



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023



TABLE OF CONTENTS

- Overview*** **3**
- Executive Summary*** **4**
- Secretary*** **13**
 - Office of Equal Employment and Supplier Diversity 13
- Under Secretary for Education*** **15**
 - Office of Educational Technology 15
 - Office of the Under Secretary for Education 16
 - Smithsonian Institution Traveling Exhibition Service/Smithsonian Affiliations 18
 - Smithsonian Science Education Center 27
- Under Secretary for Museums & Culture*** **33**
 - Archives of American Art 33
 - National Museum of African American History and Culture 39
 - National Museum of American History 41
 - National Postal Museum 51
 - Smithsonian American Art Museum 51
- Under Secretary for Science & Research*** **68**
 - National Museum of Natural History 68
 - National Zoo and Conservation Biology Institute 71
 - Smithsonian Astrophysical Observatory 80
- President Smithsonian Enterprises*** **81**
- Assistant Secretary for Advancement*** **82**

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023



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 4,570 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

During this fiscal year, 15 units submitted more than 400 initiatives that also included virtual programs. This 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 part of Our Shared Future.

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023

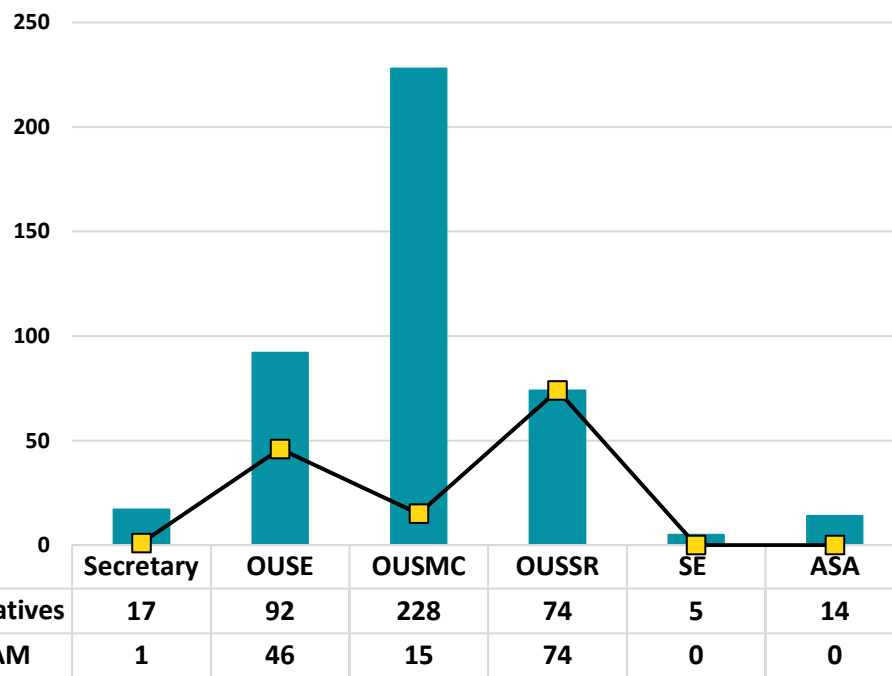


EXECUTIVE SUMMARY

SMITHSONIAN INSTITUTION (SI)

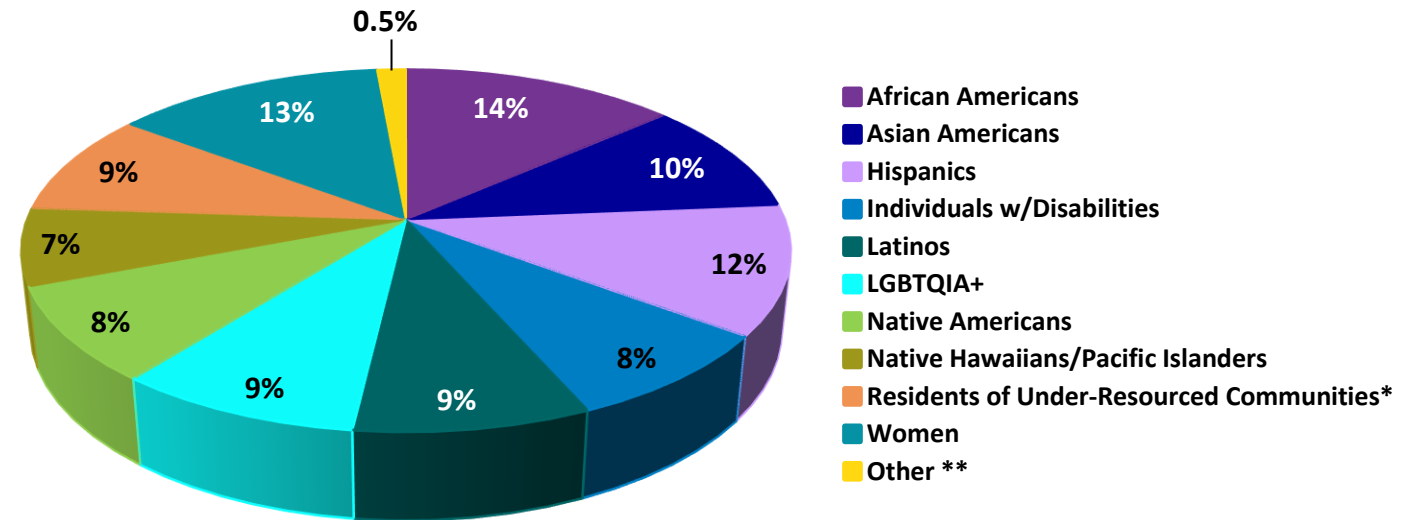
The goal was to increase the recognition of SI brand to under-served communities and increase representation in SI's workforce, supplier base, and public programming. More than 400 initiatives were submitted by 15 SI units with 136 classified as STEAM initiatives. All historically underrepresented groups were represented in the diversity and inclusion initiatives. The highest percent of initiatives targeted African Americans (14%). The percentage of initiatives aimed at historically underrepresented groups greatly exceeded their representation in the Civilian Labor Force. This report also includes residents of under-resourced communities and LGBTQIA+. While these groups and others have no recognized percentage of reference, they are an important focus in 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: Rural Communities, Educators in Ghana, International Community, Nigerians, European Decent Communities, People who were Formerly Incarcerated, Jewish Americans, Diverse Adult Audiences, Non-English Speakers, South Koreans, Gender Nonconforming Individuals, Non-US Residents, Seniors, Small Disadvantaged Businesses, Small Businesses, Service-Disabled Veteran Owned Small Businesses, 8(a) Small and Disadvantaged Businesses, Muslims

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023



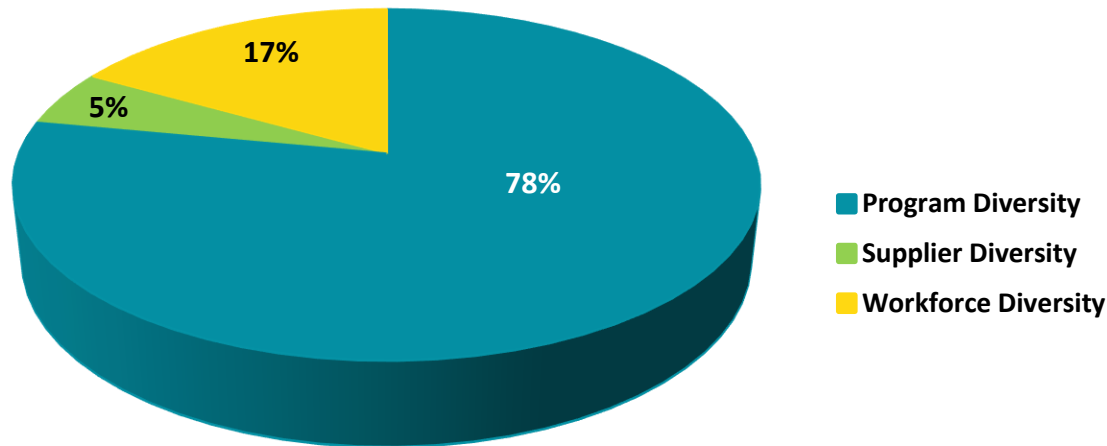
EXECUTIVE SUMMARY

SMITHSONIAN INSTITUTION (CONT.)

Diversity and inclusion are categorized into three areas: Program, Supplier, and Workforce Diversity. All three categories were represented. At 78%, program diversity was the largest category. While only 2% of the reported initiatives fell under supplier diversity, SI awarded 25% of the dollars spent to small businesses. Of the 25% awarded to small businesses; 4% was awarded to 8(a) small and disadvantaged businesses, 14% was awarded to non-8(a) small disadvantaged businesses, 11% was awarded to women-owned small businesses, 2% to HUB Zone businesses, and 1% to service-disabled veteran-owned small businesses. The majority of the initiatives targeted adults (26%).

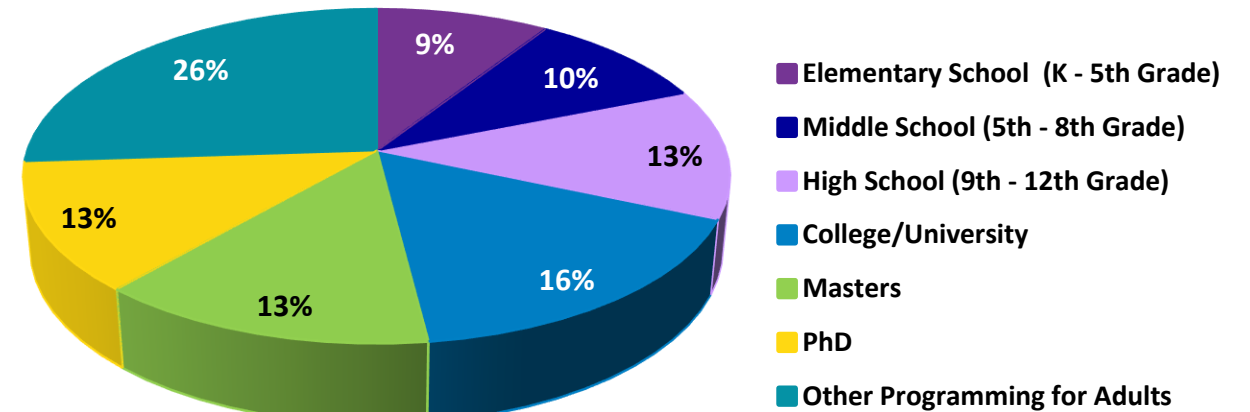
Initiatives by Category

(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 2023



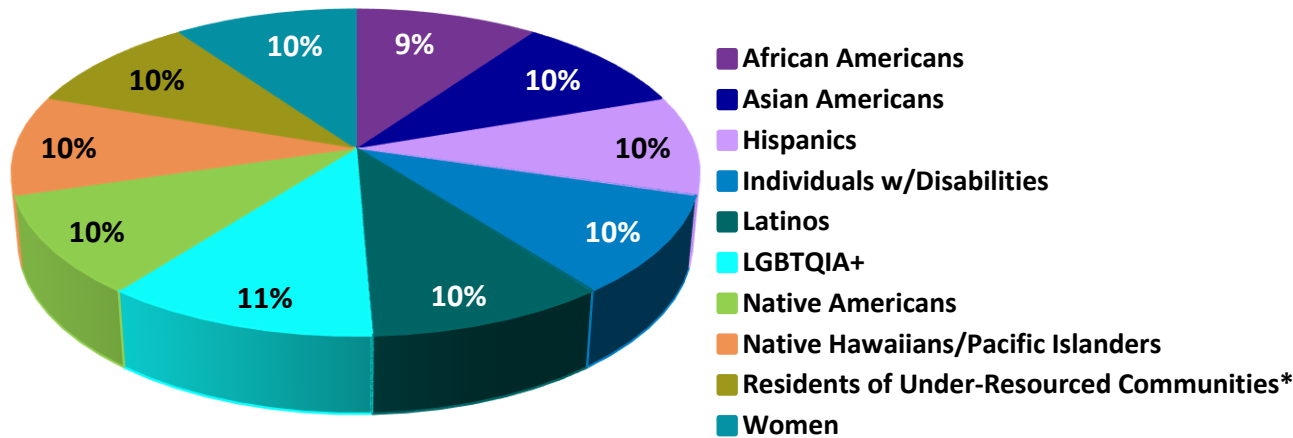
EXECUTIVE SUMMARY

OFFICE OF THE SECRETARY

The Office of Equal Employment and Supplier Diversity submitted 17 initiatives, one of which was STEM. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. At 46%, supplier diversity was the largest category. All initiatives targeted adults.

Percent Served by Race & Ethnicity

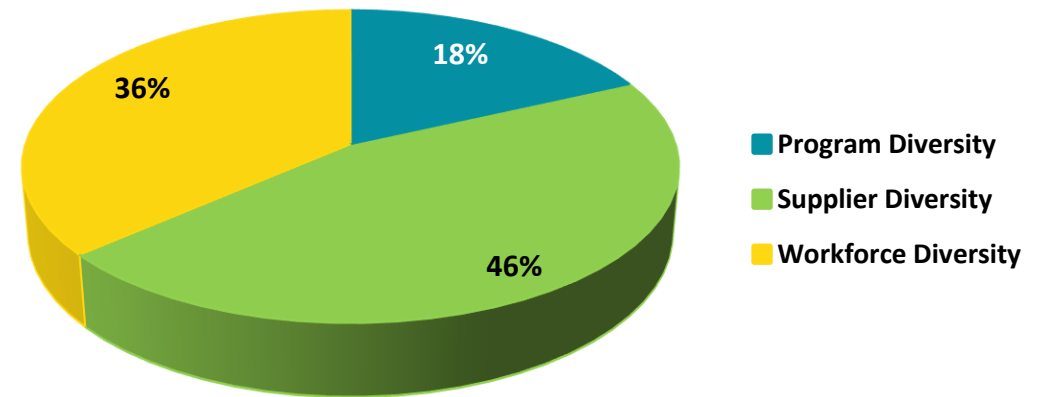
(Units often target more than one group)



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

Initiative by Category

(Units often choose more than one category)



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023

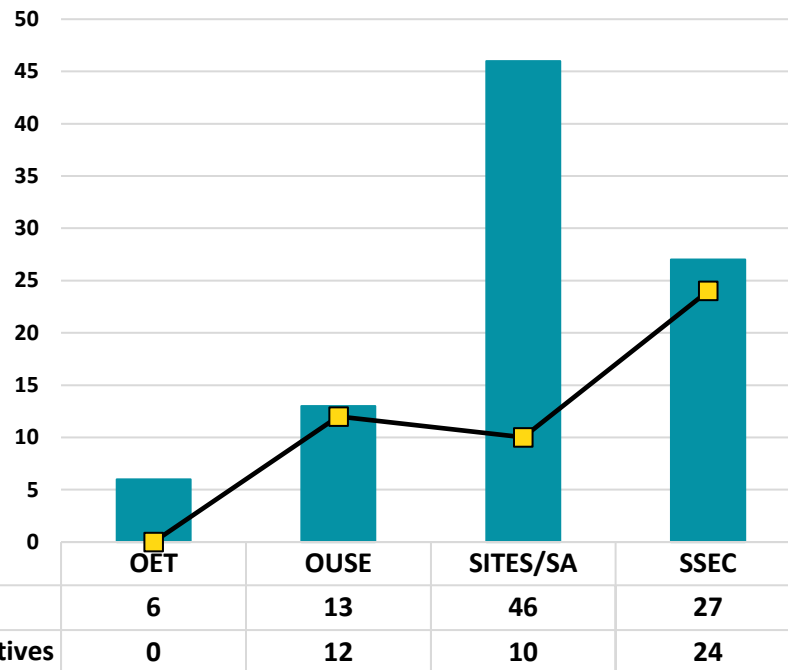


EXECUTIVE SUMMARY

UNDER SECRETARY FOR EDUCATION (USE)

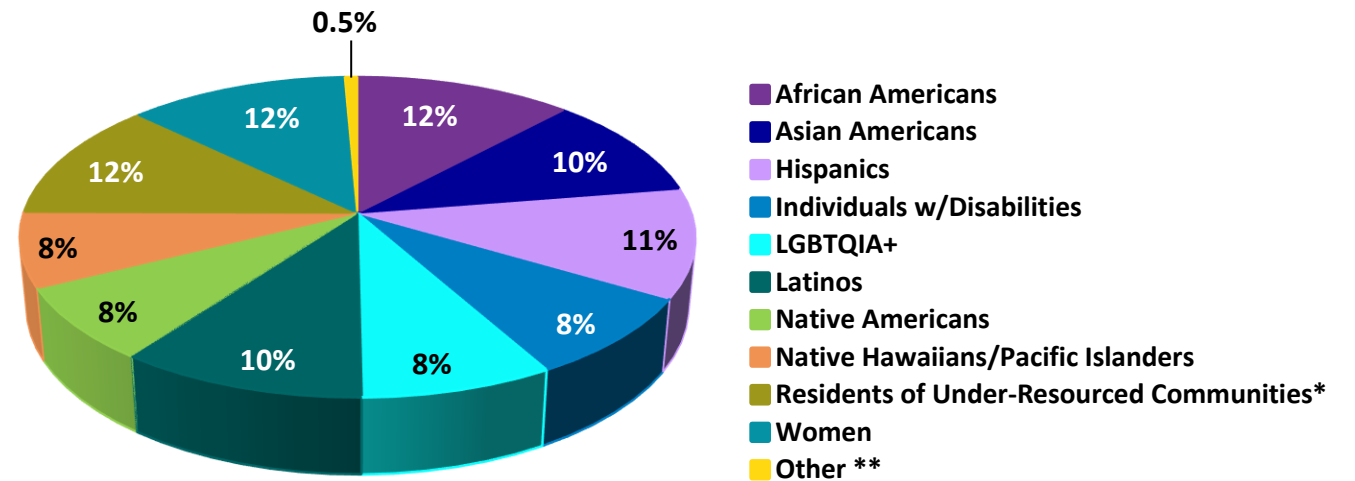
Ninety-two initiatives were submitted by 4 USE units (OET, OUSE, SITES/SA, SSEC). Forty-six were STEAM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (12%) of initiatives were geared towards African Americans, residents of under-resourced communities 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.
 **Includes: Rural Communities, Educators in Ghana, International Community, Nigerians

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023



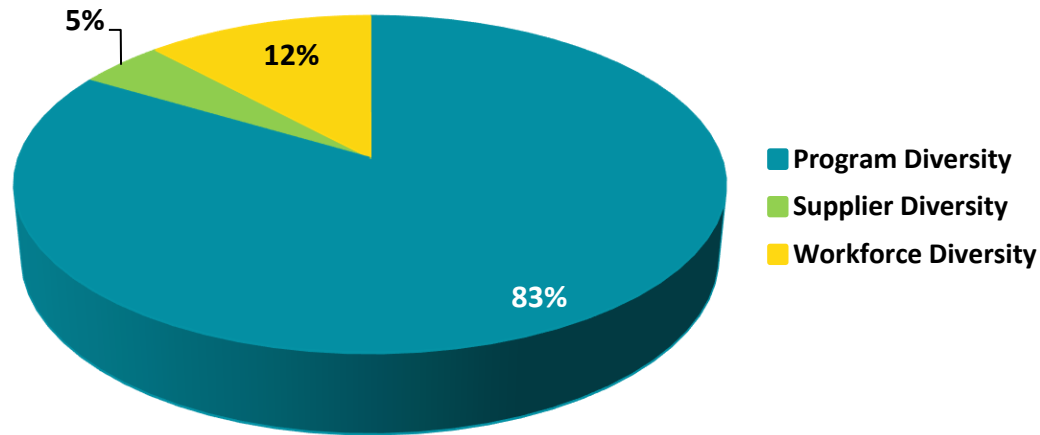
EXECUTIVE SUMMARY

UNDER SECRETARY FOR EDUCATION (CONT.)

At 83%, program diversity was the largest category. Although 5% of reported initiatives fell under supplier diversity, USE awarded 30% of the dollars spent to small businesses with 0.3% awarded to 8(a) small and disadvantaged businesses, 14% to non-8(a) small and disadvantaged businesses, 22% awarded to women-owned small businesses, and 0.1% awarded to HUBZone businesses. The majority of initiatives targeted college-aged adults (21%).

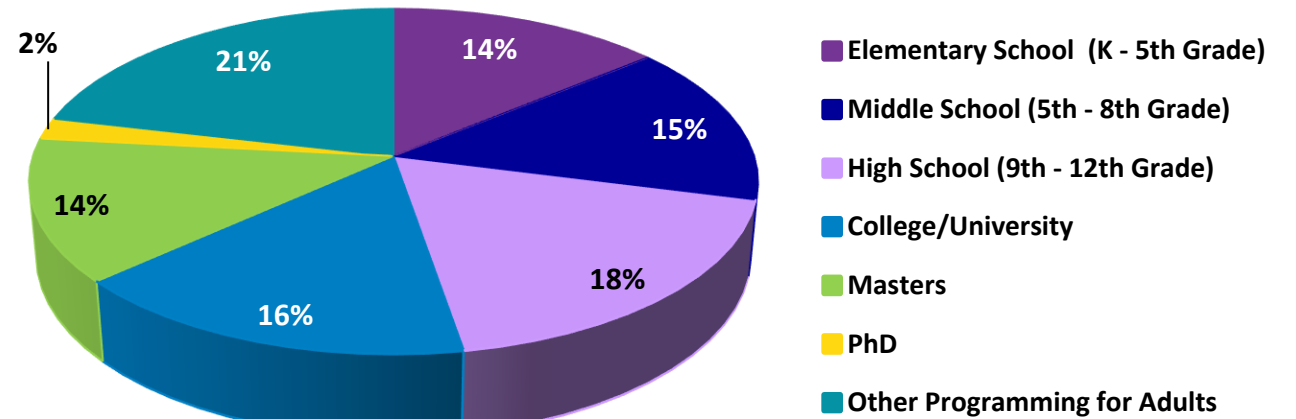
Initiatives by Category

(Units often choose more than category)



Audience Age Groups

(Units often target more than one group)



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023

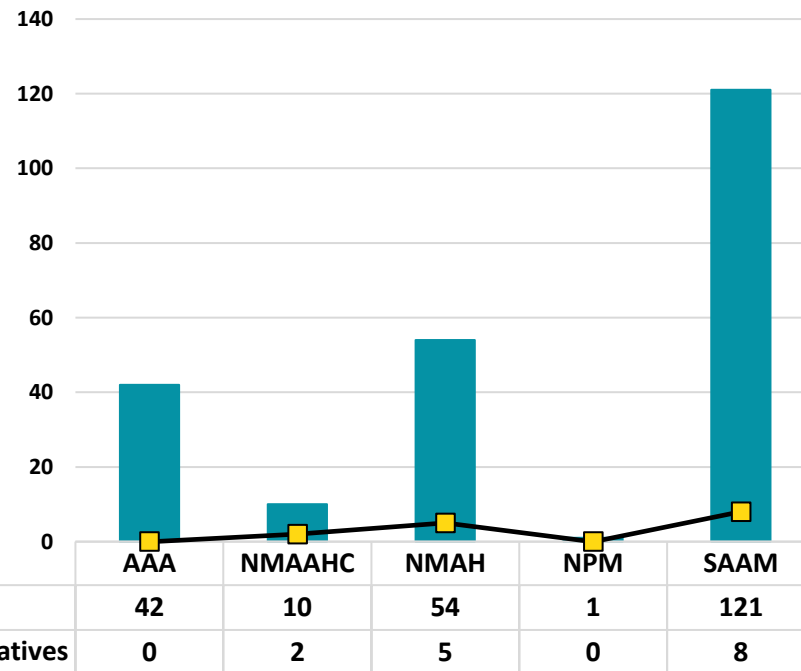


EXECUTIVE SUMMARY

UNDER SECRETARY FOR MUSEUMS & CULTURE (USMC)

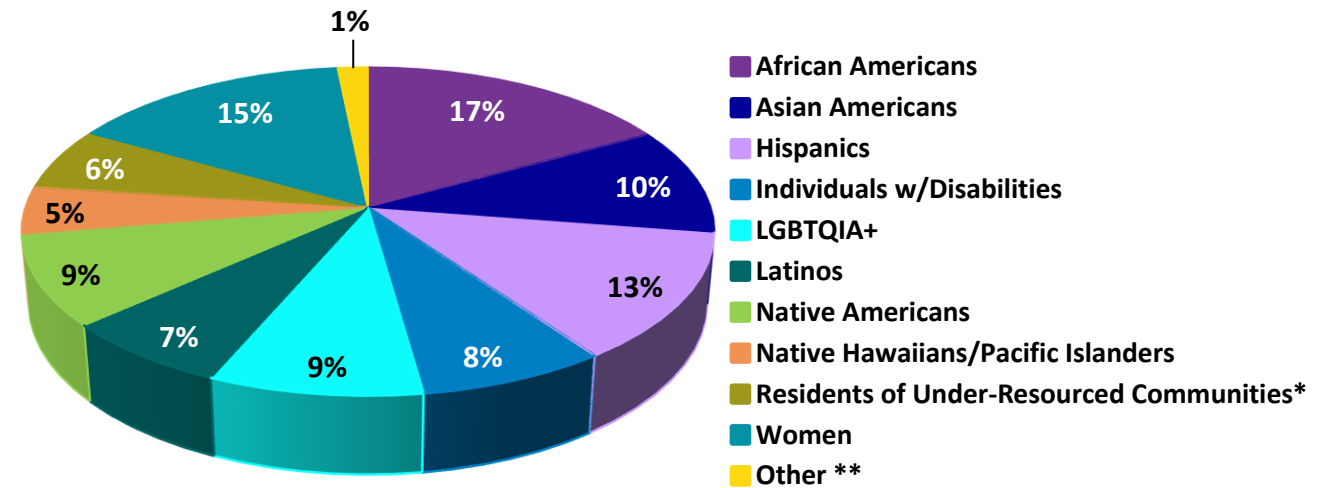
More than 220 initiatives were submitted by 5 USMC units (AAA, NMAAHC, NMAH, NPM, and SAAM). Fifteen were STEAM initiatives. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (17%) of initiatives were geared towards African Americans.

Initiatives by Unit



Percent Served by Race & Ethnicity

(Units often target more than one group)



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

**Includes: European Descent Communities, People Who Where Formerly Incarcerated, Jewish Americans, Diverse Adult Audiences

Smithsonian Diversity and Inclusion Initiatives Report Fiscal Year 2023



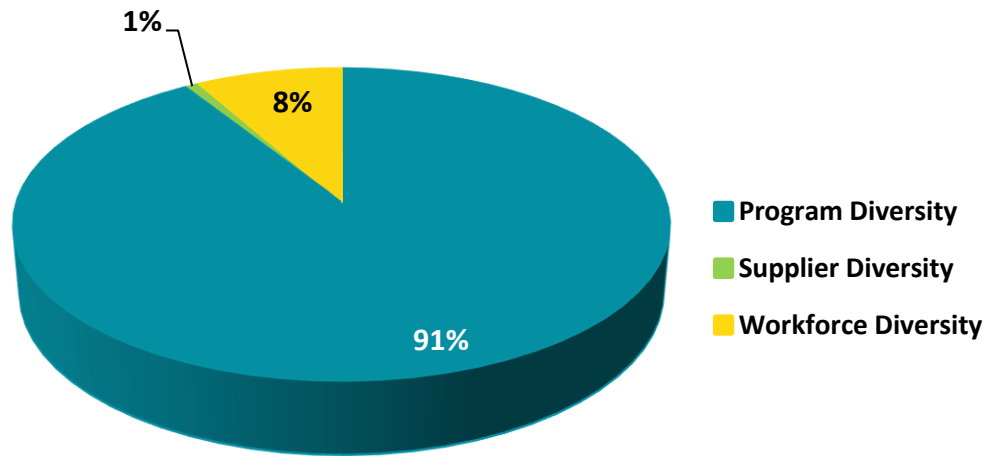
EXECUTIVE SUMMARY

UNDER SECRETARY FOR MUSEUMS & CULTURE (CONT.)

At 91% program diversity was the largest category. While 1% of the reported initiatives fell under supplier diversity, OUSMC awarded 47% of dollars spent to small businesses. Of the 47% awarded to small businesses; 7% was awarded to 8(a) small and disadvantaged businesses, 28% was awarded to non-8(a) small disadvantaged businesses, 22% was awarded to women-owned small businesses, 3% was awarded to HUBZone businesses, and 0.3% was awarded to service-disabled and veteran-owned small businesses. The majority of initiatives targeted adults (28%).

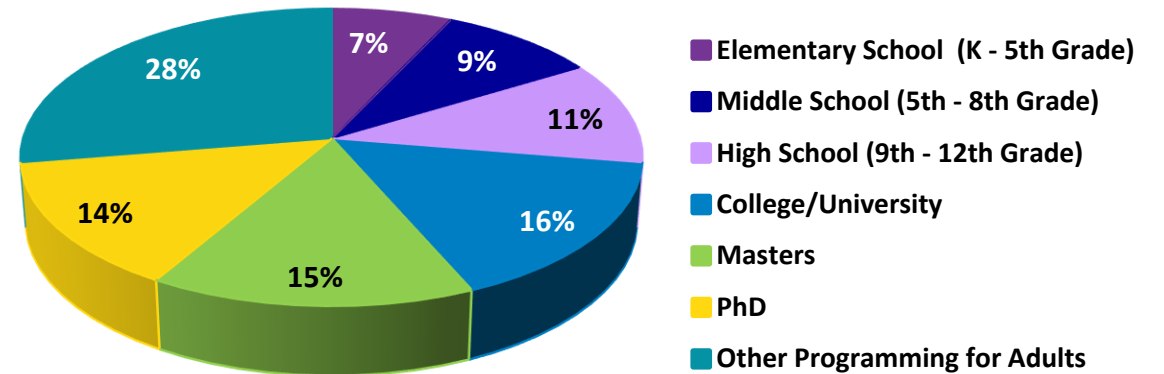
Initiatives by Category

(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 2023



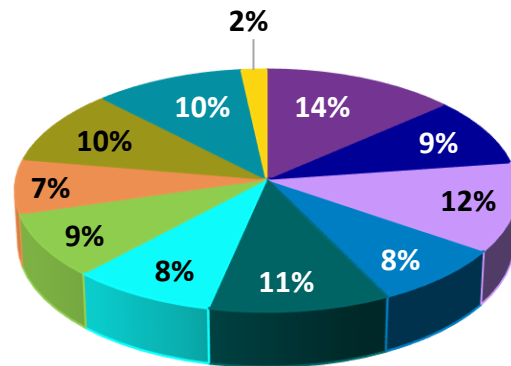
EXECUTIVE SUMMARY

UNDER SECRETARY FOR SCIENCE & RESEARCH (USSR)

The National Museum of Natural History submitted 74 initiatives, all were STEAM 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 (14%) of initiatives were geared towards African Americans. At 58% program diversity was the largest category. While 3% of reported initiatives fell under supplier diversity, OUSSR awarded 16% of dollars spent to small businesses with 0.3% awarded to 8(a) small and disadvantaged businesses, 9% awarded to non-8(a) small disadvantaged businesses, 9% was awarded women-owned small businesses, 1% was awarded to HUB Zone businesses, and 0.3% to service-disabled veteran-owned small businesses. The majority of initiatives targeted college-aged adults (23%).

