mathematics, technology & science; reflective exercises that promote independent thought and critical thinking skills; information that provides an expanded perspective of the African experience beyond enslavement and informs about significant contributions; fostering teamwork and collaboration through small group activities, and; promoting cultural exploration that facilitates the development of positive self-identity.	FY 2020 - Ongoing	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	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade)
Museums & Culture	NMAfA	Circus without Borders	Director Susan Gray, producer Linda Matchan, and acrobats Guillaume Saladin and Yamoussa Bangoura participated in a Q&A before the screening of Circus without Borders, a documentary about world-class acrobats Saladin and Bangoura.	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	Education Virtual Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	NMAAHC	Classroom STEM programs	The Museum's STEM educator programs empower 3rd-12th grade teachers to confidently lead their students through STEM principles and practices, while using stories grounded in African American achievement. Our student programs provide visitors opportunities to engage in hands-on activities, learn about STEM careers, and explore African American contributions to history and STEM.	FY 2020 - Ongoing	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	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAAHC	STEM Day	To help celebrate National Engineering Week, NMAAHC will highlight the long lineage of African American engineers. From the earliest people of African descent using their knowledge of rice cultivation to the newest generation of technology prodigies and inventors, the contributions of African Americans to the nation's prosperity, history and culture are significant. This program will introduce our visitors to the world of engineering and share how African Americans have shaped and influenced the world.	02/22/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAAHC	Through the Window and Into the Mirror: A Career Conversation Series	NMAAHC invited middle and high school students to join the museum to explore careers in science, technology, engineering, and mathematics (STEM). Through the Window and into the Mirror is a video conversation series about the experiences of African American STEM professionals today. Students will peer into the 'windows' of the speakers' lives, learn from their lived experiences as STEM professionals, and find parts of their culture and lifestyle 'mirrored' in the speakers' lessons of their youth and greatest challenges and accomplishments. Through the Window and into the Mirror aims to inform, inspire, and be a starting point for students as they take steps towards having careers in STEM.	02/26/2021	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) College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAAHC	STEM Teacher Fellowship	NMAAHC's STEM Teacher Fellowship provides an opportunity for a K-12 STEM teacher to work with museum staff offsite throughout the school year, on-site during the selected teacher's spring break, and during a two-month period over the summer in Washington, DC. Travel and lodging will be covered, and a monthly housing stipend will be provided for the time spent in Washington, DC.	FY 2020 - Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Fellowships	Program	College/University Masters
Museums & Culture	NMAH	Spotlight on the American Scene: Social Justice on Film	Live virtual panel to discuss the relationship between film and social change, the connection between entertainment and activism, and the history of how storytelling can make a difference.	11/20/2020	Completed	African Americans Women	No	Virtual Programming	Program	College/University Other Programming for Adults
Museums & Culture	NMAH	Spotlight on the American Scene: Women in Entertainment	Live virtual panel conversation with trailblazing women in entertainment in celebration of Women's History Month.	03/31/2021	Planned	Women	No	Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Increasing Supplier/Vendor Diversity for NMAH Special Events	NMAH has expanded upon its list of diverse vendors for catering and related services needed for special events. NMAH has worked with these vendors: BYT (Girlhood opening) - woman-owned business Ridgewells (Winter Board boxed catering) – woman-owned business Design Foundry (Food Gala) – woman-owned business Linder + Associates (subcontracted through Design Foundry) – woman-owned and LGBTQ-owned business DCPV360/Pepe Gomez (Girlhood tour) – minority-owned business Well Dunn (Spring Board boxed catering) – LGBTQ-owned business	10/1/2021 - 5/14/2021	In-progress	Hispanics LGBTQIA+ Women	No	Advisory Boards Exhibitions Supporting Supplier Diversity Goals Virtual Programming	Supplier	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
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: Black Inventors and Innovators: New Perspectives) explored the latest scholarship on African American inventors, with a focus on identifying key questions for future research as well as insights and perspectives on opportunities for public history, exhibitions, and educational materials. https://invention.si.edu/black-inventors-and-innovators-new-perspectives PDF conf report to be completed June 2021."	11/16/2020 - 11/20/2020	Completed	African Americans	Yes	Conferences w/Colleges or Universities Conferences w/Professional Organizations	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 Individuals with Disabilities Women	No	Fellowships	Program Workforce	Masters PhD 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. In the Fall of 2020 the project will be translated into Spanish.	Fall 2019	In-progress	African Americans Asian Americans Hispanics Native Americans	Yes	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. A sister version of the series was offered in Spanish language .	4/2020 - Present	In-progress	African Americans Asian Americans Hispanics Latinx and Spanish Speakers	Yes	Education Public Programming Virtual Programming	Program	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.	4/2020 - Present	In-progress	Hispanics Latinx	Yes	Education Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Stories of 2020	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.	12/2020 - 4/2021	Completed	Residents of Under-resourced Communities	No	Collections	Program	Other Programming for Adults
Museums & Culture	NMAH	Heritage Month Campaigns	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)	2/2021 3/2021 5/2021 6/2021 9/2021 10/2021	In-progress	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women	No	Education Heritage Month Programming Virtual Programming	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 2) Spotlighting major historical events that principally affected underrepresented communities.	Daily	In-progress	African Americans Asian Americans Hispanics 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	Museum Blog	Prioritize blog posts that tell stories of underrepresented communities. (Represents approximately 50% of the posts published in the last year). One highlight from 2020 would be the special, seven-part series, "Black Life in Two Pandemics: Histories of Violence."	Ongoing	In-progress	African Americans Asian Americans Hispanics 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	Mass Action Reading Group	The Mass Action Reading Group is reoccurring meeting for NMAH staff members to meet, discuss, and read the Mass Action Toolkit (https://www.museumaction.org/resources). The Toolkit is a "comprehensive guide outlines the theory and tools for practice towards creating greater equity within the museum field." The Reading Group is an activity of NMAH's IDEA Council.	10/2019 - 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	Education Training	Workforce	College/University Masters PhD
Museums & Culture	NMAH	Website accessibility	Apply updates to older websites to address accessibility deficiencies.	Ongoing	In-progress	Individuals with Disabilities	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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Latinas Talk Latinas	This series introduces you to the lives of 10 Latinas, as told by curators, scientists, and educators across the Smithsonian. Join them as they explore stories of labor organizing, fashion, music, science exploration, performance, and art that have shaped the United States. The Latinas Talk Latinas series is accompanied by digital educational resources that enhance learning about the featured women.	Ongoing	In-progress	Hispanics Women Latinx	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Innovative Lives: Quickie Wheelchair inventor Marilyn Hamilton	"Marilyn Hamilton, co-inventor of the Quickie Wheelchair, spoke with National Museum of American History (NMAH) curator Katherine Ott about her life as an athlete and inventor. Following a hang-gliding accident in 1978, she worked with two friends to adapt hang-glider materials to invent a lightweight, easy-to-manuever wheelchair, which she then used to play championship wheelchair tennis. Hamilton co-founded Motion Designs to manufacture the wheelchairs, sold today under the brand name Quickie."	4/14/2021	Completed	Individuals with Disabilities	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	Innovative Lives: Uncharted Power	This program featured Nigerian-American inventor, CEO, and venture capitalist Jessica O. Matthews. Matthews' work is at the intersection of disruptive technology, renewable energy, and human behavior. She is the co-founder of Uncharted Power, and inventor of Soccket, a soccer ball that harnesses the kinetic energy of the ball during normal game play and stores it for later use. During the live program, Matthews shared stories about her background, inspirations, and inventions leading to 12 patents, starting with her first invention at the age of 19.	2/10/2021	Completed	African 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	Smithsonian Jazz "Women In Jazz Initiative"	Historical look, research, and annual public awareness of women's contribution in jazz.	April 2019 - Present	In-progress	Women	No	Education Public Programming Virtual Internships	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	Smithsonian Jazz - Jazz Appreciation Month	Distribution of 51,000 posters through the National Association for Music Education, US Department of Educations, US Department of State, Conference of Mayors, musicians, and fans.	2001 - Present	In-progress	Residents of Under-resourced Communities Women	No	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	See Me	Small group programs for people with Alzheimer's and dementia and their care partners. Work with Access SI on these programs.	2019 - Present	In-progress	Individuals with Disabilities	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	See Me en Espanol	Small group programs for people with Alzheimer's and dementia and their care partners, conducted completely in Spanish. Access SI manages this program.	2019 - Present	In-progress	Hispanics Individuals with Disabilities	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Visual Description for the "Entertainment Nation" exhibition, opening October 2022	In a first for NMAH, we will be providing visual descriptions for all the exhibition's media. Of special note—and with support from Smithsonian Accessibility Innovation Fund—we are developing strategies for describing large-scale, immersive media experiences that have multiple images on multiple display surfaces in multiple locations simultaneously. Expert users will play a key role in developing descriptions, user interfaces, and navigation strategies.	2021 – 2022	In-progress	Individuals with Disabilities Individuals with Low Vision Individuals Who are Blind	No	Accessibility feature for exhibition	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 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Tell Me What Democracy Looks Like	Taking a cue from the popular protest call-and-response—"Show me what democracy looks like! This is what democracy looks like!"—this site explores what democracy looks like from the perspectives of five organizers working in today's undocumented movement. Through their stories, these organizers invite us to look beyond the headlines and the issues often associated with undocumented immigrants, from DACA (Deferred Action for Childhood Arrivals) to the DREAMers. In the process, they stretch our imagination by offering fresh approaches to familiar topics such as community, citizenship, belonging, and even identity itself.	Ongoing	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults
Museums & Culture	NMAH	AWHI Ford Videos	Four part video series that centers contributions of Black, Indigenous, and women of color (BIPOC) by choosing related objects in our collections. This is for middle and high school students. We are contracting with a local Black owned vendor for the video production.	5/2021 - 7/2021	In-progress	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women BIPOC Women	No	Education Public Programming Supporting Supplier Diversity Goals	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	NMAH	Excel Academy Partnership	Local partnership with an all-girls K-8 school in Ward 8. We meet after school with a group of young women who learn computer literacy and local women's history by working in Learning Lab and building off Girlhood: It's Complicated. The young women are making one learning lab collection per Girlhood theme with issues relevant to their lived experiences. They are also creating a tutorial video for other young people who are interested in learning how to use learning lab.	Fall 2019 - 9/2021	In-progress	African Americans LGBTQIA+ Residents of Under-resourced Communities Women	No	Education Public Programming	Program	Middle School (6th - 8th Grade)
Museums & Culture	NMAH	Day of Remembrance - FACEism: A panel discussion of history and accountability	"February 19 is the Day of Remembrance, the annual recognition of President Franklin D. Roosevelt's signing of Executive Order 9066 and the subsequent incarceration of nearly 120,000 people of Japanese descent living mostly in Washington, Oregon, and California. To commemorate the thousands of people affected by this human rights abuse, our discussion this year features news anchor and filmmaker David Ono and his documentary series FACEism, which examines how racism is rooted in often ignored and painful histories. FACEism: ""FACEism is when we make quick, often unfair, judgments about people we don't even know, ignoring the fact there is so much more behind their face."" Panelists will consider two episodes from the documentary series and explore how community activists' further discussions about history, accountability, and injustice in our past, present, and future. Modupe Labode (Moderator), Curator and Public Historian, Smithsonian, National Museum of American History. Panelists: David Ono, Anchor for ABC7 Eyewitness News Los Angeles, CA; Ann Burroughs, President and CEO, Japanese American National Museum; Cheyenne Cheng, Norman Y. Mineta Fellow for the Japanese American Citizens League; and Matthew Weisbly, Daniel K. Inouye Fellow for the Japanese American Citizens League."	2019 - Feb 2021	Completed	Asian Americans	No	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	Beyond the Pilipino Cultural Night panel	Theodore S. Gonzalves appeared on a panel titled "Beyond the Pilipino Cultural Night," produced by the San Francisco-based cultural organization, Undiscovered; October 17	10/2020	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Education Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	OHA Panel	Fath Davis Ruffins chaired a panel for the Oral History Association 2020 Conference (virtual). The topic: Narratives of Women and other Marginalized Groups: Voices from Nigeria, Uganda, and Rwanda on October 20th	10/20/2020	Completed	African Americans Residents of Under-resourced Communities Women	No	Conferences w/Professional Organizations	Program	College/University Masters PhD
Museums & Culture	NMAH	OHA Panel	Fath Davis Ruffins participated in a panel for the Oral History Association 2020 Conference (virtual) on Understanding the Evolving Roles of Women at the Smithsonian: Race, Gender, and Excellence. Her presentation (with power point) was on: Poetics and Politics of Institutional/Oppositional Histories at the Smithsonian. On October 21st.	10/21/2020	Completed	Women	Yes	Conferences w/Professional Organizations	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	SI Affiliate HoustonFirst "Cultural Conversations"	Magdalena Mieri joined Smithsonian Affiliate HoustonFirst in their "Cultural Conversations" series focused on Hispanic Heritage Month.	10/2020	Completed	Hispanics	No	Education Heritage Month Programming Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Pleibol programming	On October 14th, Margie Salazar-Porzio and the Pleibol team partnered with the University of Illinois at Urbana-Champaign, a Smithsonian Affiliate, to produce a virtual program discussing the Pleibol book and Latinas/os/xs in baseball.	10/14/2020	Completed	Hispanics	No	Education Exhibitions Public Programming Virtual Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	APAC Program "Heritage, in Real Life"	Theodore S. Gonzalves assisted in the production of a public program, "Heritage, in Real Life," by the Smithsonian Asian Pacific American Program, featuring poets Monique Truong and Rick Barot; October 15	10/15/2020	Completed	Asian Americans Native Americans Native Hawaiians/Pacific Islanders	No	Education Public Programming Virtual Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	"2020 JACSC Education Conference: Connecting, Empowering, & Transforming Our Communities."	Noriko Sanefuji served as a Conference Committee co-chair for the "2020 JACSC Education Conference: Connecting, Empowering, & Transforming Our Communities." The Japanese American Confinement Sites Consortium (JACSC) conference took place on October 16th-18th which was the first education conference, held virtually. We have over 30 speakers and 25 partner organizations.	10/2020	Completed	Asian Americans	No	Conferences w/Professional Organizations	Program	College/University Masters PhD
Museums & Culture	NMAH	Girlhood (It's Complicated)	Girlhood (It's Complicated) opened October 9, 2020	10/9/2020	Completed	Women	No	Exhibitions	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	"Finding a Voice without the Vote: 18th Century." Panel	On October 29, Amanda Moniz is speaking about eighteenth-century women's and African Americans' philanthropy on a panel organized by the Boston organization Revolutionary Spaces on "Finding a Voice without the Vote: 18th Century."	10/29/2020	Completed	African Americans Women	No	Public Programming Virtual Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	NMAH's Social Studies Online program	Katherine Ott spoke to students about LGBTQ+ history as part of NMAH's Social Studies Online program	10/2020	Completed	LGBTQIA+	No	Education Virtual Programming	Program	High School (9th - 12th Grade) College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Craft and Kwentuhan program	Online Public Program: Theodore S. Gonzalves produced a live, Web-based program titled "Craft and Kwentuhan"* featuring Malaka Gharib and Angel Trazo. The two acclaimed Filipino American authors and visual artists engaged in a dialogue concerning their creative processes and ethnic heritage and led a 'zine-making workshop. The event was broadcast live on Facebook and YouTube, drew audience members throughout the United States and the Philippines, and was produced with the assistance of staff from the Smithsonian Asian Pacific American Center and the Center for Folklife and Cultural Heritage. The event was generously funded by the Smithsonian Asian Pacific American Initiatives Pool. [*Kwentuhan is Tagalog for chit-chat. Tagalog is the United States' fourth most commonly spoken language.]	11/2020	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Virtual Programming	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	Museum Live program	Crystal Moten gave a presentation about Black female entrepreneurs for the Durham Museum's "Museum Live" virtual Monday morning program on December 7th. The Durham Museum, a Smithsonian Affiliate in Durham NE, hosts the "Museum Live" program for local elementary school students.	12/7/2020	Completed	African Americans Women	No	Virtual Programming	Program	Elementary School (K - 5th Grade)
Museums & Culture	NMAH	What Happens Next? panel	Lisa Kathleen Graddy was the moderator for "What Happens Next? The 19th Amendment and its Lasting Impact" with panelists Secretary Barbara Franklin, Mayor Muriel Bowser, Representative Doris Matsui, and NMAH Director Anthea Hartig. The panel was part of the Smithsonian Insider series, 3 December.	12/3/2020	Completed	Women	No	Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	iPleibol! launches the traveling show	iPleibol! launches the traveling show January 23 at The Castle Museum of Saginaw County History in Saginaw, Michigan. It will be up until April and then will travel to Colorado and a number of other sites throughout the nation through 2025.	1/23/2021	In-progress	Hispanics	No	Exhibitions	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	Online mentoring program, "Developing Networks for Minority Scholars"	Theodore S. Gonzalves was the featured speaker in an online mentoring program, "Developing Networks for Minority Scholars," at Pennsylvania State University. Number of attendees: 20.	1/2021	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	Program	College/University Masters PhD

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Day of Remembrance virtual panel	On Feb 18, Noriko Sanefuji participated in Day of Remembrance virtual panel discussion organized by Heart Mountain Wyoming Foundation (HMWF) along with Clement Hanami of JANM, Erin Aoyama of Brown University PhD student, Shirley Higuchi, Chairperson of HMWF and Takashi Hoshizaki, camp survivor.	2/18/2021	Completed	Asian Americans	No	Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	Lecture on Woman Suffrage	Lisa Kathleen Graddy gave a talk on woman suffrage to members of the Metropolitan Club	2/2021	Completed	Women	No	Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Guest Speaker	On February 20, Crystal Moten was guest speaker for the DC Metro Region of Federally Employed Women (FEW) Black History Month celebration. Her talk was entitled, "Determined to Fight: The Welfare Rights Movement in the US"	2/20/2021	Completed	African Americans Residents of Under-resourced Communities	No	Education	Program	Other Programming for Adults
Museums & Culture	NMAH	Guest Speaker	On February 24, Crystal Moten was guest speaker for the National Geospace Intelligence Agency. Her talk was entitled, "On the Shoulders of Many: Exploring Black Political Herstory in the US Midwest and West"	2/24/2021	Completed	African Americans	No	Education	Program	Other Programming for Adults
Museums & Culture	NMAH	Black History Month Conference and College Fair	On February 27, Crystal Moten was a presenter at the Black History Month Conference and College Fair. She spoke about Women in Politics.	2/27/2021	Completed	Women	No	Education	Program	College/University Masters PhD
Museums & Culture	NMAH	FOOD- Black History Monthly Programming	On February 1, Ashley Rose Young did a 6-minute video segment for Fox 5 Washington D.C.'s Black History Month programming. She spoke about Chef Lena Richard, "The Only One in the Room" highlights case in American Enterprise that features Richard's story, and also mentioned the upcoming "Cooking Up History" program about Richard.	2/1/2021	Completed	African Americans	No	Heritage Month 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	NMAH	Virtual presentation about "Creating Icons"	Lisa Kathleen Graddy gave a virtual presentation about "Creating Icons" and the American suffrage movement on March 17th for the Tampa Bay History Center, an affiliate in Florida.	3/17/2021	Completed	Women	No	Exhibitions	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	Guest speaker	Lisa Kathleen Graddy gave a talk on suffrage and women's activism for the Department of Transportation National Highway Traffic Safety Administration's Office of Civil Rights for their internal Women's History Month observances	3/2021	Completed	Women	Yes	Heritage Month Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Virtual tour of Creating Icons: How We Remember Woman Suffrage	Lisa Kathleen Graddy gave a virtual tour of Creating Icons: How We Remember Woman Suffrage the talk on suffrage and women's activism for Accenture's women's leadership group as part of their Women's History Month observations,	3/2021	Completed	Women	No	Exhibitions Heritage Month Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	White House Women's History Display	In March, the White House invited NMAH to make a mini-exhibition in its Center Hall, to honor Women's History Month. NMAH quickly selected several objects, wrote labels, created mounts, oversaw installation, and then worked with the Department of Education to create online "Learning Labs" that shared the content with teachers and students across the country. Highlights from the display included the U.S. Army Women's Army Corps summer service overseas cap worn by Alice Tetsuko Kono (1944-1946); the Clio Award given to Sara Sunshine in 1987, the first awarded to a Latino-owned advertising agency; and a dictionary from the National Training School for Women and Girls, a Washington, D.C.-based school that Nannie Helen Burroughs founded in 1909 to educate young African American women.	3/2021	Completed	African Americans Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Exhibitions Heritage Month 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	NMAH	Lena Richard and Julia Child: Two Women Who Changed Culinary History" program	Paula Johnson and Ashley Rose Young were guest speakers for the event "Lena Richard and Julia Child: Two Women Who Changed Culinary History" on March 10 as part of the Smithsonian Associates' American Women's History Initiative Series.	5/2021	Completed	Women	No	Heritage Month Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	"Girlhood (It's complicated): An Exhibition Exploring the Politics of Girlhood" article	Kathleen Franz with Nancy Bercaw, Kenneth Cohen, Mireya Loza and Sam Vong, "Girlhood (It's complicated): An Exhibition Exploring the Politics of Girlhood" The Public Historian (2021) 43 (1): 138-163. https://doi.org/10.1525/tph.2021.43.1.138	4/2021	Completed	Women	No	Publication	Program	College/University Masters PhD
Museums & Culture	NMAH	Pleibol and Latin-American history presentation	On April 15th, Robin Morey gave a short talk about Pleibol and Latin-American history for the Durham Museum's Family Day program. Robin presented in both Spanish and English.	4/15/2021	Completed	Hispanics	Yes	Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD
Museums & Culture	NMAH	White House Asian American and Native Hawaiian/Pacific Islander Heritage Month display	In May, the White House invited NMAH and the Smithsonian Asian Pacific American Center to make a mini-exhibition in its Center Hall, to honor Asian American and Native Hawaiian/Pacific Islander Heritage Month. NMAH quickly selected several objects, edited labels, created mounts, oversaw installation, and then worked with the Department of Education to create online "Learning Labs" to share the content across several social media platforms. Highlights from the display include Private First Class Joes M. Nishimoto's Medal of Honor; Stella Abrera's ballet shoes; Balbir Singh Sodhi's turban; campaign materials from Representative Patsy Mink; and Kristi Yamaguchi's figure skates.	4/2021	Completed	Asian Americans Native Hawaiians/Pacific Islanders Women	No	Exhibitions;#Heritage Month 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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	NMAH Social Studies Online	Sam Vong participated in a 30-minute recording for Social Studies Online for AAPI Heritage Month hosted by Orlando Serrano for OAE. He discussed the history of three objects: Balbir Sodhi Singh's turban, shoes from Virginia Lee Mead collection, and Judi Oyama's helmet. The target audience was 8-12 graders.	5/2021	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Heritage Month Programming Virtual Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	NMAH	We Are American and We Stand Together: Asian American Resilience and Belonging" panel	Sam Vong participated in a panel with Daniel Inoue and Theo Gonzalves for "We Are American and We Stand Together: Asian American Resilience and Belonging," a 90-minute presentation hosted by NMAH and APAC and produced by MSNBC's Richard Lui.	5/2021	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	The Power of Giving: Philanthropy's Impact on Educational Equity	The Philanthropy Initiative's fifth annual Power of Giving symposium brought historic perspectives to contemporary conversations about educational equity and the role of philanthropy. In this virtual program, Smithsonian historians joined thought leaders in education and philanthropy to discuss topics such as K-12 education; African American educational philanthropy; and funding opportunity and resilience at HBCUs, Hispanic Speaking Institutions, and community colleges. SI Secretary Lonnie G. Bunch III, SI Regent Steve Case, former Secretary of Education Dr. John B. King Jr., and the presidents of Morehouse, Bennett, and Miami-Dade Colleges were among the 16 featured speakers.	11/10/2020 - 11/12/2020	Completed	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Women Residents of Under-resourced Communities	No	Public Programming	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	Stories of Black Philanthropy: Treasures from the National Museum of American History	In celebration of Black Philanthropy Month, NMAH's Philanthropy Initiative hosted a virtual program inviting the public to go behind the scenes to learn what curators and research interns are discovering in the collections as part of its new History of African American Fundraising Collecting Initiative. Attendees learned how these objects and others tell the long and complex history of Black giving. Since the nation's beginning, African Americans have been philanthropists, supporting communities and advocating for social justice. As fundraisers, they have mobilized philanthropic resources of time, money, and testimony and played an integral role in shaping American fundraising practices while facing hostility toward independent Black institution-building and systemic racism's constraints on wealth accumulation. African American interns also spoke about their experiences researching the objects as part of the museum's work to help educate the next generation of museum curators.	8/21/2021	Completed	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Women	No	Public Programming	Program	High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	Latino History Hub	Updated the webpage's Latino History Hub with current information and translated page and subpages into Spanish for language accessibility.	9/2021	Completed	Hispanics	No	Website	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Museums & Culture	NMAH	Pleibol! and Selena Spanish language press releases	Pleibol: https://americanhistory.si.edu/node/49215 Selena: https://americanhistory.si.edu/press/releases/se-conmemora-el-50%C2%B0-cumplea%C3%B1os-de-selena-por-medio-de-una-adquisici%C3%B3n-de-fotos-de-la	4/2021 - 7/2021	Completed	Hispanics Women	No	Collections Exhibitions	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	African American Curatorial Collective press release	https://americanhistory.si.edu/press/releases/african-american-history-curatorial-collective-founded-national-museum-american	8/2021	Completed	African Americans	Yes	Collections Digital Promotion of Academic Appointments Employee Affinity Groups	Workforce	PhD
Museums & Culture	NMAH	Advertising to diverse communities	Placed Girlhood advertisements in the Washington Blade, targeted Pleibol advertisements to urban Latino communities, ran digital media campaigns focused on New York's Chinatown and Latina/o communities who might find programming and exhibitions of interest	6/2021 - 9/2021	Completed	Asian Americans Hispanics LGBTQIA+ Women	No	Collections Education Exhibitions Virtual Programming	Program	High School (9th - 12th Grade) College/University Other Programming for Adults
Museums & Culture	NMAH	A Juneteenth Conversation	Curator Fath Ruffins was asked to be part of a General Motors hosted panel to discuss the history and impact of Juneteenth for the African American community. This panel served the General Motors employee base around the world.	6/18/2021	Completed	African Americans	No	Conferences w/Professional Organizations Education	Program Workforce	Other Programming for Adults
Museums & Culture	NMAH	White House exhibition for PRIDE Month 2021	In June, the White House invited NMAH to make mini-exhibition in its Center Hall, to honor PRIDE Month. NMAH quickly selected several objects, edited labels, created mounts, oversaw installation, and then worked with the Department of Education to create online "Learning Labs" to share the content across several social media platforms. The themes of the display focused on Matthew Shepard; Harvey Milk; Achieving Equality; Pride Celebrations, Activism; the Stonewall Uprising; and the AIDS Epidemic	6/2021	Completed	LGBTQIA+	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	NMAH	White House National Hispanic Heritage Month Exhibition	White House National Hispanic Heritage Month Display: In September the Smithsonian's National Museum of American History and the Center for Folklife and Cultural Heritage and the White House presented an exhibit celebrating the cultures and contributions of the Latin American community. NMAH provide objects for two display cases: Celia Cruz and Salsa and Baseball. NMAH objects featured in these cases included Custom-made, gold vinyl platform shoes worn by Celia Cruz; Sketch of Celia Cruz in gown designed by Narciso Rodriguez; Baseball signed by the 1960 World Series Champion Pittsburgh Pirates; 1964 Topps Collectible Coin featuring All Star MLB player Juan Marichal; Autographed Baseball Glove used by Mariano Rivera in 2007; and Anthony Rendon's childhood Baseball Glove.	9/2021 - 10/2021	In-Progress	Hispanics	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	NMAH	"Pandemic Perspectives" colloquium series	The NMAH Tuesday Colloquium is a weekly series of research-based lectures given by SI staff, fellows, and occasional non-SI speakers. Virtual offerings this year included a number of presentations devoted to minority history, especially African American history, and women's history. The audience is primarily Smithsonian staff, although a mailing list for non-Smithsonian colleagues includes scholars from the Washington region and elsewhere, as well as members of the public who have requested admission to the email group. On Dec. 1, 2020: Alexandra Lord and others presented "Pandemic Perspectives: Public History During a Pandemic: Collecting COVID-19 and Black Lives Matter." On Feb. 2, 2021: Alexandra Lord and others presented "Pandemic Perspectives - Race and Place: Yellow Fever and the Free African Society in Philadelphia."	12/1/2020 - 2/2/2021	Completed	African Americans	No	Public Programming	Program	Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	GPEP Alumni Internship Program	In collaboration with the Goucher Prison Education Partnership (GPEP), NMAH has developed a unique internship program for formerly incarcerated scholars who participated in GPEP during their incarceration. During its first year, the program has hosted 5 year-long internships through which GPEP Alumni Interns have had professional learning experiences in fields that interest them across the museum. Interns are supported through livable stipends, mentor coaching and support, supplemental internship workshops, ongoing evaluation, supplemental inclusive background investigation procedures, and one-on-one support with seeking out professional opportunities for the future. For FY22, we will host two GPEP Alumni Internships.	9/2020 - 12/2021	Completed	Residents of Under-resourced Communities Women Individuals who were Formerly Incarcerated	No	Career Counseling Internships Virtual Internships	Program	College/University Other Programming for Adults
Museums & Culture	NMAH	Equitable Stipend Request Process for Interns	Starting in Fall 2020, the NMAH Internship Program has provided stipends to our interns. The minimum amount is a total of \$500 per intern to defray technology costs for a virtual internship or commuting costs for an in-person internship. In addition to that, after being selected, interns are invited to apply for equitable stipend funding based on self-disclosed financial need. This allows us to engage in the true nature of equity--providing what individuals need--by providing the opportunity for interns to have access to the funds they might need for housing, food, additional technology, travel to and from DC (if applicable), healthcare, and childcare as needed. Thus far, we have been able to provide 100% of our interns' requested stipends.	FY 2021	Completed	Residents of Under-resourced Communities	No	Internships Virtual Internships	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	Virtual Internships at NMAH	Throughout FY21, the NMAH Internship Program has bolstered its capacity for virtual internships, including providing internship mentor training and coaching, increasing technology training for interns, broadening the scope of internship projects using digital programming and collections, and expanding professional development experiences overall. Through our internship program evaluation, we have confirmation that providing increased opportunities for virtual internships has increased inclusion for different communities across the country, increasing diversity of our program and our museum community, including for parents and caregivers, people with chronic illness and disabilities, current students, and people who otherwise wouldn't feel comfortable moving to DC away from their support networks.	FY 2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women Rural Communities	No	Virtual Internships	Program	College/University Masters PhD Other Programming for Adults