Percent Served by Race & Ethnicity

(Units often target more than one group)

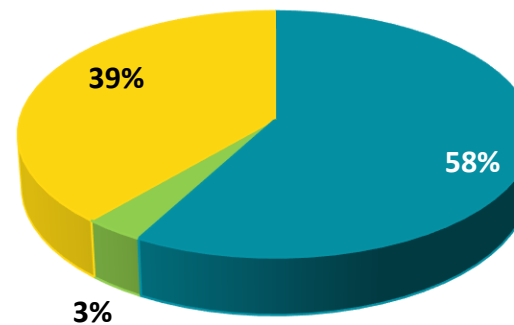


- African Americans
- Asian Americans
- Hispanics
- Individuals w/Disabilities
- Latinos
- LGBTQIA+
- Native Americans
- Native Hawaiians/Pacific Islanders
- Residents of Under-Resourced Communities*
- Women
- Other**

*Communities with limited and/or under-funded access to educational resources and technology.
 **Includes: Non-English Speakers/Readers, Blind and Low-vision Visitors, South Koreans, Gender Nonconforming Individuals, Non-US Residents, Seniors

Initiatives by Category

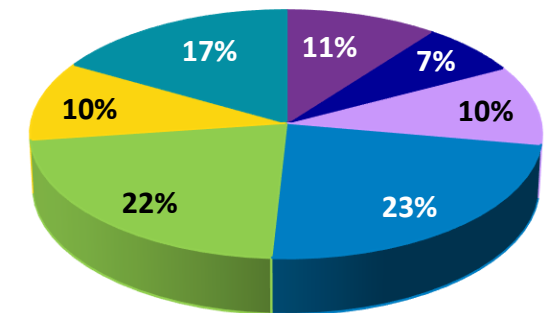
(Units often choose more than one category)



- Program Diversity
- Supplier Diversity
- Workforce Diversity

Audience by Age Group

(Units often target more than one group)



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

Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2023



EXECUTIVE SUMMARY

PRESIDENT SMITHSONIAN ENTERPRISES

Smithsonian Enterprises (SE) submitted 5 initiatives; none were classified as STEAM. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. All of the initiatives supported supplier diversity, specifically non-8(a) small disadvantaged businesses, 8(a) small and disadvantaged businesses, service-disabled veteran owned small businesses, and women-owned small businesses. All of the initiatives targeted adults.

ASSISTANT SECRETARY FOR ADVANCEMENT

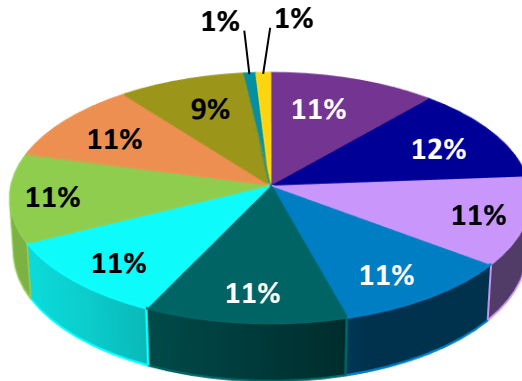
The Office of the Assistant Secretary for Advancement (ASA) submitted 53 initiatives with one classified as STEM. All historically underrepresented groups were represented at a rate that either met or exceeded their percentage in the Civilian Labor Force. The highest percent (16%) of initiatives were geared towards African Americans, Asian Americans, and Native Americans. At 78%, program diversity was the largest category. While 3% of the reported initiatives fell under supplier diversity, ASA awarded 10% of dollars spent to small businesses. Of the 10% awarded the small businesses; 5% was awarded to non-8(a) small and disadvantaged businesses and 5% was awarded to service-disabled veteran-owned small businesses. The majority of initiatives targets adults (55%).

Percent Served by Race & Ethnicity

(Units often target more than one group)

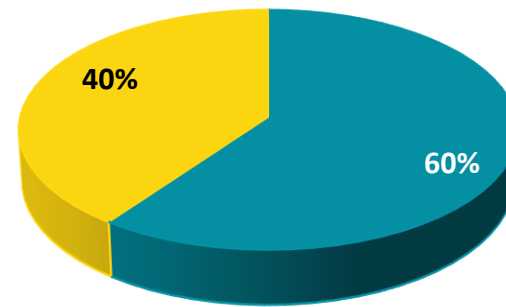
*Communities with limited and/or under-funded access to educational resources and technology.
 **Includes: Muslims

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



Initiatives by Category

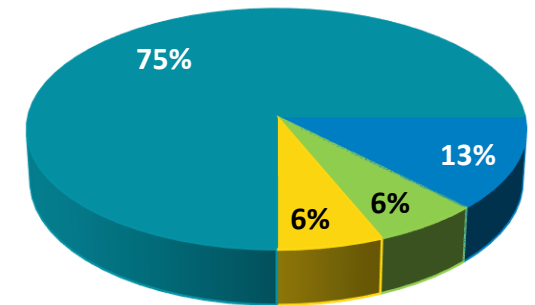
(Units often choose more than one category)