Museums & Culture	NMAH	IDEA Council Bulletin	Starting in September 2020, the IDEA Council Bulletin is a monthly newsletter sent out to all NMAH staff and affiliates including helpful resources, tips, and a staff spotlight. Each bulletin usually focuses on topics that are relevant for a particular month; for example, we sent out inclusive holiday celebration tips in December 2020, mental health resources in March 2021 for the anniversary of the pandemic hitting DC, and web accessibility guidelines in July 2021 in celebration of the ADA's 31st anniversary. The purpose of the bulletin is increasing NMAH's internal capacity and understanding of inclusion, diversity, equity, and accessibility and fostering a more reflective and inclusive museum community.	9/2021 - Present	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Heritage Month Programming Training Internal resource sharing	Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	AHWI Suffrage Video	Funded by an AWHI grant, this project was intended to be an adaptation of our existing theater program Votes for Women. Due to Covid cancellations of in-person programming, it pivoted to a digital product. This 10 minute video will explore our role in shaping public memory and commemorating America's complex history. It centers on the under-recognized role and contributions of African American women in the American Woman Suffrage Movement.	9/2021 - 12/2021	In-progress	African Americans Women	No	Education Heritage Month Programming 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	NMAH	Historytime	Historytime is an object-based educational video series for early learners (ages 3-6). Each 5-10 minute video explores an object or group of objects and aligns them with curricular themes appropriate for the target audience. Season 1 of the series was released between September 2020 and May 2021 and included 16 videos. Season 2 launched in September of 2021 and the 10 videos in this season will focus on the stories of BIPOC women.	9/2020 - Present	In-progress	African Americans Asian Americans Individuals with Disabilities LGBTQIA+ Women	No	Education Public Programming	Program	Elementary School (K - 5th Grade)
Museums & Culture	NMAH	Visual Descriptions of NMAH Collections	Grassroots efforts by staff to generate visual descriptions for all collection objects. The effort began with a pilot phase in 2018 during which highlight descriptions for 12 major exhibitions were completed and posted on the museum's website for public access. The effort resumed in April of 2021 when writing descriptions was presented as a museum-wide opportunity for completing staff service hours. New additions from this phase have grown the description pool by about 50% so far.	5/2018 - Present	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	The Long Battle: The Work of Preserving Emmett Till's Memory public program.	This program was the opening event of the exhibition Reckoning with the Past that focusses attention on the defaced river site marker that was recently collected by the Museum. The program featured four community members form Tallahatchie county who are devoting their life's work to preserving the memory of Emmett Till.	9/2/2021	Completed	African Americans	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Latinas Talk Latinas on Escaramuza	Three minute long video to be shared on social media focusing on the legacy of women in Charrerria in the USA. It is accompanied by a Learning Lab collection with resources for educators.	10/2021	In-progress	Hispanics Women	Yes	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Hidden Stories, Hidden Voices: Portraits of Manhattan's Chinatown	This program featured a conversation with members of the Manhattan Chinatown community exploring the long-lasting effects of the September 11 attacks. The discussion focused on health, economic, and societal effects as shared through first-hand accounts of community members. It was hosted collaboratively with the Charles B. Wang Community Health Center, the Museum of Chinese in America, and the National Museum of American History.	9/1/2021	Completed	Asian Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Hidden Stories, Hidden Voices: Art in the Aftermath	This program featured Latinx and Chinese American artists sharing their stories of how their experiences of September 11 shaped their artistry, community, and the world at large. This program was hosted collaboratively by the Museum of Chinese in America, El Museo del Barrio, and the National Museum of American History.	9/9/2021	Completed	Asian Americans Hispanics	Yes	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Hidden Stories, Hidden Voices: Latinx Empowerment After the Attacks	This program featured members of the New York City Latinx community sharing their experiences navigating complex immigration policy, worsening health effects, and socioeconomic challenges while serving the city as first responders, volunteers, organizers, and caregivers. This panel built on the museum's New York City 9-11 Collecting Initiative to highlight the stories of the Latina/o/x experience in the September 11 narrative. This program was hosted collaboratively by the New York Committee for Occupational Safety and Health, the Consulate General of Mexico in New York, the Mexican Cultural Institute in Washington D.C., and the National Museum of American History.	9/10/2021	Completed	Hispanics	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	NMAH	Made By Us	Cross-institutional collaboration designed to reach an underserved audience in museums and historic sites -- 18-29 year olds. We ignite and inform civic participation through programs, content and campaigns like the Civic Season, powered by history from pluralistic sources.	2021	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Public Programming	Program	High School (9th - 12th Grade) College/University Other Programming for Adults
Museums & Culture	NMAH	Pleibol Exhibition Opening	A virtual opening celebration of the exhibition ¡Pleibol! In the Barrios and the Big Leagues / En los barrios y las grandes ligas. The exhibit takes visitors on a journey into the heart and history of U.S. Latino baseball. Extraordinary stories demonstrate the impact of baseball within Latino communities across the nation as well as how Latinas/os have influenced and changed the game for over a century. In this digital tour curators provide a special behind-the-scenes look that will immerse viewers in the truly memorable stories and artifacts on display.	7/9/2021	Completed	Hispanics	No	Exhibitions Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) Other Programming for Adults
Museums & Culture	NMAH	¡Hablemos de beisbol! Intergenerational stories of Latino Baseball in Saginaw, Michigan	The Smithsonian's ¡Pleibol! team will be co-hosting the virtual roundtable "¡Hablemos de beisbol! Intergenerational stories of Latino Baseball in Saginaw, Michigan" in collaboration with our partners at the Castle Museum of Saginaw County History. The panel will include scholars as well as local personalities who will focus on the important legacy of baseball in Latino communities across the country and especially in Saginaw. The panel celebrates the shared heritage featured in the traveling Smithsonian exhibition ¡Pleibol! In the Barrios and the Big Leagues / En los barrios y las grandes ligas.	3/31/2021	Completed	Hispanics	No	Exhibitions Public Programming Virtual 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 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	NMAH	Food Futures: Striving for Justice	2020 Food History weekend themed Food Futures featured the voices of people involved in different aspects of the food system—from agricultural fields to restaurant kitchens, from food markets to food banks, from hops farms to breweries, from classrooms to community centers. Our participants shared stories of resilience and creative relationship-building in the wake of unprecedented economic, cultural, and public health challenges. We also explored models for food production and learned about many grassroots efforts across the country that have responded to the crisis. As we experience the energy and optimism of entrepreneurs, activists, and innovators in both food and drink, we engaged in some collective brainstorming on strategies for building a better food system together. Our programs for the weekend included cooking demonstrations, panel conversations, digital artist galleries, and food justice resources.	10/15/2020 - 10/17/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	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	NMAH Tuesday Colloquium: Zoom presentations on issues of race, equity, and inclusion.	The NMAH Tuesday Colloquium is a weekly series of research-based lectures given by SI staff, fellows, and occasional non-SI speakers. Virtual offerings this year included a number of presentations devoted to minority history, especially African American history, and women's history. The audience is primarily Smithsonian staff, although a mailing list for non-Smithsonian colleagues includes scholars from the Washington region and elsewhere, as well as members of the public who have requested admission to the email group. Oct. 20, 2020: Tyrone McKinley Freeman, with Modupe Labode: "Madam C. J. Walker's Gospel of Giving: Black Women's Philanthropy during Jim Crow," attendance 47 Nov. 17, 2020: Lila Corwin Berman: "The American Jewish Philanthropic Complex: The History of a Multi-Billion Dollar Enterprise," attendance 23 Dec. 8, 2020: Steven Lonker: "Using Multimedia Enhanced Tours to Show How the Struggle for Equality in a Country Divided by Class, Race, Gender and Self-Interest Has Shaped Us," attendance 33 Jan. 12, 2021: Jorge Santiago-Blay: "Contributions of Some Deaf and Hard-of-Hearing Entomologists and Botanists: A Silent Legacy No More" (offered with sign-language interpreters), attendance 33 Mar. 9, 2021: Mary Jane Appel: Picturing Race in the New Deal: Politics, Public Service, and Print Media in FSA Photography," attendance approx. 40 Mar. 16, 2021: Catherine Stewart: "Home/Work: Race, Gender, and Domestic Work in the South During the Great Depression," attendance 30 April 27, 2021: Margaret Salazar Portio and others: "Collecting regarding community-led responses to disasters, including the Pandemic, in Puerto Rico," attendance 50 May 4, 2021: Tanisha C. Ford: "Our Secret Society: Black Women and Racial Justice Philanthropy," attendance 29 May 11, 2021: Finis Dunaway: "Defending the Arctic Refuge: A Photographer, an Indigenous Nation, and a Fight for Environmental Justice," attendance 40 May 18, 2021: Jennifer A. Porter-Lupu: "Excavating Healthcare Inequalities: Mapping Disease and Drug Access in Washington, DC 1890-1920," attendance 50 June 8, 2021: Allison Robinson: "'We made different human beings out of them': Women's Labor and Racialized Cultural Nationalism in the WPA," attendance approx. 40 July 20, 2021: Colette Veasey-Cullors, with Shannon Perich: "Photography and Ethics" [photographing in Black communities], attendance 64 Aug. 10, 2021: Franklin A. Robinson, Jr.: "March to Marketing: The Changing Face of Pride," attendance 44 Sept. 28, 2021 [scheduled] Tim Winkle: "Buried Legacy: African American Firefighters in 19th Century Charleston"	10/2020 - 9/2021	Completed	African Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Women	No	Public Programming Virtual Programming	Program	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 2021

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	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	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	America InSight: Verbal Descriptions 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	Yes	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	In-progress	African Americans	No	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
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	In-progress	African Americans Hispanics	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 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
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	In-progress	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. Available as a printed resource and as an online resource.	9/2018 - Ongoing	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
Museums & Culture	SAAM	See Me at SAAM (Spanish)	Ongoing series of tours for visitors with memory loss and their care partners; Wednesday afternoons at 2:00 pm. Launched new online training to conduct "See Me" programs in Spanish.	10/1/2020 - Ongoing	In-progress	Hispanics 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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
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 Mecklenburg 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 Mecklenburg 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, Ja. 19, 2019-April 21, 2019, Cornell Fine Arts Museum, Winter Park, Florida, Sept. 20, 2019-Dec. 29, 2019, 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. The show opens at the Wichita Art Museum Feb 6, 2021-May 23, 2021. Partial funding for the project was provided by Art Bridges.	1/19/2019-5/23/2021	In-progress	African Americans	No	Exhibitions;#Traveling Exhibitions	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."	9/20/2020-1/10/2021	In-progress	African Americans	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Hearts of Our People Curator and Artist Conversation	Learn more about the collaborative curatorial process and the exquisite artwork by Native women featured in the landmark exhibition "Hearts of Our People: Native Women Artists." Join curators 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, along with featured artists Kelly Church (Ottawa/Pottawatomie) and Carla Hemlock (Kanienkehaka) for this virtual conversation moderated by Anya Montiel, SAAM's curator of American and Native American Women's Art and Craft.	10/1/2020	Completed	Native Americans Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Lecture: Georgia O'Keeffe's Aerial River Series, Gaia, and the "Web of Life" with Randall Griffin	Join Randall Griffin, professor of art history at Southern Methodist University, for the third lecture in a six-part series that examines the profound impact of Alexander von Humboldt, a renowned Prussian naturalist and explorer and one of the most influential figures of the nineteenth century. This thought-provoking online lecture is presented in conjunction with SAAM's landmark exhibition "Alexander von Humboldt and the United States: Art, Nature and Culture" that examine how Humboldt's ideas shaped American perceptions of nature and the way American cultural identity became grounded in our relationship with the environment.	10/7/2020	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Converse with a Conservator: Video and Performance Art	Learn more about the link between video and performance art and the many issues associated with conserving these artworks. Join SAAM media conservator Dan Finn for an online discussion on how these challenges have influenced the broader evolution of time-based media artwork and conservation. Featured works include Girl, Simone Leigh, Chitra Ganesh "My Dreams, My Works Must Wait Till After Hell," 2011, single-channel digital video.	10/8/2020	Completed	African Americans Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Presentation on Diversity in the Field of Conservation at Buffalo State University's 50th Anniversary Symposium	During the Buffalo State University's 50th Anniversary Symposium panel discussion, "Our Conservation Future: Together, Moving Forward toward an Inclusive and Diverse Field," SAAM conservator Ariel O'Connor gave a talk on salary negotiation.	10/24/2020	Completed	African Americans Asian Americans Hispanics Native Americans Women	No	Public Programming Virtual Programming	Program	Masters
Museums & Culture	SAAM	Presentation on Women in the Field of Conservation at the Smithsonian's Symposium "American Women of Science: Recovering History, Defining the Future"	SAAM conservator Amber Kerr gave a talk titled "First Ladies of Cultural Heritage" at the Smithsonian's virtual symposium "American Women of Science: Recovering History, Defining the Future."	10/29/2020	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	"Stores of Women in STEM at the Smithsonian"	For the publication "Stories of Women in STEM at the Smithsonian," SAAM conservator Amber Kerr contributed an essay on her path to becoming an art conservator at the Smithsonian.	Fall 2020	Completed	Women	Yes	Publication	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Museums & Culture	SAAM	Clarice Smith Virtual Lecture Series: Jolene Richard	Discuss art, process, and scholarship with one of the featured artists from the landmark exhibition "Hearts of Our People: Native Women Artists." Join Jolene Richard (Tuscarora), artist, curator, associate professor of art history and visual studies and director of the American Indian and Indigenous studies program at Cornell University, for an online lecture about her work relating to Native and Indigenous Aesthetics.	10/29/2020	Completed	Native Americans Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Celebrate Day of the Dead with Online Craft and Activities	Craft your own decorations including paper calaveras (decorative skulls), lanterns, and marigolds with step-by-step instructions. Enjoy videos of traditional Mexican folk dance performances. Download a coloring page featuring artworks from SAAM's pioneering Latinx art collection.	11/2/2020	Completed	Hispanics	No	Public Programming Virtual 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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Converse with a Conservator: William H. Johnson's Fighters for Freedom	See how art conservators preserve and protect the paintings in the Smithsonian American Art Museum's collection from the effects of time. Join Keara Teeter, a 1919-2020 Samuel H. Kress Fellow in Paintings Conversation, as she explains her conservation treatment of William H. Johnson's iconic "Fighters for Freedom" paintings. Created 75 years ago this series celebrates prominent Black Americans who fought for civil rights.	11/5/2020	Completed	African Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Teacher Virtual Workshop - Slogans	Workshop with Sidwell Friends School teachers on the power of slogans using SAAM artworks that feature the visual communication of the United Farm Workers Union.	11/15/2020	Completed	Hispanics	No	Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Double Take Online: Native Artists Creating during the COVID-19 Pandemic	Join three experts from across the Smithsonian as they come together to look at protective masks made by Native artists during the COVID-19 pandemic. Anya Montiel, curator of American and Native American Women's Art and Craft at the Smithsonian American Art Museum, is joined by Alexandra M. Lord, curator and chair in Division of Medicine and Science at the National Museum of American History, and Cecile R. Ganteaume, curator at the National Museum of the American Indian, for this engaging virtual discussion. Learn more about the medical history of masks and their uses as well as the impact of COVID-19 on the Indigenous communities in the United States.	11/18/2020	Completed	Native Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Exhibition: "iPrinting the Revolution! The Rise and Impact of Chicano Graphics, 1965 to Now"	In the 1960s, activist Chicano artists forged a remarkable history of printmaking that remains vital today. Many artists came of age during the civil rights, labor, anti-war, feminist and LGBTQ+ movements and channeled the period's social activism into assertive aesthetic statements that announced a new political and cultural consciousness among people of Mexican descent in the United States. iPrinting the Revolution! explores the rise of Chicano graphics within these early social movements and the ways in which Chicanx artists since then have advanced innovative printmaking practices attuned to social justice.	11/20/2020-8/8/2021	In-progress	Hispanics	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Explore the Chicano Graphic Arts Movement with Artists and Collectors	Celebrate the opening of "iPrinting the Revolution! The Rise and Impact of Chicano Graphics, 1965 to Now" with a virtual opening program. Preview this landmark exhibition, which presents for the first time historical civil rights-era prints by Chicano artists alongside works by graphic artists working from the 1980s to today. Joint featured artists Juan Fuentes, Ester Hernandez, and Zeke Pena for the moderated online conversation about the social justice roots of their work and the importance of Chicanx graphics in American visual cultural. Presented with closed captioning in both English and Spanish.	11/19/2020	Completed	Hispanics	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Clarice Smith Virtual Lecture Series: Bisa Butler	Explore the past, present, and future with fiber artist Bisa Butler as she discusses how familial, education, and societal influence inspired her to blend the line between art and craft. Butler is know for creating monumental quilted portraits of Black life and cultural identity with striking originality that shares multilayered historical meanings and stories. Learn more about how Butler's matrilineal sewing legacy, patrilineal Ghanaian roots, and the AfriCOBRA art movement resonate in her inventive quilting technique. Butler also shares how the current Black Lives Matter cry for racial justice and COVID-19 have influenced her work as she looks to creating the future.	11/20/2020	Completed	African Americans Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Student Program - Art Conservation	For students at the Red Cloud Indian School in South Dakota, SAAM Education and Lunder Conservation Center staff presented a virtual school program on ceramics conservation during the school's Science in Art class.	11/24/2020	Completed	Native Americans	Yes	Education Virtual Programming	Program	High School (9th - 12th Grade)