- Program 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|--|---|---------|-------------|---|-------|--|---|------------------------------|
| Secretary | OEESD | Smithsonian Diversity, Equity, Accessibility, and Inclusion (DEAI) Working Group | Participating on the Diversity, Equity, Accessibility, and Inclusion (DEAI) Working Group to explore how the Smithsonian might best respond to the Administration's recent Executive Order on DEAI. | FY 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 | Diversity Collaboration | Program Supplier Workforce | Other Programming for Adults |
| Secretary | OEESD | Federal Liaison to the National Science Foundation's Committee on Equal Opportunity in Science and Engineering (CEOSE) | Continued to serve as Federal Liaison to the National Science Foundation's Committee on Equal Opportunity in Science and Engineering (CEOSE) and continued to share the Diversity and Inclusion Initiatives report highlighting SI's STEM initiatives that engage underrepresented groups. | FY 2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Diversity Committee | Program | Other Programming for Adults |
| Secretary | OEESD | Small Business Administration Advisory Council | Continued to serve on the Small Business Administration's Advisory Council. | FY 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 | Supplier Diversity Outreach Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Secretary | OEESD | Supplier Diversity Liaisons Meetings | Continued to host Supplier Diversity Liaison meetings. Each Smithsonian unit Director must designate at least one unit employee as the unit Supplier Diversity Program (SDP) Liaison 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. | FY 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 | Supplier Diversity Outreach Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Secretary | OEESD | OPM Quarterly D&I Strategic Partners Meeting | Participated in OPM's quarterly D&I Strategic Partners meeting, This resulted OEESD keeping abreast of any upcoming D&I policy changes across the Federal government. | FY 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 | Diversity Collaboration | Workforce | Other Programming for Adults |
| Secretary | OEESD | Pride in Federal Service Meetings | Participated in quarterly Pride in Federal Service meetings with Federal colleagues from across the government. Meetings kept the Institution up-to-date on best practices and barriers impacting the over 100,000 LGBTQIA+ workers across the Federal government. | FY 2023 | In-Progress | LGBTQIA+ | No | Diversity Collaboration | Workforce | Other Programming for Adults |
| Secretary | OEESD | Supplier Diversity Dashboard | Launched the Supplier Diversity Dashboard that tracks in real time small business goals accomplishment by Under Secretary. | FY 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 | Supplier Diversity Outreach Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|--------------------------------------|--|--|-------------|---|-------|--|---|------------------------------|
| Secretary | OEESD | EEO for supervisors | The EEO for Supervisors (EEO400) course is designed to improve the way supervisors and managers handle their EEO responsibilities. It covers actions to be taken to avoid discriminatory practices and how discriminatory situations can be corrected. The course also offers practical approaches to several EEO problem areas. Participants will learn how to apply the principles provided in this course to the situations they face in their own organizations. | 11/3/2022, 1/26/2023, 3/16/2023, 5/18/2023, 7/13/2023, 9/21/2023 | 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 Training | Program Workforce | Other Programming for Adults |
| Secretary | OEESD | Vendor Information Sessions | Presented the first VIS in FY23 to service-disabled veteran-owned small businesses. Presenters included SI's SDP program, the Contracting Officer from the U.S. Holocaust Memorial Museum, and the Assistant National Director for the Veteran Institution for Procurement. | 2/22/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Supplier Diversity Outreach Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Secretary | OEESD | Vendor Information Sessions | Hosted the second vendor information session that included presentations from OEESD-SPD, Ocon&PPM, SAWHM, and procurement officials from U.S. Holocaust Memorial Museum. This session focused on women owned small businesses. | 3/30/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Supplier Diversity Outreach Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Secretary | OEESD | Ocon&PPM Share Fair | OEESD-SDP participated in OCon&PPM' S Share Fair and provided information on the utilization of small businesses to SI staff that attended the outreach event. | 4/25/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Supplier Diversity Outreach; Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Secretary | OEESD | Introduction to the Diversity Office | Participated in the Introduction to Diversity Office panel presentation. | 5/8/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Diversity Collaboration | Program Supplier Workforce | Other Programming for Adults |
| Secretary | OEESD | Vendor Information Sessions | Hosted the third vendor information session that included presentations from OEESD-SDP, HUBZone Contractors National Council and the U.S. Holocaust Memorial Museum (USHMM). This session focused on HUBZone businesses. | 5/16/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Supplier Diversity Outreach Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|---|--|-------------------------|-------------|--|-------|--|---|---|
| Secretary | OEESD | Capital PRIDE | Participated in 2023 Capital PRIDE Festival. | 6/10/2023 | Completed | LGBTQIA+ | No | Diversity Collaboration | Workforce | Other Programming for Adults |
| Secretary | OEESD | Smithsonian-wide Small Business Showcase | Presented the annual SI-wide Virtual SDP Small Business Showcase on July 26 and 27. Part I of the showcase featured presentations on how to do business with the Smithsonian from the following units: OEESD-SDP, OFMR, OCon&PPM, SAWHM, NMAL, NMAAHC, OCIO, and SE. It also featured presentations by two small business success stories. More than 75 small businesses participated. Part II highlighted presentations by 12 capable small businesses to more than 45 Smithsonian employees. OEESD-SPD also created a page on the Office's intranet site after the event with information about the vendors from Part II for staff to utilize, even if they were unable to attend the Showcase. | 7/26/2023 7/27/2023 | 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 | Workforce | Other Programming for Adults |
| Secretary | OEESD | Vendor Information Sessions | Hosted the fourth vendor information session that included presentations from OEESD-SDP, Ocon&PPM, NMAAHC, SAWHM and the United States Holocaust Memorial Museum. This session focused on minority owned small businesses. | 8/16/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Supplier Diversity Outreach Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Secretary | OEESD | Operation Warfighter | Participated in DoD's Operation Warfighter Internship Fair and provided job and academic appointment information to over 50 wounded warriors. | 8/17/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Diversity Collaboration | Workforce | Other Programming for Adults |
| Education | OET | Teaching with UDL and Digital Women's History Resources for Accessible Learning | Working collaboratively, the Smithsonian American Women's History Museum (SAWHM) and Smithsonian Office of Educational Technology (OET) facilitate educator workshops based on the Universal Design for Learning framework for K-12 educators — with an emphasis on educators who teach learners with disabilities. Each workshop will focus on the application of a specific UDL framework checkpoint to the teaching of women's history, using resources from the Smithsonian's collections and the Smithsonian Learning Lab. The series will consist of three virtual sessions piloting the program and, later, an in-person session co-led with teacher mentors selected from the virtual session cohort. | Summer 2022 - Fall 2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education Teacher Workshops Training Virtual Programming | Program | Other Programming for Adults |
| Education | OET | Webinar: "Cultivating Learning: Analyzing Primary Sources to Teach the Japanese American WWII Experience" | Join Lynn Yamasaki, Director of Education at the Japanese American National Museum (JANM) in Los Angeles, to explore the unjust forced removal of Japanese Americans from the West Coast during World War II. Participants will practice techniques to examine primary source materials from JANM's collection including government-issued documents, artwork, and personal histories to introduce this topic to students. This session will focus on close looking and critical thinking to consider the forced removal and incarceration of Japanese Americans and how it is that such a massive violation of rights happened within our democracy. Participants will leave with classroom-ready resources to share with students, as well as transferable strategies to use with primary source documents. This interactive webinar is part of "Cultivating Learning," a professional development webinar series focusing on techniques to use digital museum resources for learning. Check out "Cultivating Learning" and other Smithsonian Learning Lab webinars: https://learninglab.si.edu/help | 10/17/2022 | Completed | Asian Americans | No | Education Teacher Workshops Training | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|--|---|-----------|-----------|--|-------|---|---|--|
| Education | OET | Webinar: "Cultivating Learning: Critical Questions to Build Primary Source Literacy" | Join Caitlin Haynes, Program Manager at the Smithsonian Transcription Center, and Ashleigh Coren, the Women's History Content and Interpretation Curator at the National Portrait Gallery and the Acting Head of Education at the Smithsonian American Women's History Initiative, to learn transferrable questions and techniques to help students analyze primary sources, build primary source literacy skills, and investigate women's history. In this interactive session, we will model transferrable techniques to closely analyze primary source documents, demonstrate how to engage students with transcribed documents and transcription, and discuss strategies for adaptation to different learning environments. Participants will leave with ready-to-use activities and digital museum resources to use with learners. This interactive webinar is part of "Cultivating Learning," a professional development webinar series focusing on techniques to use digital museum resources for learning. Check out "Cultivating Learning" and other Smithsonian Learning Lab webinars: https://learninglab.si.edu/help | 12/5/2022 | Completed | Women | No | Education Teacher Workshops Training | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University |
| Education | OET | Webinar: "Cultivating Learning: Using Biography and Portraiture to Learn about Asian Pacific American History" | Join Andrea Kim Neighbors, Head of Education at the Smithsonian Asian Pacific American Center (APAC), to explore how biographies and portraits can be used to learn about Asian Pacific American history, art, culture, lived experiences, and more. Participants will practice techniques to analyze a portrait from APAC's book, "We Are Here: 30 Inspiring Asian Americans and Pacific Islanders Who Have Shaped the United States," emphasizing the story of tennis star and activist Naomi Osaka. This session will focus on close looking and reflection on how Osaka spoke up about social injustice, the Black Lives Matter movement, and her experiences as a mixed-race woman of Japanese and Haitian descent. Participants will leave with 30 classroom-ready digital activities that can be used with middle and high school students, and strategies to use with portraiture and biography. This interactive webinar is part of "Cultivating Learning," a professional development webinar series focusing on techniques to use digital museum resources for learning. Check out "Cultivating Learning" and other Smithsonian Learning Lab webinars: https://learninglab.si.edu/help | 1/23/2023 | Completed | Asian Americans Women | No | Education Teacher Workshops Training | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University |
| Education | OET | Webinar: "Cultivating Learning: Supporting Positive Identity Development with Museum Objects" | For the Early Childhood Education Initiative (ECEI) team at the National Museum of African American History and Culture, celebration and affirmation are at the foundation of early conversations about history, culture and identity with children. Join ECEI Director, Anna Hindley, and Lead Education Specialist, Ariel Moon, to discover how museum objects can be used to create joyful and empowering learning experiences for preschool through 2nd grade students. Anna and Ariel will share NMAAHC Kids' Joyful ABCs online resource collection for use in participants' classrooms. Based on the book, A is for All The Things You Are by Anna Hindley, this series of activity books and videos uses museum objects and stories of Black history and culture to support all children to express and love themselves. The session will focus on supporting educators to use developmentally appropriate strategies for beginning these important conversations and lessons by utilizing the Joyful ABCs series resources. This interactive webinar is part of "Cultivating Learning," a professional development webinar series focusing on techniques to use digital museum resources for learning. Check out "Cultivating Learning" and other Smithsonian Learning Lab webinars: https://learninglab.si.edu/help | 3/22/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education Teacher Workshops Training | Program | Elementary School (K - 5th Grade) |
| Education | OET | Teaching with Museum Objects: Black Women's History Pop-Up! | Teachers, join the Smithsonian Summer Sessions for a school year virtual pop-up. How can museums help you highlight untold stories of African American women throughout history? You'll look closely at a set of primary source objects from six museum collections and the Smithsonian Learning Lab, explore connections among them, and discuss ways to engage students in deeper thinking. Preview a set of three free online courses created by museum educators to extend your learning. Hosted by the Cooper Hewitt, Smithsonian Design Museum, National Museum of African American History and Culture, National Museum of American History, National Portrait Gallery, National Postal Museum, Office of Educational Technology, the Smithsonian American Art Museum, and Smithsonian Enterprises. | 2/23/2023 | Completed | African Americans Women | No | Education Teacher Workshops Training Virtual Programming | Program | Other Programming for Adults |
| Education | OUSE | Nebraska Multicultural Education Initiative | The Smithsonian Institution and the Nebraska Department of Education collaborated in the co-creation of instructional resources that targeted multicultural education content. This collaboration leveraged the breadth of content and education expertise that exists among the 21 museums at the Smithsonian with the expertise of Nebraska's educators and administrators to bolster studies relative to the culture, history, and contributions of African Americans, Latinx Americans, Native American, and Asian Americans, with a special emphasis on human relations and sensitivity toward all races. OUSE conducted teacher workshops, and the content was published in the Smithsonian Learning Lab in late October 2022. | 10/2022 | Completed | African Americans Asian Americans Hispanics Native Americans Residents of Under-resourced Communities | Yes | Education Teacher Workshops | Program | Elementary School (K - 5th Grade) |
| Education | OUSE | The Durham Museum Teachers' Week | OUSE gathered a plethora of education resources for Smithsonian Affiliate Durham Museum's teachers' night and coordinated the shipment of resources to North Carolina. In its 19th year, The Durham Museum Teachers' Week (https://durhammuseum.org/teachers-week/) also featured a virtual presentation by Dr. Monique Chism, Smithsonian Under Secretary for Education. | 10/2022 | Completed | Residents of Under-resourced Communities | Yes | Education Teacher Workshops 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|---|---|-----------------|-------------|--|-------|---|---|---|
| Education | OUSE | Coloreando Nuestro Mundo Activity Guide | En Espanol - Twelve-page coloring booklet with crayons distributed to DC Public Libraries across 26 branches, in collaboration with the Smithsonian American Women's History Initiative. Women make history in different ways. Lighting the way for others to follow is one way to make and shape history and communities. Can you imagine being the first woman to work in a job or profession that had always been for a man? Think of the challenges All the extraordinary women in this coloring book made history by being courageous and creating solutions to problems big and small. Enjoy these stories, and do not forget to dream and think to yourself, "How can I make history?" | 11/2022 | Completed | Hispanics Women | Yes | Education | Program | Elementary School (K - 5th Grade) |
| Education | OUSE | National 4-H Council Initiative | Three hundred 4-H youth from across America participate in the "Ignite" leadership conference and visit the Smithsonian on self-guided tours using an activity booklet developed by OUSE and featuring democracy, civics, and STEM content from across the Smithsonian. Additionally, during the "Summer 2023 Experience at the Smithsonian," twelve hundred 4-H high school youth participate in special guided tours of the Smithsonian's exhibitions during the National 4-H Citizenship Washington Focus and the True Leaders in Equity Institute events. They will engage with educators/curators that pertain to Democracy and Social Justice. The goals are to: inspire civic engagement among young leaders through curated experiences at the Smithsonian while students attend leadership summits in Washington, D.C.; enhance content and facilitate experiences at Citizenship Washington Focus (CWF), True Leaders in Equity (TLEI), and other National 4-H Council Summits; leverage National 4-H Council's access to youth through Cooperative Extension to reach, engage, and impact young people on a local level; and engage youth across America to envision future directions; and implement positive changes in their local communities through a project-based learning engagement. | 3/2023 - 8/2023 | In-progress | Residents of Under-resourced Communities Rural Communities | Yes | Education Memorandums of Understanding Formal Virtual Programming | Program | High School (9th - 12th Grade) |
| Education | OUSE | 4-H Guide to the Smithsonian | The content in this Guide, along with the accompanying online resources and activities in the Smithsonian Learning Lab, features people, places, and things of the Smithsonian Institution around the 4-H themes of DEMOCRACY & CIVICS, DIVERSITY, EQUITY, ACCESS, & INCLUSION, STEM, HEALTHY LIVING, ENVIRONMENT, AGRISCIENCE, and CAREERS. For 4-H teens based on these topics on or near the National Mall in Washington, D.C. during the 4-H leadership conferences. 56 pages. 1,500 distributed. | 4/2023 | Completed | Residents of Under-resourced Communities Rural Communities | Yes | Career Fairs Education Exhibitions Publications | Program | High School (9th - 12th Grade) |
| Education | OUSE | Sustainability in Action, a collaboration with USA TODAY | While the Smithsonian is perhaps best known for its role as a leading museum complex, oftentimes visitors are surprised to learn that our organization also performs research on the world's most pressing questions. As our planet faces unprecedented and interrelated crises of climate change, biodiversity loss, and a global pandemic, the Smithsonian aims to fill us with optimism that we can develop solutions to these problems for our planet and all species that call our planet home. 1.3 million distributed. | 4/23/2023 | Completed | African Americans Asian Americans Hispanics Latinos Residents of Under-resourced Communities | Yes | Education Publications | Program | Other Programming for Adults |
| Education | OUSE | USDA 4-H Youth Career Fair | OUSE is helping to organize and support a career fair sponsored by the United States Department of Agriculture (USDA). 4-H is a positive youth development organization that brings 350-400 high school-age youth and their adult chaperones to DC for an annual National Conference through the parent organization, USDA. The career fair is a part of the National Conference and will be hosted by USDA at the Smithsonian's Ripley Center to include over 20 federal partners representing various career types within the federal government. The Office of Academic Appointments and Internships will represent the Smithsonian at the Career Fair. | 4/17/2023 | In-progress | Rural Communities | Yes | Career Fairs Education | Program | High School (9th - 12th Grade) |
| Education | OUSE | Boys & Girls Clubs of America (BGCA) Guide to the Smithsonian | The content in this Guide, along with the accompanying online resources and activities in the Smithsonian Learning Lab, features people, places, and things of the Smithsonian Institution around the BGCA themes of DEMOCRACY & CIVICS, ENVIRONMENT, SOCIAL JUSTICE, and CAREERS. For BGCA teens based on these topics on or near the National Mall in Washington, D.C. during the BGCA leadership conference. 56 pages. 500 distributed. | 6/2023 | Planned | African Americans Asian Americans Latinos Residents of Under-resourced Communities | Yes | Education Publications | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | 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 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 museum audiences from Smithsonian education staff, volunteers and visitors to museums, education and research centers. Interns build self-confidence in a professional setting. https://internships.si.edu/opportunity/claudine-k-brown-internship-education | 6/12/2023 - 8/4/2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education Internships | Program | College/University |
| Education | OUSE | OUSE Emerson Collective Summer Interns | OUSE will host 4 Emerson Collective Summer Interns, organized by the Smithsonian Affiliations. The "Smithsonian Digital Learning and Engagement Internship" is a partnership with the Emerson Collective, National Geographic, George Washington University, and the Smithsonian. Fifty interns will intern in-person at the Smithsonian and 50 will work with Affiliates across the country. Interns at both the Smithsonian and Affiliates will work in teams of 2 or more to support projects that align with pan-Institutional priorities in one or more of five core areas: Race and social justice; community health and Covid-19 vaccine education; conservation and climate change, changing the American narrative: immigration, civics, media, education; and women's history. | 6/12/2023 - 8/5/2023 | Planned | Residents of Under-resourced Communities | Yes | Education Internships | Program | College/University |
| Education | OUSE | Boys and Girls Clubs of America | Over 350 youth from 40 club organizations will visit Washington, D.C. July 11-13, 2023 for the BGCA Youth Advocacy Day. OUSE organized facilitated tours at the Smithsonian around the themes of social justice, civics & democracy and the environment and STEM for the Boys and Girls Clubs of America during their Summer 2023 Youth Advocacy Day. | 7/12/2023 | Planned | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities | Yes | Education Memorandums of Understanding Formal Facilitated Educational Tour | Program | High School (9th - 12th Grade) |
| Education | OUSE | 2023 National Education Summit | The three-day summit is an opportunity to increase the visibility of Smithsonian educational resources, grow our relationship with education partners, and honor teachers and Smithsonian educators across the nation. PreK-12 educators nationwide are invited to participate, for free, in both virtual and in-person sessions that will explore: Cultivating Student Voice & Creativity Through Art and Design, Teaching Inclusive Stories, STEM Education that Inspires Inquiry, Cross-Disciplinary and Hands-On Learning Approaches, Transformative Student-Centered Technology Solutions, and Invited Sessions. | 7/18/23 - 7/20/23 | In-progress | Residents of Under-resourced Communities | Yes | Education Teacher Workshops Virtual Programming | Program | Other Programming for Adults |
| Education | OUSE | Explore, Discover, Learn: Back to School with the Smithsonian with USA Today | Explore, Discover, Learn: Back to School with the Smithsonian is a guide for generations of lifelong learners, featuring memorable milestones in education, an array of activities, and ties to today. Science has shown that under the right circumstances, every young person has the potential to learn and thrive. 1.3 million distributed through USA Today. | 8/7/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Publications | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults |
| Education | SITES/SA | Recruiting | SITES SA works with OHR's Diversity & Inclusion Outreach Specialist to announce vacancies far beyond USAJobs to ensure we reach diverse communities. We also notify professional organizations related to museums and specific professional specialization as they apply to open positions. We also announce job openings through many social media outlets and listservs to reach a diverse pool of applicants. | Ongoing | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Recruitment | Program | College/University Masters PhD |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|----------|---|--|---------|-------------|--|-------|----------------|---|--|
| Education | SITES/SA | Journey Stories | This seven-poster exhibition includes important chapters such as Western expansion and Native American displacement, African American migration from the Deep South, and important developments in transportation technology. | Ongoing | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | I Want the Wide American Earth: An Asian Pacific American Story | Rich with interesting, often surprising stories, this set of eight visually compelling educational posters takes a sweeping look at a little-known chapter in American history, from the very first Asian immigrants to the influx of highly skilled workers many decades later. This poster exhibition offers students, regardless of heritage and family history, the opportunity to be engaged and inspired through related activities and lessons in social studies, creative writing, art, and communications. | Ongoing | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 Choosing to Participate | This poster exhibit, created primarily for middle and high schools, is designed to encourage dialogue, engagement, respect, and participation in our communities. In an increasingly interconnected world, it's more important than ever to inspire people of all ages to create positive social change. All are encouraged to consider the consequences of our everyday choices—to discover how "little things are big"—and to make a difference in their own communities. | Ongoing | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | Bittersweet Harvest: The Bracero Program, 1942-1964 | Based on the Smithsonian exhibition Bittersweet Harvest: The Bracero Program, 1942-1964. This poster exhibit explores 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. This poster exhibition not only tells a story of exploitation but also one of opportunity. It is a portable teaching resource that offers historical context, asks big questions, challenges perceptions, tells powerful stories, and provides a platform that encourages dialogue and civic engagement. | 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 | A Place for All People: Introducing the National Museum of African American History and Culture | A Place for All People is a free, limited edition poster exhibition exploring the African American experience and celebrating the newest Smithsonian museum on the National Mall. | Ongoing | In-Progress | African Americans | 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 | City of Hope: Resurrection City and the 1968 Poor People's Campaign | In 1968, Drs. Martin Luther King Jr. and Ralph David 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. City of Hope exhibition explores the history and legacy of this important moment in U.S. history | Ongoing | In-Progress | African Americans | 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 |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|----------|--|---|------------------|-------------|--|-------|---|---|--|
| Education | SITES/SA | Museum on Main Street capacity building training workshops | Professional development workshops provide program and installation tools and training for hosting a MoMS exhibition and developing community-based displays and programs. | Ongoing | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education Exhibitions Public Programming Traveling Exhibitions | Program | College/University Masters PhD Other Programming for Adults |
| Education | SITES/SA | Roots of Wisdom: Native Knowledge. Shared Science | Local ecosystems around the world face serious environmental challenges. Native communities have found innovative solutions by combining traditional knowledge with modern science. Roots of Wisdom features stories of ecological and cultural restoration from the Confederated Tribes of the Umatilla Indian Reservation, Tulalip Tribes, Eastern Band of Cherokee Indians, and Native Hawaiians. | 6/2016 - 2/2023 | Completed | 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 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 - 6/2025 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | Righting a Wrong: Japanese Americans and World War II | This 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. | 1/2019 - 12/2023 | In-Progress | Asian 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 Other Programming for Adults |
| 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" | 3/2019 - 10/2023 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | The Way We Worked | The Way We Worked is a comprehensive and fascinating look at how Americans invest themselves physically, emotionally, and intellectually in their work. Work is central to the American dream and has attracted people to strive for better lives in America. With strength, ingenuity, creativity, thoughtfulness, and heroics, Americans at work keep our economy and our society up and running. | 3/2019 - 11/2023 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|----------|---|--|------------------|-------------|--|-------|-----------------------|---|--|
| Education | SITES/SA | A Dolores Huerta: Revolution in the Fields / Revolución en los Campos | 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 | 3/2019 - 12/2023 | In-Progress | Hispanics | 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 | The Righting a Wrong: Japanese Americans and World War II poster exhibition traces the story of Japanese national and Japanese American incarceration during World War II and the people who survived it. This poster exhibition centers around eight core questions that encourage viewers to engage in a dialogue about how this happened and could it happen again. Embracing themes that are as relevant today as they were 75 years ago, the poster exhibition brings forth themes of 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 | 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 | Men of Change: Power. Triumph. Truth | The exhibit Men of Change: Power. Triumph. Truth serves as a 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 the 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. | 8/2019 - 12/2023 | 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 | Billie Holiday at Sugar Hill: Photographs by Jerry Dantzig | 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. | 9/2019 - 1/2024 | 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 Other Programming for Adults |
| 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. Astronauts, computer pioneers, and businesswomen join athletes, engineers, and even teenagers in this remarkable pantheon of inventors. | 2020 - Ongoing | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | 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, 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 Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | 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 |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|----------|---|--|------------------|-------------|--|-------|--|---|--|
| 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 whose 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. | 3/2020 - 1/2027 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | The Negro Motorist Green Book | The exhibit features an immersive look at the harsh reality of travel for blacks in midcentury American 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. | 10/2020 - 3/2025 | 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 Other Programming for Adults |
| Education | SITES/SA | iPleibol! 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. iPleibol! In the Barrios and the Big Leagues / En los barrios y las grandes ligas is a bilingual journey into the heart of American baseball. | 2021 - 2025 | 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 |
| Education | SITES/SA | The Bias Inside Us | The 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. | 1/2021- 2/2026 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 |
| Education | SITES/SA | Black Wings: American Dreams of Flight | Based on 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. | 5/2021- Ongoing | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | The Bias Inside Us Online Experience | The online experience is a reinterpretation of the Bias Inside Us exhibition content for a digital space. | 6/2021 - 1/2026 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Virtual Programming | Program | 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|----------|---|---|----------------------|-------------|--|-------|------------------------------------|---|--|
| Education | SITES/SA | The Bias Inside Us Online Experience | The online experience is a reinterpretation of the Bias Inside Us exhibition content for a digital space. | 6/1/2021 - 1/1/2026 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | The Negro Motorist Green Book Online Experience | Reinterpretation of The Negro Motorist Green Book exhibition content for digital space | 1/2022 - Ongoing | In-Progress | African Americans | No | Education 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 | 2022 NASA Universe of Learning | The Informal Learning Network of NASA's Universe of Learning is a collaboration of museums and cultural institutions affiliated with the Smithsonian and the Association of Science and Technology Centers (ASTC). Affiliates co-created astrophysics programming that is innovative, inclusive, accessible, and relevant to broader audiences. Diverse networks reduce barriers of participation, increasing accessibility for everyone. | 1/2022 - 12/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Professional Development | Program | College/University Masters PhD |
| 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, this exhibition investigates the factors that made this movement a success: the ideas, the emotions, the people, and the place—Resurrection City. | 5/2022 - 11/2025 | In-Progress | African Americans 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 | Breathing Easier: Supporting Teen Air Quality Investigations (BEST AQI) | Smithsonian Affiliations is working with the Science Education Department (SED) at the Smithsonian Astrophysical Observatory on a 1-year Together We Thrive planning grant to build a shared vision among collaborating team members, external educators, and youth on how a collection of SI resources can support engaging teens in Youth-led Participatory Action Research around air quality and its impact on their communities. | 5/2/2022 - 5/31/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|----------|--|--|-------------------------|-------------|--|-------|--|---|--|
| Education | SITES/SA | Earth Optimism Youth Action and Leadership for Sustainable Communities | A collaboration between Smithsonian Affiliations and the Smithsonian Zoo and Conservation Biology Institute, the Earth Optimism Youth Action and Leadership for Sustainable Communities is grounded in the conviction that youth, who are and will confront the effects of worsening climate and environmental crises throughout their lives, deserve and need the knowledge, skills and support that will enable them to be environmentally literate advocates who can lead the transition to a more just society and sustainable future. | 8/2022 - 10/2024 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education | Program | High School (9th - 12th Grade) |
| Education | SITES/SA | Men of Change: Taking it to the Streets | Men of Change: Taking it to the Streets heralds the contributions of notable African American men from across the decades who represent many more individuals and the communities that shape them. This outdoor installation highlights parallels between the past and present while telling stories of historical, cultural, political, and creative significance. Through striking images and the poetic cadence of hip-hop language, we are invited to see these revolutionary men who have altered the history and culture of the country and learn from their journey. In them, there is a well of inspiration that encourages us—regardless of gender, age, or ethnicity—to become our best selves. | 9/2022 - 12/2022 | Completed | 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 | Youth Innovation in Rural America Project | Cooper Hewitt and MoMS are partnering on the Youth Innovation in Rural America project, supported by a Together We Thrive grant. A call for applications invites communities hosting Spark: Places of Innovation to apply to receive hands-on design education sessions for local teachers, support for design projects in teachers' classrooms, and resources to help the communities create a series of conversations to help students learn more about important issues and concerns in their hometowns. Students will create design projects that reflect unique approaches and solutions to community concerns. | 10/2022 - Ongoing | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education Exhibitions | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) |
| Education | SITES/SA | 2022 Social Media Events | Celebrating various heritage months throughout the year. | 10/2022 - 9/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Public Programming | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Education | SITES/SA | 2022 National Conference: Disruption and Transformation | The 2022 Smithsonian Affiliations Virtual Conference theme, Disruption and Transformation, brings Smithsonian Affiliates and Smithsonian colleagues together to think beyond pandemic pivoting, to have conversations about how we are not only being responsive to the moment we are in, but how we are continuing to innovate and continuing to develop and sustain new ways of working. The conference focused on the how disruption can be a catalyst for transforming our work, our organizations, our community, and our environment. How are we asking ourselves the difficult, sometimes disruptive questions to make real change in what we do? How are our answers transforming our work from within the organization as well as in our community? | 10/25/2022 - 10/27/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Conferences w/Professional Organizations Education Public Programming Virtual Programming | Program | College/University Masters PhD |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|----------|---|--|---------------------|-------------|--|-------|------------------------------------|---|--|
| Education | SITES/SA | 2023 Leadership for Change Internship | The Leadership for Change Internship is Emerson Collective's summer internship program that includes rising college sophomores, juniors, and seniors from colleges and universities around the country. This coordinated effort among the Smithsonian Institution, Emerson Collective, and the George Washington University (GWU) is designed to recruit young leaders who are motivated to support their communities and advance social justice. The program provides interns with meaningful and enriching experiences and programming to strengthen their understanding and commitment to social justice and leadership, in addition to the hands-on learning experiences at their host organizations. | 12/1/2022-9/30/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Internships Virtual Internships | Program | College/University |