Museums & Culture	SAAM	Converse with a Conservator: Folk and Self-Taught Art	Join objects conservator Leah Bright for a lively conversation on the unique conservation challenges behind preserving SAAM's collection of folk and self-taught art. Often composed of unconventional materials like plastic, tin foil, glitter, and bottle caps, the collection requires a nuanced conservation approach. Discover compelling stories behind the works, including James Hampton's "The Throne of the Third Heaven of the Nations' Millennium General Assembly," SAAM's remarkable quilt collection, and Simon Sparrow's glittery "Assemblage with Found Objects."	12/2/2020	Completed	African Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Teacher Virtual Workshop - Considering Cultural Identity: Inside Out and Back Again	Throughout history, humans have moved from one place to another in pursuit of opportunity and safety. When young people begin life among one culture and must later adapt to a different one, their self-identities are made more complex. Join us for this virtual workshop designed for educators and consider the personal historical facets of cultural identities shaped by migration. Content most relevant for 6th to 9th grade teachers.	12/9/2020	Completed	African Americans Asian Americans Hispanics Native Americans	No	Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Wikipedia Edit-a-Thon: Chicanx Art and Artists Edition	Join us for a virtual Wikipedia Edit-a-Thon that helps to highlight more artists and stories like those featured in the Smithsonian American Art Museum's landmark exhibition "Printing the Revolution! The Rise and Impact of Chicano Graphics, 1965 to Now." The exhibition brings together five decades of innovative printmaking by Chicano artists to explore the social justice-rooted artistic tradition and its contemporary legacy. Many of the featured artists came of age during the civil rights era and channeled the period's social activism into assertive aesthetic statements that announced a new political and cultural consciousness among people of Mexican descent in the United States. Learn how to edit and create new Wikipedia articles in this online editing workshop and work to amplify and expand on articles about Chicanx women and LGBTQ+ artists. All levels of technological proficiency welcome.	12/11/2020	Completed	Hispanics LGBTQIA+ Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Smithsonian Voices article for Smithsonian Magazine	In the Smithsonian Voices article "Mixed Metaphors," SAAM and NPG education staff reflect on the power of artwork to stretch critical thinking skills and deepen understanding of works by Theaster Gates and Faith Ringgold.	12/15/2020	Completed	African Americans	No	Publication	Program	Other Programming for Adults
Museums & Culture	SAAM	Beirut Recovery Workshop	For the Smithsonian's Cultural Rescue Initiative, SAAM's Lunder Conservation Center staff led a three-day workshop on painting materials and how to safely transport, wrap, and store them for student volunteers from Lebanon University.	12/16/2020-12/18/2020	Completed	Middle Eastern Community	No	Education Virtual Programming	Program	College/University
Museums & Culture	SAAM	New Accessions	New accessions for SAAM's Renwick Gallery include: 1.) 1) Jeremy Frey (Passamaquoddy), "Large Turquoise Urchin Basket" (2019) brown ash and sweetgrass basket; 2) James Watkins, "Communion" (1998) ceramic caldron; 3) Herman Vandever (Navajo), "Natural turquoise buffalo pendant" (2020); 4) Virginia Dotson, "Wood bowl" (n.d.) 5) Jane Osti (Cherokee Nation of Oklahoma), "Tall squash pot" (2020); 6) Hubert Candelario (San Felipe Pueblo), "Perforated golden micaceous orb" (2020); 7) Linda Lopez, "Blue/Purple ombre with Rocks" (2018) porcelain "Furry" sculpture; 8) Einar and Jamex De La Torre, "Losing Bitch" (1994) mixed media and hand blown glass sculpture; 9) Michael Lucero, "Zoomorphic Dog Form in Stroller (New World Series)" (1994) ceramic sculpture with found doll stroller; 10) Norma Minkowitz, "Goodbye, My Friend" (2017) paper and fiber wall-hanging; 11) Preston Singletary (Tlingit), "Killer Whale Potlatch" (2002) glass potlatch hat	10/1/2020-12/31/2020	Completed	African Americans Asian Americans 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	IDEA Newsletter	SAAM's IDEA Task Force newsletter, issue 1, December 2020	12/17/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Residents of Under-resourced Communities Women	No	Publication	Program	Other Programming for Adults
Museums & Culture	SAAM	New Accessions	New Accessions for SAAM include: 1.) Tiffany Chung, "reconstructing an exodus history: boat routes from Vietnam and flight routes from refugee camps & of ODP cases" (2020), 2.) Thornton Dial Sr., "The Beginning of Life in the Yellow Jungle" (2003), 3.) Ana Mendieta, "Sweating Blood" (1973), 4.) George Morrison, "Untitled (Blue Painting)" (1958) 5.) John Ahearn & Rigoberto Torres, "Young Man of Anacostia", 6.) Raven Chacon "Report" (2001/2015), 7.) Tseng Kwong Chi, 6 photographs from the "East Meets West" series, 8.) Barbara Jones-Hogu, "One People Unite" (1969), 9.) Christine Sun Kim, "One Week of Lullabies for Roux" (2018), 10.) Cauleen Smith, "Sojourner" (2018)	10/1/2020-12/31/2020	Completed	African Americans Asian Americans Hispanics LGBTQIA+ 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 Writings in American Art: Virtual Conversation with Alexander Nemerov	Join the Smithsonian American Art Museum for a virtual conversation featuring author and professor Alexander Nemerov. Learn more about Nemerov's most recent publication Fierce Poise: Helen Frankenthaler and 1950s New York (2021). This program is part of SAAM's ongoing series New Writings in American Art, highlighting new scholarship and publications in the field of American Art.	4/8/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Beyond the Studio Virtual Workshop with Emily Paluska	Venture beyond the studio with local DC artists in this virtual crafting workshop series. No green thumb? No problem! Join botanical artist and educator Emily Paluska of Revery Paper Flora as she details the basics of paper botanical design and shows participants how to create a one-of-a-kind floral piece without dirt and upkeep.	4/11/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	iPrinting the Revolution! Virtual Conversation Series: Spirituality and Indigeneity within Chicana Art	The ancient world, specifically Mesoamerica, has been a source of inspiration for Chicana and other artists of Mexican descent. Join us for a virtual conversation that examines how Chicana artists incorporate ancient Mesoamerican iconography with contemporary political efforts as an act of honoring and reinforcing Indigenous histories. Panelists include internationally renowned Mexican-born printmaker Enrique Chagoya, who creates prints conceptually fusing Mesoamerican mythology, western religious iconography, and American popular culture; currently, he is a professor in the department of art and art history at Stanford University. Chagoya is joined by Yreina D. Cervántez, a Xicana feminist artist based in Los Angeles. Her multimedia works incorporate ancient spirituality and feminist histories as a commentary on Chicana political consciousness. Cervántez is a professor emeritus in the department of Chicana/o studies at California State University at Northridge. This virtual conversation is moderated by Claudia Zapata, curatorial assistant for Latinx art at the Smithsonian American Art Museum. Zapata is also a contributor to the iPrinting the Revolution! Catalogue. This program is the fourth in a five-part online conversation series that examines Chicana graphics and how artists have used printmaking to debate larger social causes, reflect on issues of their time, and build community. Hear from artists, scholars, and activists about the Chicana graphics movement, from civil rights-era prints to today's digital landscape. This program received generous support from the Latino Initiatives Pool, administered by the Smithsonian Latino Center.	4/15/2021	Completed	Hispanics Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Association of Research Institutes in Art History (ARIAH) 2021 Careers in Art History Virtual Internship Program	SAAM was selected by the Association of Research Institutes in Art History (ARIAH) as one of eight hosts for its April 2021 Careers in Art History Virtual Internship Program. This intensive program targets college students from underrepresented communities with little to no museum experience.	3/29/2021 - 4/30/2021	Completed	Residents of Under-resourced Communities	No	Internships Virtual Internships	Program	College/University
Museums & Culture	SAAM	Renwick Invitational 2020 Virtual Artist Conversation with Lauren Fensterstock	Discover the wonders of the celestial world with Lauren Fensterstock, one of the artists featured in Forces of Nature: Renwick Invitational 2020. Fensterstock is joined by guest curator Emily Zilber to discuss her large-scale installation at the Renwick Gallery. Learn more about Fensterstock's creative process and how the sixteenth-century German manuscript, The Book of Miracles, inspired her current work.	4/29/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Staff screening of "Coded Bias"	"Coded Bias" explores the fallout of MIT Media Lab researcher Joy Buolamwini's discovery that facial recognition does not see dark-skinned faces accurately, and her journey to push for the first ever legislation in the U.S. to govern against bias in the algorithms that impact us all.	4/23/2021 - 4/30/2021	Completed	African Americans Asian Americans Hispanics Native Americans	No	Education	Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	International Coalition of Sites of Conscience Training	During the spring of 2021, a cross-departmental cohort of fifteen SAAM staff members participated in an intensive series of trainings in cultural competency, dialogue, and community engagement facilitated by the International Coalition of Sites of Conscience. The trainings focused on informing the museum's approach to the upcoming "Race and American Sculpture" exhibition scheduled for 2024.	3/2021 - 5/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Training	Workforce	Other Programming for Adults
Museums & Culture	SAAM	New Writings in American Art: Virtual Conversation with Adair Margo	Join the Smithsonian American Art Museum for a virtual conversation featuring author and arts leader Adair Margo. Learn more about Margo's most recent publication, <i>Voices of La Lydia: The History of Lydia Patterson Institute</i> (2020), which details stories of success and perseverance from the more than 100-year history of the Lydia Preston Institute. A Methodist mission school founded in El Paso, Texas, in 1913, the Institute was established as a Spanish-speaking boys school and was known as a place of refuge for those fleeing Mexico during the 1910–24 Mexican Revolution. It also established one of the pioneering English as a Second Language (ESL) programs in the United States. This virtual book talk is part of SAAM's ongoing series <i>New Writings in American Art</i> , highlighting new scholarship and publications in the field of American art. Adair Margo is the founder of the Tom Lea Institute in El Paso and the former chair of the Texas Commission on the Arts. She chaired the President's Committee on the Arts and the Humanities from 2001 to 2009 and owned Adair Margo Gallery in El Paso from 1985 to 2010. Margo received the Presidential Citizens Medal from President George W. Bush and the Orden Mexicana del Águila Azteca from Mexican President Felipe Calderón for her work in strengthening international relationships through art and culture.	5/5/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Toward Equity in Publishing	The Dedalus Foundation has awarded the Smithsonian American Art Museum \$64,000 over two years to support the "American Art" journal's "Toward Equity in Publishing" professional development program aimed at increasing the diversity of scholars in the field of American art history.	5/26/2021	In-progress	African Americans Asian Americans Hispanic Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Training	Program	College/University Masters PhD
Museums & Culture	SAAM	Podcast Release: Luce Listening Party with Hometown Sounds and Yasmin Williams	Luce Unplugged has gone digital! SAAM's Luce Foundation Center has teamed up with Paul Vodra and Anthony Porecco of local music podcast <i>Hometown Sounds</i> to feature music and conversations from DC artists. Tune in for an episode featuring the experimental guitar melodies of DC musician Yasmin Williams. Williams is known for her unique, fingerstyle acoustic guitar and for her innovative use of alternate tunings and percussion techniques.	5/28/2021	Completed	African Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	iPrinting the Revolution! Virtual Conversation Series: Creating in a Digital Space	The digital realm defines a new chapter of Chicana graphics. Artists use technologically based artwork to critique Big Tech, as well as distribute digital graphics across social media networks as a unifying call for social justice. This virtual conversation features artists from iPrinting the Revolution! The Rise and Impact of Chicano Graphics, 1965 to Now who use digital strategies as a form of political advocacy for issues such as immigration, the commodification of personal data, and queer rights. Panelists include San Antonio-based artist Michael Menchaca, whose multimedia works incorporate ancient Mesoamerican iconography and digital interfaces to comment on tech culture and its adverse effects on communities of color; and Los Angeles-based undocumented queer artist and social justice activist Julio Salgado, who is best known for his digital images supporting the migrant rights movement. This virtual conversation is moderated by Claudia Zapata, curatorial assistant for Latinx art at the Smithsonian American Art Museum. Zapata also authored the essay "Chicana Art in the Digital Age," in the iPrinting the Revolution! catalogue. This program is the fifth in a five-part online conversation series that examines Chicana graphics and how artists have used printmaking to debate larger social causes, reflect on issues of their time, and build community. The series featured artists, scholars, and activists discussing the significance of the Chicana graphics movement, from civil rights-era prints to today's digital landscape. Watch all five conversations on the Smithsonian American Art Museum's YouTube channel. This program received generous support from the Latino Initiatives Pool, administered by the Smithsonian Latino Center.	5/13/2021	Completed	Hispanics LGBTQIA+ Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Fellows 2021 Virtual Lectures	"Otium et Negotium: Edmonia Lewis, Sallie Mercer, and Sarah Parker Remond in Italy;" "An Audience with the Empress: The Placement of Cixi's Portrait in the 1904 St. Louis Exposition;" "Certain fields must be excluded in this first project: Defining the American Craftsman in the Index of American Design;" "Alternative Visions: Puerto Rico's Generación del 50 between the Graphic and Photographic;" "Commensality and Its Discontents: Alison Knowles's 1960's Food Scores;" "How Was Art Mobilized by Sexual Politics in 1980?;" "Body Doubles: Gender Transformation in Greer Lankton's Dolls."	5/12/2021-5/14/2021	Completed	African Americans Asian Americans LGBTQIA+ Women	No	Fellowships	Program	College/University Masters PhD
Museums & Culture	SAAM	Beyond the Studio Virtual Workshop with Marcella Kriebel	Venture beyond the studio with DC artist Marcella Kriebel. Register now for this engaging Zoom workshop and learn the basics of watercolor and illustration techniques, then try your hand at making your own masterpiece. Kriebel is known for her culinary watercolor paintings and murals throughout DC, which include collaborations with Call Your Mother Deli, POW! WOW! DC, and José Andrés's food relief non-profit, World Central Kitchen.	5/23/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Viewfinder Virtual Film Series: Chitra Ganesh on Dreaming and Refusal	Join the Smithsonian American Art Museum for a virtual film screening featuring the work of artistic duo Girl. Made up of the Brooklyn-based artists Chitra Ganesh and Simone Leigh, Girl created the collaborative video My Dreams, My Works Must Wait Till After Hell (7:14 mins., 2011). Set to a haunting score of Japanese flutes and drums, viewers observe the unclothed back of a Black woman. Turned away, the woman's body represents both vulnerability and a declaration of strength and refusal to be available to desiring or oppressive eyes. After this mesmerizing screening, Ganesh is joined by Saisha Grayson time-based media curator at the Smithsonian American Art Museum, to discuss how this work asserts and protects the right to the complex, concealed inner lives for women of color and constitutes a queer, feminist response to centuries of the female nude depicted in Western art history. This program is part of Viewfinder: Women's Film and Video from the Smithsonian, a monthly virtual film screening and conversation series sponsored by the Smithsonian American Women's History Initiative, Because of Her Story.	6/3/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Virtual Drag Queen Story Time with Ruth Allen Ginsburg	Join the Smithsonian American Art Museum online for our annual Pride festivities and celebrate inclusivity and love for all. Enjoy a lively story time performance with beloved DC drag queen Ruth Allen Ginsburg. Ruth brings fun for the whole family as she reads classic nursery rhymes and tales for children. Then, continue the party by checking out craft activities, coloring pages, video performances, and more on our Pride Family Zone.	6/5/2021	Completed	LGBTQIA+	No	Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) Other Programming for Adults
Museums & Culture	SAAM	SAAM Pride Family Zone Celebration	June is National Pride Month, when we celebrate the strength, dignity, and achievements of people who identify as gay, lesbian, bisexual, transgender, and other gender-fluid designations (LGBTQ+), and with this community continue to make a stand for basic human rights. Why does Pride Month matter? Throughout history, LGBTQ+ people have faced discrimination, bullying, and even violence because of who they are. While LGBTQ+ people still face many obstacles today, they have greater rights and freedoms thanks in part to brave leaders like those celebrated during Pride Month. You can learn more in the exhibition from the Smithsonian's National Museum of American History, Illegal to Be You: Gay History Beyond Stonewall. Visit this page throughout the month for more updates as we celebrate Pride. We are inclusive in our celebration and welcome families of all kinds to explore the contributions of LGBTQ+ communities to American art and culture. Since we can't admire your creativity in person, please share a picture of your completed creations by using #SAAMFamilyZone on social media. We look forward to celebrating with you online.	6/1/2021 - 6/30/2021	Completed	LGBTQIA+	No	Public Programming Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) Other Programming for Adults
Museums & Culture	SAAM	17th Annual Frost Essay Award	Sascha Scott is the recipient of the Smithsonian American Art Museum's Patricia and Phillip Frost Essay Award for her article "Georgia O'Keeffe's Hawai'i? Decolonizing the History of American Modernism," which appeared in the summer 2020 issue (vol. 34, no. 2) of American Art. In her essay, Scott calls for art historians to decolonize the field of American art by fully contextualizing artwork related to oppressed peoples and cultures.	6/3/2021	Completed	Native Hawaiians/Pacific Islanders Women	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Steven and Stephanie Kasok Family Internship for Museum Studies	SAAM announces new \$20,000 paid internship. The Steven and Stephanie Kasok Family Internship for Museum Studies will expand and enrich the community of museum professionals by providing an opportunity for students from all cultural, economic, and academic backgrounds who aspire to careers in the museum field. This award will give a full-time internship to one highly qualified individual, along with the support, mentoring, and training required for their professional development.	6/15/2021	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Internships	Program	College/University
Museums & Culture	SAAM	New Writings in American Art: Virtual Conversation with Mary Anne Goley	Join the Smithsonian American Art Museum for a virtual conversation featuring author and art historian Mary Anne Goley. Learn more about Goley's most recent publication Democracy's Medici: The Federal Reserve and the Art of Collecting (2020). This program is part of SAAM's ongoing series New Writings in American Art, highlighting new scholarship and publications in the field of American art. Goley was the founding director of the Fine Arts Program of the Federal Reserve Board (1975-2006). She led a fifteen-member advisory panel and liaised with Federal Reserve board members and the thirty-six system-wide bank presidents and their directors advising on art policy. She has authored John White Alexander: An American Artist in the Gilded Age (2018) and Style & Grace: Masterworks of American Art from the Collection of Michael A. and Marilyn L. Mennello (2012) and contributes to numerous publications, including Apollo: The International Art Magazine, among others.	6/16/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Virtual Drag Queen Art Bingo Night	Celebrate Pride with the Smithsonian American Art Museum and DC drag diva KC B. Yoncé. Grab your favorite festive beverage and join us for a lively evening of drag bingo, American art, and more. Register now and request 1 to 4 printable bingo cards featuring artworks by American artists who are part of the LGBTQ+ community. We will host two rounds of bingo during this program.	6/18/2021	Completed	LGBTQIA+	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Podcast Release: Luce Listening Party with Hometown Sounds and Wes Felton	Luce Unplugged has gone digital! SAAM's Luce Foundation Center has teamed up with Paul Vodra and Anthony Porecco of local music podcast Hometown Sounds to feature music and conversations from DC artists. Tune in for an episode featuring legendary DC singer, actor, and emcee Wes Felton. Felton's many talents and varied career have earned him national acclaim and a special place in the history of his hometown.	6/25/2021	Completed	African Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Beyond the Studio Virtual Workshop with Sterling Rhyme	Venture beyond the studio with fiber artist Sterling Rhyme, of Cactus Lady Creation, in a virtual crafting workshop. During this engaging Zoom, learn about fiber art and try your hand at learning the basics of macramé, a form of textile produced using intricate knotting techniques.	6/27/2021	Completed	African Americans Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Eye Level Blogs	Chicanx Graphic Arts in Focus: La Curandera; Podcast Release: Music and Conversation with Singer, Actor, Painter, and Emcee Wes Felton; Nancy Grossman and the Art of Unlearning; Chicanx Queer Visions: Fighting for Change and Exploring Identity; Sculpting Pride: Timothy Horn's Artworks Delve into the Human and Natural Worlds; What Does a Gay Bar Look Like?; Seeing the Rainbow in SAAM's Collection; Artist Brendan Fernandes on the Dance Floor as a Space for Resistance and Resilience; Popping (Up) with Pride at SAAM; A Brush with History: Letters to Jonathan Van Ness; Chicanx Graphic Arts in Focus: Manifestaciones; Making the Most: Kit Paulson; Podcast Release: Music and Conversation with Experimental Guitarist Yasmin Williams; Chicanx Graphic Arts in Focus: José Martí; Asian American artists and the WPA; Protest and Remembrance: Chicanx Artists Confront Police Brutality; Chicanx Graphic Arts in Focus: Alice Bag; Chicano Artists Challenging History and Reclaiming Cultural Memory; Podcast Release: Music and Conversation with Singer-Songwriter Jenna Camille; Chicanx Graphic Arts in Focus: Mujer de Mucha Enagua, PA'TI XICANA; Christine McHorse, and Artist Whose Clay Works Pushed Against Conventions; Beyond the Studio with Revery Paper Flora; Chicanx Graphic Arts in Focus: Hasta La Victoria Siempre; Alexander Nemerov on Helen Frankenthaler; Making the Most: In the Studio with Donté K. Hayes; Five Women Changemakers in American Art.	4/1/2021 - 6/30/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Women	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	IDEA Newsletter	SAAM's IDEA Task Force newsletter, issue 3, Summer 2021	Summer 2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Women	No	Newsletter	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	Ethel Isadore Brown's "Vision de Saint Jean a Patmos" and Helen Lundeberg's "Double Portrait of the Artist in Time" were lent to the Toledo Museum of Art in Ohio for their exhibition "Supernatural America: The Paranormal in American Art."	6/12/2021 - 9/5/2021	In-progress	Women	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	New Writings in American Art: Virtual Conversation with Glenn Adamson	Discover how craft artists have shaped the cultural identity of the United States. Join the Smithsonian American Art Museum for a virtual conversation featuring author and craft historian Glenn Adamson. Learn more about Adamson's most recent publication, Craft: An American History (2021) and how artisanship has had an impact on education, equality, and class in the United States. From the colonists' desire to define themselves separately from England to the makers movements of recent decades, dive deeper into the stories of these artists to see how handmade creations are central to the continued development of a "more perfect union." This virtual book talk features Adamson and Gloria Kenyon, Senior Public Programs Coordinator for the Smithsonian American Art Museum. It is part of SAAM's ongoing series New Writings in American Art, highlighting new scholarship and publications in the field of American art. Glenn Adamson is a curator, writer, and historian based in New York. He has previously been Director of the Museum of Arts and Design; Head of Research at the V&A; and Curator at the Chipstone Foundation. Adamson's publications include Thinking Through Craft (2007); The Craft Reader (2010); Postmodernism: Style and Subversion (2011, co-edited with Jane Pavitt); The Invention of Craft (2013); Art in the Making (2016, co-authored with Julia Bryan-Wilson); and Fewer Better Things: The Hidden Wisdom of Objects (2018).	7/14/2021	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Beyond theStudio Virtual Workshop: Embroidery with Nichole Sorhaindo	Venture beyond the studio with DC-based embroidery artist Nichole Sorhaindo of The Other Cat Creations in this engaging Zoom workshop. Learn the basics of embroidery and create your own embroidered work of art. Sorhaindo, a health equity professional by day, and craft DIY-er by night, uses creating as an opportunity for meditation and stress relief. Her work has been featured in DCist, The Washington Post, and Shop Made in DC. Space is limited for this program, and registration is required.	7/18/2021	Completed	African Americans Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Podcast Release: Luce Listening Party with Hometown Sounds and Bartee Strange	Luce Unplugged has gone digital! SAAM's Luce Foundation Center has teamed up with Paul Vodra and Anthony Porecco of local music podcast Hometown Sounds to feature music and conversations from DC artists. Tune in for an episode featuring producer and songwriter Bartees Strange. Strange has been featured in Pitchfork and Rolling Stone, and on Late Night with Seth Myers and NPR's Tiny Desk Concerts. His 2020 album, Live Forever, has been widely praised for its innovative combination of R&B, pop-punk, hip-hop, and indie rock.	7/30/2021	Completed	African Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	"Welcome Home: A Portrait of East Baltimore, 1975-1980" exhibition	Welcome Home: A Portrait of East Baltimore, 1975-1980 captures a cross-section of East Baltimore residents and businesses in the 1970s, documenting the community's history and diversity. These photographs by Elinor Cahn, Joan Clark Netherwood, and Linda Rich were taken as part of a program of photography surveys sponsored by the National Endowment for the Arts to celebrate the bicentennial of founding of the United States.	7/16/2021 - 1/17/2022	In-progress	Residents of Under-resourced Communities	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	"Many Wests: Artists Shape an American Idea" traveling exhibition	Ideas about the American West, both in popular culture and in commonly accepted historical narratives, are often based on a past that never was, and fail to take into account important events that actually occurred. The exhibition Many Wests: Artists Shape an American Idea examines the perspectives of 48 modern and contemporary artists who offer a broader and more inclusive view of this region. The exhibition presents an opportunity to examine previous misconceptions, question racist clichés and highlight the multiple communities and histories that continue to form this iconic region of the United States. Working in various media, from painting and sculpture to photography and mixed media, the artist features in the exhibition bring a nuanced and multifaceted history into view. Among the many voices and communities highlighted in this exhibition, "Many Wests" showcases artworks by artists who are Black, white, women, men, LGBTQ+, Native American, Asian American and Latinx.	7/31/2021 - 1/14/2024	In-progress	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Women	No	Exhibitions	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Viewfinder Virtual Film Series: Leslie Thornton on Surviving	Join the Smithsonian American Art Museum for an engaging virtual lecture with award-winning filmmaker Leslie Thornton. Learn how Thornton, with her decades-long episodic film epic Peggy and Fred in Hell (1983–2015), secured a place of reverence in cinema history. Enjoy a special screening of the series' most well-known video, Peggy and Fred in Kansas (11 mins, 1987). In this short piece, viewers are introduced to the protagonists as young children, responding to a post-apocalyptic Earth that has forced them into hiding. They live among the debris of their former society and rely on tune-in radio signals for glimpses into another world. Following the screening, Thornton and Saisha Grayson, time based media curator at the Smithsonian American Art Museum, reflect on how this avant-garde film classic resonates with renewed urgency for audiences in 2021, after a year of contemplating a threatening environment "out there" via media consumption while at home. They will be joined by Natalie Bell, curator at the MIT List Visual Arts Center, who is organizing the Thornton retrospective that opens there this October. This program is part of Viewfinder: Women's Film and Video from the Smithsonian, a monthly virtual film screening and conversation series sponsored by the Smithsonian American Women's History Initiative, Because of Her Story.	8/5/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	SAAM Arcade 2021: Building Community, Embracing Individuality	SAAM Arcade is back and online this year! Join us for a day of virtual play and be the first to discover the latest independent games created during SAAM's inaugural game jam. Test out brand new video and tabletop games created by the talented developers, artists, and creators that make up our SAAM Arcade community. This year we have partnered with IGDA DC to bring you this new SAAM Arcade format that mixes interactive play with a week-long creative game jam session that allows our community to come together in new ways. All games developed during the SAAM Arcade 2021 Game Jam will be made available to play on itch.io starting August 8 for you to play, revisit, and enjoy indefinitely.	8/8/2021	Completed	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Public Programming Virtual 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	Beyond the Studio Virtual Workshop: Hand-Lettering with Madelyne Adams	Venture beyond the studio for an introduction to hand lettering with DC-based designer and muralist Madelyne Adams, the hands behind Good Letters Design. During this engaging Zoom workshop participants will cover the basics of hand lettering, learn the fundamentals behind planning and composition, and put their design skills to the test to create a custom piece of stationery. Adams has designed for the Recording Industry Association of America, National Building Museum, Denver Smith Foundation, City State Brewing, Mason Dixie Biscuit Co., and more.	8/15/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Podcast Release: Luce Listening Party with Hometown Sounds and Flowerbomb	Luce Unplugged has gone digital! SAAM's Luce Foundation Center has teamed up with Paul Vodra and Anthony Porecco of local music podcast Hometown Sounds to feature music and conversations from DC artists. Tune in for an episode featuring alternative rock band, Flowerbomb and listen to how they use saturated guitars, ornate rhythms, and delicately raw lyrics to create a nostalgic soundscape. Their debut album, Pretty Dark, takes on complex themes like sexuality, gender, trauma, loss, and healing.	8/27/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Beyond the Studio Virtual Workshop: Block Printing with Lauren Emeritz	Venture beyond the studio with the Smithsonian American Art Museum for this engaging virtual workshop. Participants draw, carve, and print with their own custom stamp alongside DC-based graphic designer, letterpress printer, and book artist Lauren Emeritz. Emeritz is president and creative director at the graphic design firm Abstract Orange in Washington, DC and teaches printing and design at the Pyramid Atlantic Art Center in Hyattsville, Maryland. In 2016, her hand-printed and bound book, Hand Carved Alphabet, was acquired by the Library of Congress Rare Books and Special Collections.	9/12/2021	Completed	Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Clarice Smith Virtual Lecture with Fred Wilson	Take a journey lead by the creative powerhouse, Fred Wilson, during this captivating virtual lecture. Listen as he traces his artistic career and process through many decades, mediums, and techniques. Wilson is known for challenging assumptions of history, culture, race, and conventions of display by reframing objects and cultural symbols, altering traditional interpretations, and encouraging viewers to reconsider social and historical narratives. From his earliest museum intervention, Mining the Museum (1992–93), to his selection at the American Pavilion of the 2003 Venice Biennale, a newfound practice in glassworks, and most recently, a project titled “Afro Kismet,” which comprises glassworks, museums, and the history of Venice and Istanbul, Wilson is known for making his mark on the American and international art and craft world. The Smithsonian American Art Museum is honored to include his 2013 glass and woodwork piece I Saw Othello’s Visage In His Mind in our collection and host him as the first speaker in our annual series, the Clarice Smith Distinguished Lectures in American Art.	9/15/2021	Completed	African Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Podcast Release: Luce Listening Party with Hometown Sounds and Night Train 357	Luce Unplugged has gone digital! SAAM’s Luce Foundation Center has teamed up with Paul Vodra and Anthony Porecco of local music podcast Hometown Sounds to feature music and conversations from DC artists. Tune in for an episode featuring emcee Night Train 357. Train, winner of the 2021 Wammie award for Best Rap Album, is an emcee who combines wordplay, pop culture references, and socially conscious topics with a touch of nerd rap. SAAM is celebrating 10 years of Luce Unplugged and our local music community! Check out our anniversary page and enjoy performance recordings, interviews, and special content highlighting the amazing local musicians who have performed in the Luce Foundation Center as part of this beloved concert series.	9/24/2021	Completed	African Americans	No	Public Programming Virtual Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Building Your Future in a Changing Museum World	Museums are powered by professionals with wide-ranging backgrounds—from historians and scientists to accountants, attorneys, computer programmers, and graphic designers. Join staff members from the Smithsonian American Art Museum (SAAM) and Smithsonian Gardens for an engaging virtual conversation about the changing landscape of the museum field and the need for greater diversity among the professional staff. Discuss your passions, studies, and experience with practicing museum professionals during this informational session. The program starts with a panel discussion with Smithsonian staff discussing their unique career paths, followed by breakout sessions where representatives from an array of departments—including conservation, visitor services, education, publications, and more—offer advice and guidance to aspiring museum professionals	9/29/2021	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	No	Public Programming Virtual Programming	Program	College/University Masters