| Education | SITES/SA | Starter Kit: FOOD 2023 | MoMS will select five organizations to develop local exhibitions using an Exhibition Starter Kit based on the topic of food. The Starter Kit is based on the MoMS exhibition, Key Ingredients: America by Food, and includes an Exhibition Planning Guide, FOOD Project Handbook, digital files for 70 panels, design elements, script worksheets and design templates for local content, six 1-hour Zoom training sessions, and 10 hours of one-on-one consultation time from Smithsonian staff. | 2023 - 2028 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education 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 | Spark: Places of Innovation | Spark! Places of Innovation explores the unique combination of places, people, and circumstances that sparks innovation and invention for every rural community. Gathered through crowdsourcing in rural communities, photographs, engaging interactives, objects, videos, and augmented reality bring a multilayered experience to reveal the leaders, challenges, successes, and future of innovation in each town. This exhibition is an opportunity for communities to come together in conversation, reflection, and exploration of invention and innovation around them. | 2023 - 2029 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | Water/Ways | Water/Ways exhibition dives into water—an essential component of life on our planet, environmentally, culturally, and historically. In societies across the globe, water serves as a source of peace and contemplation. Many faiths revere water as a sacred symbol. Authors and artists are inspired by the complex character of water – a substance that is seemingly soft and graceful that is yet a powerful and nearly unstoppable force. Water also plays a practical role in American society. The availability of water affected settlement and migration patterns. Access to water and control of water resources have long been a central part of political and economic planning. Human creativity and resourcefulness provide new ways of protecting water resources and renewing respect for the natural environment. | 3/2023 - 2/2027 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 |
| Education | SITES/SA | Knowing Nature: Stories of the Boreal Forest | Knowing Nature: Stories of the Boreal Forest brings into focus one of the most vital ecosystems on the planet. Through exquisite photography and videography, first-person stories, authentic objects and interactive experiences, audiences discover the heart of this forest through the natural and cultural history of a place and its people. | 4/2023 - 8/2027 | In-Progress | Individuals with Disabilities Native Americans 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 | Caribbean Indigenous Resistance: Taíno Live On! / Resistencia indígena del Caribe: ¡Taíno Vive! | The bilingual exhibition Caribbean Indigenous Resistance: Taíno Live On! / Resistencia indígena del Caribe: ¡Taíno Vive! tells the captivating story of the endurance and courage of these Caribbean peoples. The exhibition examines the history of these Spanish and English-speaking islands, and the impact and legacy of Caribbean Indigenous knowledge throughout the world. | 5/2023 - 10/2026 | 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|----------|---|--|----------------------|-------------|--|-------|------------------------------------|---|--|
| Education | SITES/SA | A 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. Developed by the National Museum of American History and the Smithsonian Institution Traveling Exhibition Service (SITES), "Girlhood" originally opened at the museum during the 100th anniversary of women's suffrage and was on view Oct. 9, 2020–Jan. 2, 2022. The exhibition was supported by the Smithsonian American Women's History Initiative, the precursor of the Smithsonian American Women's History Museum. | 6/2023 - 3/2025 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos 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 | 2023 Sally's Night | Sally's Night is a program in celebration of the anniversary of Sally Ride's extraordinary life—the first night she looked back at Earth from space. Affiliates participate and invite visitors to join Sally's Night and celebrate and share what about space and science brings you energy, passion, curiosity, and joy. Whatever your passion, whoever you are, tell us how you #ShineLikeSally on social media and use our celebration guide to explore space and science with your family and friends. | Summer 2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | 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 |
| Education | SITES/SA | 2023 Latino Ambassadors Program | Seven Affiliates participated this summer in the National Museum of the American Latino's Young Ambassadors Program (YAP), a national program for graduating high school seniors aimed at fostering the next generation of community-conscious Latino leaders in the arts, sciences, and humanities via the Smithsonian Institution and its resources. | 6/25/2023 - 8/3/2023 | Completed | Hispanics | No | Education Internships | Program | College/University |
| Education | SITES/SA | Creating Portraits of Community | "Creating Portraits of Community" is a two-year-long collaboration the Smithsonian American Art Museum, National Museum of American History, National Portrait Gallery and Smithsonian Affiliations funded in part by SI's Together We Thrive. Participating museums will engage with teachers and one another to coordinate the delivery of in-person and online professional development as well as school-based outreach. The project's goal is to support students' understanding of their own social, cultural, political, and historical context, through research and documentary projects to take place during the 23-24 and 24-25 school years. Through these experiences, students will identify issues unique to their communities, understand the systems at play there (past and present), understand points of leverage, and muster the means for influencing the systems. Sparked by their engagement with the Smithsonian, students will participate in charting the course for their communities' future. | 6/2023 - 5/2025 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education Professional Development | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) |
| Education | SITES/SA | Youth Leadership Team-National Youth Summit | The Smithsonian's National Museum of American History (NMAH), Smithsonian Affiliations (SIA), and the National Postal Museum (NPM) submit this application for a Together We Thrive planning grant to fund a pilot Youth Leadership Team (YLT) program. The YLT will create a mechanism to enhance teen advocacy and agency in the National Youth Summits (NYS) going forward, and center youth voices in the planning and development of summit programming for a greater impact with youth audiences nationwide. The proposed YLT pilot will be integral to the 2024 summit, to be held in the fall of that year, as well as the establishment of a permanent Youth Leadership Team. NYS is an established program which brings middle and high school students together with scholars, teachers, policy experts, and activists for a national conversation about important events in America's history that impact our nation's present and future. It is a dynamic program in which students grapple with enduring questions of power, representation, and justice through peer-to-peer discussions, individual reflections, and shared action planning. | 6/2023 - 9/2025 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|--|---|-------------------------|-------------|--|-------|--|---|--|
| Education | SSEC | Brain Battle Quiz - Ghana Professional Development and Competition | The Smithsonian Science Education Center's Katherine Blanchard and Jacqueline Kolb held a 6 hour workshop over three days (September 27th-29th) on the Smithsonian Science for Global Goals Sustainable Communities! How will we help our communities thrive? community research guide to provide educators in Ghana guidance on how to implement this guide with their students as part of the nation-wide Brain Battle Quiz challenge. Students participating in the Brain Battle Quiz will use the Sustainable Communities! Guide to create, implement, and share about a project to improve their community, which then will be entered into a competition. Through this competition, each of the 16 regions of Ghana will select 3-5 projects as finalists, which will then be reviewed by competition organizers and SSEC staff for a final selection of prize winners. 57 educators participated synchronously during the three-day workshop, which was then recorded and disseminated so that all educators across the 1000 schools which participate in BBQ could access it when time and resources allow. At last count, 74 schools were registered for the competition where students could choose to use Sustainable Communities! to complete a STEM project in their community. | 9/27/2022 - 9/29/2022 | In-progress | Individuals with Disabilities Residents of Under-resourced Communities Women Educators in Ghana | Yes | Teacher Workshops Virtual Programming | Program | Other Programming for Adults |
| Education | SSEC | Attracting All Learners to STEM Using Culturally Based Pedagogies PD | The Smithsonian Science Education Center hosted a culturally based pedagogies professional development between October 14 – 15, 2022. The online program, officially titled, "Attracting All Learners to STEM Using Culturally Based Pedagogies" engaged a global audience over the 11 hours of programming. Educators from around the world learned from academic experts who implement and conduct research on ways to ensure that every student, regardless of their ability or identity, has access to high-quality STEM learning opportunities. Sessions on Friday, October 14 discussed theoretical frameworks to include Culturally Relevant and Sustaining Pedagogies and Funds of Knowledge. Sessions on Saturday, October 15 discussed practical application of the theoretical frameworks to include presentations about empowering students in STEM and providing opportunities for students to explore diverse STEM narratives. The last sessions of the day were dedicated to planning and networking so that participants had a chance to share the struggles they are currently dealing with and learn about tools and resources they can use to immediately integrate culturally based practices in their STEM lessons and classroom environments. Of the 294 people that registered, 140 attended on day 1 and 90 attended on day 2. It should be noted that the interest for this professional development represented a diverse audience including India, Indonesia, Lebanon, Nigeria, Spain and 15 states within the US. | 10/14/2022 - 10/15/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops | Program Workforce | Other Programming for Adults |
| Education | SSEC | Planet Pictures Presentation for Junior Achievement Chicago | Junior Achievement of Chicago hosted Alex Grace of the Smithsonian Science Education Center as a presenter during their World of Work Week. This program featured a series of presentations highlighting careers for students in the Indian Prairie School District. Alex Grace presented virtually to more than 450 4-5th grade students in the Chicago area virtually. The presentation featured a brief overview of technology used to view planets, stars, and other phenomena in space beyond the earth and an interactive activity for students to practice making observations about planets from pictures. The presentation concluded with a brief overview of careers in the space field, including scientists, engineers, science communicators, and educators. Students were able to ask questions about space and those who work in space. | 10/18/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | Yes | Education | Program | Elementary School (K - 5th Grade) |
| Education | SSEC | Muscular Dystrophy Association Youth Panel Discussion | The Smithsonian Science Education Center's (SSEC) Professional Services hosted a youth panel discussion with Muscular Dystrophy Association (MDA) on October 26, 2022, for 55 students and educators. The event served as an opportunity for students, ages 16 – 21, with muscular dystrophy the chance to share firsthand accounts of their preK-12 STEM learning experiences with educators participating in SSEC's Zero Barriers in STEM Education Program. Educators in attendance represented the teams and mentors who attended a STEM education summit between July 12 – 14, 2022. Students talked about the different methods their STEM teachers used to create inclusive learning environments as well as the community support systems in place that have encouraged them to pursue STEM opportunities. | 10/26/2022 | Completed | African Americans Hispanics Individuals with Disabilities Latinos Residents of Under-resourced Communities Women | Yes | Education | Program Workforce | High School (9th - 12th Grade) College/University Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|---|--|-----------------------|-----------|--|-------|---|---|--|
| Education | SSEC | STEM Teacher Diversity Educator Exchange | The Smithsonian Science Education Center's (SSEC) Professional Services division hosted a 2-day long reconvening on November 4-5, 2022, for 18 team members and mentors from the 2021 and 2022 Virtual STEM Education Summits: Building a Coalition for Attracting and Retaining a Diverse STEM Teacher Workforce. The event served as an opportunity for representatives from 7 teams to present the Logic Models they developed to increase recruitment or retention efforts of diverse STEM educators in their school systems, their progress towards their goals, and challenges they were seeking advice on. Sessions on November 4 opened with a connecting activity for team members, mentors, and Smithsonian Science Education Center staff to explore motivating factors and connections between individuals seeking to create systemic change in science education. Following team presentations by 4 teams, the event was opened to the public for a presentation panel discussion. 29 individuals attended a 40-minute overview of diversity in the STEM teacher workforce by Dr. Helen Bond from Howard University. This was followed by a followed by 1-hour panel discussion moderated by Arthur Mitchell of STEM Equity Alliance, featuring experts from across the country. Sessions on Saturday, November 5 included presentations by 3 teams, followed by a working session facilitated by Antoinette Linton. Carol O'Donnell ended the event with closing remarks. Teams represented 5 states (California, Pennsylvania, Louisiana, Georgia, and Rhode Island), serving 2.7 million students. | 11/4/2022 - 11/5/2022 | Completed | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops | Program Workforce | Other Programming for Adults |
| Education | SSEC | WiSTEM2D Activity Dissemination | Dissemination of WiSTEM2D activities to be used by partners and J&J employees in community outreach events. | 1/1/2023 - 3/31/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) |
| Education | SSEC | Zero Barriers in STEM Education Mid-Year Professional Development | The Smithsonian Science Education Center Professional Services hosted the Zero Barriers in STEM Education Mid-year Professional Development between January 24 – 26, 2023. The three-day professional learning opportunity was the second phase of the Zero Barriers in STEM Accessibility and Inclusion Program; a program that supports education leadership teams to develop actionable plans to increase accessibility and inclusion in STEM learning for students with disabilities by integrating Universal Design for Learning principles in curriculum and classroom design. The objectives of the professional development were to have participants learn about the progress Summit teams have made; share strategies to address challenges in implementing your Logic Model; Gain perspective and strategies on how to develop collaborative partnerships, gain buy-in from internal stakeholders, and community members. (Day 2); and review Accessibility, Inclusion, UDL and practical applications of the UDL framework in STEM classrooms. (Day 3) 79 educators attended, and guest presenters included accessibility program managers at General Motors and K-16 educators and experts. Overall, educators found it beneficial to reengage with other educators from the 2022 cohort to learn more about effective UDL-based instructional practices, program management strategies and educational tools that they could use to enhance their current Logic Model and have greater impact in their implementation. | 1/24/2023-1/26/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Virtual Programming | Program Supplier Workforce | Other Programming for Adults |
| Education | SSEC | Smithsonian Science for Computational Thinking Professional Development | The Smithsonian Science Education Center's (SSEC) Professional Services division held two three-day professional development series as part of the Smithsonian Science for Computational Thinking project. Thanks to funding from the US Department of Defense STEM Office, and in collaboration with the Einstein Project, 35 3rd grade teachers received Smithsonian Science for Computational Thinking: Protecting Whales curriculum kits at no cost, and 49 5th grade teachers received Smithsonian Science for Computational Thinking: A Weighty Problem curriculum kits at no cost in advance of the virtual professional development series. The Grade 3: Protecting Whales series, held January 31, February 7, and February 14, 2023, saw 28 educators across all three dates, with the potential to impact more than 2,271 students across 16 districts. The Grade 5: A Weighty Problem series, held February 2, 9, and 16, 2023, saw 30 educators across all three dates, with the potential to impact more than 5,267 students across 18 districts. After receiving stipends for attendance, educators received additional stipends for participating in Michigan State University's post-implementation evaluation. | 1/31/2023 - 2/16/2023 | Completed | African Americans Asian Americans Hispanics Latinos Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Virtual Programming | Workforce | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|--|--|----------------------|-----------|---|-------|---|---|--------------------------------|
| Education | SSEC | STEM Education Summit: Building a Coalition for Attracting and Retaining a Diverse STEM Teaching Workforce Pre-Summit Webinars | Between February 8, 2023, and February 22, 2022, the Smithsonian Science Education Center hosted a series of three webinars as part of STEM Education Summit: Building a Coalition for Attracting and Retaining a Diverse STEM Teaching Workforce—an annual convening dedicated to supporting a team of educators representing schools, districts, nonprofits, or states develop a Logic Model that focuses on attracting and retaining educators from diverse backgrounds in STEM teaching positions. Selected teams are also supported by a mentor, whose skills and expertise meet the unique needs of the team they are assigned. The Summit webinars served as a precursor for the main summit activities, which were held between Friday, March 3, 2023, and Sunday, March 5, 2023. The webinar series began with an orientation, led by Amy D’Amico, Division Director for Professional Services, Sherrell Lewis, DEAI Program Manager, Addy Allred, Program Specialist, and Alex Grace, Program Assistant where selected teams and their mentors learned about the background and history of the Summit. Next, teams participated in a Current Trends and Case Studies focused webinar, with panelists Julio Mendez, Greer Richardson, Dr. Valencia Hall, and Dr. Emily Jackson-Osagie, where they listened to past participants and mentors talk about their experiences at the Summit and in developing Logic Models, as well as time in separate breakout rooms for teams and mentors to ask questions. The final Data-based webinar, facilitated by Danielle Boyce, provided teams and mentors a deeper look at the importance of relevant data and how to collect relevant data for systemic change. The 2023 STEM Education Summit: Building a Coalition for Attracting and Retaining a Diverse STEM Teaching Workforce cohort brings together 20 teams of three to five individuals from 12 states (Texas, Pennsylvania, Louisiana, Maryland, Ohio, Colorado, Connecticut, Maine, Massachusetts, Minnesota, Missouri, North Carolina). These teams represent four individual schools, three nonprofit organizations, eleven school districts, and two state education departments who will reach a total of 8.3 million kids and over 82,000 STEM teachers across the nation. | 2/8/2023 - 2/22/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Virtual Programming | Program Workforce | Other Programming for Adults |
| Education | SSEC | 2023 Sustainable Communities Global Action Research Project | On May 17, the Smithsonian Science Education Center held its last session of the 2023 Sustainable Communities Global Action Research Project: Youth Inspiring Truth, Trust, & Hope. In this program, the Smithsonian Science Education Center assembled a group of high school students ages 14-19 to participate in a 12-week global collaborative action research program based on the Smithsonian Science for Global Goals project's Sustainable Communities! How will we help our community thrive? community research guide. Through this virtual program, young people produced an action project video related to an issue of sustainability in their community that was shared at the 2023 Nobel Prize Summit on May 24-26, 2023. In addition, 3 students were selected to be interviewed about their projects in the online exclusive portion of the Summit by host Sumi Somaskanda, anchorwoman for BBC in Washington, DC. With 123 applications submitted from all over the globe, the program started on March 1, 2023, with 80 students selected for participation across 17 states in the U.S. and 11 countries around the world. Students virtually convened on Zoom weekly and on Moodle asynchronously, where they delved into the guide content, learned from subject matter experts, collaborated with one another, and ultimately identified a problem in their community that they wish to take action on. You can view a video showcasing several of the student projects here: https://youtu.be/Hf1H9_PDvqc . | 3/1/2023 - 5/26/2023 | Completed | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Residents of Under-resourced Communities Women | No | Education Virtual Programming | Program | High School (9th - 12th Grade) |
| Education | SSEC | Diversity in STEM Education Summit: Building a Coalition for Attracting and Retaining a Diverse STEM Teaching Workforce | The Smithsonian Science Education Center hosted the 7th annual Diversity in STEM Education Summit: Building a Coalition for Attracting and Retaining a Diverse STEM Teaching Workforce between March 3 – 5, 2023 at Dillard University in New Orleans, Louisiana. Education leadership teams selected for the summit represent schools, districts, state education agencies, as well as STEM education organizations and ecosystems. Each team is assigned a mentor and together they work to develop a Logic Model that focuses on attracting and retaining educators from diverse backgrounds in STEM teaching positions. Teams and their mentors work on ideas ranging from partnering with local Historically Black Colleges and Universities and Minority Serving Institutions to developing Grow-Your-Own programs. The 2023 education summit supported 120 educators who have the potential to reach over 8.3 million students and over 82 thousand teachers in Texas, Pennsylvania, Louisiana, Maryland, Ohio, Colorado, Connecticut, Maine, Massachusetts, Minnesota, Missouri, North Carolina | 3/3/2023 - 3/5/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops | Program Supplier Workforce | Other Programming for Adults |
| Education | SSEC | Environmental Justice! Quarterly PD | On Saturday, March 11th, the Smithsonian Science Education Center's (SSEC) Katherine Blanchard, Jacqueline Kolb, and Alexa Mogck held a 6- hour virtual professional development workshop featuring content from the Smithsonian Science for Global Goals Environmental Justice! community research guide. Participants who registered for the workshop are now also being supported with an asynchronous Moodle course containing both the content from the guide covered in the synchronous session and extra pedagogical support materials. This is the first time the SSEC has introduced an asynchronous online course alongside a synchronous zoom session for professional development on Smithsonian Science for Global Goals materials. Due to this new Moodle course, all 56 registrants for the workshop will have access to continuous guidance and extra resources from SSEC staff as they plan and complete implementation of Environmental Justice! with their communities, which span 6,867 educators and 136,037 students from across the globe. | 3/11/2023 | Completed | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Virtual Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|---|--|-----------------------|-----------|--|-------|---|---|------------------------------|
| Education | SSEC | Exploring EIR Dissemination Strategies webinar panelist | Dissemination is a major part of the investment in EIR projects. All grantees participate in dissemination, and also are consumers of work disseminated by others. This public facing webinar provided a framework for thinking about the different strategies and purposes of dissemination, how the audience might vary based on the purpose, and some methods or avenues for dissemination. After EIR technical assistance providers from FHI360 and Anlar provided an overarching framework, a panel of EIR grantees shared targeted examples from their projects with other grantees. Attendees will: Understand different purposes and stages of dissemination throughout the grant cycle; understand differences between research studies and practitioner stories and how to utilize each depending on the purpose of the dissemination, and; explore ideas for a variety of dissemination venues for different audiences including videos, blogs, websites, academic journals, and professional conferences. | 4/13/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Virtual Programming | Program | Other Programming for Adults |
| Education | SSEC | Exploring EIR Dissemination Strategies webinar panelist | Dissemination is a major part of the investment in EIR projects. All grantees participate in dissemination, and also are consumers of work disseminated by others. This public facing webinar provided a framework for thinking about the different strategies and purposes of dissemination, how the audience might vary based on the purpose, and some methods or avenues for dissemination. After EIR technical assistance providers from FHI360 and Anlar provided an overarching framework, a panel of EIR grantees shared targeted examples from their projects with other grantees. Attendees will: Understand different purposes and stages of dissemination throughout the grant cycle; understand differences between research studies and practitioner stories and how to utilize each depending on the purpose of the dissemination; and explore ideas for a variety of dissemination venues for different audiences including videos, blogs, websites, academic journals, and professional conferences. | 4/13/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Virtual Programming | Program | Other Programming for Adults |
| Education | SSEC | Zero Barriers in STEM Education Summit Information Sessions | The Smithsonian Science Education Center's DEAI Team hosted Information Sessions on May 3, 2023, to practitioners in education interested in applying as teams and mentors for the Zero Barriers in STEM Education: Accessibility and Inclusion Program. The Zero Barriers in STEM Education: Accessibility and Inclusion Program is an initiative made possible through generous funding from General Motors, that focuses on increasing the prevalence of accessible and inclusive practices in STEM education and school culture for students across the continuum of human ability. The Zero Barriers information sessions provided interested parties with an overview of the history and background of the Center and Zero Barriers program. They also allowed potential applicants the chance to review Summit activities and expectations to help them understand what they were committing themselves to if chosen to participate in the program. Two sessions were held, one in the morning and one in the evening, to accommodate various time zones. In attendance were representatives from teams that were not previously selected for the 2022 Zero Barriers Summit and a few newer candidates; totaling 16 participants across both sessions. The information sessions, serving as a promotional activity, along with other recruitment strategies led by the Center's marketing and communications team, resulted in 21 team applications and 17 mentor applications received at the end of the recruitment period. | 5/3/2023 | Completed | African Americans Asian Americans Hispanics Latinos Residents of Under-resourced Communities Women | Yes | Virtual Programming | Program | Other Programming for Adults |
| Education | SSEC | Smithsonian Science for North and South Carolina Classrooms: Train-the-Trainer Physical Science Content and Pedagogy Professional Development | On May 17 and May 18, 2023, the Smithsonian Science Education Center hosted a two-day workshop Smithsonian Science for North and South Carolina Classrooms: Train-the-Trainer Physical Science Content and Pedagogy Professional Development Workshop, as part 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. Twenty trainers and partners from the two states participated in the project's first fully in person workshop in preparation to deliver content and pedagogy focused intermediate professional development to 120+ third through fifth grade teachers in North and South Carolina in July and August. The workshop offered a deeper dive into the scientific concepts underlying the Smithsonian Science for the Classroom physical science curriculum strand, which participating teachers implemented in the 2022-2023 school year. | 5/17/2023 - 5/18/2023 | Completed | African Americans Hispanics Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Training | Program Supplier | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|---|---|------------------------------------|-----------|--|-------|---|---|--------------------------------|
| Education | SSEC | Trust in Science: The Importance of Education in Developing an Evidence-Based Worldview | On May 26, the Smithsonian Science Education Center, in collaboration with the Nobel Foundation and The National Academy of Sciences, hosted a session entitled "Trust in Science: The Importance of Education in Developing an Evidence-Based Worldview" at the 2023 Nobel Prize Summit in Washington, DC. Led by Dr. Carol O'Donnell, Director of the Smithsonian Science Education Center, this session featured a suite of speakers from both the informal and informal education sectors who collectively focused on addressing and discussing the importance of education to help society meet the increasing demands of navigating complex information in today's environment, as well as examined why education systems must adapt to meet the demands of the future, and how young people are an integral part of this process. As part of this session, the Smithsonian Science Education Center's Heidi Gibson discussed the SSEC's most recent publication Data, Discourse, and Development: Building a sustainable world through education and science communication, and was able to highlight several student projects from the Smithsonian Science Education Center's 2023 Sustainable Communities Global Action Research Project: Youth Inspiring Truth, Trust, & Hope program, highlighting the ways in which students make meaning of data that they collect in their own communities. The Summit concluded with a panel of experts facilitated by Dr. O'Donnell, including Andreas Schleicher (OECD & PISA), Jonathan Osborne (Stanford University), Saul Perlmutter (Nobel Prize laureate, University of Berkeley, Critical Thinking Project), Anita Krishnamurthi (Board of Nobel Prize Outreach & Afterschool Alliance), and Ann Friedman (Planet Word). | 5/26/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Conferences w/Professional Organizations Education Public Programming | Program Workforce | Other Programming for Adults |
| Education | SSEC | Biotechnology! Academy | From June 12th through June 15th, the Smithsonian Science Education Center (SSEC) professional services team held its first-ever intensive professional development academy on the Smithsonian Science for Global Goals Biotechnology! community research guide. This academy included scientists from Johnson & Johnson and John Hopkins as guest speakers, and featured Smithsonian's own Mary Hagedorn and her lab's work with coral bio-banking. Participants who registered for the workshop are also being supported with an asynchronous Moodle course containing both the content from the guide covered in the synchronous session and came back together on July 11th for a community reconvening. This is the first time the SSEC held a follow-up specifically focused on sharing plans for implementing Global Goals in the classroom to help educators build on each other's expertise. The 15 educators, representing 3 countries, 7 US States, and DC, will then bring their improved plans back to the 2,192 students and 283 educators they serve combined. | 6/12/2023 - 6/15/2023 7/11/2023 | Completed | African Americans Latinos International Community | Yes | Education Teacher Workshops Virtual Programming | Program Workforce | Other Programming for Adults |
| Education | SSEC | NESST Pilot Intern Exchange Program | From June 27-July 27, 2023, the Smithsonian Science Education Center (SSEC), in collaboration with the Christa McAuliffe Center, piloted its first ever Network for Emergent Socio-Scientific Thinking (NESST) Intern Exchange Program, a program dedicated to connecting high school aged young people who are participating in a summer experience, such as an internship, around socio-scientific issues and action. Under the umbrella of NESST and coordinated through the Smithsonian Science Education Center, the SSEC directly connected 22 interns from California, Arkansas, Pennsylvania, Massachusetts, and the United Kingdom, with the goal of helping these emerging young scholars, practitioners, and activists to network with each other, build relevant skills, and ultimately create a community-based communication campaign dedicated to sharing out the work they did through their internship. This pilot program is just one way NESST hopes to engage young people in tackling the complex issues our world is facing, and this program has the opportunity to engage additional youth-facing organizations in the future. | 6/27/2023 - 7/27/2023 | Completed | African Americans Asian Americans Hispanics Latinos Residents of Under-resourced Communities Women | Yes | Internships Virtual Programming | Program Workforce | High School (9th - 12th Grade) |
| Education | SSEC | Sustainable Communities! How will we help our communities thrive? Workshop in Venezuela | On July 4th and 6th, the Smithsonian Science Education arranged a two-day professional development workshop on the Smithsonian Science for Global Goals Sustainable Communities! How will we help our communities thrive? community research guide for 45 educators based in Venezuela. Organized, developed, and facilitated by XSTEM, and supported by Johnson & Johnson, this training supported Venezuelan educators from a variety of backgrounds in better understanding the pedagogy behind the Smithsonian Science for Global Goals project, along with how they can implement the guide in their own contexts. One participant noted, "Incredible pedagogy and strategy. I am a Biology Professor and Master in Education for Sustainability. It allows to move to multidisciplinary. Get to the action. Investigate, and that we are participants in sustainable change." With 95 registrants, the 45 participating educators noted a direct impact of 4000 students annually. | 7/4/2023 7/6/2023 | Completed | Hispanics Latinos Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Training | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|--|--|---------------------------------|-----------|--|-------|---|---|--------------------------------|
| Education | SSEC | Smithsonian Science for North and South Carolina Classrooms: South Carolina Physical Science Content and Pedagogy Professional Development | On July 12 and July 13, 2023, the Smithsonian Science Education Center hosted a two-day workshop Smithsonian Science for North and South Carolina Classrooms: South Carolina Physical Science Content and Pedagogy Professional Development Workshop, as part 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. Twenty-two educators from South Carolina participated in the project's first fully in person teacher workshop to better implement Smithsonian Science for the Classroom and support their students during the 2023-2024 school year. The workshop offered a deeper dive into the scientific concepts underlying the Smithsonian Science for the Classroom physical science curriculum strand, which participating teachers implemented in the 2022-2023 school year. | 7/12/2023 - 7/13/2023 | Completed | African Americans Hispanics Latinos Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops | Program | Other Programming for Adults |
| Education | SSEC | Boys & Girls Club and OUSE Meeting on Environmental Justice | On July 13, 2023, the Smithsonian Science Education Center's Alexa Mogck and Jackie Kolb attended an in-person immersive learning experience, facilitated by Smithsonian Gardens and organized by OUSE, with the Boys and Girls Club of America. As part of this learning experience, the SSEC specifically met with 5 students from the Flathead Indian Reservation whose coordinator is currently planning to implement the SSEC's Environmental Justice! How can we create healthy environments for everyone? community research guide with these specific students and their community. During this session, the SSEC was able to share a little bit more about the guide as well as learn a bit more about the group's context for implementation, and hopes to be able to provide professional development on the guide for interested Boys and Girls Club of America facilitators and coordinators in the future. | 7/13/2023 | Completed | Native Americans Residents of Under-resourced Communities | Yes | Education Public Programming | Program | High School (9th - 12th Grade) |
| Education | SSEC | Sustainable Communities! How will we help our communities thrive? Workshop (Green Schools Nigeria) | On July 24th, 26th, and 28th, the Smithsonian Science Education Center's Alexa Mogck, Katherine Blanchard, and Jackie Kolb conducted a virtual professional development workshop on the Smithsonian Science for Global Goals Sustainable Communities! How will we help our communities thrive? community research guide for 15 educators part of Green Schools Nigeria. This training supported educators and Green Schools Nigeria coordinators in better understanding the content, and ultimately, in developing a plan for how they will implement its content with teachers and students across the country. Schools a part of the Green Schools Nigeria project will be using the guide to investigate their local communities and take action within the community for positive, sustainable change. The participating educators directly impact 13,385 students and 2,432 teachers each year. | 7/24/2023, 7/26/2023, 7/28/2023 | Completed | Residents of Under-resourced Communities Women Nigerians | Yes | Education Teacher Workshops Virtual Programming | Program | Other Programming for Adults |
| Education | SSEC | Zero Barriers in STEM Education Summit | Between July 25 – July 27, 2023, the Smithsonian Science Education Center Professional Services team hosted a national Zero Barriers in STEM Education Summit at Gallaudet University. The convening was an opportunity for educators across the US to develop plans of action, in the form of Logic Models, to address problems of practice related to a lack of accessibility and inclusion in K-12 STEM education. Participants began their journey at the Summit by learning about change management and how the different ways that people adopt to change in a system can accelerate or delay necessary changes. Next, they engaged in peer-to-peer conversations to discuss their different perspectives about the importance of increasing accessibility in STEM for students with disabilities. That was followed by a conversation focused on helping participants to peel back the layers of their problem of practice to determine the underlying cause of their identified challenge. Some educators mentioned that their own perceptions, attitudes, and operational definitions may be creating unintended barriers for students with disabilities. Others mentioned the need to build teacher capacity to provide STEM learning opportunities that are designed with students with disabilities in mind. The final day of the Summit allows participants to gain and share feedback – which included insights from a panel of educators and accessibility experts who had the opportunity to review team plans and provide initial reactions to them during the panel discussion. Overall, the Summit brought together 16 teams of educators representing 9 schools, 4 school districts, 1 state education department, and 2 STEM education nonprofit organizations across 10 states. Collectively, these teams will impact the lives of 1.6 million students, of which over 274, 000 are students with disabilities. Regarding teacher impact, the plans these teams will implement following the Summit will impact over 13,000 STEM teachers. | 7/25/2023 - 7/27/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops | Program Supplier Workforce | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|--|-----------------------|-------------|--|-------|--|---|--------------------------------------|
| Education | SSEC | Smithsonian Science for North and South Carolina Classrooms: North Carolina Physical Science Content and Pedagogy Professional Development | On August 2 and August 3, 2023, the Smithsonian Science Education Center hosted a two-day workshop Smithsonian Science for North and South Carolina Classrooms: North Carolina Physical Science Content and Pedagogy Professional Development Workshop, as part 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. 55 educators from North Carolina participated in a fully in person teacher workshop to better implement Smithsonian Science for the Classroom and support their students during the 2023-2024 school year. The workshop offered a deeper dive into the scientific concepts underlying the Smithsonian Science for the Classroom physical science curriculum strand, which participating teachers implemented in the 2022-2023 school year, as well as student misconceptions and an opportunity for teachers to engage with administrators from their district. | 8/2/2023 - 8/3/2023 | Completed | African Americans Asian Americans Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Training | Program Supplier Workforce | Other Programming for Adults |
| Education | SSEC | Earth Optimism Youth and Leadership Educator Summit Environmental Justice Workshop | On August 25th, Katherine Fancher and Jacqueline Kolb of the Smithsonian Science Education Center (SSEC) performed a professional development workshop at the Earth Optimism Youth Action and Leadership (EOYAL) Educator Summit hosted by Smithsonian Affiliates. This workshop was performed as part of Smithsonian Affiliates' two year Together We Thrive grant in partnership with Jennifer Brundage and Alexis Kemp. It delivered content developing educators' capacity for teaching about environmental justice and awareness of SSEC resources directly to 20 museum educators and classroom teachers, with the potential to serve over 300 students (approximate number from last year, numbers for this year won't be calculated until after recruitment begins). Kat and Jackie's attendance also allowed them to learn about how different museum educators and teachers implemented youth action projects in three different locations, watch a data presentation by SOAR regarding program impact over the past year, and meet SI staff from various units who also attended. | 8/25/2023 | Completed | African Americans Asian Americans Latinos Residents of Under-resourced Communities Women | Yes | Education Teacher Workshops Training | Program | Other Programming for Adults |
| Education | SSEC | mEducation Alliance Symposium | On Tuesday, September 12 and Wednesday, September 13, SSEC's Shellie Pick and Kat Fancher attended the mEducation Alliance Symposium. Shellie and Kat presented a sessions "From School to Career: Using STEAM Activities to Inspire the Next Generation" which highlighted the Youth Pillar model from WISTEM2D. The next day the SSEC hosted a table at the Symposium's STEM Village and engaged symposium participants in further conversations about the SSEC's work and J&J's WISTEM2D program. | 9/12/2023 - 9/13/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Conferences w/Professional Organizations Education Teacher Workshops | Program Workforce | Other Programming for Adults |
| Museums & Culture | AAA | US Latinx Art Forum (USLAF) | I serve as Associate Director of Special Projects for USLAF. Mission: "The U.S. Latinx Art Forum champions artists and arts professionals engaged in research, studio practice, pedagogy, and writing. We generate and support initiatives that advance the vitality of Latinx art through an intergenerational network that spans academia, art institutions, and collections." | 2015 - Present | In-progress | African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | No | Fellowships Heritage Month Programming Public Programming Virtual Programming | Program Workforce | College/University Masters PhD |
| Museums & Culture | AAA | Collection acquisitions | Between October 1, 2022 – March 31, 2023, the following 6 collections were acquired (deed signed): Kimberly Camp papers, Joe Segura papers (addition), Alana VanDerWerker research material related to Haystack Mountain School of Craft, Lucy Lippard papers (addition), Gwyn Metz material related to Betty Parsons, and Mary Merkel-Hess papers. | 10/1/2022 - 3/31/2023 | Completed | African Americans Hispanics LGBTQIA+ Women | No | Collections | Program | College/University Masters PhD |
| Museums & Culture | AAA | Behind-the-scenes tour of AAA | Provided tour of AAA to leadership team of National Association of Latino Arts and Culture (NALAC) 4 attendees | 10/17/2022 | Completed | Hispanics Women | No | Career Counseling | Program | College/University Masters PhD |
| Museums & Culture | AAA | Social media campaign featuring the Dorothy Liebes papers | Social media collaboration between AAA and CHSDM, featuring the Dorothy Liebes papers alongside the Cooper Hewitt exhibition featuring Dorothy Liebes, with some of the paper materials from AAA on loan. Posts have included: Liebes' birthday/exhibit announcement, Intro to Liebes' collaborations, Liebes' collaboration with Henry Dreyfuss, Liebes' collaboration with Bonnie Cashin, Liebes' collaboration with Frank Lloyd Wright. | 10/14/2022 | In-progress | Women | No | Collections Exhibitions | Program | College/University Masters PhD |
| Museums & Culture | AAA | Mari Carmen Ramirez & Josh T Franco: Latinx Archives in Context | In this public presentation, Josh Franco highlighted Latino/a/x holdings in the Archives of American Art. Hosted by Program in Latin American Studies (PLAS), Princeton University | 11/1/2022 | Completed | Hispanics | No | Collections Conferences w/Colleges or Universities | Program | Masters PhD |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|------------|-------------|--|-------|---|---|--|
| Museums & Culture | AAA | Tour of AAA | Provided a tour and informational interview to Miguel Fernandez, University of Maryland | 11/10/2022 | Completed | Hispanics | No | Career Counseling | Workforce | College/University |
| Museums & Culture | AAA | Drawn to Art social media campaign in collaboration with SAAM | SAAM has released a series of comics for middle-grade educators, telling the stories of the lives and careers of women artists, funded by AWHI. These comics have featured materials from AAA and overlap with artists in AAA's collections. We created a social media campaign connecting the comics to related AAA materials on the same artists. Artists featured: Brooks, Kay Sekimachi, Anni Albers, Berenice Abbott, Judith Baca, Alma Thomas | 1/2023 | In-progress | African Americans Asian Americans Hispanics LGBTQIA+ Women | No | Collections Education Social media campaign | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD |
| Museums & Culture | AAA | Mysteries of the Archives of American Art campaign | Regular, biweekly communications via social media and email campaign involving the public in helping identify unknown figures in photographs across the Archives collections. Many photographs that are part of the Archives of American Art's various collections include individuals whom the Archives has not been able to identify, and some of these individuals are from historically underrepresented and less-documented groups, including women and people of color. Artists from underrepresented groups included during reporting period: Yasuo Kuniyoshi, Susanna de Maria Wilson, Gertrude Abercrombie, Giulio Blanc, Frida Kahlo, Diego Rivera, Marisol | 1/1/2023 | In-progress | Asian Americans Hispanics Individuals with Disabilities Women | No | Collections Social media communication campaign, public outreach | Program | College/University Masters PhD |
| Museums & Culture | AAA | Unboxed: Lucy Lippard papers | Recurring virtual program. Explored the papers of writer and curator Lucy Lippard for online audience. | 2/24/2023 | Completed | Women | No | Collections Public Programming Virtual Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD |
| Museums & Culture | AAA | Archives of American Art Journal, v. 61, no. 2, Spring 2023. | Continuing initiative to promote scholarship on underrepresented artists at the Archives of American Art. This issue features a research article on the collaborative works of African American artist Senga Nengudi; a piece by Latino artist Ken Gonzales-Day related to his Erased Lynching series and the history of racial violence; as well as a new section called "out of the box," a group of scholars respond to one item each from the papers of African American sculptor Beverly Buchanan, giving multiple perspectives on the Buchanan's life and work. | 3/5/2023 | In-progress | African Americans Hispanics Women | No | Education | Program | High School (9th - 12th Grade) College/University Masters PhD |
| Museums & Culture | AAA | "There was a place called America...": Looking Back at the Archives of American Art Invited lecture, Art and Architecture Lecture Series, Hobart and William Smith Colleges | Using a quote from Native American artist Cannupa Hanska Luger, delivered a talk from the perspective of a future when the United States of America (and the Archives of American Art) exists in hindsight. | 3/7/2023 | Completed | Hispanics Native Americans Women | No | Collections Education Public Programming | Program | College/University |
| Museums & Culture | AAA | At the Intersection: Latinx Art Worlds, 2023 Convening of the US Latinx Art Forum Latinx Artist Fellowship | I served as moderator for the panel "Legacies and Estates" featuring Amalia Mesa-Bains, Miguel Luciano, Elia Alba, and Candida Alvarez | 3/10/2023 | Completed | Hispanics Women | No | Conferences w/Professional Organizations Education Fellowships Publications Virtual Programming | Program | High School (9th - 12th Grade) College/University Masters PhD |
| Museums & Culture | AAA | Tour of AAA: Armando Rascon | Provided behind-the-scenes tour of AAA to artist and curator Armando Rascon | 3/13/2023 | Completed | Hispanics LGBTQIA+ | No | Collections Education | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|--|-----------------------|-------------|--|-------|--|---|--|
| Museums & Culture | AAA | Tour of AAA for Museum Studies class, Catholic University | Provided behind-the-scenes tour of AAA for class (ART275 Gallery and Museum Practices) and presented collections of Latinx artist's papers. | 3/24/2023 | Completed | Hispanics Women | No | Collections Education | Program Workforce | Masters |
| Museums & Culture | AAA | Essay, "Celia in the Cave (Becoming Ancestor)", Celia Álvarez Muñoz: Breaking the Binding | Celia Álvarez Muñoz: Breaking the Binding is the first major publication devoted to the career of this seminal Latinx artist, who was born in El Paso, TX, in 1937. Accompanying her first museum career retrospective (Museum of Contemporary Art San Diego [MCASD] March 16 - August 13, 2023), this volume surveys the artist's decades of colorful photo and text-based artworks, book projects, large-scale installations, public works, and unpublished, associated archival materials. Color images and scholarly texts illuminate the artist's themes—childhood learning and perception, bicultural and bilingual experience, youthful slips of mind and tongue—and her often playful, first-person approach using conceptual tools. Resulting artworks are at once intimate and cerebral, analytical and joyful—reflecting the complexities of childhood, especially on a bicultural and bilingual border. Celia Álvarez Muñoz: Breaking the Binding provides the definitive volume on an influential yet under-studied artist and contributes to the growing field of scholarship on contemporary Latinx and Conceptual art. Alongside images, the book features a conversation between Álvarez Muñoz and longtime interlocuter and friend Roberto Tejada, as well as essays by the exhibition co-curators Kate Green and Isabel Casso, and Josh Franco, Head of Collecting at the Smithsonian Archives of American Art. | 3/26/2023 - 8/13/2023 | Completed | Hispanics Women | No | Collections | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | AAA | Documenting the Americas: Archives, Libraries and Research in Modern Latin American and Latinx Art Institute of Fine Arts, New York University | Josh Franco presented on the topic of Latinx art in the Archives of American Art as a panelist. | 3/29/2023 | Completed | Hispanics Women | No | Collections Conferences w/Colleges or Universities Education Public Programming | Program | Masters |
| Museums & Culture | AAA | Arab American Heritage Month | April is Arab American Heritage Month. The social media working group drafted posts featuring Arab American artists, including biographical info and contents of their papers and oral histories. Featured Artists: Etel Adnan & Omar Mismar | 4/1/2023 - 4/30/2023 | Completed | Asian Americans Women | No | Collections Heritage Month Programming Social Media/Communications | Program | College/University Masters PhD |
| Museums & Culture | AAA | Guest lecture on Felix Gonzalez-Torres | With co-curator Charlotte Ickes (NPG), presented to MFA course on contemporary art about the exhibition Always to Return: Felix Gonzalez-Torres. The course was taught by Danielle O'Steen at the Pennsylvania Academy of the Fine Arts. | 4/4/2023 | Completed | Hispanics LGBTQIA+ | No | Education Exhibitions | Program | Masters |
| Museums & Culture | AAA | Guest lecture on Felix Gonzalez-Torres | With co-curator Charlotte Ickes (NPG), presented to art history course on contemporary art about the exhibition Always to Return: Felix Gonzalez-Torres. The course was taught by Andrew Wasserman at American University. | 4/19/2023 | Completed | Hispanics LGBTQIA+ | No | Education Exhibitions | Program | College/University Masters |
| Museums & Culture | AAA | Talk and Tour of Archives of American Art for National Association of Latino Arts and Culture Advocacy Leadership Institute | Josh Franco presented highlights of Latinx-related content in the Archives and a tour of the office and facilities to the 2023 cohort of NALAC's ALI: | 4/24/2023 | Completed | Hispanics Women | No | Career Counseling Collections Education | Program Workforce | Masters PhD |
| Museums & Culture | AAA | Reparative description work in AAA catalog records and finding aids | Made updates to collection descriptions in finding aids as part of an ongoing effort to replace harmful and out of date language and improve description. | 5/2023 | In-progress | African Americans Individuals with Disabilities | 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 |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|----------------------|-------------|--|-------|---|---|--------------------------------------|
| Museums & Culture | AAA | Asian American, Native Hawaiian, and Pacific Islander Heritage Month (AANHPIHM) Communications Campaign | Social media and email communications featuring collections of Asian American, Native Hawaiian, and Pacific Islander artists. Posts cover a range of artists from different regions and country, and give information on the artists in the posts and well as the contents of their papers. Artists featured: AAPI collecting guide, Kay Semikachi, Katherine Kalehuapuaekaula "Lehua" Domingo, Yasuo Kuniyoshi, Val Laigo, Zarina Hashmi, Shiro Ikegawa | 5/1/2023 - 5/31/2023 | Completed | Asian Americans Native Hawaiians/Pacific Islanders Women | No | Collections Heritage Month Programming External Communications / Social Media Outreach | Program | College/University Masters PhD |
| Museums & Culture | AAA | Teaching with Primary Sources | The Archives of American Art's Teaching with Primary Sources program, currently funded by the Samuel H. Kress Foundation, offers workshops and professional development fellowships that foster new approaches to teaching the history of art with primary sources at the undergraduate and graduate level. The aim is to enhance student engagement, while providing key skills for the critical reading of archival evidence. Our ten Kress teaching fellows, 2022–2023, are themselves a diverse cohort, developing courses that promote student engagement with the Archives resources for the study of African American, Asian American, Latino, LGBTQIA+, and Native Americans, and teaching a diverse student population about a more inclusive history of American art. | 5/2/2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Women | No | Collections Education Fellowships Teacher Workshops | Program | College/University Masters PhD |
| Museums & Culture | AAA | Associations of Historians of American Art 'mission and values' working group | Participating in the AHAA update of their mission and values to better serve expansive community of individuals shaping the field of American Art. | 6/2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Advisory Boards | Program Workforce | Masters PhD |
| Museums & Culture | AAA | US Latinx Art Forum | Josh Franco is a co-founder and continues to serve as Associate Director of Special Projects. USLAF's Executive Committee and staff members encompass a broad range of expertise in Latinx art and its related fields, such as art history, curatorial practice, collections acquisitions, archival collections, and graphic design. USLAF's team actively shares their knowledge through scholarly and public lectures, peer-reviewed research, data collection initiatives and white papers, workshops, and presentations. | 6/2023 | In-progress | Hispanics | No | Advisory Boards | Program | College/University Masters PhD |
| Museums & Culture | AAA | LGBTQ+ Pride Month social media and email campaigns | June is LGBTQ+ Pride month. We featured LGBTQ+-identifying artists in social media posts and email communications by providing biographical background and the contents of their papers. Featured artists included: Howard Kottler, Sunil Gupta, Romaine Brooks and Natalie Barney, Witnesses: Against our Vanishing, Chitra Ganesh, Samuel Wagstaff, Jerome Caja | 6/1/2023 - 6/30/2023 | Completed | Asian Americans Hispanics LGBTQIA+ Women | No | Collections Heritage Month Programming Social Media and email communication campaign | Program | College/University Masters PhD |
| Museums & Culture | AAA | Presentation and tour of Archives of American Art for Latino Museum Studies Program (LMSP) | Provided a tour and presentation highlighting Latinx content at AAA for 2023 cohort of LMSP Graduate Summer Fellows | 6/7/2023 | Completed | Hispanics | No | Career Counseling Collections Fellowships | Program Workforce | Masters PhD |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|--------------------------|-------------|--|-------|---|---|--------------------------------------|
| Museums & Culture | AAA | Member, Center for Craft Research & Ideas Working Group | Identify the current needs of craft scholars, researchers, writers, and curators. Articulate opportunities for the Center to be a national and international leader in the development of craft studies. Consider how the program can resource inclusive histories and diverse communities of practice, and invest in the next generation of craft scholars + curators, writers, artists. Generate ideas on how programming can be used to amplify craft as an approach to intersectional research and support broad definitions of making. Provide feedback on Center for Craft recommendations, workshop and develop ideas (optimization), and prioritize based on need, opportunity, and impact (survey). | 6/8/2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Advisory Boards | Program | College/University Masters PhD |
| Museums & Culture | AAA | Continuing initiative to increase diversity of AAA Interns | The Archives of American Art Journal's 2023 summer intern Iliana Cosme-Brooks, a graduate student at James Madison University in the Writing, Rhetoric and Technical Communication MA program, self identifies as Hispanic and as a woman. In collaboration with the Archives of American Art's managing editor, Emily D. Shapiro, the intern (Iliana Cosme-Brooks) learned about and participated in the process of fact-checking three articles slated to appear in the 2024 volume of the Archives of American Art Journal. The fact-checking process involves consulting a wide range of primary and secondary sources to vet all names, dates, quotations, and citations in a manuscript for completeness and accuracy, and correcting errors. Ms. Cosme-Brooks also learned about and participated in the proofreading stage of producing the Fall 2023 journal issue. Finally, she took part in the Archives' biweekly Social Media Working Group meetings and generated social media content related to the Fall 2023 journal issue, select back content, and other AAA resources/initiatives. This internship provided Ms. Cosme-Brooks with the opportunity to strengthen her research and editing skills, learn about all phases of producing a peer-reviewed academic journal, and gain experience generating original content for use on social media. | 6/12/2023 thru 8/18/2023 | Completed | Hispanics Women | No | Virtual Internships | Workforce | College/University Masters |
| Museums & Culture | AAA | Presentation and tour of Archives of American Art for National Museum of American Latino, committee of scholars | Josh Franco was requested to show highlights of the Latino Collection and spoke informally to scholars about the nature of the work at AAA June 15, 2023. The big idea was to inform the scholars about museum work processes, and to get them thinking about how their expertise could inform the development of AAA's forthcoming collection stewardship plan. | 6/15/2023 | Completed | Hispanics | No | Advisory Boards Collections | Program | Masters PhD |
| Museums & Culture | AAA | Social media campaign featuring LMSP fellows at AAA | We highlighted Latino Museum Studies Program fellows working at AAA, Gaby Rodriguez-Gomez and Jeannette Martinez, and the work they are doing on Chicano mural art and Latina artists, respectively. | 6/28/2023 | In-progress | Hispanics Women | No | Fellowships Social Media Communication Campaign | Program Workforce | College/University Masters PhD |
| Museums & Culture | AAA | Initiative to support and promote the appointment of a diverse group of visiting fellows at the AAA | In the summer of 2023, the AAA hosted two predoctoral fellows who identify as Latinx and as women (in collaboration with SAAM and the Smithsonian Latino Museum Studies Program): Gabriela Rodriguez-Gomez, a UCLA PhD candidate in Chicana/o/x Studies (AAA/SAAM predoctoral fellow) and University of New Mexico art history PhD student Jeannette Martinez (Smithsonian Latino Museum Studies Program Graduate Fellow). We posted information promoting these appointments on the AAA's primary social media platforms (FB, Instagram, Twitter). | 6/28/2023 thru 8/4/2023 | Completed | Hispanics Women | No | Digital Promotion of Academic Appointments Fellowships | Program Workforce | Masters PhD |
| Museums & Culture | AAA | Continued Initiative to diversify AAA Journal Advisory Board | Tatiana Reinoza, assistant professor of art history at the University of Notre Dame, joined the journal's editorial board. Reinoza identifies as Latinx and as a woman. Tempest Hazel, a curator, writer, and co-founder of Sixty Inches From Center, a collective of editors, writers, artists, curators, librarians, and archivists who have published and produced collaborative projects about artists, archival practice, and culture in the Midwest since 2010, also joined the journal's editorial board on July 1, 2023. Hazel identifies as Black and as a woman. | 7/1/2023 | Completed | African Americans Hispanics Women | No | Advisory Boards | Workforce | College/University Masters PhD |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|---|------------------------|-------------|--|-------|--|---|---|
| Museums & Culture | AAA | Communications campaign for disability pride month (July) | July is Disability Pride Month. We created a social media campaign for the month featuring the collections of artists who identified as having disability. Posts included background of artists and how they fit into the disability community. Artists featured: Jesse Trevino, Frida Kahlo, Deana Haggag, Jerome Caja. We also sent out an email highlighting oral history interviews with artists with disabilities. This email featured: Paulus Berensohn, Daniel Joseph Martinez, John Dugdale | 7/1/2023 - 7/31/2023 | Completed | Hispanics Individuals with Disabilities LGBTQIA+ | No | Collections Social media/Communication | Program | College/University Masters PhD |
| Museums & Culture | AAA | Advisor, Latino Museum Studies Program | Co-advised PhD student Jeannette Martinez LMSP project: The Latina Papers: Primary Sources for Documents of Latin American and Latino Art (In partnership with the International Center for the Arts of the Americas (ICAA). As part of the first phase of this project, the ICAA is partnering with the AAA on the "Latina Papers." This collaboration aims to locate in the AAA's collections documents pertaining to pioneering Latina artists, critics and curators such as, Elsa Flores Almaraz, Yolanda M. López, Amalia Mesa-Bains, María Luisa Pacheco, Patssi Valdez and Kathy Vargas, among others. For the practicum, the fellow will work under the supervision of the Archives of American Art's National Collector to research and finalize a selection of materials that will enter the ICAA's digital archive. In addition to the National Collector, the fellow will work closely with the ICAA Director and Associate Director to select documents that fulfill the curatorial criteria set forth by the ICAA. The fellow will also focus on the history of Latina American art world figures, in accordance with Smithsonian's Women's History Initiative. | 7/3/2023 - 8/11/2023 | Completed | Hispanics Women | No | Collections Fellowships | Program Workforce | PhD |
| Museums & Culture | AAA | Latino Collections Archivist | The Archives of American Art was awarded funding from the Latino Initiatives Pool for a Latino Archivist/Curatorial Assistant. This archivist was hired in July 2022 for a four-year term to focus on the processing of U.S. Latino archival collections and to produce searchable finding aids for AAA's website. During this reporting period, six new finding aids for Latino collections were published online. | 7/5/2023 | In-progress | Hispanics | No | Collections | Program Workforce | College/University Masters PhD |
| Museums & Culture | AAA | Processing of the Papers of Women Artists, Art Historians, and Arts Administrators | The Archives of American Art was awarded grant funds from the Smithsonian American Women's History Initiative Collections Care Fund to support the archival processing of the papers of women artists, art historians, and arts administrators. The funding is being used to preserve and arrange the papers of 200 women, totaling 79 linear feet of documentation, and produce detailed, fully searchable, online finding aids that will serve as a catalyst for new scholarship and discovery. | 8/10/2023 | In-progress | Women | No | Collections | Program | College/University Masters PhD |
| Museums & Culture | AAA | Member, national advisory board, Mexican American Art Since 1848 (MAAS1848) | Josh Franco serves as an advisor on this project. Josh met with principal (Karen Mary Davalos, University of Minnesota) which took place August 14. The Association of Historians of American Art (AHAA) is a membership organization and an affiliated society of CAA—Advancing Art & Design. Founded in 1979, AHAA fulfills its mission of promoting scholarship on art of the United States from the European encounter with Native peoples to contemporary practice through several means. The organization provides a forum for presenting and advancing new approaches to the subject; for examining problems that confront the field; and for identifying scholarly needs and opportunities to its members. AHAA fulfills these goals through its annual meeting and periodic symposia, along with its online journal Panorama, e-newsletter, and website. | 8/14/2023 | In-progress | Hispanics | No | Advisory Boards Collections Education | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD |
| Museums & Culture | AAA | Preservation and Cataloging of Audio Cassettes in the Papers of Women Art Historians | The Archives of American Art was awarded grant funding from the Smithsonian American Women's History Initiative Director's Fund to support the digital preservation and cataloging of audio cassettes found within the papers of women art historians. The Archives requested grant funds to contract with vendors for digitization of approximately 815 audio cassettes, and to contract with an independent archivist to create item catalog records for each recording that will be fully searchable on AAA's website. | 9/1/2023 | In-progress | Women | No | Collections | Program | College/University Masters PhD |
| Museums & Culture | AAA | Hispanic Heritage month social media campaign | Social media campaign featuring background information and contents of papers from Latinx artists in our collections for Hispanic Heritage Month (9/15/23 – 10/15/23). Featured artists in September will include: Emanuel Martinez, Tomas Ybarra-Frausto, Demi and Arturo Rodriguez, Jose Bedia, Jacinto Quirarte, Marisol | 9/15/2023 - 10/15/2023 | Completed | Hispanics Women | No | Collections Heritage Month Programming Social media communication/campaign | Program | College/University Masters PhD |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|-------------------------|-------------|--|-------|--|---|--|
| Museums & Culture | AAA | Unboxed Lunch series | Unboxed Lunch is a 30-minute online program that takes visitors on a behind-the-scenes journey of archival discovery. One of the Archives' staff guides viewers through the process of exploring a newly acquired collection. Artists from underrepresented groups included during reporting period: Elyse Grinstein, Cleopatra's, Frances Jean Colpitt | 12/2023 | In-progress | Women | No | Public Programming Virtual Programming Email and Social media communications about event | Program | College/University Masters PhD |
| Museums & Culture | AAA | Felix Gonzalez-Torres: Always to Return: Lunchbag Lecture Series (hosted by AAA, NPG, and SAAM) | Co-presented on the upcoming exhibition of Felix Gonzalez-Torres's work at NPG and AAA with co-curator Charlotte Ickes (NPG) | 12/2/2022 | Completed | Hispanics LGBTQIA+ | No | Exhibitions | Program | Masters PhD |
| Museums & Culture | NMAAHC | NMAAHC Fall Internship | Virtual and hybrid internships - multi discipline areas. | 10/1/2022 - 12/23/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women European Descent communities | No | Virtual Internships | Workforce | College/University Masters |
| Museums & Culture | NMAAHC | October In-Person and Virtual Programs | Virtual: Speakeasy Evening! 6pm Discussion with staff from Supporting and Mentoring Youth Advocates and Leaders of Organizations for empowerment for LGBTQ youth; In-Person: 7:30pm, a Moderated Panel Discussion "Ballroom and Beyond" followed by Speakeasy reminiscent of Harlem Renaissance (Comedian and DJ). Digital Virtual Program: 2pm - 5pm, Treasures "Daufuskie Island and Beyond! Program exploring Gullah Geechee heritage of the South Carolina and Gullah communities. In Person Program: 7pm, Historically Speaking - Exploring Diversity in the Fields of Genomics and Biomedical Sciences | 10/14/2022 - 10/20/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women European Descent communities | No | Education Public Programming Virtual Programming In Person programming | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults |
| Museums & Culture | NMAAHC | November In Person and Virtual Programs | In Person: 6:45pm -9:15pm - Seat at the Table Series, "A Conversation about Food Equity. How Black communities navigate and resist unequal food distribution systems through community gardening and resource sharing. In Person: 7:00pm - 8:00pm -Next Generation of Black Geneticists, National Human Genome Research third installment on popular series African American and genetics. | 11/14/2022 - 11/15/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Virtual Programming In Person Programs | Program | College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAAHC | December In Person and Virtual Education and Public Programs | In Person: 11am - 3pm Community Day Event (various activities) to Celebrate Coming New Year. Virtual (online): 7:30pm Eve Watchnight Concert with jazz pianist Matthew Whitaker, music prodigy. | 12/31/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women European Descent communities | No | Education Public Programming Virtual Programming In Person 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|--|--|-----------|--|-------|--|---|--|
| Museums & Culture | NMAAHC | January 2023 In Person and Virtual Programs | Online Virtual: Discussion on Slave Wreck Project by Curators and Archaeologist from Center for the Study of Global Slavery in honor of Emancipation Proclamation issued by President Lincoln. In Person: NMAAHC hosts Special Screening Documentary "Descendants", in honor of 160th Anniversary of the Emancipation Proclamation issued by President Lincoln. In Person: 11am - Community Day: The People's Holiday, programs and activities, tours, music (Rex Carnegie House Band), and food (special Sweet Home Cafe menu). In Person: 1pm - Historically Speaking series, presentation and photographs "Comrade Sisters: The Women of the Black Panther Party. | 1/1/2023 1/7/2023 1/16/2023 1/31/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women European Descent communities | No | Education Public Programming Virtual Programming In Person Programs | Program | Masters PhD Other Programming for Adults |
| Museums & Culture | NMAAHC | February Virtual and In Person Education and Public Programs | Virtual: Poetry workshops (Feb. 1,2, 8,9,15,16,22,23, 2023). In Person: 12pm-3pm - Black History Month Chef's Tables in Sweet Home Cafe, 12pm-3pm (Feb. 3, 10, 17, 24). Virtual: 11 am - NMAAHC Kids Learning Together: Black Characters Celebration (Feb. 4,10, 13 and 21, 2023) In Person - 12 pm -Black Homesteaders of the South (Feb. 4, 2023) In Person: 7pm - Through the African Lens series: "Afrofuturism: The Origin Story (Feb. 8, 2023); Virtual: 11:30 am - A Space for us All with Astronaut Victor Glover (Feb. 10, 2023) In Person: 10:30am - Community Day: Celebrating the 25th Anniversary of the Lion King on Broadway (February 20, 2023). In Person: 7:00pm - Historically Speaking series: Next Generation of Black Geneticists (February 23, 2023) Virtual: 1pm - Art Workshop: Black Printing (February 25, 2023) | 2/1/2023 - 2/28/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women European Descent communities | No | Education Heritage Month Programming Public Programming Virtual Programming In Person programs | Program | Masters PhD Other Programming for Adults |
| Museums & Culture | NMAAHC | March Virtual and In Person Programs / One Stem Initiative | In Person - 12pm -3pm - Featured Women Chefs in Sweet Home Cafe for Women's history Month. In Person - 7pm- Historically Speaking series: "I Am Debra: Book discussion-Interview with BET CEO Debra Lee. In Person - 11am and 2pm - "District Treasures: Our Quilted Heritage. Celebrating National Quilting Month with presentation by fiber artist Torreeah "Cookie' Washington. In Person - 7pm - The Simmons Talks (Portraiture at the Intersection of Art and History: A conversation between Bisa Butler, Amy Sherald, and Deborah Willis. In Person - 9am - (STEM PROGRAM) Stem Teacher Workshop: Contributions in Agriculture. A half-day workshop to learn about the agricultural contributions of African Americans, including inventions and strategies they used to produce food for themselves and their communities. In Person - Opening (March 24, 2023) Afrofuturism Exhibit In Person - 11am, noon and 1 pm - History Alive! series "Tuskegee Airmen: African American Aviators during World War II. Virtual - 12:30pm - "Survival School: Virtual Cooking Demo and Conversation with Chef Jonny Rhodes (Food Fight Farms and Brohma Fine Soul Food & Groceries, and Dr. Ashley Young, Historian. In Person - Opening (March 24, 2023) Afrofuturism Exhibit | 3/3/2023 3/10/2023 3/15/2023 3/16/2023 3/17/2023 3/24/2023 3/25/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women European Descent communities | Yes | Education Exhibitions Heritage Month Programming Public Programming Teacher Workshops Virtual Programming In Person programs | 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 | 3rd QTR NMAAHC - April 2023 | Following March 24, 2023 Afrofuturism Exhibit Opening: April Programs: 7th: Exploring Black Futures Tour and Spoke Word Poetry Workshop - relative to Afrofuturism: A History of Black Futures exhibition and inspiring creativity in writing poetry in response to visual art in painting, object, sculpture or photography. 16th: "Living Wild: Designing a Living Home - Conversation with acclaimed plant stylist Hilton Carter - release of new book: Living Wild: How to Plant Style Your Home and Cultivate Happiness. Discussion also examines how Carter's practice operates within and Afrofuturist framework. 18th: Virtual Program - Conversations: Identity, Justice and Activism in Childhood - Educator and best selling Author Tiffany Jewell and children's book authors Ali Kamanda and Jorge Redmond - focusing on an antiracist child and their journey and what justice and injustice and activism looks like. 29th: Virtual Cooking Demo and conversation with Chef Jonny Rhodes of Food Fight Farms and Broham Fine Soul Food & Grocers with Dr. Ashley Young - Historian, discussing how food tells stories about communities. | 4/7/2023 - 4/30/2023 | Planned | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women European Descent Communities | No | Collections Education Exhibitions Public Programming Publications Publications (Digital) Supporting Supplier Diversity Goals Teacher Workshops Virtual Programming | Program Supplier | 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|---|-----------------------------------|-------------|--|-------|--|---|--|
| Museums & Culture | NMAAHC | 3rd QTR NMAAHC - May 2023 thru June 2023 | May Event: Friday May 12, 2023 - 11am - 3:00 p.m. Special Mother's Day Brunch featured at NMAAHC's Sweet Home Cafe = Spotighting recipes of African American female General Manager of Restaurant Associates and a mother of two, Denise Jones and her entire team at Sweet Home Cafe. June Programs: 6th: 7pm -Virtual online Historically Speaking - Musical Crossroads: Stories Behind the Objects of African American Music Curator Krystal Klingenberg and Associate Director of Humanities, Dwandalyn Reece discuss how objects can expand understanding of the ways African American music-making continues to shape and influence society. 9th: 7:30pm - Live Free Concert NMAAHC Live concert program, a musical celebration on Afrofuturism exhibition, featuring New Orleans singer/songwriter, multimedia artist animator and entrepreneur Dawn Richard performing futuristic, genre-straddling take on pop, R&B and electronic music. 14th: 10am - 5:00 pm National History Day featuring NMAAHC Student Documentary Showcase, student documentaries featuring films through the lens of the next generation of historians and filmmakers - films are from 2023 National History Day Competition. 17th: Juneteenth Community Day Celebration at NMAAHC 6:45 pm: Seat at the Table: Heritage Rooted in the Earth, diner and discussion on gardening, subsistence and the struggles of black Farmers with panelists moderated by Dr. Julianne Malveaux, emerita Bennett College of Women President, and President and Founder of organization Economic Education, 18th: 2pm Through American Lens: Going to Mars: The Nikki Giovanni Project, cinema, archival footage presentation with featured poetry, followed by a 3:30 pm live streamed panel discussion. | 5/12/2023 6/6/2023 - 6/18/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Collections Education Exhibitions Heritage Month Programming Internships Public Programming Publications Publications (Digital) Supplier Diversity Outreach 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 | 4th Quarter: July 2023 thru September 2023 | July Programs and Events: 8th: Application Deadline for Fall 2023 Internships with NMAAHC 13th: Historically Speaking: 7 pm - onsite New Book: "CHUCK" Chuck Berry: An American Life, discussion with biographer RJ Smith joined by Daryl Davis, musician, activist, friend of Berry and former accompanist of Berry, moderated by Steven Lew, curator of Music and Performing Arts at NMAAHC. 20th: Historically Speaking: 7pm - onsite Book: The 272: The Families Who Were Enslaved and Sold to Build the American Catholic Church, what is now Georgetown University, author and professor Rachel Swarns discusses the book with NPR host of Morning Edition Michel Martin. August Programs and Events: 1st: Application deadline to become a NMAAHC Volunteer. 12th: 11am to 11pm (Second HHBP) FY 2023 Hip Hop Block Party at NMAAHC and on the Mall This year dedicated to the 50th Anniversary of Hip Hop. All day indoor and outdoor programs, panel discussions, cuisine, merchandise and performances with surprise appearance by legend/celebrity Queen Latifah, other greats in the industry (Rappers, DJs), within the community and across the united states. September Programs and Events: 14th and 19th: 11 am - Onsite Explore More! In Stem: How the Museum uses Light Children's program 15th: Onsite Sweet Home Cafe' Chef Table & Book Signing NYC based Chef JJ Johnson, connects the foodways of West Africa and Asia to the Americas, delicious food and discussion. 26th and 27th: 11 am - Onsite Explore More! In Stem: Flying High with the 555th Parachute Infantry Battalion 26th: 7 pm 2023 (NEH) Jefferson Lecture in the Humanities: Featuring Ruth Simmons, Professor, Author and President emerita of Prairie View A&M, Brown University and Smith College, | 7/8/2023 - 9/27/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women European Descent Communities | Yes | Collections Education Exhibitions Public Programming Publications Supplier Diversity Outreach Teacher Workshops Training Virtual Programming Volunteer Opportunities | Program Supplier | 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 | 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. | 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 | 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 Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women | No | Training | Program Workforce | Other Programming for Adults |
| Museums & Culture | NMAH | Change Your Game / Cambia tu juego exhibition initiative | Change Your Game/ Cambia tu juego is a bilingual, interactive exhibition sharing stories of diverse inventors and their motivations for creating new technologies for sports to inspire visitors to become game changers in their everyday lives. | 2020 -2030 | In-progress | African Americans Individuals with Disabilities Women | No | Education Exhibitions | 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|----------------|-------------|---|-------|---|---|--|