Museums & Culture	SAAM	Eye Level blogs	Making the Most: In the Studio with Carolyn Crump; Using Science to Uncover Secrets of Alma Thomas; Into the Community: A New Exhibition Explores a Changing American Neighborhood; A Brush with History: Good Hair Advice Is Never Out of Style; Chicax Graphic Arts in Focus: Between the Leopard and the Jaguar; Exhibition Showcases How Artists Challenge Mythic Conceptions of the American West; Podcast Release: Music and Conversation with Barteas Strange; Chicax Graphic Arts in Focus: RIFA, from Méchicano 1977 Calendario; Leslie Thornton and the Art of Surviving; Chicax Artists on Sharing Knowledge and Building Community; Making the Most: In the Studio with Kevin Pourier; New Comic Series Presents Ten Visionaries and Rule Breakers in SAAM's Collection; Making William H. Johnson's Sunflowers Bloom Again; Podcast Release: Music and Conversation with WAMMIE Award Winner, Flowerbomb; Connecting with Nam June Paik's Electronic Superhighway; Creating Authentic Community Collaboration; Centering Black Youth Voices in Baltimore; Happy Birthday, Alma Thomas.	7/1/2021 - 9/30/2021	Completed	African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Residents of Under-resourced Communities Women	No	Public Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Latino Initiative Pool (LIP) Grant Award for Judy Baca Mural	SAAM's Conservation Department has been awarded \$60,000 by LIP Grant for the examination, research, and treatment of a six-panel mural by Judy Baca, The Uprising of the Mujeres, which was newly acquired in 2019 from the artist. The project will include collaborative research with curatorial on the mural's history and meaning, as well as programing through a progressive series of blog postings, social media postings, time-lapse video, and converse with a conservator programing and in person if possible (lecture/tour spring/summer 2022).	9/2021 - 9/2022	In-progress	Hispanics LGBTQIA+ Women	No	Collections	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Latino Initiative Pool (LIP) Grant Award for Warren Hunter Mural	SAAM's Conservation Department has been awarded \$60,000 by LIP grant for the examination, research and treatment of the mural painting South Texas Panorama (Mural from Alice, TX Post Office) by Warren Hunter (1939). The grant covers the offsite conservation treatment at a contracted conservation studio to remove lead adhesive from the reverse, line, and prepare the work for installation in the galleries in 2023/24 with new interpretive elements. Curatorial research will be done in collaboration with the contracted conservator and LCC paintings conservators. Eye level blogpost and converse with a conservator programing planned.	9/2021 - 9/2022	In-progress	African Americans Hispanics Native Americans	No	Collections	Program	Other Programming for Adults
Museums & Culture	SAAM	Traveling Exhibition "Ginny Ruffner: Reforestation of the Imagination"	"Ginny Ruffner: Reforestation of the Imagination," a traveling exhibition organized by SAAM, opened at the Kalamazoo Institute of Arts on September 18, 2021 and closes on December 6, 2021.	9/18/2021 - 12/6/2021	In-progress	Individuals with Disabilities Women	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	One Laura Wheeler Waring painting and three Alma Thomas paintings were lent to the Chrysler Museum of Art, Norfolk, VA for their traveling exhibition "Alma Thomas: Everything is Beautiful" opening at the Chrysler, and then traveling to the Phillips Collection, the Frist Museum, and the Columbus Museum of Art, July 9, 2021 through September 25, 2022.	7/9/2021- 9/25/2022	In-progress	African Americans Women	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	Two Alma Thomas paintings were lent to the Kennedy Center for their 50th Anniversary exhibition, August 31, 2021 through August 31, 2022.	8/31/2021 - 8/31/2022	In-progress	African Americans Women	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	Joan Mitchell's "My Landscape II" was lent to the San Francisco Museum of Modern Art for their exhibition "Joan Mitchell" which traveled to the Baltimore Museum of Art and the Foundation Louis Vuitton, September 4, 2021 through February 27, 2023.	9/4/2021 - 2/27/2023	In-progress	Women	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	Three Josephine Joy paintings were lent to the High Museum of Art for their exhibition "Gatecrashers: The Rise of the Self-Taught Artist in America" which traveled to the Brandywine River Museum, August 21, 2021 through February 5, 2023.	8/21/2021 - 2/5/2023	In-progress	Women	No	Exhibitions	Program	Other Programming for Adults
Museums & Culture	SAAM	Museum Loan	Doris Lee's "Harvest Time" was lent to the Westmorland Museum of Art for their exhibition "Simple Pleasures: The Art of Doris Lee" which traveled to the Vero Beach Museum of Art, the Dixon Gallery and Gardens, and the Figge Art Museum, September 26, 2021 through January 15, 2023.	9/26/2021 - 1/15/2023	In-progress	Women	No	Exhibitions	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Teacher Workshop: Alma Thomas: Teacher, Artist, Trailblazer, Inspiration	Smithsonian Educator's Day Session offered in collaboration with SAAM's Lunder Conservation Center	9/17/2021	Completed	African Americans Women	No	Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Education Program: Recording a Changing Nation	This teaching resource uses images from the NEA's East Baltimore Photo Survey exhibition as source documents to spark sustained inquiry. The resource begins with an analysis activity to provide foundational visual literacy and analysis skills, then elements can be chosen to "stack" any of the Lesson Extensions, which uncover image complexities, their historical context, or the work of documenting a community. Each activity challenges students to access prior knowledge and apply it in a novel context.	8/10/2021	Completed	African Americans	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	Education Program: Stamp Stories: Romare Bearden	A recorded conversation with National Postal Museum educator about Romare Bearden supported by objects in the National Postal Museum collection and the Smithsonian American Art Museum collection.	9/21/2021	Completed	African Americans	No	Education Virtual 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	Teacher Workshop: Asian Pacific American History: Challenging Propaganda	Teacher workshop for Latter Day Saints homeschool teachers offered in collaboration with the Asian Pacific American Center	6/4/2021	Completed	Asian Americans Native Hawaiians/Pacific Islanders	No	Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	America InSight Verbal Description Virtual Program	A virtual adaptation of SAAM's collection 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.	9/2/2021	Completed	Individuals with Disabilities	No	Public Programming Virtual 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

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Teacher Workshop: The Smithsonian Summer Sessions for Teachers: Interrogating the Stories We Tell	Virtual pan-Smithsonian Institution teacher workshop on broadening perspectives and uncovering silenced stories.	6/28/2021 - 8/14/2021	Completed	African Americans Asian Americans Hispanics Native Americans	No	Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	Teacher Workshop: Looking Out, Looking In: Writing Inspired by American Art	Creative writing session for University of Maryland's Writing Project Virtual Summit, focused on works by Palmer Hayden and Carmen Lomas Garza	8/17/2021	Completed	African Americans Hispanics	No	Teacher Workshops Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	American Art Moments Video Series: Nam June Paik's Electronic Superhighway	This episode of the "American Art Moments" video series highlighting object in the SAAM collection, features curator Saisha Grayson discussing Paik's video installation "Electronic Superhighway: Continental U.S., Alaska, Hawaii."	8/26/2021	Completed	Asian Americans	No	Education Public Programming Virtual Programming	Program	Other Programming for Adults
Museums & Culture	SAAM	IDEA Newsletter	SAAM's IDEA Task Force newsletter, issue 4, Fall 2021	Fall 2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Residents of Under-resourced Communities Women	No	Newsletter	Program	Other Programming for Adults
Museums & Culture	SAAM	Distance Learning: Artful Connections, African American Artists	Live distance lesson taught by volunteer presenters via Zoom or other online connection platform. The lives of African American artists lend insight into the context of their works. Learn about the diverse body of artwork created by African American artists and the historical, social, and cultural events, as well as the life experiences, that inspired their work.	2012 - Ongoing	In-progress	African Americans	No	Education 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	Distance Learning: Artful Connections, American Indians	Live distance lesson taught by volunteer presenters via Zoom or other online connection platform. American Indians are part of the past, present, and future of the United States. Explore histories and cultures of some American Indians as captured by both Native and non-Native artists. Discuss the influence of geography, tradition, and tribal affiliation on contemporary Indian artists.	2012 - Ongoing	In-progress	Native Americans	No	Education Virtual Programming	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 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Museums & Culture	SAAM	Distance Learning: Artful Connections: Latino Art and Culture	Live distance lesson taught by volunteer presenters via Zoom or other online connection platform. The concept of a collective Latino identity began to emerge in the mid-20th century. Explore 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.	2012 - Ongoing	In-progress	Hispanics	No	Education Virtual Programming	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults
Science & Research	NMNH	Webinars and IG Live with scientists	Since March 2020, NMNH has recorded more than 90 STEM video webinars to the NMNH website with the purpose of inspiring people of all ages to better understand the natural world and our place in it, by instilling a sense of wonder and responsibility through exhibitions, programs, and online resources.	FY 2020 - Ongoing	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	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Science & Research	NMNH	Summer Institute in Museum Anthropology (SIMA)	The Summer Institute in Museum Anthropology (SIMA) at the Smithsonian seeks to promote broader and more effective use of museum collections – artifacts, audio recordings, art works, still and moving images - in anthropological research by providing graduate students with an immersive, four-week training program and research experience at the Smithsonian Institution. In addition, fellowships are awarded to teaching faculty who are interested in learning how to incorporate museum collections into their teaching. The program is offered by the Department of Anthropology at the Smithsonian's National Museum of Natural History, with major funding from the Cultural Anthropology Program and the Documenting Endangered Language Program of the National Science Foundation.	FY 2021	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	Program	College/University Masters PhD
Science & Research	NMNH	Executive and Senior Leadership Development	Executive Team, ET is preparing themselves for leading the museum to accomplish the goals of the new NMNH 5 Year Strategic Plan, and the plan for Inclusion, Diversity, Equity and Inclusion, IDEA The ET and IDEA Council leadership engaged in initial steps to prepare themselves to build workplace efficacy by first understanding the status of their own individual and team cultural competence. Each member was administered the Intercultural Development Inventory, IDI; received 1:1 consultation feedback and individual and a group profile. They are creating their development plans to be implemented beginning 2n QTR, in FY22 22, which will include at a minimum a series of training in a cohort forma At least 3/4ths of the senior staff are targeted to go through the IDA and follow on training in FY22.	5/2021 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Training Leadership Training	Program Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	NMNH	Published the NMNH Plan for Inclusion, Diversity, Equity & Accessibility	The IDEA Plan was published in March 2021. It was developed in partnership with the NMNH Executive Team, Advisory Board and IDEA Council, by and for the NMNH community to articulate our goals for creating a more inclusive, diverse, equitable and accessible environment for all, and to articulate the concrete steps we will take to achieve those goals.	FY21 - FY26	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	IDEA Strategic Plan	Program Supplier Workforce	Masters PhD Other Programming for Adults
Science & Research	NMNH	NMNH Survey on Internal Perceptions of Inclusion Diversity Equity and Accessibility	The IDEA Council obtained SOAR professional services to conduct a study to determine the status of internal perceptions of IDEA at NMNH. The feedback aided in guiding the design and content of the NMNH 5 Year Strategic Plan, and the IDEA Implementation Plan as well as identified critical success factors for the IDEA plan. Represented Respondents: All staff who work in NMNH buildings NHB, MSC and MSFP Florida. SF, SIL and external affiliated staff who work in our buildings; contractors, volunteers and academic appointees. Surveys were distributed electronically and available physically in NHB and MSC for essential personnel. Also included retired/emeritus, affiliated agency, academic, other SI staff, contractors and volunteers.	1/25/2021 - 2/12/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Survey/Assessment/Study	Program Workforce	Masters PhD Other Programming for Adults
Science & Research	NMNH	NMNH strategic Plan 2021-2025 - Our World Our Future	".....Our task as the national museum is to harness these emerging innovations and apply them to help solve environmental and social challenges." Central to this plan is establishing an inclusive culture that actively promotes creativity and diversity and strengthen our mission-enabling operations, facilities and relationships. Cultural development is a theme that runs through all aspects of the NMNH enterprise.	2021 - 2025	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Five-Year Organizational Strategic Plan	Program Supplier Workforce	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Science & Research	NMNH	Senate of Scientist Committee on Diversity, Antiracism and Belonging	Created two internal staff conversations on advancing equity and inclusion in NMNH sciences and the workplace. One was delivered on 2/17/21 Guest Speaker Desiree Adaway, the Adaway Group, on Building a Culture of Equity and Inclusion in Science. The summarized event and the after session assessment is attached. The second event is planned for 10/7/21 Mentoring and Diversity a moderated panel discussion with internal and external panelist. Also included affiliated NMNH staff.	11/1/2020 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Conferences w/Colleges or Universities Education	Program Supplier Workforce	Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	NMNH	NMNH Science Visiting Committee Study - Action	Led by the Associate Director for Science, the NMNH launched and is in the process of implementing the newly designed science organizational strategy to improve workplace culture to evolve to a functionally diverse teams that encourage IDEA for everyone. In FY 21 the structure was designed , approved and implementation began. A number of Science Visiting Committee Task Forces are acting in a number of focus areas; framed by the work of the Science Culture Task Force other task force include; Science Vision, Big Ideas, Collections Based, Equipment Facilities, Partnerships, Science Communications, and Science Funding. Also included affiliated staff and academic appointees.	FY21 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Organizational Development Strategy and Reporting Initiative	Program Workforce	Other Programming for Adults
Science & Research	NMNH	Career Growth Coaching Training	Supervisor training and coaching on how to effectively coach their supervisees through career growth planning and execution in an equitable and inclusive way. Learning cultural competence and other principles to disrupt unconscious bias and create environments for career growth opportunities that support the NMNH mission. The test pilot program with pre and post assessments was conducted. A live training course with pre and post assessment was completed. The course was created and tested to become a regular part of a NMNH onboarding process. Supervisors participated in professional cohort coaching sessions tracking and guiding them through implementing the principles learned.	12/1/2020 - Ongoing	In-Progress	African Americans Asian Americans Hispanics LGBTQIA+ Women	Yes	Training Virtual Programming	Program Workforce	Other Programming for Adults