| Museums & Culture | NMAH | Visual Description for the "Entertainment Nation" exhibition, opening December 2022 | In a first for NMAH, we provided visual descriptions for all the exhibition's media. Of special note—and with support from Smithsonian Accessibility Innovation Fund—we developed strategies for describing large-scale, immersive media experiences that have multiple images on multiple display surfaces in multiple locations simultaneously. Visitors access descriptions using their own mobile devices via QR codes and NFC tags on raised discs above cane stops on the floor. Descriptions include context-setting and interpretive content not available elsewhere in the exhibit. User experts played a key role in developing descriptions, user interfaces, and navigation strategies. | 2021 - Present | In-progress | Individuals with Disabilities | No | Exhibitions Accessibility feature for exhibition | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) 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 2023 | In-progress | Residents of Under-resourced Communities | No | Internships Virtual Internships | Program Workforce | College/University Masters Other Programming for Adults |
| Museums & Culture | NMAH | Innovative Lives | The Lemelson Center's longest running public program series, Innovative Lives, brings audiences of all ages and backgrounds face-to-face with diverse inventors and innovation leaders to engage in a public conversation about their pioneering work and careers. The goals of Innovative Lives are to spark interest in invention, encourage creative thinking, enhance learning about American history, and make STEAM-based education more dynamic. By featuring inventors featuring racial, age, and gender diversity, Innovative Lives aims to break down commonly held stereotypes about inventors and provides positive role models for youth and families. The 2023 Innovative Lives program series will focus on the theme of "Places of Invention" to celebrate the Lemelson Center's award-winning exhibition, which will close at the National Museum of American History in late summer 2023. What are the aspects of "place"—including geography, resources, talent, and community support—that stimulate creative minds and spark a surge of invention and innovation? 3/8/23: Meet Beverly Wood, an innovator in color technologies for major motion pictures. She began working as an analytical chemist in the early 1980s before moving from the east coast of the U.S. to the west coast—a move which greatly influenced the trajectory her work. Her specialized knowledge of chemistry, engineering, and filmmaking led to her award-winning contributions to the creation and development of Color Contrast Enhancement (CCE) and Adjustable Contrast Enhancement (ACE) motion picture processes. During this live online interview, you will be inspired by the story of Wood's career, guiding cinematographers through the transition from chemical to digital technology, which changed how we see films today. 4/12/23: Fort Collins, Colorado inventors and entrepreneurs Amy Prieto and Sunil Cherian will explore the role of "place," including geography, resources, talent and community support, and how location can play a role in fostering invention and innovation. Both are featured in the Smithsonian's Lemelson Center's "Places of Invention" exhibition which is on view at the National Museum of American History through late summer 2023. Prieto, founder and Chief Technology Officer of Prieto Battery and Cherian, founder and CEO of Spirae, have based their renewable energy companies in Fort Collins. A Prieto battery prototype is on view in the exhibition while audiences can learn more about Cherian's work through an interactive video. 5/10: In an increasingly global, virtual world the importance of place to the invention ecosystem has evolved. Both Theresa Dankovich and Madison Maxey have traveled across the globe to find their places of invention. Dankovich invented germ-killing water filters as a graduate student and co-founded Folia Water in 2016. Maxey works in electronic textiles and her company LOOMIA creates fabrics that act like circuit boards for innovative products from medical wearables to monitor patients to heated ski gear. | FY 2023 | In-progress | African Americans Asian Americans Women | No | Public Programming | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Reveal Digital portal's HIV, AIDS & the Arts collection | The NMAH Digital Access and Archives staff began collaborating with SI OCIO and ITHAKA to provide data and images from several Archives Center collections for the JSTOR Reveal Digital collections online portal. The collections are expected to be shared in late 2023 on the Reveal Digital portal's HIV, AIDS & the Arts collection." | FY 2023 | In-progress | LGBTQIA+ | No | Public Programming | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|----------------------------|---|-------------------|-------------|--|-------|--|---|--|
| Museums & Culture | NMAH | Latinas Talk Latinas | This series introduces you to the lives of 16 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. | FY 2023 - FY 2024 | In-progress | Latinos Women | Yes | Education Publications (Digital) | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults |
| Museums & Culture | NMAH | Meet the Wheelwoman | An interactive theater program that features an "ordinary" woman from 1898 taking her first solo bicycle trip during the Bicycle Boom of the 1890's. Visitors see artifacts and historically accurate costuming, while interacting and asking questions about the character and her bicycle. Topics include innovation, advertising, fashion, transportation, social clubs, politics, culture, sports, and most importantly, the sense of freedom that women experienced as the bicycle changed how they dressed and moved about their world. | Ongoing | In-progress | Women | 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 | NMAH | Spark!Lab at NMAH | Draper Spark!Lab invites diverse families and youth - especially children ages 6-12 - to create, collaborate, explore, test, experiment, and invent. Facilitated hands-on problem-solving activities incorporate science, technology, engineering, and math (STEM) with art, history, and creativity. | Ongoing Daily | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) |
| Museums & Culture | NMAH | See Me / See me en Espanol | Small group programs for people with Alzheimer's and dementia and their care partners. Work with Access SI on these programs. Since the summer of 2020, the programs have been virtual. Small group programs for people with Alzheimer's and dementia and their care partners, conducted completely in Spanish. Access SI manages this program. Since the summer of 2020, the programs have been virtual. | Ongoing | In-progress | Hispanics Individuals with Disabilities Latinos | No | Public 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. | Ongoing | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Virtual Programming | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University |
| 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) | Ongoing | In-progress | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women | No | Digital Promotion of Job Opportunities Education Virtual Programming | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|-------------------|-------------|---|-------|-------------------------------------|---|---|
| Museums & Culture | NMAH | Museum Blog | Prioritize blog posts that tell stories of underrepresented communities. (Represents approximately 50% of the posts published in the last year). | Ongoing | In-progress | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women | No | Education Public Programming | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults |
| Museums & Culture | NMAH | Website accessibility | Apply updates to older websites to address accessibility deficiencies. | Ongoing | In-progress | Individuals with Disabilities | No | Education Publications (Digital) | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults |
| 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 FY23, the GPEP-AIP entered its third year, continuing its support of its 2 year-long internships that started in FY22 and beginning another year-long internship. Since its founding in 2020, the GPEP-AIP has supported 8 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. We also continue to support our former interns from the program. | 10/2022 - 09/2023 | In-progress | African Americans Asian Americans Residents of Under-resourced Communities Women People who were formerly incarcerated | No | Internships Virtual Internships | Program Workforce | College/University Other Programming for Adults |
| Museums & Culture | NMAH | Women's Business: From Kitchen Table to C-Suite | "In honor of adding new groundbreaking business leaders, Byron Lewis and Lillian Vernon, to our landmark business history exhibition American Enterprise, the National Museum of American History will host public discussion of how women have changed the way Americans do business. Women have taken risks, cracked the glass ceiling, and invented new ways to do business. As of 2023, women small business owners run over 12 million businesses. Woman-owned businesses are economic generators that create income for families and uplift communities. To introduce these important issues, Dr. Anthea Hartig, the Elizabeth MacMillan Director of the Smithsonian's National Museum of American History, will moderate a conversation with The Honorable Gina M. Raimondo, US Secretary of Commerce. The program will then feature women entrepreneurs — from across the U.S. — telling their stories. MSNBC news anchor and former advisor to Vice President Harris, Symone D. Sanders-Townsend will moderate. The program will include time for audiences to network with presenters. Other presenters: Lilo Allen and Tiffany Miller, Bronzeville Collective, Milwaukee, WI; Della Bighair-Stump, Designs by Della – Apsalooke, Harden, MT; Daniela Moreira, Timber & Call Your Mother, Washington, DC | 10/17/2023 | In-progress | Women | No | Public Programming | Program | High School (9th - 12th Grade) College/University Other Programming for Adults |
| Museums & Culture | NMAH | Last Call : ¡Salud! to American Latinos in Beer | Join us at the Smithsonian's National Museum of American History for "Last Call: ¡Salud! to American Latinos in Beer." Hosted by the American Brewing History Initiative in collaboration with the National Museum of the American Latino, Last Call will explore the past, present, and future of American Latinos in beer, in celebration of the recently opened Molina Family Latino Gallery at the National Museum of American History. Latinos represent a diverse and vibrant thread among the nation's brewers and beer lovers. Many of these brewers reach for a variety of ingredients with Latin roots—prickly pear, piloncillo sugar, tamarind, guava—as they create new beer styles. Building taprooms and communities that look, sound, and taste innovative, inclusive, and delicious, they are writing the next chapter in American beer history. Join us as we raise a glass to say, ¡Salud! Participating breweries: Mujeres Brew House (San Diego, CA); Casa Humilde Cerveceria (Chicago, IL); Dyckman Beer Co. (New York, NY); and DeadBeach Brewery (El Paso, TX). Liz Garibay, founder of the Chicago Brewseum, will moderate the conversation. | 10/13/2023 | Completed | Latinos Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | NMAH | General Catalyst's Racial Justice Learning Series Interview | October 18 – Theodore S. Gonzalves interviewed journalist and activist Helen Zia for General Catalyst's Racial Justice Learning Series, "The Asian American / Pacific Islander Experience: Solidarity, Resistance, and Hope for the Fullness of Humanity." https://www.linkedin.com/posts/general-catalyst_aapi-activity-6987842511226470400-udg3 [Online] | 10/18/2022 | Completed | Asian Americans Native Hawaiians/Pacific Islanders | No | Learning Series | Program | College/University Masters PhD Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|---|------------------------|-------------|---|-------|---------------------------------|---|--|
| Museums & Culture | NMAH | In the Pandemic's Wake: Fight the Virus, NOT the People" | Theodore S. Gonzalves moderated a panel featuring Nayan Shah, Catherine Ceniza Choy, and Melissa Borja titled "In the Pandemic's Wake: Fight the Virus, NOT the People," sponsored by NMNH and APAC. https://naturalhistory.si.edu/events/after-hours-programs-adults/pandemics-wake-fight-virus-not-people [Online]. | 10/18/2022 | Completed | Asian Americans | No | Public Programming | Program | College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Smithsonian Jazz Masterworks Concert Season FY23 | Under the artistic direction of maestro Charlie Young, enjoy outstanding live performances of great jazz music by the Smithsonian Jazz Masterworks Orchestra. 10/22/22: "Themes from Stage, Radio, TV, and Film": In anticipation of the opening of the National Museum of American History's newest exhibition, Entertainment Nation, the Smithsonian Jazz Masterworks Orchestra kicks off its 2022–2023 season with a salute to the museum's collections and the diverse forms of entertainment in the United States over the last 100 years. Musical selections include themes from "M*A*S*H," "I Love Lucy," The Wizard of Oz, the musical Chicago, and many more. 12/11/22: "Cannonball": This in-person concert highlights the legacy and music of gifted alto saxophonist Julian "Cannonball" Adderley. 2/28/23: "Mamie Smith, Bessie Smith, and the Centennial Year of Race Records": This in-person concert delves into the vocal styling of legendary blues singers Mamie ("Queen of the Blues") Smith and Bessie ("Empress of the Blues") Smith. 4/1/23: "Jazzed About Art: Jazz Appreciation Month" To kick off the annual worldwide celebration of jazz, the Smithsonian Jazz Masterworks Orchestra offers a soundtrack filled with rhythm, texture, and color as it showcases the work of prominent 20th-century visual artists including William Sharp, John Fenton, and Romare Bearden. Works by Dizzy Gillespie, McKinney's Cotton Pickers, and Sun Ra are among the musical selections. 6/10/23: "The Duke Ellington Orchestra: A Centennial Celebration": They've been called everything from the Washingtonians to Duke Ellington and His Kentucky Club Orchestra to Duke Ellington and His Famous Orchestra (and more). But the Duke Ellington Orchestra under any name maintains an unparalleled place in the history of American music. This year marks the 100th anniversary of this legendary ensemble, and the Smithsonian Jazz Masterworks Orchestra is ready to celebrate its vast musical legacy. Performance selections include "Rainy Nights," "Harlem Airshaft," "Charpoy," and "The Biggest and Busiest Intersection." | 10/22/2022 - 6/10/2023 | Completed | African Americans Women | No | Education Public Programming | Program | Other Programming for Adults |
| Museums & Culture | NMAH | "Patsy Young—American Brewer, Fugitive from Slavery," Research Presentation | Theresa McCulla gave a research talk, "Patsy Young—American Brewer, Fugitive from Slavery," at the Chicago Brewseum Beer Culture Summit, Chicago, IL (Zoom), November 10, 2022 | 11/2022 | Completed | African Americans | No | Research Presentation | Program | College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Nourish Your Body, Nourish Your Spirit' with Ancestral Foods. | The Cooking Up History team produced their third and final program in the Fall series, featuring two chefs from the Ho-Chunk Nation, Elena Terry and Zoe Fess: "Nourish Your Body, Nourish Your Spirit' with Ancestral Foods." Paula Johnson was the host of the program. The event was co-created with the Food and Agriculture Organization of the United Nations (North America Office) and the Smithsonian's National Museum of the American Indian. This event was part of the museum's Native American Heritage Month celebrations and also coincided with UN-FAO Day. November 4, 2022. 165 attendees. | 11/4/2022 | Completed | Native Americans | No | Public Programming | Program | College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Democracy: Expanding the Stories We Tell: National Youth Summit and 2022-23 civic education series | Join us at the 2022-2023 National Youth Summit on Democracy! The Smithsonian's National Museum of American History will host a live virtual teach-in event, Democracy: Expanding the Stories We Tell, on April 25, 2023 from 1:30 – 3:30 p.m. EDT. Museum educators will facilitate interactive sessions to engage teachers and students in object analysis and dialogue as they use resources from the 2022-2023 National Youth Summit case studies to explore the question, "How do the stories we tell about the past shape our democracy?" Heading up to the program there were a series of educational webinars focusing on case studies in democracy: 11/15/22: This first webinar will feature the case study on American Indian activism in the 1970s and address the question, "What happens when all or part of your identity is not included in the narrative of U.S. democracy?" 1/31/23: This webinar will feature the case study on the crisis of the AIDS epidemic in the 1980s and address the question, "How do understandings of democracy change when other perspectives are added?" 3/21/23: This webinar will feature the case study on the civil rights legacy of Japanese incarceration during WWII and examine the question, "What tools are available to shift, expand, or reimagine the story of democracy in the United States?" | 11/15/2022 - 4/25/2023 | In-progress | Asian Americans LGBTQIA+ Native Americans | Yes | Education Public Programming | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|------------------------|-------------|--|-------|------------------------|---|--|
| Museums & Culture | NMAH | Entertainment Nation Opening Festival | Visit the museum during our ten-day family festival celebrating the opening of our new Culture Wing. On December 9, the museum will unveil the new permanent exhibition Entertainment Nation/Nación del espectáculo, the temporary exhibition (re) Framing Conversations: Photographs by Richard Avedon, 1946–1965, and a video installation on gaming history. Anchoring the Culture Wing through iconic objects from the museum's renowned collection join graphics, video, and compelling stories in Entertainment Nation/Nación del espectáculo to showcase how Americans have long used entertainment to both elicit delight and understand different viewpoints. From December 9 to 18, visitors can enjoy dynamic conversations about the cultural impact of entertainment, intimate talks with curators, sneak peeks at objects from the national collection, film screenings of pop culture classics, free activities, and musical performances that bring entertainment history to life. Individual programs: Roots to Pop: Taj Mahal, Allison Russell, and the Makings of American Music: The Roots to Pop series focuses on the importance of Blues music in the legacy of American popular music and its history as a foundational and ever-vibrant musical scene. Featuring Blues legend Taj Mahal in conversation with Grammy-nominated singer-songwriter Allison Russell, this event will explore the history of American music and the careers of these two artists through discussion and song. In Conversation: The Impact of Sesame Street: Sesame Street is one of the best-loved children's television series of all time, but also one of the most revolutionary. In using television to teach, Sesame's creators and performers have particularly sought to reach children from minority backgrounds and lower-income families lacking access to educational materials. Join Sesame Workshop's Akimi Gibson, Rosita puppeteer/performer Carmen Osbahr, and cast member Alan Muraoka for a discussion of Sesame Street's history and mission to represent and reach all young learners, especially those who have traditionally been underrepresented in children's television. The Legacy of Anna May Wong: Any history of the American silent film era would be incomplete without mention of Anna May Wong (1905–1961), a Chinese American actor who became a global superstar. With a career spanning motion pictures, television, and theater, Wong faced discrimination in Hollywood and continually championed the need for increased representation and more multidimensional roles for Asian American actors. Wong left a lasting legacy for Asian American women in the entertainment industry. In 2022 she became the first Asian American to appear on U.S. currency as part of the American Women Quarters Program. Join Wong's niece, Anna Wong, and National Museum of American History curators Ryan Lintelman and Theo Gonzalves for a discussion on the actor's legacy in film and activism. The program will include a screening of clips from Wong's films. In Conversation: Latinx Storytelling on Television: Despite representing one of the fastest growing communities in the United States, Latinx stories and storytellers are extremely underrepresented on the big and small screen. Join the creators of the Netflix series Gentefied to discuss Latinx representation on television and the individuals that are working to bring about change, with stories that center Latinx characters and strive to bring greater authenticity and visibility to their communities. | 12/9/2022 - 12/12/2022 | Completed | African Americans Asian Americans Latinos Women | No | Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults |
| Museums & Culture | NMAH | Roots to Pop concert series | 12/9/22: "Roots to Pop: Taj Mahal, Allison Russell, and the Makings of American Music": Featuring Blues legend Taj Mahal in conversation with Grammy-nominated singer-songwriter Allison Russell, this event will explore the history of American music and the careers of these two artists through discussion and song. 2/15/23: "Flaco Jiménez, Max Baca, and the Music of the U.S./Mexico Borderlands / De las raíces al pop: Flaco Jiménez, Max Baca y la música de la frontera entre Estados Unidos y México": Created in collaboration with the Americana Music Foundation, this second installment of the Roots to Pop series focuses on the music of the borderlands shared by Texas and Mexico and the influential genres of Conjunto and Norteño. Featuring accordion great Flaco Jiménez in conversation with Max Baca of Los Texmaniacs, this event will explore the legacy and influences of the music of the borderland region through discussion and song. 3/11/23: "Roots to Pop: Rhiannon Giddens, Natalie Merchant, and Revisiting the American Musical Past / De las raíces al pop: Rhiannon Giddens, Natalie Merchant y una revisita al pasado musical estadounidense": Due to unforeseen circumstances, Natalie Merchant will no longer be able to participate in this event. Our evening will continue with Rhiannon Giddens and Dr. Krystal Klingenberg, curator of music, in conversation about the history of American music. Created in collaboration with the Americana Music Foundation, this third installment of the Roots to Pop series brings together musicians Rhiannon Giddens and Natalie Merchant in conversation about the American musical past and how it might affect the American musical present. This event will explore the work and influences of its panelists through discussion and song. | 12/9/2022 - Ongoing | In-progress | African Americans Hispanics Latinos Women | No | Public Programming | Program | High School (9th - 12th Grade) Other Programming for Adults |
| Museums & Culture | NMAH | Four Incredible Black Women Who Changed America's Food History" Article | Ashley Rose Young interviewed with Better Homes & Gardens, speaking about the significance of Black women chefs like Lena Richard in American food history. The article, "Four Incredible Black Women Who Changed America's Food History" came out on January 24 as a lead up to Black History Month. | 1/24/2023 | Completed | African Americans | No | Publications (Digital) | Program | College/University Masters PhD Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|----------------------|-------------|---------------------------------------|-------|---|---|--|
| Museums & Culture | NMAH | Lecture, "The Daring Life and Dangerous Times of Eve Adams" | In collaboration with the Smithsonian Pride Alliance, David Haberstich, coordinator of the NMAH Tuesday Colloquium, sponsored a Zoom presentation by Jonathan Ned Katz, "International Holocaust Day of Remembrance Program: The Daring Life and Dangerous Times of Eve Adams." The speaker stressed Adams's Jewish and lesbian identity. | 1/24/2023 | Completed | LGBTQIA+ Women Jewish Americans | No | Heritage Month Programming Public Programming Virtual Programming | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Atlantic States Gay Rodeo Association (ASGRA) collecting | •National Museum of American History's Archives Center collected material from the Atlantic States Gay Rodeo Association (ASGRA) | 2/2023 | Completed | LGBTQIA+ | No | Collections | Program | College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Wikimedia Foundation interview | Ashley Rose Young interviewed with the Wikimedia Foundation about the Food History Team's efforts to increase the representation of Black Women's histories (as they pertain to food and drink) on Wikipedia. She spoke about Chef Lena Richard whose Wikipedia page sparked the annual "Wiki Focus" event. Article: https://wikimediafoundation.org/news/2023/02/14/the-smithsonians-quest-to-expand-the-history-of-black-women-in-food-and-drink-on-wikipedia/ | 2/2023 | Completed | African Americans | No | Interview | Program | Other Programming for Adults |
| Museums & Culture | NMAH | Wiki Focus: Black Women in Food and Drink History | The Food History Team hosted its third annual Wikipedia edit-a-thon on February 1: "Wiki Focus: Black Women in Food and Drink History." Theresa McCulla kicked off the event by interviewing Tiffanie Barriere about her career as an award-winning bartender and drink educator. This event was hosted in collaboration with the American Women's History Museum and Wikimedia D.C. on February 1, 2023. | 2/1/2023 | Completed | African Americans | No | Public Programming | Program | College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Day of Remembrance: 120,000 Stories: Nobuko Miyamoto on the Social Power of Music (featuring tributes to the Hon. Norman Mineta and Dr. Franklin Odo) | Each year, Day of Remembrance reflects on the incarceration of Japanese Americans during World War II. In numerous U.S. states, especially on the West Coast, events are held on or near February 19, the day in 1942 that President Franklin D. Roosevelt signed Executive Order 9066, which resulted in the imprisonment of Americans of Japanese ancestry. For Day of Remembrance 2023, the museum will host composer, singer and activist Nobuko Miyamoto and her ensemble for a concert and post performance dialogue and signing of her Smithsonian Folkways album 120,000 Stories and memoir, Not Yo' Butterfly. The event will pay tribute to two Japanese American leaders who played key roles in advancing Asian American history at the Smithsonian: the Honorable Norman Mineta (November 12, 1931–May 3, 2022), chair of the 1998 Smithsonian Asian Pacific American National Advisory Group and Dr. Franklin Odo (May 6, 1939–September 28, 2022), founding director of the Asian Pacific American Center. Generous support was provided by the National Japanese American Memorial Foundation, Japanese American Citizens League (National and DC Chapter) and The Asian American Foundation. Support of the Museum's efforts to document and share the history of the Japanese American experience is also made possible by the Japanese American History Endowment. Leadership support for the endowment was provided by SF Gassho Trust; Terasaki Family Foundation; Advanced Fresh Concepts; Hawai'i Air Cargo, Inc.; Ronald Yoshino; Patti Hirahara and Terry K. Takeda; Mary Hirahara; Tom Hoshiyama; and Dr. Himeo Tsumori. | 2/19/2023 | Completed | Asian Americans | 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 | NMAH | Pass the Mic: Exploring the Power of Women in Music Internship funded by the American Women's History Initiative (AWHI) | Project to connect collections in both the Archives Center and the Division of Cultural and Community Life relating to women musicians. | Spring 2023 | Completed | Women | No | Internships | Program | College/University |
| Museums & Culture | NMAH | Smithsonian Jazz - Jazz Appreciation Month | Distribution of 51,000 posters through the National Association for Music Education, US Department of Education, US Department of State, Conference of Mayors, musicians, fans and educators. Daytime music programming, objects out of storage. Hosted performances from Shenandoah Conservatory Studio Big Band. | 4/1/2023 - 4/30/2023 | In-progress | African Americans | No | Education Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|--|-----------|-----------|--|-------|--|---|---|
| Museums & Culture | NMAH | "Moving towards restorative justice: what a policy on discrimination and harassment might look like for NCPH." Panel | Modupe Labode. Co-Facilitator, "Moving towards restorative justice: what a policy on discrimination and harassment might look like for NCPH." April 14, National Council on Public History annual meeting, April 14. | 4/14/2023 | Completed | African Americans | No | Conferences w/Professional Organizations | Workforce | College/University Masters PhD |
| Museums & Culture | NMAH | Presentation: "Finding a Place for Black History at the National Museum of American History" | Modupe Labode. Presenter, "Finding a Place for Black History at the National Museum of American History," Organization of American Historians, Virtual Conference, April 27. | 4/27/2023 | Completed | African Americans | No | Conferences w/Professional Organizations | Program | College/University Masters PhD |
| Museums & Culture | NMAH | "Into the Wikiverse" AANHPIs in Science Fiction & Pop Culture Edit-a-thon | It's May the 4th! We're celebrating National Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month with an edit-a-thon to address the underrepresentation of AANHPI women in Science Fiction and Pop Culture on Wikipedia. Did you know that less than 19% of Wikipedia biographies in English represent women, less than 10% of Wikipedia editors are women, and there are considerable gaps relating to Asian American, Native Hawaiian, and Pacific Islander women's history? Drop-in to this virtual event and learn the basics of how to edit Wikipedia and help update Science Fiction and Pop Culture related AANHPI articles. All experience levels are welcome! Dr. Theodore Gonzalves, Curator of Asian Pacific American History at Smithsonian's National Museum of American History, will share more about Asian American Science Fiction and Pop Culture highlights from the recently opened Entertainment Nation exhibition. This event is planned in conjunction with the Smithsonian Asian Pacific American Center, the Smithsonian National Museum of American History, and the Smithsonian American Women's History Museum. | 5/4/2023 | Completed | Asian Americans Native Americans Native Hawaiians/Pacific Islanders Women | Yes | Public Programming Publications (Digital) | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | "Our Story, Our Power" Workshop | May 6. Modupe Labode. "Our Story, Our Power" Workshop in Mound Bayou, Mississippi. Co-facilitated with Dani Merriman and Patty Artega. | 5/6/2023 | Completed | African Americans Hispanics | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | NMAH | Great Americans Medal Award Program Honoring Yo-Yo Ma | On May 9, 2023, NMAH presented its ninth Great Americans Medal to Yo-Yo Ma for his extraordinary impact as a musician, cultural ambassador, and philanthropist; for contributions that stimulate imaginations, foster connections, and reinforce our humanity; for masterful musicianship that transforms and transcends genre and tradition; for inaugurating Silkroad as a collaborative journey to global understanding through a kaleidoscope of experiences; and for using the platforms and privileges allowed him as instruments for creativity, collaboration, and comfort." After a medal presentation and citation reading, Ma made remarks and then led a 30-minute multisensory telling of American history commemorating the intersection of the music enjoyed and played by President Thomas Jefferson and the family of Fredrick Douglass, including his violinist grandson, Joseph Henry Douglass; composers ranging from J.S. Bach and J. Raff to Henry Thacker Burleigh and Scott Joplin; and the poetry of Paul Laurence Dunbar. Ma was joined by the Smithsonian Chamber Music Society's Artistic Director Kenneth Slowik and cellists Kamila Dotta, Francesca McNeeley, and Nathaniel Taylor on the museum's 1701 Servais Stradivarius, 1688 Marylebone Stradivarius, and 1677 Herbert Amati violoncellos, a Schubert-era fortepiano, and 1899 Steinway. Ma also played his 1712 Davidoff Stradivarius and Secretary Bunch read the Dunbar poem. Afterwards, Smithsonian Institution Regent Emeritus David M. Rubenstein conducted a 20-minute interview with Ma making connections between the performance and Ma's life and work. | 5/9/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Public Programming | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | "American Sirens: The Incredible Story of the Black Men Who Became America's First Paramedics" | In collaboration with Katherine Ott, David Haberstich sponsored an NMAH Tuesday Colloquium by Kevin Hazzard, "American Sirens: The Incredible Story of the Black Men Who Became America's First Paramedics" (in person). | 5/23/2023 | Completed | African Americans Individuals with Disabilities Residents of Under-resourced Communities | No | Public Programming Publications | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Publication: "Problem and Potential of Anti-Black Monuments in Museums." | Modupe Labode and Tsione Wolde-Michael: "Problem and Potential of Anti-Black Monuments in Museums." In Palgrave Handbook on Rethinking Colonial Commemoration, edited by Bronwyn Carlson and Terri Farrelly. London: Palgrave Macmillan, 2023: 485-503. DOI: https://doi.org/10.1007/978-3-031-28609-4 | 6/2023 | Completed | African Americans | No | Publications | Program | High School (9th - 12th Grade) College/University Masters PhD |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|-----------|-------------|--|-------|--|---|--|
| Museums & Culture | NMAH | Publication: The Legacy of LaDeva Davis: Making Food TV History as the First Black Woman with a Nationally Syndicated Cooking Program Cherry Bombe. | Ashley Rose Young published "The Legacy of LaDeva Davis: Making Food TV History as the First Black Woman with a Nationally Syndicated Cooking Program Cherry Bombe. Issue No. 22 (Summer 2023) | 6/2023 | Completed | African Americans | No | Publications | Program | College/University Masters PhD |
| Museums & Culture | NMAH | Lecture, "Shaping Foundations: Trans Feminine Self-Fashioning, DIY, and Community Building in the Postwar US." | In collaboration with the Smithsonian Pride Alliance, David Haberstich sponsored an NMAH Tuesday Colloquium via Zoom by Isabel Held, "Shaping Foundations: Trans Feminine Self-Fashioning, DIY, and Community Building in the Postwar US." | 6/13/2023 | Completed | LGBTQIA+ Women | No | Collections Public Programming Virtual Programming | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Scurlock Collection Tour | David Haberstich, Archives Center Curator of Photography, presented a Juneteenth program in the Archives Center about the Scurlock Studio Records (1904-1994) for members of the extended Scurlock family from Washington and New York. He displayed historic photographs from the collection and discussed the importance of the studio in Shaw during segregation, and its role in Washington through the early 1990s. | 6/19/2023 | Completed | African Americans | No | Collections | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Staff training with Be Equitable | Be Equitable provided training titled "Exploring Everyday Bias," which provides learners with a grounding in self-reflection and developing awareness of how first impressions can lead to biased decision-making in the workplace. The virtual training was offered to NMAH supervisors, and members of NMAH's IDEA Council over 2 dates in July 2023. In October 2023, Be Equitable will be delivering a keynote, "Now is the Time to Disrupt Racism" to the entire NMAH staff. In order to become the most accessible, inclusive, relevant, and sustainable museum in the nation, we must address the ways in which harmful practices affect our institution and our work. To support our efforts, we are working with Be Equitable, formerly Cook Ross, to bring a keynote address titled "Now is the Time to Disrupt Racism" by Christina "Chris" Thompson. | 7/2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women | No | Training | Workforce | Other Programming for Adults |
| Museums & Culture | NMAH | Filipino American Archives Internship, funded by Asian Pacific American Initiatives Pool (APAIP) | Project to process archival materials relating to Filipino agricultural workers in Stockton, California containing documents written in the languages of the Philippines. | Fall 2023 | In-progress | Asian Americans | No | Internships | Program | College/University |
| Museums & Culture | NMAH | Smithsonian Institution/Smith College Internship | Project to process the papers of Byron E. Lewis, Sr. who started UniWorld Group, Incorporated in 1969 as the first African American owned multicultural agency to market to demographics that mainstream advertising agencies ignored or misunderstood. | Fall 2023 | In-progress | African Americans | No | Internships | Program | College/University |
| Museums & Culture | NMAH | Smithsonian Institution/Smith College Internship | Project researching African American Labor in the Robinson and Via Family Papers | Fall 2023 | In-progress | African Americans | No | Collections Internships | Program | College/University |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|-----------|-------------|--|-------|---|---|--|
| Museums & Culture | NMAH | Lecture, "Warriors in Peace: Union Veterans and the Fight For Equality in Post-Civil War America" | David Haberstich sponsored a hybrid NMAH Tuesday Colloquium by Dr. Stephen A. Golden, "Warriors in Peace: Union Veterans and the Fight For Equality in Post-Civil War America." | 9/12/2023 | Completed | African Americans Individuals with Disabilities | No | Public Programming Publications Virtual Programming | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | iDe última hora!: Latinas Report Breaking News Opening Panel | Celebrate the opening of iDe última hora!: Latinas Report Breaking News, a new bilingual exhibition showcasing how Latina journalists covered groundbreaking stories in American history. This preview panel discussion takes place Wednesday, September 13, from 5:00 to 6:30 p.m. The featured journalists featured in the exhibition are all expected to participate. Plus, visit the exhibit starting at 4:00 p.m. for a special early sneak preview before it officially opens on Friday, September 15. | 9/13/2023 | Completed | Hispanics Latinos Women | No | Public Programming | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) Other Programming for Adults |
| Museums & Culture | NMAH | Sixth Power of Giving Symposium: Social Justice & Philanthropy | The Power of Giving is the keystone event of NMAH's Philanthropy Initiative dedicated to exploring the depth and breadth of Americans' visions and experiences in philanthropy. This public program focused on social justice and philanthropy. A distinguished panel of philanthropists, historians, community organizers, foundation leaders, and activists examined how philanthropy has advanced or impeded social justice, and how this history informs today's work to create a more just and equitable future. The program was held at NMAH with ASL interpretation and also webcast across the nation. The program opened with a Museum Welcome from NMAH Elizabeth MacMillan Director Dr. Anthea M. Hartig. Next, philanthropist and Smithsonian Institution Regent Emeritus David M. Rubenstein, provided the Symposium Series Welcome. In the following segment, Dr. Amanda B. Moniz, the museum's David M. Rubenstein Curator of Philanthropy spoke with Dr. Tonya M. Roberts, president and CEO of the International African American Museum about philanthropy's impact on liberty and equality before and after the Civil War. During a 20-minute break, attendees had an opportunity to view the museum's Giving in America exhibit and its new case, "Journeys Toward Giving," as well as an objects out-of-storage from the Center for Restorative History and Philanthropy Initiative collections. The program resumed with a panel on equity and family philanthropy hosted by the National Center for Family Philanthropy's president and CEO Nicholas Tedesco with Decolonizing Wealth and Liberated Capital's founder and CEO Edgar Villanueva, and philanthropists Kelly D. Nowlin and Elizabeth Snowdon Bonner. The final panel featured a conversation led by Center for Restorative History curator Dr. Modupe Labode with leaders from three of the Center's community partners: Dillon Delvo, executive director of Little Manila Rising (Stockton, CA), Jessie Jaynes-Diming, board member, Emmett Till Interpretive Center (Sumner, MS), and Maggie Lored, Otros Dreams en Acción (Mexico City, MX.) Together, they shared their perspectives on philanthropy and spoke about their social justice work. | 9/21/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Public Programming Virtual Programming | Program | High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | NMAH | Lemelson Center New Perspectives on Invention and Innovation Symposium | Every year the Lemelson Center hosts a scholarly program series focusing on key issues related to invention and innovation. In November 2022, the webinar series explored our relationship with robots and artificial intelligence | Fall 2023 | In-progress | Diverse adult audiences | No | Public Programming Virtual Programming | Program | College/University Masters PhD |