Science & Research	NMNH	Unlearning Racism in Geoscience (URGE; www.urgeoscience.org)	NMNH geoscientist are actively involved in the work of URGE. build coalitions and partnering with other geoscientist and organizations to advance DEAI. A museum team of Paleo/MinSci staff created a DEAI poster and submitted it to the Geological Society of America professional meeting happening in Oct. 2021. Poster is attached. URGE helps geoscientists design and implement anti-racist policies within their workplaces. URGE aims to guide geoscientists as they (1) use existing literature, expert opinions, personal experiences, and group discussions to develop anti-racist policies, (2) share, discuss, and modify anti-racist policies within a dynamic community network and on a national stage, and (3) design processes to implement and assess the effectiveness of anti-racist policies. Since January 2021, approximately 4500 geoscientists and 300 groups (known as pods) representing geoscience lab groups, departments, organizations, institutions, professional societies, government agencies, and others have participated in the program. URGE is the largest belonging, accessibility, justice, equity, diversity, and inclusivity (BeAJEDI) initiative in Geoscience. Between January-May 2021, URGE guided geoscientists as they used scholarly articles, expert opinions, and personal experiences to draft six anti-racist policies and resources for their workplaces. From September 2021 to July 2022, URGE will continue supporting and creating networks for Geoscientists of Color, work closely with participants to refine the policies and resources they developed during the program, provide opportunities for participants to support URGE through the purchase of merchandise, host anti-racism sessions at national conferences, liaise with leaders at participants' workplaces, and communicate the vision and findings of URGE through invited department seminars, interviews, and scholarly publications.	1/2021 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Advisory Boards Collections Conferences w/Colleges or Universities Conferences w/Professional Organizations Digital Promotion of Academic Appointments Digital Promotion of Job Opportunities Education Fellowships Internships Memorandums of Understanding Formal Memorandums of Understanding Informal Recruitment Training Policy	Workforce	College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	NMNH	Access and Outreach	Created and provided subtitles for the narrated virtual tours.	FY2021 - Ongoing	Completed	Hispanics	Yes	Education	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Science & Research	NMNH	Museum Reopening Accessibility Training	Training provided to new and returning staff on how to engage with visitors with disabilities within the context of the current pandemic.	6/2021	Completed	Individuals with Disabilities	Yes	Training	Program	Other Programming for Adults
Science & Research	NMNH	Office of Education Outreach and Visitor Experience IDEA Initiative	In FY 2021 personnel in the NMNH Office of Education, Outreach, and Visitor Experience (EOVE) began holding conversations about barriers to inclusion, diversity, equity, and access (IDEA) and opportunities within the department and its educational practice. They formed a department IDEA working group to discuss and provide recommendations to the department's leadership. With the hiring of a new Assistant Director of EOVE in 2021, the leadership has consulted with the broader NMNH IDEA Council for guidance and coordination and begun the process of reviewing and prioritizing the recommendations.	FY2021 - Ongoing	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	Program Workforce	Other Programming for Adults
Science & Research	NMNH	NMNH Office of Advancement Conversations Series	In FY 2021 the Advancement team conducted a series of self led and facilitated conversations around racial inequality, dominant cultural norms, how various systems of oppression show up in the workplace, and how we can address these issues in our department and in our own lives. Team members choose the topics and resources, as well as lead the discussions.	FY2021 - Ongoing	In-Progress	Asian Americans LGBTQIA+ Women	No	Training Virtual Programming	Program Workforce	Other Programming for Adults
Science & Research	NMNH	Connecting Science Communities Project - With GMU	Though the science research and policy developed in Washington, D.C., has a global reach, little is known about the impact of D.C.'s science institutions, such as NMNH, on neighborhoods and communities in their own backyard. In 2020, the George Washington University Graduate School of Education and Human Development launched a new Ed.D Program that has established a Research-Practice Team (RPT) with the NMNH Office of Education, Outreach, and Visitor Experience aimed to integrate research and practice in science education in Washington, D.C. The GWU doctoral students will conduct the first in-depth study about DC residents' relationships with science and science museums in their communities. In the first year (academic year 2020-21), the five students were immersed in the work of the museum and the research relevant to the problem of practice, as well as getting basic instruction in research methods. Due to the pandemic, the work was conducted virtually. They held several meetings with key NMNH staff before the end of the spring semester, and they have all started their IRBs for GWU review. Project Title: "Connecting Science Communities"	Ongoing 2020-2024	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;#Memorandums of Understanding Formal Research Associates Education Research Practice Partnership	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	NMNH	Pollinators Project	The Pollinators Project is a community/citizen science project designed to support and sustain pollinators through the planting of pollinator gardens adjacent to existing community gardens. In alignment with the NMNH Strategic Goal, Deepen existing partnerships and develop new partnerships to increase engagement and outreach to local communities and pilot community programs that empower local residents and can be scaled up for national audiences. NMNH Education Outreach and Visitor Experience is leads the Museum's collaboration and work in this citizen science project along with: DC Partnership: Anacostia Community Museum and DC PolliNation; St. Louis Partners: Project Lab St. Loui and Gateway Greening; Data collected (quantitative and qualitative): diversity and number of pollinators, garden yields, understanding of the role pollinators; and, Creation of living classrooms for schools and communities.	Ongoing 2021	In-Progress	Residents of Under-resourced Communities	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	Family Friendly Workplace Committee (FFWC)	The Family Friendly Workplace Committee (FFWC) of the Senate of Scientists was formed in February, 2018. The FFWC is an advisory group to the NMNH senior leadership and advocates for a family-friendly environment for the entire NMNH community. We recognize that a supportive workplace culture improves retention of staff members who are raising families, can lead to higher productivity on the job. The FFWC shares information, announces SI sponsored family-friendly social events, organizes informal gatherings, supports initiatives to advance a family friendly environment for the NMNH community when appropriate, and otherwise facilitates communication among NMNH parents to build a sense of community and raise awareness of relevant policies. A FFWC handbook is in draft and under review. The document will provide staff access to a consolidated view of relevant SI support services and resources.	2018 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Employee Affinity Groups	Workforce	Other Programming for Adults
Science & Research	NMNH	Our Shared Future: Reckoning with Our Racial Past RWORP	Appointed Tracey Renshaw as museum liaison. Provided initiative leads with various museum knowledge leads and collaborations proceeded and are ongoing.	2020 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Collections Public Programming Repatriation Consultations Research Associates	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	NMNH	Collections Histories for Accountability and Transparency (CHAT) Working Group	The NMNH Collection Program Technicians formed a small working group of NMNH collections technicians to carry out their charter: "We believe in bringing equity and access to the museum and collections through collaboration and transparency. More transparency is needed to contextualize the social spheres in which our objects and specimens were collected, brought to the museum, studied, and continue to be preserved. We want to highlight the forgotten, obscure, and too often erased histories of those who have contributed their time and energy in service to the museum and its mission. As a first step, our group proposes a project to research and collate histories and biographies of collectors and donors using primary and secondary sources, as well as archives, in consultation with experts from within the museum. We have built relationships across the museum and throughout the Smithsonian, and as part of the Collections Program, we strive towards serving all audiences. They have presented their charter and proposal at the SI Share Fair, the NMNH Council for I.D.E.A. and other groups of interest.	2021 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Women	Yes	Collections	Program	Masters PhD Other Programming for Adults
Science & Research	NMNH	How to Have a Conversation About Race Center for Creative Leadership	A two part webinar that continues to be available for people who attended. Part I. Ancella Livers, an expert in the field of Equity, Diversity, and Inclusion and the author of "Leading in Black and White," and Nicole Forward of our executive coaching practice explore 3 essential concepts that you must understand before the conversation about race can be meaningful: trust, identity, and power. Part 2, discover how to be attuned to the Center for Creative Leadership's conversational framework — listen to understand; ask powerful questions; challenge and support; and establish next steps on having powerful and effective conversations about race.	4/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Hawaiians/Pacific Islanders Women	No	Training	Workforce	Other Programming for Adults
Science & Research	NZP-SCBI	Virginia Working Landscapes (Citizen Science/Community)	Virginia Working Landscapes scientists strive to protect Virginia's rich biodiversity by conducting research and empowering local community members to take conservation action. The program is based at the Smithsonian Conservation Biology Institute in Front Royal, Virginia, and began in 2010 in response to grassroots demand for native plant and wildlife conservation from private landowners, conservation NGOs and local citizens. Through research, education and community engagement, the program promotes the conservation of native biodiversity and sustainable land-use. VWL researchers collaborate with citizen scientists, NGOs, universities, regional landowners and others to conduct research on private and public lands with a focus on biodiversity, ecosystem services and threatened species. Current projects include: Understanding how human activities influence the movement patterns of Virginia's carnivores Exploring how urban development impacts bumblebee populations Identifying relationships between native plants, land management and wildlife. In addition to engaging and educating local landowners about biodiversity, these studies help delineate conservation priorities. Collected data can also guide land-use strategies by revealing how land-management decisions by private citizens, organizations and policymakers impact wildlife, water and landscapes.	FY21	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	NZP-SCBI	Neighborhood Nest watch (Citizen Science/Community)	Habitat degradation in and around cities is a widespread threat to wildlife, including migratory birds. At the same time, people living in these areas risk becoming further detached from the natural systems on which they depend. Neighborhood Nest watch is an innovative way to study the effects of rapid development on wildlife, while also educating citizens about the scientific process and human impact on wildlife. Accessing private properties in the course of urban ecology studies can be a major obstacle. Neighborhood Nest watch overcomes this through its "house-call" approach, where each backyard or schoolyard involved becomes an outdoor classroom and research site. Participants are not only inspired to learn about local wildlife, but are also mentored to become citizen scientists in their own neighborhoods. Nest watch focuses on two basic life-history traits: annual survival and reproductive success. During an annual site visit, where scientists visit participants, birds are temporarily captured and then released. Their measurements are taken, a unique combination of color bands are placed on their legs and their nests are located. The colored bands allow participants to easily recognize a bird that returns to the yard. After a site visit, participants keep track of the birds they re-sight. The data they collect reflects how long a bird lived in their yard and the surrounding area. Data recorded about a bird's nest sheds light on how well birds are able to reproduce within an area. By submitting their observations, participants help Smithsonian Migratory Bird Center scientists understand how successfully different species are surviving across a range of environments that are impacted by people.	FY21	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Science & Research	NZP-SCBI	Conservation Discovery Day	Designed for sixth-graders to under-grads, this event includes hands-on activities, research demonstrations and career panel discussions with our scientists and animal care staff. This is the perfect event for budding biologists and curious conservationists!	10/5/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Virtual Programming	Program	Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University
Science & Research	SAO	Spectrum Lab Curriculum	The Spectrum Lab will be an online, interactive learning environment that enables students to make use of the database of publicly available spectra from research scientists, as well as from students.	FY20 - Ongoing	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	Program	High School (9th - 12th Grade)
Science & Research	SAO	TEMPO Communications and Public Engagement Activities	TEMPO (Tropospheric Emissions: Monitoring Pollution) is a collaboration between NASA and the Smithsonian Astrophysical Observatory. The TEMPO mission is building a network of museums and public gardens across the country that will engage learners in hands-on activities and develop their citizen science skills, enabling them to contribute quantitative and qualitative data on local air quality impact to the overall scientific community.	FY20 - Ongoing	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Science & Research	SAO	Chandra Communications and Public Engagement Activities	The goals are to open access for anyone to be a learner and explorer of the Universe, to share new discoveries about the Universe with diverse audiences, engage the imaginations of students, teachers, and the greater public, and increase learning opportunities.	FY20 - Ongoing	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults
Science & Research	SAO	Smithsonian Astrophysical Observatory Latino Initiative Program	The Smithsonian Astrophysical Observatory Latino Initiative Program (SAO/LIP) is an internship program for talented undergraduate science majors who participate in the Urban Massachusetts Louis Stokes Alliance for Minority Participation (LSAMP) Programs located on the campuses of the University of Massachusetts. Partnering with the University of Massachusetts (UMASS) since 2015, the Smithsonian Astrophysical Observatory (SAO) provides both a summer and academic-year internship experience for 6 students annually.	6/7/2021 - 8/20/2021	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 Fellowships Internships Public Programming	Program	College/University
Science & Research	STRI	PCNC education program through webinars	Punta Culebra Nature Center (PCNC), located at the Pacific entrance to the Panama Canal, is dedicated to exploration and discovery of the natural world through science. The center, visited by more than 70,000 people every year, offers a mix of marine and amphibian exhibits, walking trails, hands-on science activities and recreational spaces, all in a spectacular setting just minutes away from Panama City. The Smithsonian is committed to supporting Panamanian education through online exploration with digital learning tools and in a physical adventure through our educational centers and external educational programs. The Smithsonian's digital resources are for children and youth ages 7 to 14, educators, and parents. These resources strengthen the interest in learning science by being exposed to content backed by more than 100 years of research in various formats including animated videos, interactive games, among others.	FY21	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	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)
Science & Research	STRI	Planning for Q?rioso going Hybrid	Designed to share a hands-on-science experience, the new, brightly-painted van will make it possible for kids and adults to participate in the excitement of the discovery process in cities and towns across Panama. In a colorful bus, Smithsonian Tropical Research Institute scientists and guides will now visit public schools, community organizations and fairs in Panama's cities and rural provinces as part of the Q?Bus program, Taking Smithsonian Science to the Street. The main goal of this program is to provide informal education for children and young people who have not had the opportunity to visit our facilities and to help to ignite their curiosity and interest in science. The name Q?Bus comes from the Q?Rius program started at the Smithsonian's National Museum of Natural History in Washington, DC. Q?Rius will be implemented in Panama in the future under the name of Q?Rioso Panamá in a discovery space at the Punta Culebra Natural Center on the Amador Causeway.	FY21	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	Program	Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade)

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Smithsonian Advancement Diversity and Inclusion Initiative Meeting	The Smithsonian Advancement Diversity and Inclusion Initiative held a meeting on January 29, 2021. The group includes advancement staff from across the Institution. The group has three workgroups each focused on a different area of diversity and inclusion which are hiring/recruitment, internships/outreach and learning opportunities.	1/29/2021	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 Career Counseling Career Fairs Education Internships Recruitment Training Virtual Internships	Program Supplier Workforce	College/University Masters PhD Other Programming for Adults
Advancement	OA	Job recruitment activities	In Q1 of FY21 the Office of Advancement used national and diversity focused job boards to recruit for the following positions: 1) Associate Director of Advancement, Archives of American Art 2) Major Gifts Officer, Office of Advancement	10/01/2020 - 12/31/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Recruitment	Workforce	College/University Masters PhD Other Programming for Adults
Advancement	OA	Job recruitment activities	In Q2 of FY21 the Office of Advancement used national and diversity focused job boards to recruit for the following positions: 1) Advancement Associate, Office of Advancement 2) Associate Director of Advancement, Conservation Commons 3) Director of Advancement, National Portrait Gallery	01/01/2021 - 03/31/2021	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Recruitment	Workforce	College/University Masters PhD Other Programming for Adults
Advancement	OA	EEO Training	As of March 26, OA is at 100% compliance for employee and supervisor EEO training in FY21.	10/1/2020-9/30/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Training	Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Webinar and Discussion	#PhilanthropySoWhite: What Is the Role of White Leaders in Philanthropy in Dismantling White Supremacy? In 2018, Edgar Villanueva, author of Decolonizing Wealth, moderated the first #PhilanthropySoWhite webinar to discuss white leaders' role in philanthropy in supporting racial justice. The title raised eyebrows, but the conversations that transpired were vulnerable, truth-speaking catalysts to sector-wide discussions about the urgent need to change philanthropy's approach to diversity, equity, and inclusion and a call to action for white leaders. So, more than two years of reckoning, uprising for racial justice, a pandemic, and a turbulent election - where do white leaders in the sector find themselves and their leadership regarding racial justice in and outside of their organizations? Philanthropy remains so white, but progress has been made, and there have been some interesting learnings on the journey. During this hour long session, we'll explore areas of progress, the pain points of the journey, and what the next two to four years might look like specifically for white leaders in philanthropy working to create anti-racist organizations and giving practices representative and inclusive of the communities and cultures that it serves. Vanessa Daniel, Founder and Executive Director of the Groundswell Fund, will offer an end of session reflection and response to the discussion on confronting whiteness in philanthropy.	4/6/2021	Planned	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	Yes	Training	Program	Other Programming for Adults
Advancement	OA	UDC Job and Internships Virtual Fair	The Outreach and Recruitment Workgroup of the Smithsonian Advancement Diversity and Inclusion Initiative is registered to participate in the UDC Job and Internships Virtual Fair. This free virtual career event is an exclusive opportunity to recruit talented UDC students and alumni from over 81 academic majors and programs of study for your employment opportunities including full-time jobs, part-time jobs, internships, and other positions. The schedule will include a combination of group and one-on-one sessions.	4/8/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Career Fairs Internships	Workforce	College/University Masters PhD
Advancement	OA	Smithsonian Advancement Diversity and Inclusion Initiative Meeting	The Smithsonian Advancement Diversity and Inclusion Initiative held a meeting on April 19, 2021. The group includes advancement staff from across the Institution. The group has three workgroups each focused on a different area of diversity and inclusion which are hiring/recruitment, internships/outreach and learning opportunities.	4/19/2021	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Career Counseling Career Fairs Education Internships Recruitment Virtual Internships Virtual Programming	Program Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Early Career and Internship Fair	The Outreach and Recruitment Workgroup of the Smithsonian Advancement Diversity and Inclusion Initiative participated in an Early Career and Internship Fair hosted by American University. Several colleges and universities participated in the event including Johns Hopkins University, University of Maryland, George Washington University, Georgetown University, American University, Howard University and Catholic University. This virtual career event is an exclusive opportunity to recruit talented students and alumni for employment opportunities including full-time jobs, part-time jobs, internships, and other positions. The schedule included a combination of group and one-on-one sessions. We reached over 50 students at our sessions.	05/25/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Career Fairs Internships	Workforce	College/University Masters PhD
Advancement	OA	Howard University Fall 2021 Virtual All Majors Job & Internship Fair	The Howard University Center for Career and Professional Success (Office of Career Services) wants you to connect virtually with students and alumni at the Howard University Fall 2021 Virtual All Majors Job & Internship Fair including graduate and professional schools) to meet your recruiting needs. Please complete and answer all applicable questions in the registration form including additional questions to complete your registration for the fair.	9/28/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Career Fairs	Workforce	College/University Masters
Advancement	OA	Campaign Messaging Engagement	Engaged two firms – one women-owned and the other minority- and women-owned – to develop messaging for a targeted fundraising campaign that captures the complexity, diversity and full breadth of the Smithsonian to broaden and reach a more inclusive donor audience. Launching this fall, the campaign will address pressing global needs to elevate critical conversations and work in democracy, education, equity, access, climate change, global health and more.	5/1/2021	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Advancement Communications Content	<p>Advanced diversity, accessibility and inclusion throughout all fundraising communications, including IMPACT, si.edu/support, annual report, monthly e-newsletter, and email cultivation series. Content was shared across all platforms. Examples include:</p> <ul style="list-style-type: none"> • The November 2020 IMPACT cover story Healing A Nation focused on the initiative, Our Shared Future: Reckoning with Our Racial Past, illustrating how the Smithsonian is helping the nation remember the historic year of 2020 with the COVID-19 pandemic and social unrest and provide historical context. • Bank of America's Brian Moynihan was featured as a catalyst for fundraising. The bank's transformative \$25 million commitment established the Our Shared Future initiative, enabling the Smithsonian to elevate conversations around race, equity and justice in all aspects of American society. • The Moments of Innovation comic chronicled ways the Smithsonian innovated since its history to expand the institutions reach and audiences (Museum on Main Street), deepen its content to include a more complete American story (the National Museum of African American History and Culture) and partner with Caina (panda diplomacy) to save species. • Our Foundation is Our Future collection, featured in January IMPACT and in August e-news, looks back on the Smithsonian's 175 years and looking ahead to our current and future projects. • The Art of Collecting, featured in November IMPACT and April e-news, explores how Smithsonian curators faced a new set of challenges and sense of responsibility this year collecting during the pandemic and protests for racial justice. 	10/1/2020	In-Progress	<p>African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women</p>	No	Public Programming	Program	Other Programming for Adults
Advancement	OA	Unit Cases for Support and Proposals	<p>Developed unit cases for support and proposals, including:</p> <ul style="list-style-type: none"> • Reaching Every Classroom, a case for support for the Asian American Pacific Center's education initiative to counter anti-Asian hate. • Transforming America, Addressing Racial Inequality One Community at a Time, a case for support for the Anacostia Community Museum's five-year project that looks at how racial inequality influences the lives of everyday people in Anacostia and across the country. • Photographing Native Life, a proposal for the National Museum of the American Indian to expand the museum's photography collections to tell a more accurate story of Native peoples. 	10/1/2020	In-Progress	<p>African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women</p>	No	Public Programming	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Virtual Programming	Advanced diverse stories and educational programs through virtual programming to our donors and volunteer leaders. Examples include: <ul style="list-style-type: none"> • The Fall 2020 SNB meeting featured a spotlight session focusing on how the Smithsonian was able to quickly develop and share distance learning resources during the pandemic and the new focus on reaching audiences without digital access by distributing high-touch (print) resources to rural communities. • The second Fall 2020 spotlight session by the project manager for SITES' The Bias Inside Us, a traveling exhibit that informs visitors on implicit bias and aims to convene dialogue, increase empathy, and create more inclusive schools, communities, and workplaces. • In Dec 2020, hosted webinar on the anniversary of the 19th amendment establishing women's suffrage with leadership from NMAH. • The Spring 2021 SNB meeting featured an interactive activity with educators from the National Museum of the American Indian, New York, and learned through Native Knowledge 360 (NK360). • The second Spring 2021 spotlight session featured SITES' work across the country to bring cultural resources and programming to local communities and focused on ACM's efforts in the DC area to highlight disparities within communities undergoing social and economic change and how they become a convener for sharing ideas and catalyst for a more equitable future. 	10/1/2020	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Public Programming Virtual Programming	Program	Other Programming for Adults
Advancement	OA	Advisory Board Diversity	In February 2021, the Office of Advancement and Regents' Office convened a special Advisory Board Chair meeting with a presentation from the American Alliance of Museums on best practices and national trends on museum board diversity, equity, accessibility and inclusion.	2/1/2021	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	Digital Outreach	Continued "Your Smithsonian, Anywhere" email series sharing diverse and digitally accessible content—including Pride month, NMAH's Girlhood exhibition, at-home family activities and digital exhibitions—through OA email list (approx. 200k subscribers)	10/1/2020	Completed	LGBTQIA+ Residents of Under-resourced Communities Women	No	Education Virtual Programming	Program	Other Programming for Adults
Advancement	OA	Diversity Summit with Georgetown and George Washington Universities	This workshop will provide staff with an opportunity to learn how to create a welcoming workplace and foster environments that are inclusive – at the Smithsonian, we are committed to the fair and equal treatment of all individuals. We will explore how we respond to everyday behaviors and actions that are subtle and often automatic. One comment alone can be minimally impactful, but when these occur continuously throughout a lifespan, research clearly demonstrates that their cumulative nature has detrimental consequences. We will explore the science (why?); then how to recognize (where?); and critically, how to call in the behaviors and mitigate (how?).	10/14/2020	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/Colleges or Universities Education	Program Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Discussion and Conversation	Follow-up discussion and conversation with staff about the #PhilanthropySoWhite Webinar: What Is the Role of White Leaders in Philanthropy in Dismantling White Supremacy? During this hour-long session, we'll explore areas of progress, the pain points of the journey, and what the next two to four years might look like specifically for white leaders in philanthropy working to create anti-racist organizations and giving practices representative and inclusive of the communities and cultures that it serves. Vanessa Daniel, Founder and Executive Director of the Groundswell Fund, will offer an end of session reflection and response to the discussion on confronting whiteness in philanthropy.	4/16/2021	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	Other Programming for Adults
Advancement	OA	Steps to Take to Diversify Your Donors Webinar	This session, the first in a series of three webinars on how nonprofits can diversify their pools of supporters, features a panel of African American experts. The head of a consulting firm, a major donor, and a nonprofit executive director — will share their experiences working with Latinx, Asian, and African American donors and share key steps to take to cultivate a wider variety of donors and grant makers, no matter your mission. Learn why a diverse staff and board matters — and how to create an organizational culture that advances DEI; how to identify and build trust with potential new donors of different races and ethnicities; and how to keep diverse supporters engaged in your work and giving especially during social distancing.	5/5/2021	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 Education Training	Program	Other Programming for Adults
Advancement	OA	Article Study	Article Study exploring the opportunities and challenges encountered by several prominent museums in developing diversity and inclusion-focused operational frameworks. We will have an informal discussion to review four recent articles, which offer insights into the critical role of advancement professionals in the development and promotion of these initiatives, as well as potential strategies for engaging donors, colleagues, and the broader community in this work.	6/2/2021	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 Training	Program	Other Programming for Adults
Advancement	OA	Webinar and Discussion	Diversify Your Donors - How to Attract Hispanic Donors: Nonprofit leaders often overlook Latino donors who would give more if asked. Those who want to be more inclusive in their strategies often don't know how to start. During this Chronicle of Philanthropy webinar, you will learn key steps to take to attract donors who identify as Hispanic or Latino/a, as well as grant makers that support these groups. We'll also explain why a diverse staff and board matters, how to ensure communications resonate, and ways to build a broader base of support.	7/15/2021	Completed	Hispanics	No	Advisory Boards Training	Program	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Smithsonian Advancement Diversity & Inclusion Initiative Meeting	The Smithsonian Advancement Community is dedicated to supporting staff, volunteers and our constituents through the recruitment, retention and development of a world-class team that ensures diversity and inclusion as a part of its culture and everyday work. This report emphasizes the activity of the Smithsonian advancement community's DEAI work focused in four key areas: <ul style="list-style-type: none"> Recruitment/Hiring - Design and develop tools that are intentional and strategic in our recruiting, interviewing, hiring and on-boarding processes Internships/Outreach - Develop resources and methods to recruit, develop and pay a diverse pool of interns Learning Opportunities - Provide opportunities and resources for advancement staff to learn, become more self-aware and reflect on personal biases 	7/26/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	Yes	Education Internships Recruitment Training	Program Supplier Workforce	Other Programming for Adults
Advancement	OA	Smithsonian Advancement Diversity & Inclusion Initiative Quarterly Meeting	The Smithsonian Advancement Community is dedicated to supporting staff, volunteers and our constituents through the recruitment, retention and development of a world-class team that ensures diversity and inclusion as a part of its culture and everyday work. This report emphasizes the activity of the Smithsonian advancement community's DEAI work focused in four key areas: <ul style="list-style-type: none"> Recruitment/Hiring - Design and develop tools that are intentional and strategic in our recruiting, interviewing, hiring and on-boarding processes Internships/Outreach - Develop resources and methods to recruit, develop and pay a diverse pool of interns Learning Opportunities - Provide opportunities and resources for advancement staff to learn, become more self-aware and reflect on personal biases 	9/29/2021	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 Internships Recruitment Training	Program Workforce	Other Programming for Adults
Advancement	OA	Job Recruitment Activities	In Q3 of FY21 the Office of Advancement used national and diversity focused job boards to recruit for the following positions: 1) IT Specialist (Customer Support), Office of Advancement 2) Major Gifts Officer, Office of Advancement	4/1/2021-6/30/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Recruitment	Workforce	Other Programming for Adults
Advancement	OA	Job Recruitment Activities	In Q4 of FY21 the Office of Advancement used national and diversity focused job boards to recruit for the following positions: 1) Associate Director of Advancement, National Museum of African Art 2) Advancement Assistant, Archives of American Art 3) Gift Officer, Freer and Sackler Galleries 4) Assistant Director of Advancement, Smithsonian Science and Education Centers 5) Director of Individual Giving, National Air and Space Museum 6) Advancement Specialist, Smithsonian American Art Museum 7) Advancement Associate, Smithsonian Women's Committee, Office of Advancement 8) Gift Registrar, Office of Advancement	7/1/2021-9/30/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Recruitment	Workforce	Other Programming for Adults

Smithsonian Diversity and Inclusion Initiatives Report - FY 2021

Direct Report	SI Unit	Title	Description	Date(s)	Status	Underrepresented Group(s) Engaged	STEM	Type	Diversity Category	Audience
Advancement	OA	Supplier Diversity Goals	<p>\$1,579,479.23 in Purchase Orders spent in FY21 Quarters 1-4, of which \$499,604.69 (31.63%) was awarded to Small Businesses. OA met and exceeded the 23% small business goal.</p> <p>\$1,579,479.23 in Purchase Orders spent in FY21 Quarters 1-4, of which \$306,290.18 (19.39%) was awarded to Woman Owned small businesses. OA met and exceeded the 5% women-owned small business goal.</p> <p>OA's Small Business Achievement:</p> <p>31.63% - small business 19.39%- small, women owned business 5.99% small, disadvantaged business 0.41%- SBA 8(a) business 0%- SDVOSB- service disabled veteran owned small business</p>	10/1/2020 - 9/30/2021	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women	No	Supporting Supplier Diversity Goals	Supplier	Other Programming for Adults
Advancement	OA	Supplier Diversity Program Liaisons Meetings	<p>The Office of Advancement actively participated in four Supplier Diversity Program Liaisons Meetings in FY21. Dana Ventura is the Supplier Diversity Program Liaisons for OA. She participated in these pan-Institutional meetings virtually on:</p> <p>October 8, 2020 April 1, 2021 June 3, 2021 August 5, 2021</p>	10/1-2020 - 8/5/2021	In-Progress	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	Supplier	Other Programming for Adults