| Museums & Culture | NMAH | We the People: American Artists and the Currents of Our Time temporary exhibition and programs | SPECIAL EXHIBITION OPENING: "A More Perfect Union: American Artists and the Currents of Our Time": In celebration of its 60th anniversary, Art in Embassies' traveling exhibition, "A More Perfect Union: American Artists and the Currents of Our Time," will be on view at the museum until October 1. This is the final leg of the tour for the traveling exhibition, part of the office's Democracy Collection initiative, which puts artists central to the defense of democracy. The exhibition includes works by some of the most respected contemporary artists in America. The works have been carefully selected to reflect the pride and innovation of America's cultural sector, and to make cross cultural connections in the regions and states in which they are displayed. At 6:30 p.m. on Sunday, September 17, on the National Mall side of the Smithsonian's National Museum of American History, the "President's Own" United States Marine Band will perform in a ceremony launching THE PEOPLE, a new light projection by renowned artist Jenny Holzer. The artwork, which commemorates Art in Embassies' 60th anniversary and its Democracy Collection initiative, will light the National Mall with quotations spanning history that extoll the beauty of democracy for five nights. Commemorating six decades of art diplomacy, the Art in Embassies has put its resources this year to the U.S. Department of State's top diplomatic imperative: strengthening democracy around the world. | 9/2023 | Completed | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Native Americans Women | No | Exhibitions 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 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|-------------------------|-------------|--|-------|--|---|--|
| Museums & Culture | NMAH | Undocumented Communities Subject Terms Creation | From Spring to Fall 2023 NMAH Digital Access and Archives staff worked closely with curators to research and create nearly 100 new subject terms for objects related to the experiences of undocumented people and their communities in the United States. The research and addition of these terms improves the discoverability of our collections on the web and refines how we describe them, in ways that reflect the museum's mission and values. | Spring-Fall 2023 | Completed | Hispanics | No | Collections | Program | High School (9th - 12th Grade) College/University Masters PhD |
| Museums & Culture | NPM | Shared Element | Contributes to an environment that fosters a culture of respect for people of all identities, whether they are colleagues or members of the public. | 10/21/2023 - 10/23/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Public Programming Training Museum Environment for Staff | Program Workforce | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | 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 | Yes | Education | 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 | 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: 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 | 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 | 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) |
| 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) |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|--|------------------------|-------------|--|-------|--------------------------------------|---|--|
| Museums & Culture | SAAM | America InSight: Verbal Description Tours | Docent-led tours for visitors who are blind or have low vision enabling them to discover highlights from SAAM's collection through rich verbal description and sensory experience. Touch tour components for sculpture may be included. | 2015 -Ongoing | In-progress | Individuals with Disabilities | No | Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | SAAM | Creating American Stories | Funded by the William Randolph Hearst Endowment for America's Artistic Heritage, this museum program brings eighth graders from local DC schools in under-resourced areas to visit the museum. The students spend their spring semester studying and writing about eight artworks from the American Art Museum collection. | 2015 -Ongoing | In-progress | African Americans Hispanics Residents of Under-resourced Communities | Yes | 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) |
| Museums & Culture | SAAM | Traveling Exhibition: Kara Walker: Harper's Pictorial History of the Civil War (Annotated) | "Kara Walker: Harper's Pictorial History of the Civil War," a traveling exhibition organized by SAAM, presents Walker's works alongside a selection of the original Harper's prints on which they are based. Tour schedule: Smithsonian American Art Museum -- opens October 13, 2017 and closes March 11, 2018; Rockwell Museum -- opens July 1, 2020 and closes September 27, 2020; Trout Gallery, Dickinson College -- opens October 28, 2021 and closes January 22, 2022; New-York Historical Society -- opens February 24, 2023 and closes June 11, 2023. | 10/28/2017 - 6/11/2023 | In-progress | African Americans Women | No | Exhibitions Traveling Exhibitions | Program | Other Programming for Adults |
| 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. | 2018 - Ongoing | In-progress | African Americans | No | Education | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) |
| Museums & Culture | SAAM | Curatorial Position | SAAM and the NMAI are the recipients of a new five-year term shared curatorial position, funded through the Smithsonian's Women's History Initiative. The curator will explore the historic relationship between gender and craft and how it informed two converging episodes of late 19th and early 20th century American art history. In particular the curator will explore the emergence of American Arts and Crafts as an aesthetic and social movement and a period of increasingly professionalized artistic practice and the recognition and promotion of female Native artists as exemplars of distinctively "American" craft production. | 6/2018 - 2023 | In-progress | Native Americans Women | No | Recruitment Curatorial Position | Workforce | Other Programming for Adults |
| 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 Mantney 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 | Collections 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 |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|------------------------|-------------|---|-------|---|---|--|
| 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 | 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 |
| Museums & Culture | SAAM | iPrinting the Revolution! The Rise and Impact of Chicano Graphics, 1965 to Now | This exhibition is the first to unite historic civil rights era prints alongside works by contemporary printmakers, including several that embrace expanded graphics that exist beyond the paper substrate. While the dominant mode of printmaking among Chicano artists remains screen printing, this exhibition features works in a wide range of techniques and presentation strategies, from installation art, to public interventions, augmented reality and shareable graphics that circulate in the digital realm. The exhibition also is the first to consider how Chicano mentors, print centers and networks nurtured other artists, including several who drew inspiration from the example of Chicano printmaking. Tour schedule: Smithsonian American Art Museum -- opens November 20, 2020 and closes August 8, 2021; Amon Carter Museum of American Art -- opens February 20, 2022 and closes May 8, 2022; Hood Museum of Art, Dartmouth -- opens February 4, 2023 and closes June 11, 2023; Frist Art Museum -- opens June 28, 2024 and closes September 29, 2024. | 11/20/2020 - 9/29/2024 | In-progress | Hispanics LGBTQIA+ Women | No | Exhibitions Traveling Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Toward Equity in Publishing Professional Development Program | Professional development program for art historians that provides free editorial service, mentorship, and workshops to support scholars who are having difficulty getting an article published in a peer-reviewed venue. | 2021-2025 | In-progress | African Americans Asian Americans Individuals with Disabilities Latinos LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | No | Education | Program | College/University Masters PhD |
| 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. | 2021 - Ongoing | In-progress | 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 |
| Museums & Culture | SAAM | Traveling Exhibition: "Many Wests: Artists Shape an American Idea" | 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. Tour schedule: The Boise Art Museum -- opens July 31, 2021 and closes February 13, 2022; Whatcom Museum of Art -- opens March 19, 2022 and closes August 21, 2022; Jordan Schnitzer Museum -- opens September 26, 2022 and closes December 31, 2022; Utah Museum of Fine Art -- opens February 4, 2023 and closes June 11, 2023; Smithsonian American Art Museum -- opens July 28, 2023 and closes January 14, 2024. | 7/31/2021 - 1/14/2024 | In-progress | African Americans Asian Americans Hispanics Native Americans Women | No | Exhibitions Traveling 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 Traveling Exhibitions | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|-----------------------|-------------|--|-------|--------------------------------------|---|------------------------------|
| 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 Traveling Exhibitions | 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, is the latest project at the Renwick Gallery to explore an expanded definition of contemporary craft and new technologies. Tour schedule: Kalamazoo Institute of Arts -- opens September 18, 2021 and closes December 6, 2021; Leigh Yawkey Woodson Museum of Art -- opens June 11, 2022 and closes August 28, 2022; Montgomery Museum of Fine Arts -- opens March 17, 2023 and closes June 11, 2023. | 9/18/2021 - 6/11/2023 | In-progress | Individuals with Disabilities Women | No | Exhibitions Traveling 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 Traveling Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | American Art Moments: James Hampton's "Throne of the Third Heaven of the Nations' Millennium General Assembly" | James Hampton's The Throne of the Third Heaven of the Nations' Millennium General Assembly is one of the most important and beloved artworks at the Smithsonian American Art Museum (SAAM), and it is full of mysteries. Discover more as Leslie Umberger, SAAM's curator of folk and self-taught art, shares insights into Hampton's life as a self-taught artist of color creating in Washington, DC, during the Civil Rights movement, and the lasting importance of his efforts. The Throne, a monumental artwork with more than 180 components wrapped in gold and silver foil, came fully to light only after the artist's death. While Hampton's views on his life's work went undocumented, the splendor and magnitude of his project is evident to all who experience this powerful yet enigmatic artwork. | 12/16/2021 - Ongoing | In-progress | African Americans | No | Education | Program | Other Programming for Adults |
| Museums & Culture | SAAM | SAAM Summer Teacher Institute: Judith Baca Mural Conservation Talk | SAAM conservators presented a talk on the Judith Baca mural conservation project for the teachers participating in SAAM's Summer Teacher Institute | 7/26/2022 | Completed | Hispanics | No | Teacher Workshops | Program | Other Programming for Adults |
| Museums & Culture | SAAM | "Fighters for Freedom: William H. Johnson Picturing Justice" Conservation Talk | SAAM conservators presented a virtual talk at the Gibbes Museum of Art on the conservation of William H. Johnson's "Fighters for Freedom" paintings featured in the traveling exhibition "Fighters for Freedom: William H. Johnson Picturing Justice" | 7/26/2022 | Completed | African Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Lunder Conservation Center Tour for participants in the Smithsonian's CIBA (Conservation Internships for Broadening Access) program | SAAM conservators gave a tour of the Lunder Conservation Center and a presentation on the museum's Teodoro Vidal collection of Puerto Rican art for conservators at the National Museum of the American Indian and their interns from the CIBA (Conservation Internships Broadening Access) program | 8/1/2022 | Completed | Residents of Under-resourced Communities | No | Education | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Lunder Conservation Center Tour for participants in the Smithsonian's CIBA (Conservation Internships for Broadening Access) program | SAAM conservators gave a tour of the Lunder Conservation Center for conservators at the National Museum of African American History and Culture and their interns from the CIBA (Conservation Internships Broadening Access) program | 8/2/2022 | Completed | Residents of Under-resourced Communities | No | Education | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|-----------------------|-------------|--|-------|--------------------------------------|---|------------------------------|
| Museums & Culture | SAAM | Lunder Conservation Center Tour for the Smithsonian's Latino Initiatives Pool Committee | SAAM conservators gave a tour of the Lunder Conservation Center and a talk on the Judith Baca mural conservation project for the Latino Initiatives Pool Committee | 8/3/2022 | Completed | Hispanics | No | Collections | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Lunder Conservation Center Tour for the Smithsonian's Latino Museum Studies Program Interns | SAAM conservators gave a tour of the Lunder Conservation Center, presented gallery conservation talks, and held a panel discussion for interns participating in the Latino Museum Studies Program | 9/7/2022 | Completed | Hispanics | No | Education | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Smithsonian Cultural Rescue Initiative Online Workshop | SAAM conservators participated in a virtual workshop sponsored by the Smithsonian Cultural Rescue Initiative and UNESCO (United Nations Educational, Scientific and Cultural Organization) on winterization of museums and collections in Ukraine | 9/16/2022 | Completed | Residents of Under-resourced Communities | No | Education | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Exhibition: This Present Moment: Crafting a Better World | This Present Moment: Crafting a Better World showcases American craft like never before. The exhibition highlights the role that artists play in our world to spark essential conversations, stories of resilience, and methods of activism—showing us a more relational and empathetic world. It centers more expansive definitions and acknowledgments of often-overlooked histories and contributions of women, people of color, and other marginalized communities. On view at SAAM's Renwick Gallery, This Present Moment activates two floors of gallery space, highlighting over 150 artworks from the museum's permanent collection in a range of craft mediums from fiber and ceramics to glass and mixed media. Approximately 135 of the featured artworks are new acquisitions, never before seen at the Renwick Gallery. This Present Moment marks the fiftieth anniversary of SAAM's Renwick Gallery as the nation's premier museum dedicated to American craft. It honors the history of studio craft while also introducing progressive contemporary narratives and supporting makers of all genders, sexualities, ethnicities, abilities, and creeds by examining all forms of creative practice. | 5/13/2022 - 4/2/2023 | In-progress | African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Women | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Traveling Exhibition "Fighters for Freedom: William H. Johnson Picturing Justice" | "Fighters for Freedom: William H. Johnson Picturing Justice" a traveling show drawn entirely from SAAM's collection of more than 1,000 works by William H. Johnson. Tour schedule: Gibbes Museum of Art in -- opens January 21, 2022 and closes August 7, 2022; Albany Museum of Art -- opens September 1, 2022 and closes December 10, 2022; Oklahoma City Museum of Art -- opens February 9, 2023 and closes May 14, 2023; The Rockwell Museum -- opens June 2, 2023 and closes September 5, 2023; Wichita Art Museum -- opens October 7, 2023 and closes January 14, 2024; Smithsonian American Art Museum -- opens March 8, 2024 and closes September 8, 2024; Patricia and Phillip Frost Art Museum -- opens September 28, 2024 and closes January 25, 2025. | 1/21/2022 - 1/25/2025 | In-progress | African Americans | No | Exhibitions Traveling Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Museum Loan | Three SAAM works were lent to the National Museum of American History for their exhibition "¡Presente! A Latino History of the United States," April 23, 2022 through December 1, 2024. | 4/23/2022 - 12/1/2024 | In-progress | Hispanics | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Exhibition: We Art Made of Stories: Self-Taught Artists in the Robson Family Collection | "We Are Made of Stories: Self-Taught Artists in the Robson Family Collection" traces the rise of self-taught artists in the twentieth century and examines how, despite wide-ranging societal, racial, and gender-based obstacles, their creativity and bold self-definition became major forces in American art. The exhibition features recent gifts to the museum from two generations of collectors, Margaret Z. Robson and Douglas O. Robson. | 7/1/2022-3/26/2023 | In-progress | African Americans Individuals with Disabilities | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Museum Loan | The loan of two Alma Thomas paintings, "Celestial Fantasy" and "Antares," to the Kennedy Center for their 50th Anniversary exhibition was extended from September 1, 2022 through June 20, 2023. | 9/1/2022 - 6/20/2023 | In-progress | African Americans Women | No | Exhibitions | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|------------------------|-----------|---|-------|---|---|--|
| Museums & Culture | SAAM | We Are Made of Stories: Selfhood and Experience in Art The Margaret Z. Robson Symposium Series | This half-day symposium addresses recent scholarship centering on the critical role of content and culture in the field of self-taught American art. Artists Joseph Yoakum, Henry Darger, Nellie Mae Rowe, Sam Doyle, Judith Scott, and Dan Miller are highlighted for their creative abilities while challenging the notions of invisibility and historical hierarchies. Moderated by SAAM Curator Leslie Umberger, a five-speaker panel addresses these six artists' contributions to American art. This program is presented both in person and online. We Are Made of Stories: Selfhood and Experience in Art is the second program in the Margaret Z. Robson Symposium Series. Support for the series is provided by Douglas O. Robson. | 10/7/2022 | Completed | African Americans Individuals with Disabilities | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Clarice Smith Distinguished Lectures in American Art: John Yau: Frederic Church and Thomas Nozkowski and Their Views of the Catskills | John Yau is an art critic, poet, fiction writer, and freelance curator. His talk will feature two artists, Frederic Church and Thomas Nozkowski, who both spent significant time in the Catskills, drawing inspiration from locales for their respective artworks. Yau's discussion focuses on each artist's vision of nature and how their respective conceptions of seeing, as embodied in their paintings, could provide lessons for us today. He was the 2018 recipient of the Jackson Prize in Poetry in 2018, followed by a Rabkin Award for his art criticism in 2021. Yau currently serves as the editor of Hyperallergic Weekend and is a professor of Critical Studies at Rutgers University's Mason Gross School of the Arts. | 10/12/2022 | Completed | Asian Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Webinar: Alma Thomas: Teacher, Artist, Trailblazer | This learning experience celebrates the creative brilliance of renowned painter Alma Thomas. Born in Columbus, Georgia, in the heart of the Jim Crow south, Thomas came of age in Washington D.C. She witnessed social change in the 1960s and was inspired by the Space Age. Art meets science in the paintings of Alma Thomas, a trailblazing artist who took creative inspiration from plants, nature, and the cosmos. Join a rich conversation with aerospace engineer Janelle Wellons and horticulturist Abra Lee, as they help participants reflect on Thomas' legacy as a STEAM trailblazer. Wellons will share insights on how she uses images and inquiry to unlock the mysteries of the cosmos while Lee will unearth the histories of Black gardeners. Together, they'll help us see why Thomas continues to inspire adults and students alike. | 10/18/2022 | Completed | African Americans Women | No | Teacher Workshops Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Día de los Muertos Family Day | Join the Smithsonian American Art Museum in celebrating Día de los Muertos! Bring the whole family to see exciting live performances from Ballet Folklórico Mi Herencia Mexicana, Mariachi Aguila DC, and Sol y Rumba. Enjoy face painting and our featured Día de los Muertos-themed crafts for all ages. If you are unable to make it in person, or want to continue the celebration online, visit our Family Zone for more crafts, coloring pages, and performance videos. | 10/29/2022 | Completed | Hispanics | No | Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | SAAM | Día de los Muertos Family Zone | Celebrate Día de los Muertos (Day of the Dead) online with crafting activities, traditional Mexican folk dancing, and coloring pages. Join in the celebration! Craft your own decorations including paper calaveras (decorative skulls), lanterns, and marigolds with step-by-step instructions. Enjoy videos of traditional Mexican folk dancing performances, music performances, and more. Download a coloring page featuring artwork from SAAM's pioneering Latinx art collection and calavera pages. Show us your creativity! Please share a picture of your completed creations by using #SAAMFamilyZone on social media. | 10/1/2022 - 10/31/2022 | 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 |
| Museums & Culture | SAAM | Eye Level Blogs | Judy Baca On Her Mural Uprising of the Mujeres; Drawn to Judy Baca; Using 3D Imaging To Preserve Chicana Artist Judy Baca's Mural Uprising of the Mujeres; Discovering William H. Johnson's Hidden Stories; Traditions and Change: The Transformation of Día de los Muertos in the United States; Native American Arts in Focus: Edson's Flag; Possum Trot Dolls Get a Wardrobe Refresh; Drawn to Jaune Quick-To-See Smith; Contemporary Craft in Focus: scoopbowl service; Threads of History: Bisa Butler's monumental quilt The Harlem Hellfighters; Drawn to Augusta Savage | 10/1/2022 - 12/31/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | No | Public Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|---|-----------------------|-------------|--|-------|--|---|------------------------------|
| Museums & Culture | SAAM | Museum Loan | Three William H. Johnson paintings, "Kairouan-The Grand Rue and the Mosques," "Minaret, Tunis, North Africa," and "Lamentation" were loaned to the New Orleans Museum of Art for their exhibition "Transcontinental Modernism: Jacob Lawrence & the Artists of Black Orpheus." | 10/17/2022 - 9/3/2023 | In-progress | African Americans | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Museum Loan | Nell Znamierowski's textile work titled "Icarus" was loaned to the Milwaukee Art Museum for their exhibition "Scandinavian Design and the United States." | 10/9/2022 - 7/23/2023 | In-progress | Women | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Museum Loan | William H. Johnson's painting "Blind Musician" was lent to the Frist Art Museum in Nashville for their exhibition "The Art of the American Guitar." | 10/9/2022 - 8/31/2023 | In-progress | African Americans | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Beyond the Studio Virtual Workshop: Screen Printing with Beth Hansen | Multimedia artist Beth Hansen of The Arcade leads a collaborative screen-printing workshop. Beth's work focuses on experimenting and manipulating the surface of the print to create varied editions, rather than executing a replicable design. In this workshop, participants screen multiple prints from an original print by Beth, then use different materials and colors to make the print their own on paper and textiles. | 11/6/2022 | Completed | Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Teacher Workshop: Build SEL (Social and Emotional Learning) Skills | People are all different. Our bodies, families, beliefs, abilities, and experiences vary, sometimes making communication difficult. Artwork can often communicate what we do not have the words for across cultures and differences. In this virtual workshop, practice multiple approaches and gain new resources for building mutual understanding and connecting with others. | 11/16/2022 | Completed | African Americans Asian Americans Hispanics LGBTQIA+ Native Americans Women | No | Teacher Workshops Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Clarice Smith Distinguished Lectures in American Art: Julia Bryan-Wilson: Embellished Legacies | Scholar Julia Bryan-Wilson considers how women of color artists like Pacita Abad and Rosie Lee Tompkins have used embellishment as a strategy to blur the lines between function and décor. Her talk examines how these artists' practice of intricately adorning domestic objects can expand our understanding of women's work. Bryan-Wilson's 2017 book Fray: Art and Textile Politics won prestigious awards such as the ASAP Book Prize, the Frank Jewett Mather Award, and the Robert Motherwell Book Award. Her show "Louise Nevelson: Persistence" is an official collateral event of the 2022 Venice Biennale, and her monograph on Nevelson is forthcoming in 2023. | 11/16/2022 | Completed | African Americans Asian Americans Hispanics Native Americans Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Fellow Amy E. Crum discusses Margarita Cabrera's White Coffee Maker (2011). | 11/18/2022 | Completed | Hispanics Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | American Art Moments: Bisa Butler's "The Harlem Hellfighters" | Get to know the historic figures behind Bisa Butler's monumental quilt "Don't Tread on Me, God Damn, Let's Go! — The Harlem Hellfighters" with Nora Atkinson, the Fleur and Charles Bresler Curator-in-Charge for SAAM's Renwick Gallery. Learn about the Harlem Hellfighters, who served in the 369th Infantry Regiment during World War I, view archival footage of the troop in action, and discover the artistry Butler uses to pay homage to the soldiers. This video is part of the Smithsonian American Art Museum's ongoing series American Art Moments. Join a SAAM expert and go beyond the artwork label to discover the untold stories and rich connections represented in some of the museum's most iconic artworks. | 12/1/2022 -Ongoing | In-progress | African Americans Women | No | Education | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|----------------------|-------------|---|-------|---|---|--|
| Museums & Culture | SAAM | In-Person Teacher Workshop: Assess Understanding Through Artwork | How can artwork provide opportunities for engaging and measurable assessment? Supporting deep understanding—not just building knowledge—provides students with transferable, meaningful learning. Collaborate with education colleagues to explore how artwork and micro-assignments can provide teachers with formative assessments along students' learning pathways. | 12/3/2022 | Completed | African Americans Asian Americans Hispanics Native Americans | No | Teacher Workshops | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Studio Tour with Artist Katie Hudnall | Join artist Katie Hudnall as she provides a behind-the-scenes look at her woodworking studio in Madison, Wisconsin, while bringing new purpose to salvaged materials, crafting works of differing sizes and shapes and creating harmony from imperfections. Participants will see the tools Hudnall regularly uses in her work, learn about her creative process, and ask her questions in a live chat. Hudnall's artwork Nut Case is featured in the exhibition This Present Moment: Crafting A Better World at SAAM's Renwick Gallery. | 12/8/2022 | Completed | LGBTQIA+ Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Fellow Katie Loney discusses Edwin Lord Weeks's Hindu Merchants (ca. 1885). | 12/16/2022 | Completed | Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | "The Monumental Imagination of Augusta Savage" Sidedoor Podcast | Public monuments to honor Black Americans in the 1930s: that was the vision of Augusta Savage, a Harlem Renaissance sculptor who has been called one of the most influential artists of the 21st century. But the monuments she left behind might not be what you'd expect. | 12/28/2022 - Ongoing | In-progress | African Americans Women | No | Education | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Distance Learning: Artful Connections, Asian American Artists | Live distance lesson taught by volunteer presenters via Zoom or other online connection platform. The lives of Asian American artists are integral to the multifaceted story of American art. Explore the work of Asian American artists and discuss the life experiences, historic events, and cultural connections that inspire their artistic practice. | 2023 - Ongoing | In-progress | Asian Americans | Yes | 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 | Beyond the Studio Virtual Workshop: Polymer Clay with Khadeejah Honesty | In this captivating workshop, join jewelry maker Khadeejah Honesty of Soultry for an introduction to making marbled polymer clay earrings. Participants will create their own design in clay, to be baked in their own ovens following class. Detailed instructions will be provided for finishing your earrings. | 1/22/2023 | Completed | Women | No | Public Programming;#Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Fellow Ellen Yoshi Tani discusses Ray Yoshida's Partial Evidences II (1973). | 1/27/2023 | Completed | Asian Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Lunar New Year Family Celebration | Ring in the Lunar New Year at SAAM! Join us for our annual celebration featuring Chinese and Korean traditions, including performances, crafts, food, and more. Learn about the importance of the Lunar New Year across cultures and explore SAAM's collections with an art scavenger hunt. A special menu in honor of Lunar New Year will be offered by the Courtyard Café. Check out our Family Zone for more crafts and activities to celebrate the Year of the Rabbit. A special menu in honor of Lunar New Year will be offered by the Courtyard Café. This program is presented in partnership with the Embassy of the People's Republic of China in the United States of America and with the Korean Cultural Center, Washington, D.C. and is part of Lunar New Year DC, organized by the Smithsonian American Art Museum. | 1/28/2023 | Completed | Asian Americans | No | Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|----------------------|-----------|--|-------|---|---|------------------------------|
| Museums & Culture | SAAM | SAAM Stories blog | The Wonder and Precision of Sand Art; Contemporary Craft in Focus: The Birth of Eve; David "Dave" Drake: Potter and Poet; Artist to Artist: Lois Mailou Jones and Elizabeth Catlett; Drawn to Sonya Clark; Contemporary Craft in Focus: From Traditional to Contemporary; Remembering Artist and Veteran Jesse Treviño; Exploring Border Stories with Artist Tanya Aguiñiga; Drawn to Nellie Mae Rowe; Contemporary Craft in Focus: Run, Jane, Run!; Beyond Afrofuturism with Artist Cauleen Smith; Comic Series Presents Ten More Stories about Women Artists Represented in SAAM's Collection | 1/1/2023 - 3/31/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Teacher Workshop: Build Problem-Solving Skills with Craft | How might students explore place and time to imagine a new future? "This Present Moment" marks the fiftieth anniversary of the Renwick Gallery. The works on display capture the challenges of today, from environmental crises to poor labor conditions and more, and inspire dreams about a path forward. What open-ended problems do these works prompt us to consider? What data is needed to understand and solve these issues? What procedure or algorithm might help us create positive change? Let's apply computational thinking to craft. | 2/15/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Teacher Workshops Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Studio Tour with Artist David Harper Clemons | Join metalsmith David Harper Clemons for the final visit of SAAM's Virtual Studio Tour series. Clemons takes the audience on a tour of his North Carolina-based studio, where he creates art that explores identity and gives meaning to objects that extend beyond their expected uses. Prior to his relocation to North Carolina, Clemons taught in the art department of University of Arkansas in Little Rock, where he created and headed the metalsmithing and jewelry department. Participants have the opportunity to see the tools Clemons regularly uses in his work and ask him questions in a live chat. Clemons's artwork The Weight of Deferred Gratification, is featured in the exhibition This Present Moment: Crafting A Better World at SAAM's Renwick Gallery. | 2/16/2023 | Completed | African Americans | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Fellow Madeleine Harrison discusses Lois Mailou Jones's Les Fétiches (1938) | 2/24/2023 | Completed | African Americans Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Beyond the Studio Virtual Workshop: Paper Quilling with Ashley Chiang | Ashley Chiang of Paper Liberated provides an overview of modern quilling techniques based on her personal practice, using different widths and weights of paper. Participants will learn how Ashley's approach varies from traditional methods before moving onto some elemental techniques to create a small heart design using a mix of traditional- and modern-styled strips. | 2/26/2023 | Completed | Women | No | Public Programming;#Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Women Filmmakers Festival at SAAM: Film Screening with Artist Alison O'Daniel | Join artist and filmmaker Alison O'Daniel and Saisha Grayson, time-based media curator at the Smithsonian American Art Museum, for a virtual screening and conversation about O'Daniel's film practice, which is also an experimental deep dive into sound, music and communication systems from a Deaf/hard of hearing perspective. The live program discussion will be sparked by excerpts from O'Daniel's features, The Tuba Thieves (2023), which premiered in January at the Sundance Film Festival, and Night Sky (2011), a fantastical road trip movie that revolves around a hula-hooped shaped portal in the desert. A spin-off of a true news story about tubas stolen from multiple Los Angeles high school bands, The Tuba Thieves is a meditation on sound loss, re-creation and transmutation across a series of historical and fictional narratives. Two musical milestones are recreated: the premier of John Cage's "silent" piece, 4'33" (1952), and a 1979 punk-show organized by artist Bruce Conner at the San Francisco Deaf Club. Fictional storylines feature Deaf drummer and actor Nyke Prince; parts of the score are provided by Deaf sound artist Christine Sun Kim, whose work will be on view in SAAM's Musical Thinking, which opens in June 2023. | 3/1/2023 | Completed | Individuals with Disabilities Women | No | Public Programming;#Virtual Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|---|-----------|-------------|--|-------|---|---|--|
| Museums & Culture | SAAM | Community Outreach Consultant Hired | SAAM hires Valerie Cooper as Community Outreach Consultant to build on IDEA responsibilities and to create shared institutional commitments. | 3/1/2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Public 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 | Crafting a Better Future: The Renwick 50th Anniversary Symposium | Symposium exploring the role that artists play in our world to spark essential conversations, stories of resilience, and methods of activism—showing us a more relational and empathetic world. It centers more expansive definitions and acknowledgments of often-overlooked histories and contributions of women, people of color, and other marginalized communities. | 3/3/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Women Filmmakers Festival at SAAM: Film Screening with Filmmaker Vivienne Dick | Filmmaker Vivienne Dick and Saisha Grayson, time-based media curator at the Smithsonian American Art Museum, for a virtual screening and conversation about Dick's wide-ranging career, starting with her earliest films from the 1970s through 2020's New York Our Time. Dick captured the birth of the No Wave scene of the 1970s and 80s by focusing on magnetic women rockers from New York's gritty downtown scene. Her films made since continue the powerful assertion that another way of seeing and living in the world is possible and necessary. In her most recent film, she returns to the remaining icons—performer Lydia Lunch, singer-songwriter and bass player Felice Rosser, bandmembers of the Bush Tetras and photographer Nan Goldin—in New York Our Time. Dick's interviews and archives meditate on time, memory, and feminist generations, contrasting a recalled wild, rough city with steely images of its gentrified present. | 3/8/2023 | Completed | Women | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Charles C. Eldredge Prize Lecture | Join art historian Vivien Green Fryd for the Eldredge Prize lecture, "The Art of the Un-Speakable and the 'Me Too' Movement." Fryd is a professor emerita in the history of art and architecture department at Vanderbilt University. She was the 2022 recipient of SAAM's Charles C. Eldredge Prize for Distinguished Scholarship in American Art for her book, "Against Our Will: Sexual Trauma in American Art Since 1970." This publication focuses on the role of contemporary art in challenging society to acknowledge and legally address rape, incest, and other forms of sexual violence. In her lecture, Fryd will reflect how she has conscientiously brought this difficult material into university and museum settings. | 3/14/2023 | Completed | Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Teacher Workshop: "Read" and Write Personal Narratives with Art | If we are made of stories, how might artwork support students as they write about their own lives? We are the embodiment of our experiences. Drawing from SAAM's collection of self-taught artists, peel back the layers to discover unique perspectives and experiences. First, consider how your own storytelling might be a powerful tool in your classroom. Then, plan for how your students might use narrative writing to explore the influences that have shaped them. | 3/18/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Teacher Workshops | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|----------------------|-----------|---|-------|---|---|--|
| Museums & Culture | SAAM | In-Person Film Screening and Conversation: This World is Not My Own | Join filmmakers Ruchi Mital and Petter Ringbom with executive producer Marquise Stillwell for a screening of their biographical film about the artist Nellie Mae Rowe. Exploring the world created by Rowe, including intricate sets that recreate Rowe's Playhouse, Mital and Ringbom bring her unique vision to life on film. Narrated by Emmy-award winner, Uzo Aduba, with voice support by Broadway actress Amy Warren, this film considers the cultural and political forces that shaped Rowe's life and art. This event will be the DC premiere of the film, after it debuts at SXSW in Austin, Texas. | 3/21/2023 | Completed | African Americans Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Jill Vaum Rothschild, the Luce Foundation Curatorial Fellow, discusses David "Dave" Drake's Untitled (Verse Jar) (1860). | 3/24/2023 | Completed | African Americans Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Cherry Blossom Family Celebration | Join us for our annual celebration of spring and the blooming trees of DC. Enjoy a taiko drumming performance by Nen Daiko, traditional Japanese dance with Onoe Dance, and break out your best Japanese pop dance moves with Les the DJ. Craft your own cherry blossom tree to take home, make a koinobori kite to fly at the kite festival, or try your hand at an origami Sakura. Explore SAAM's galleries with a scavenger hunt and enjoy festive treats from a special menu celebrating the cherry blossoms offered by the Courtyard Café. | 3/25/2023 | Completed | Asian Americans | No | Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Beyond the Studio Workshop: Paper Flower Making with Emily Paluska | Emily Paluska of Revery Paper Flora returns for this engaging virtual workshop. Learn the fundamentals of creating one-of-a-kind floral design masterpieces. Register now—tickets will sell out fast! | 3/26/2023 | Completed | Women | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Renwick 50th Anniversary Wikipedia Edit-a-thon | During this edit-a-thon, any participant with computer and Internet access can create or improve Wikipedia articles for forty-four women of color featured in the Renwick Gallery exhibition This Present Moment: Crafting a Better World. Learn more about the artists and the exhibition with Mary Savig, the Lloyd Herman Curator of Craft. | 3/30/2023 | Completed | African Americans Asian Americans Hispanics Latinos Native Americans Native Hawaiians/Pacific Islanders Women | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Teacher Workshop: Unlock Curiosity and Creativity through Embodied Learning | How can movement help us identify gaps in understanding and express new learning creatively? By embodying a process, students can think more deeply and expansively, uncover gaps in their knowledge, and teach others through their performances. Explore artworks to exercise analytical skills and spark ideas, then work in small groups to creatively express new understandings. Bring your cell phone to make a mini movie with your colleagues. | 4/1/2023 | Completed | Residents of Under-resourced Communities | Yes | Teacher Workshops | Program | Other Programming for Adults |
| Museums & Culture | SAAM | SAAM Stories blog | Frank O'Hara: Poet Among Painters; Contemporary Craft in Focus: Drag; Six Artists from Indigenous Nations on Sharing Honors and Burdens; Alternative Futures: What Does AI Mean for Artists; Historic New Acquisitions by Two Trailblazing Japanese American Painters; Drawn to Tiffany Chung; Discovering the Intersection Between Moving Image and Sound in Video Art; Unpacking the Stories Behind Artist Bisa Butler's Portrayal of the Harlem Hellfighters; Going Rogue in the Archives with Artist Stephanie Syjuco; Celebrating Pride: LGBTQ+ Artists to Know; Contemporary Craft in Focus: Ohio Goza y Más; Expanding our REACH: Rural Engagement in Art, Culture and History; Drawn to Sarah Goodridge | 4/1/2023 - 6/30/2023 | Completed | African Americans Asian Americans Individuals with Disabilities Latinos LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Converse with a Conservator: Preserving Works on Paper | Join SAAM Paper Conservator Kate Maynor as she offers insight into the principles and practices of preserving artworks and artifacts on paper, and answer questions from the audience. | 4/19/2023 | Completed | Women | No | Public Programming Virtual Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|-----------------------|-------------|---|-------|--|---|--|
| Museums & Culture | SAAM | Museum Loan | Juane Quick-To-See Smith's "State Names" painting was lent to the Whitney Museum of American Art for their exhibition "Juane Quick-To-See Smith" which traveled to the Modern Art Museum Fort Worth, April 19, 2023 through January 7, 2024. | 4/19/2023 - 1/7/2024 | In-progress | Native Americans | No | Exhibitions Traveling Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Museum Loan | Daniel Lind-Ramos' "Maria Guabancex" mixed media piece was lent to MOMA PS1 for their exhibition "Daniel Lind-Ramos." | 4/20/2023 - 9/4/2023 | In-progress | Latinos | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Museum Loan | Paul Wonner's "Model Drinking Coffee" painting was lent to the Crocker Art Museum for their exhibition "Breaking the Rules: Paul Wonner and Theophilus Brown," April 23, 2023 - August 27, 2023 and travels to the Laguna Art Museum, October 14, 2023 - January 7, 2024 and the Dixon Gallery & Gardens, January 28, 2024 - March 30, 2024. | 4/23/2023 - 3/30/2024 | In-progress | LGBTQIA+ | No | Exhibitions Traveling Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Manon Gaudet, Terra Foundation Predoctoral Fellow in American Art, discusses George Catlin's "Wi-jún-jon, Pigeon's Egg Head (The Light) Going To and Returning From Washington" (1837-1839). | 4/28/2023 | Completed | Native Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Caring for Our Treasures: Family Time with the Hampton Throne | Join us for a family friendly look at James Hampton's Throne of the Third Heaven of the Nations' Millennium General Assembly with Lunder Conservation Fellow Objects Conservator Katya Zinsli. Explore what this piece is made of, its history, and how we care for it. Recommended ages five to twelve. | 5/6/2023 | Completed | African Americans | Yes | Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) |
| Museums & Culture | SAAM | Hearst Program Student Reception | This culmination of a year-long collaboration took place with students from three area middle schools reading their original creative writings inspired by works from SAAM and Renwick collections. Twenty-four students read about artworks as wide-ranging as Ohio Goza y Mas, Manifest Destiny, Adoration of St. Joan of Arc, Run Jane Run, Orilla Verde at the Rio Grande, and Juicy. | 5/10/2023 | Completed | African Americans Latinos Native Americans Residents of Under-resourced Communities Women | Yes | Education | Program | Middle School (6th - 8th Grade) |
| Museums & Culture | SAAM | SAAM Fellows Lectures | Manon Gaudet, "Picturing (Dis)Possession: Land, Likeness, and the General Allotment Act;" Amy Kahng, "Unsettled and Unrooted Ground: Chiura Obata's Internment Landscapes;" Zoe Weldon-Yochim, "Fighter Jets and Fallout: Attending to Militarized Western Shoshone Lands and Diverse Multi-Being Assemblages in Jack Malotte's The End;" Elizabeth Driscoll Smith, "Building Feminist Bloodlines: Tressa 'Grandma' Primbrey's Bottle Village and the Los Angeles Woman's Building;" Jessica Larson, "'No Substitute for Justice Withheld': Visualizing Black Charitable Landscapes in Nineteenth-Century Manhattan;" Katie Loney, University of Pittsburgh, "American Orientalism's Transimperial Economies;" Grace Kuipers, "'The Surface Has Hardly Been Scratched': Spratling Silver, Mineral Imperialism, and U.S. Developmentalism in Mexico;" Rachel Burke, "Fugitive Grounds: Writing in the Archival Absence of Henry Box Brown's Mirror of Slavery;" Madeleine Harrison, "Palmer Hayden on Paper;" Claire Ittner, "Materiality, Objecthood, and (Self) Possession in Eldzier Cortor's Sea Islands Works;" Ellen Yoshi Tani, "Black Conceptual Practice;" Amy E. Crum, "Projecting the Barrio: Los Four at the Los Angeles County Museum of Art (1974) and Murals of Aztlán at the Craft and Folk Art Museum (1981);" Ariel Evans, "Talk that talk: Reinventing Documentary with Carrie Mae Weems' Family Pictures and Stories;" Maki Kaneko, "Unnamable Friendship: The Art of Jimmy Tsutomu Mirikitani;" Marisa Lerer, "Memorializing Tragedies Across Borders in the Work of Antonio Martorell and Freddy Rodriguez" | 5/17/2023 - 5/19/2023 | Completed | African Americans Asian Americans Latinos LGBTQIA+ Native Americans Women | No | Fellowships | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Teacher Workshop: Apply History's Habits of Mind; The American West | How might we extend our thinking about the past by exploring sources from the present? "The American West" has always been a place of multiple stories, experiences, and cultures. Examine works from this traveling exhibition to consider how the telling of history can be expanded through modern and contemporary art. | 5/24/2023 | Completed | Native Americans | Yes | Teacher Workshops Virtual Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|--|--|-----------------------|-------------|--|-------|--------------------|---|--|
| Museums & Culture | SAAM | In-Person Sharing Honors and Burdens: Renwick Invitational 2023 Open House | Join artists Joe Feddersen (Arrow Lakes/Okanagan), Lily Hope (Tlingit), Ursala Hudson (Tlingit), Erica Lord (Athabaskan/Iñupiat), Geo Neptune (Passamaquoddy), and Maggie Thompson (Fond du Lac Ojibwe) for an open house celebrating the 2023 Renwick Invitational, Sharing Honors and Burdens. Join guest curator Lara Evans (Cherokee Nation) for a gallery talk about the jurying process and the inspiration brought by each of these artists. | 5/26/2023 | Completed | Native Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Amy Kahng, Patricia and Philip Frost Predoctoral Fellow, discusses Yasuo Kuniyoshi's Strong Woman and Child (1925). | 5/26/2023 | Completed | Asian Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Sharing Honors and Burdens: Renwick Invitational 2023 Exhibition | Sharing Honors and Burdens: Renwick Invitational 2023 focuses on fresh and nuanced visions by six Native American or Alaska Native artists who express the honors and burdens that connect people to one another. The more than 50 artworks in the exhibition arise from traditions of making that honor family, community or clan, and require broad community participation. Six artists — Joe Feddersen (Arrow Lakes/Okanagan), Lily Hope (Tlingit), Ursala Hudson (Tlingit), Erica Lord (Athabaskan/Iñupiat), Geo Neptune (Passamaquoddy) and Maggie Thompson (Fond du Lac Ojibwe) — analyze the present moment by evoking historical practices and potential futures. Their works are often culturally specific, yet they communicate across cultural boundaries. | 5/26/2023 - 3/31/2024 | In-progress | Native Americans | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | "Fighters for Freedom: William H. Johnson Picturing Justice" exhibition loan | SAAM was able to successfully borrow two important William H. Johnson Paintings from HBCU Hampton University's Museum of Art. These paintings, "Three Great Freedom Fighters" and "Against The Odds," have been rarely exhibited and will greatly enhance SAAM's Fighters for Freedom traveling exhibition when it stops at SAAM from March 8, 2024 - September 8, 2024. SAAM Curator Virginia Mecklenburg and SAAM Community Outreach Consultant Valerie Cooper worked successfully together to make this transaction possible. | Summer 2023 | Completed | African Americans | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Pride Family Day | Celebrate with your chosen family at SAAM's Pride Family Day in the Kogod Courtyard and march to the beat of DC's Different Drummers. Then dance to the sounds of Afro-Brazilian group Batala and enjoy the acapella music of Snowday. Embrace your creativity with hands-on crafts, strike a pose in our photobooth station, and show your inner spirit with face painting (for visitors ages 12 and younger). Explore the galleries to learn more about LGBTQ+ artists in SAAM's collection with an art scavenger hunt. | 6/1/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | 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 | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Ariel Evans, the William H. Truettner Postdoctoral Fellow, provides new insights into Christine Sun Kim's The Star-Spangled Banner (Third Verse). | 6/23/2023 | Completed | Asian Americans | No | Public Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|-----------------------|-------------|---|-------|--------------------|---|---|
| Museums & Culture | SAAM | Musical Thinking: New Video Art and Sonic Strategies Exhibition | Musical Thinking: New Video Art and Sonic Strategies explores the powerful resonances between recent video art and popular music. The exhibition focuses on video art that employs the strategies of musical creation — scores, improvisation, and interpretation — as well as its styles, structures, and lyrics to speak to personal as well as shared aspects of American life. Rich with cultural references and emotionally evocative, the works in the exhibition use music to call up memories, capture attention, provoke insight, and invite visceral engagement. Rather than treating soundtracks as secondary, the musical choices in the featured videos are key to their meaning and impact. | 6/23/2023 - 1/29/2024 | In-progress | African Americans Asian Americans Latinos Native Americans Women | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | American Women's History Initiative (AWHI) Intern Session: Sharing Honors and Burdens | Session hosted by American Women's History Initiative (AWHI) intern cohort at the Renwick Gallery to explore the interconnected practices of art making and curation in the Renwick's current exhibition "Sharing Honors and Burdens: Renwick Invitational 2023." | 6/16/2023 | Completed | Native Americans Women | Yes | Education | Program | College/University |
| Museums & Culture | SAAM | Museum Loan | Martine Gutierrez's "Clubbing" HD video with color and sound was lent to the Hermitage Amsterdam for their "Launch of H'Art Museum" (Re-Naming Ceremony). | 6/26/2023 - 7/31/2023 | In-progress | Latinos LGBTQIA+ Native Americans Women | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Celebrate Juneteenth - Artistic Expressions of Freedom through Visual Arts | Monumental Women for the Arts chapter of The Society, Inc. presented its 7th bi-annual master class series with support from the Smithsonian American Art Museum. Youth in grades 7-12 were invited to participate in a three-part master class series and showcase led by DC-based artist instructor Chinedu "Felix" Osuchukwu. Students created and showcased their freedom-inspired artwork accompanied by a musical performance from the Bullis School Quartet. The workshop included a brief history lesson on the meaning of Juneteenth and a tour of SAAM's Experience America exhibition led by SAAM docents. Thirty-six students participated in the master class and each received a certificate of completion. | 6/17/2023 | Completed | African Americans | No | Education | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) |
| Museums & Culture | SAAM | SAAM Stories blog | Director's Letter: Voices, Visions, and Visitors; Chilkat and Ravenstail Weavings: Honoring Traditions; Drawn to Kay WalkingStick; The American West Comes East; Drawn to Lois Mailou Jones; Where Creativity Happens: On Art for People with Differing Abilities; Where Creative Growth Happens: The Word on Dan Miller; In Focus: The Protagonist of an Endless Story; Drawn to Art Returns with Ten New Digital Comics About Inspiring Women; Experience the Museum Your Way With New Audio Tours; Director's Letter: Reopened and Reimagined; New Perspectives: Welcome to American Voices and Vision; | 7/1/2023 - 9/30/2023 | Completed | African Americans Asian Americans Individuals with Disabilities Latinos LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | National 4-H Council's True Leaders in Equity Institute Museum Tour | Tour of the Smithsonian American Art Museum's exhibition "Musical Thinking: New Video Art and Sonic Strategies" for students participating in the National 4-H Council's True Leaders in Equity Institute. The museum tour featured works on the theme of resilience. | 7/11/2023 | Completed | African Americans Asian Americans Individuals with Disabilities Latinos LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | No | Education | Program | High School (9th - 12th Grade) |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|--|-----------------------|-------------|--|-------|---|---|------------------------------|
| Museums & Culture | SAAM | In-Person Screening: Nam June Paik: Moon Is the Oldest TV | Join SAAM's celebration of artist Nam June Paik's birthday with a screening of the 2023 documentary, Nam June Paik: Moon Is the Oldest TV (107 min) that debuted at the Sundance Film Festival. Paik, known as the "father of video art," transformed twentieth-century art with his innovative media-based artwork. SAAM is recognized internationally as the center for the study of Paik's work with several major artworks in the collection and important archival holdings. The film explores Paik's career and influence through his writings, archival footage, and clips of his work. The screening will be followed by a conversation with Executive Producer David Koh, Director Amanda Kim, and SAAM's Curator of Time-Based Media, Saisha Grayson. | 7/13/2023 | Completed | Asian Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Take 5: Jazz at SAAM with Keith Butler, Jr. | Celebrate a uniquely American art form with Take 5: Jazz at SAAM, a series of free, live performances in SAAM's airy Kogod Courtyard. This month features musician Keith Butler, Jr., who has deep roots in many musical traditions having come of age in the cultural melting pot of Wilmington, North Carolina. Butler is a founding member of adventure music ensemble The New World and is a member of the avant-jazz quartet jFIASCO!. Butler released his debut album, Greener Grasses in April 2019, and is currently finishing his second album. He is a 2022 graduate of the music composition program at Vermont College of Fine Arts. | 7/20/2023 | Completed | African Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person and Virtual tour of the Howard University Art Collection during HBCU Legacy Week on Martha's Vineyard | Virginia Mecklenburg, Senior Curator, Smithsonian American Art Museum, and Kenlontae Turner, Curator of Collections, Hampton University Museum, presented a tour of highlights from Hampton University's art collection, with a special focus on the loan of two paintings by William H. Johnson for inclusion in SAAM's upcoming exhibition "Fighters for Freedom: William H. Johnson Picturing Justice." | 7/25/2023 | Completed | African Americans | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person and Virtual Art Talk during HBCU Legacy Week on Martha's Vineyard | Valerie Cooper, Community Outreach Consultant, Smithsonian American Art Museum, gave an art talk at the Galaxy Gallery. | 7/26/2023 | Completed | African Americans | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Many Wests: Artists Shape an American Idea | 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, which too often has been dominated by romanticized myths and Euro-American historical accounts. This 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 artists featured bring a nuanced and multifaceted history to light. Many Wests highlights many voices—including artists who identify as Black, Indigenous, Asian American, Latinx, and LGBTQ+ — who stake a claim in the American West. | 7/28/2023 - 1/14/2024 | In-progress | African Americans Asian Americans Latinos LGBTQIA+ Native Americans Women | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Zoe Weldon-Yochim, the Douglass Foundation Predoctoral Fellow, provides new insights into Patrick Nagatani's Trinity Site, Jornada Del Muerto, New Mexico from the series Nuclear Enchantments. | 7/28/2023 | Completed | Asian Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | "Composing Color: Paintings by Alma Thomas" exhibition talk during HBCU Legacy Week on Martha's Vineyard | Jane Carpenter-Rock, Deputy Director of Museum Content and Outreach, Smithsonian American Art Museum, previewed SAAM's upcoming exhibition "Composing Color: Paintings by Alma Thomas" at the Mariposa Museum. | 7/29/2023 | Completed | African Americans Women | No | Public Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|-----------|-----------|-----------------------------------|-------|---|---|------------------------------|
| Museums & Culture | SAAM | Virtual Tour of the Fisk University Art Collection during HBCU Legacy Week on Martha's Vineyard | Valerie Cooper, Community Outreach Consultant, Smithsonian American Art Museum, and Jamaal Sheats, Director, Fisk University Museum, presented a virtual tour on the Fisk University art collection. | 7/30/2023 | Completed | African Americans | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Converse with a Conservator: James Hampton's Throne | Join SAAM's Lunder Conservation Fellow Katya Zinsli for an exploration of the ongoing conservation efforts surrounding one of SAAM's most iconic artworks: James Hampton's The Throne of the Third Heaven of the Nations' Millennium General Assembly. Discover the meticulous processes involved in caring for such a large and complex artwork, as well as the challenges of preserving its intricate details and documenting these efforts. Be among the first to learn about a portion of the artwork that has never before been on display and learn about SAAM's exciting plans for its public conservation this fall. | 8/11/2023 | Completed | African Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | In-Person Take 5: Jazz at SAAM with Ebban and Ephraim Dorsey | Celebrate a uniquely American art form with Take 5: Jazz at SAAM, a series of free, live performances in SAAM's airy Kogod Courtyard. This month features siblings Ebban and Ephraim Dorsey from Baltimore, who have been playing music since they were 10 and 11, respectively. Both Ebban and Ephraim are composers and bandleaders; Ebban is an alto saxophonist while Ephraim is a tenor saxophonist. They studied under the guidance of Blake Meister, Carl Grubbs, Tim Green, and Gary Thomas. While members of NYO Jazz 2021, Ebban and Ephraim recorded an album. They have performed at Bohemian Caverns, Dizzy's Coca Cola Club, Caton Castle, Keystone Korner, and the Montclair Jazz Festival. | 8/17/2023 | Completed | African Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Art Bites Gallery Talk | Join SAAM's research fellows for this lunchtime series of gallery talks as they share new discoveries about artworks on view. Learn the stories behind these objects and how each one tells us about America's ever-changing culture. Claire Ittner, the Will Barnet Foundation Predoctoral Fellow, provides new insights into William E. Artis's Untitled (Idealized Head of a Woman). | 8/25/2023 | Completed | African Americans | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Artist Conversation with Erica Lord and Maggie Thompson, moderated by Lara Evans | Join Sharing Honors and Burdens: Renwick Invitational 2023 artists Erica Lord (Athabaskan/ Iñupiat) and Maggie Thompson (Fond du Lac Ojibwe) in conversation with guest curator, Lara Evans (Cherokee Nation). Thompson, a fiber artist and designer who derives inspiration from her Ojibwe heritage, explores family history and broader themes relating to her Native American experience in her work. Lord is a multimedia artist who crafts beaded burden straps and sled-dog blankets with abstracted representations of the diseases that disproportionately impact Native and other marginalized communities. They will discuss the importance of cultural identity and how it informs their creative practice. | 9/7/2023 | Completed | Native Americans Women | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Clarice Smith Distinguished Lecture Series: Virtual and In-Person Artist Cauleen Smith | Interdisciplinary artist Cauleen Smith kicks off the annual Clarice Smith Distinguished Lecture Series. Smith explores African American identity through her work, particularly in films such as Sojourner, featured in SAAM's current exhibition Musical Thinking: New Video Art and Sonic Strategies. She describes her work as a reflection on "the everyday possibilities of the imagination," drawing on poetry, Afrofuturism, science fiction, and tactics of experimental film to conjure alternative narratives and what the artist has called "a cornucopia of future histories." Smith lives and works in Los Angeles. | 9/13/2023 | Completed | African Americans Women | No | Public Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------|---------|---|---|----------------------|-------------|--|-------|---|---|--------------------------------------|
| Museums & Culture | SAAM | Composing Color: Paintings by Alma Thomas Exhibition | Alma Thomas is a singular figure in the story of twentieth-century American art. She developed her exuberant form of abstract painting late in life, after retiring from a long career as a schoolteacher. Blossoming in the mid-1960s, her vibrant, rhythmic art transcended established genres, incorporating elements of gestural abstraction and color field painting. She created a style distinctly her own, characterized by the dazzling interplay of pattern and hue. At a deeply politicized moment in American life, Thomas's abiding sources of inspiration were nature, the cosmos, and music. "Through color," she stated, "I have sought to concentrate on beauty and happiness, rather than on man's inhumanity to man." | 9/15/2023-6/2/2024 | In-progress | African Americans Women | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | J.P. Ball and Robert S. Duncanson: An African American Artistic Collaboration | This installation highlights the collaboration between two free, Black artists working in Cincinnati, Ohio, during the antebellum period—photographer James Presley (J. P.) Ball and landscape painter Robert Seldon Duncanson. It features three paintings from SAAM's collection by Duncanson alongside nine works by Ball. Eight of the photographic works were recently acquired by the museum from the L. J. West Collection and the Dr. Robert L. Drapkin Collection and are on view in SAAM's galleries for the first time. | 9/15/2023 - 3/2024 | In-progress | African Americans | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Artist Conversation with Carrie Mae Weems | Don't miss this amazing opportunity to hear from legendary artist Carrie Mae Weems, joined in conversation by Saisha Grayson, SAAM's curator of time-based media, to discuss her new exhibition Carrie Mae Weems: Looking Forward, Looking Back. Described as an icon, national treasure, and genius, Weems is a moral compass in the field, entwining art and activism to address racism, sexism, classism, colonialism, and xenophobia. For four decades, Weems has been an inspiring force in American art, using photography, text, textile, video, film, installation, public art, and performance. Weems will discuss her career, key artworks, and what inspires her to create. Her work Lincoln, Lonnie, and Me - A Story in 5 Parts was recently acquired by the museum and newly installed in our modern and contemporary art galleries. This major video installation brings to life phantoms of America's past to address contemporary social issues. | 9/20/2023 | Completed | African Americans Women | No | Public Programming Virtual Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Carrie Mae Weems: Looking Forward, Looking Back | This focused exhibition, featuring all new acquisitions to SAAM, pairs two projects in which Weems invites others to step back in time. Lincoln, Lonnie, and Me—A Story in 5 Parts(2012) is a multimedia installation that transforms the gallery into a nineteenth-century illusionistic theater. This complex work brings to life episodes from the American Civil War to the present, accompanied by a soundtrack that evokes the constitutional promise of equality, along with projections of recurring racial and gender difference that make achieving it so elusive. It is accompanied by eight photographs from her series Constructing History(2008). Weems worked with college students to restage iconic photographs from World War II to the civil rights era and beyond. Taking on these poses, a new generation simultaneously enacts and witnesses past moments of strength, pain, and progress in the present. | 9/22/2023 - 7/7/2024 | In-progress | African Americans Women | No | Exhibitions | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Museum Careers Networking Open House | The Smithsonian American Art Museum is hosting an in-person morning of networking with museum professionals and is looking for YOU. Students are invited to connect with SAAM staff and research fellows to explore the wide range of career possibilities that exist in museums in this informal open house. Learn from the pros! SAAM staff with various backgrounds and expertise will share their career stories and advise how SAAM develops exhibitions, digital content, publications, education resources, and more. Information about SAAM's paid advanced level intern program will be available. | 9/22/2023 | Completed | African Americans Asian Americans Latinos LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | No | Career Fairs Public Programming | Program | College/University Masters PhD |
| Museums & Culture | SAAM | In-Person American Voices and Visions: Modern and Contemporary Art Open House | Join SAAM's curatorial and conservation staff for a series of gallery talks exploring the newly reimagined and reinstalled modern and contemporary art galleries, as well as a look at our special exhibitions, Many Wests: Artists Shape an American Idea and Musical Thinking: New Video Art and Sonic Strategies. These projects highlight many voices—including artists who identify as Asian American, Black, Indigenous, Latinx, and LGBTQ+—presenting a multifaceted view of art in the United States. | 9/22/2023 | Completed | African Americans Asian Americans Individuals with Disabilities Latinos LGBTQIA+ Native Americans Women | No | Public Programming | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Congressional Black Caucus Reception and Tour | As part of Congressional Black Caucus weekend events SAAM hosted a special reception and guided tours of newly opened exhibitions "Composing Color: Paintings by Alma Thomas" and "Carrie Mae Weems: Looking Forward, Looking Back." | 9/22/2023 | Completed | African Americans Women | No | Public Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|---|-----------|-------------|--|-------|--|---|------------------------------|
| Museums & Culture | SAAM | Teacher Workshop: Interdisciplinary Learning with the Smithsonian | Teacher workshop on interdisciplinary learning featuring materials from SAAM, NPG and NMAH for teachers from rural Kansas. The workshop was funded by Together We Thrive. | 9/23/2023 | Completed | African Americans Asian Americans Individuals with Disabilities Latinos LGBTQIA+ Native Americans Residents of Under-resourced Communities Women | No | Teacher Workshops | Program | Other Programming for Adults |
| Museums & Culture | SAAM | Virtual Teacher Workshop: Cultivating Learning: Inspiring Creative, Narrative, and Argumentative Writing with Art | How can art prompt our students to write? Join educators from the Smithsonian American Art Museum and explore different styles of writing in response to artwork included in the upcoming American Voices, American Visions installation of the museum's permanent collection. | 9/26/2023 | Completed | Asian Americans Women | No | Teacher Workshops Virtual Programming | Program | Other Programming for Adults |
| Science & Research | NMNH | Upward Mobility Revisited | Offer positions to current OFMR/Facilities staff moving into department support roles at the entry level as a means of professional development while simultaneously enhancing/increasing diversity within the biological sciences departments. By providing an opportunity for real advancement within the museum staffing structure, we also change the future for these employees. Detailed rotations into departments is not the answer as, in the recent past, they do not always provide permanent positions. | Ongoing | Planned | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Digital Promotion of Job Opportunities | Workforce | Other Programming for Adults |
| Science & Research | NMNH | NMNH IDEA Council Communications Task Force IDEA Videos | The NMNH's IDEA Council's Communications Task Force created a series of videos highlighting the work of the IDEA Council which can be found on the IDEA Council's Darwin Page. | Ongoing | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Video Communications | Workforce | Other Programming for Adults |
| Science & Research | NMNH | NMNH IDEA Council Facilities Task Force Wayfinding Project | The IDEA Council's Facilities Task Force is in the early stages of a project aimed to increase wayfinding and accessibility of the behind the scenes area of the museum. The Task Force recently hosted a focus group with the Natural History Research Experiences (NHRE) interns to learn about their experiences navigating the behind the scenes area of the museum. | Ongoing | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Task Force | Workforce | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|---|---------------------|-------------|--|-------|-----------------------|---|--|
| Science & Research | NMNH | NMNH IDEA Council Grant Task Force IDEA Grant | The IDEA Council's Grant Task Force created and launched an IDEA Grant Program allowing people to apply for grants to fund their IDEA related proposals. A total of 5 grants were received this year and are under review. | Ongoing | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Grant | Program Supplier Workforce | Other Programming for Adults |
| Science & Research | NMNH | NMNH IDEA Council Focus Group Task Force | Following up on the five focus group discussions facilitated by SOAR last year (which included Women in Science, Women Outside of Science, African American Staff, Staff of Color, and Staff with Disabilities) the IDEA Council's Focus Group Task Force received and reviewed the results of the report generated from these focus groups. The Task Force also created a cross comparison of results from multiple feedback sources including the 2021 IDEA Survey, the Focus Group Report, URGE (Unlearning Racism in Geoscience), SEPS, and the Visiting Science Culture Report. Through this cross comparison the group identified common themes, issues, and concerns and presented recommendations based on these findings to the museum's Executive Team. | Ongoing | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Task Force | Workforce | Other Programming for Adults |
| Science & Research | NMNH | Culture Integration Team | Working group made up of ET members that whose focus is on museum cultural development. Their goal is to review and integrate recommended actions into the museum's daily functions for the purpose of leading culture improvements in the museum. They also monitor and lead the culture improvements in the museum. | Ongoing | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Working Group | Workforce | Other Programming for Adults |
| Science & Research | NMNH | Do-it-Yourself (DIY) Exhibits - Multilingual Effort | Our four DIY exhibits are free toolkits that consist of print-on-demand panels, multimedia, user guides, and more. The toolkits allow users from around the world to create an SI exhibit in their community. To reach more diverse audiences, the toolkit panels are provided in bilingual Spanish at a minimum; some exhibits are offered in from five to ten languages. | 2018 - Present | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women Non-English Speakers/Readers | Yes | Traveling Exhibitions | Program | College/University Masters PhD Other Programming for Adults |
| Science & Research | NMNH | Senate of Scientists Committee on Diversity, Antiracism, and Belonging (CDAB) | CDAB began in September 2020 to create a series of programs to address systemic inequality and to increase diversity, antiracism, and the feeling of belonging in the NMNH science, research, and collections community. During FY 23, with financial support from the NMNH Office of the Associate Director for Science, CDAB held four bystander intervention training workshops open to all members of the NMNH science community, attended by approximately 67 people. The workshops were facilitated by Moses Milazzo, a scientist and consultant in pro social, employee empowerment, and ethics for professional, scientific, and similar spaces. The workshops received very positive ratings and comments in a post-workshop feedback form. | 11/1/2020 - Ongoing | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos Native Americans Native Hawaiians/Pacific Islanders | Yes | Virtual Programming | Program Supplier Workforce | College/University Masters PhD Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|--|-----------------------|-------------|--|-------|--|---|--|
| Science & Research | NMNH | Unlearning Racism in Geoscience (URGE) | Staff and fellows from the Mineral Sciences and Paleobiology departments continued to participate in the URGE (https://urgeoscience.org/) as members of the NMNH Geoscience Pod. Pod members met monthly throughout the year, with each member agreeing to contribute an hour per pay period to diversity efforts. In FY2023, we wrote a pledge of conduct for the Department of Mineral Sciences that summarizes Smithsonian anti-harassment policies and procedures to help staff, fellows, interns, and visitors better understand both expectations for their conduct and channels for reporting inappropriate behavior. We developed a poster summarizing key points from the pledge to help orient new personnel. We are also participating in the URGE Refinement Curriculum, which is an extension of the original URGE program designed to improve antiracist policies through a series of journal readings, webinars, and discussions. | 2021-2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Discussion/Policy | Workforce | Other Programming for Adults |
| Science & Research | NMNH | Joint SI Pride Alliance and NMNH IDEA Council Gender and Name Change Task Force | To create policy and guidance surrounding supporting transgender and gender expansive employees at SI and the entire federal workplace, and documenting the SI name change process for all. Co-leads of this task force are now co-leads of the Gender Expansive and Transgender Federal Working Group, a subset of the Federal Employee ERG, Pride in Federal Service. The draft guidelines produced by this task force are by far the most comprehensive of any federal agency, helped inform the new OPM Gender Identity Guidance and Microsoft pronouns roll out, and will service as an optional template for all federal agencies once finalized. | 12/2021 - Ongoing | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Task Force | Program Supplier Workforce | Other Programming for Adults |
| Science & Research | NMNH | Our Places: Connecting People & Nature | People + Nature = Inspiration: Nature is all around us, and we are connected to it in countless ways. Our experiences with nature can inspire us to connect, care, and act. Learn the personal stories of connection and inspiration from scientists and community leaders. Participate in activities exploring your own personal connections. And, in a first for the museum, we have left parts of this exhibit unfinished waiting for audience contribution. By sharing YOUR STORY, you can co-create an unforgettable exhibition experience for everyone! | 6/2022 - 3/2024 | In-progress | African Americans Individuals with Disabilities Native Americans Residents of Under-resourced Communities | Yes | Temporary Exhibition and Digital StoryMaps | Program | College/University Masters PhD Other Programming for Adults |
| Science & Research | NMNH | Underwater Robotics Program | Program aims to build student skill sets, foster positive mindsets, and inspire innovation for use in the marine environment. | 11/2022 - 4/2023 | In-progress | African Americans Hispanics Latinos Residents of Under-resourced Communities | Yes | Career Counseling | Program Workforce | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Masters PhD Other Programming for Adults |
| Science & Research | NMNH | NMNH IDEA Council's Hiring Task Force Hiring Resources Page | The IDEA Council's Hiring Task Force created and published a page on their Darwin Site (insert link) that provides resources on advancing diverse hiring as well as advice on the hiring process such as how to create a diverse interview panel, recognizing and managing unconscious bias, and interviewing tips. | 1/2023 - 6/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Digital Promotion of Job Opportunities | Workforce | Other Programming for Adults |
| Science & Research | NMNH | Biodiversity Careers Workshop | This event was a two-day workshop aimed at undergraduates from marginalized groups to showcase a possible career in biodiversity. This workshop was a partnership between NMNH and Central Michigan University, Biodiversity Literacy in Undergraduate Education (BLUE), the Society for the Preservation of Natural History Collections (SPNHC), the American Society of Plant Taxonomists (ASPT), the Society of Herbarium Curators (SHC), the Botanical Society of America (BSA) and the National Science Foundation. | 4/21/2023 - 4/22/2023 | Completed | African Americans Hispanics Individuals with Disabilities Latinos Native Americans Native Hawaiians/Pacific Islanders | Yes | Conferences w/Colleges or Universities | Program Workforce | College/University |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|--|--|-----------------------|-------------|--|-------|---|---|--|
| Science & Research | NMNH | Black Birders Week STEM Day | A celebration of black birders and nature, including musical performances, a guided bird walk and educational activities for families. | 5/27/2023 | Completed | African Americans Residents of Under-resourced Communities | Yes | Family Program | 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 | Cellphone: Unseen Connections exhibition and related programming | On June 22, 2023, NMNH opened Cellphone: Unseen Connections, a first-of-its-kind exhibition exploring the technological, environmental and cultural impacts of cellphones. Through an impressive array of authentic objects, personal profiles and interactive games and displays. Cellphone will offer visitors a chance to explore the many ways that cellular phones bring them closer to one another and to the earth, often in ways they never realized. Developed through extensive audience evaluation with both the target audience (visitors ages 13-25) and blind/low vision user experts, the exhibit and associated programming aim to engage segments of NMNH visitorship which have not historically been as directly engaged. Each of the major AV media experiences (inclusive of two games) were developed with touchpads that enable visual description and tactile/audio navigation for blind and low vision visitors. ADIY (Do-it-Yourself) exhibit will also be deployed for Cellphone, enabling further engagement of multilingual and underserved communities nationally and internationally. | 6/2023 - 6/2026 | Completed | African Americans Hispanics Individuals with Disabilities Latinos Residents of Under-resourced Communities Blind and Low-vision Visitors | Yes | Temporary Exhibition and 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 | Black Birders Week Bird Walk at Kenilworth Aquatic Gardens | Black Birders Week Bird Walk at Kenilworth Aquatic Gardens | 6/2/2023 | Completed | African Americans | Yes | Community Engagement | 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 | Environment Justice Academy Event | The Our Places Exhibit Team in conjunction with the Department of Education and Outreach hosted and co-organized the Environmental Justice Academy final experience day, family and friend celebration, and project presentations. Our Places and museum experts provided engagement and education experiences for the Academy youth including exhibition tours with curators, a career panel with experts and q&a, and hands-on activities. | 7/21/2023 | Completed | African Americans Residents of Under-resourced Communities | Yes | EJ Academy | Program | College/University Masters PhD Other Programming for Adults |
| Science & Research | NMNH | New Anti-Harassment Training – Creating a Culture of Respect | This course is a new training course that is mandatory for museum supervisors. The goal is to have 100% of supervisors complete this course as well as adding additional sessions specifically for NMNH leaders. | 10/1/2023 – 9/30/2024 | Planned | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities Women | Yes | Training | Workforce | Other Programming for Adults |
| Science & Research | NZCBI | The Inter-Tribal Long-Term Socio-Ecological Research Network | Four Montana Tribal communities (Blackfeet, Fort Belknap, Fort Peck, and Rocky Boy's Indian Reservation) and the Smithsonian's National Zoo and Conservation Biology Institute are collaborating to establish North America's first Inter-Tribal Long-term Socio-Ecological Research Network. This network focuses on advancing socio-ecological research related to grassland conservation and education for future natural scientists, land managers, and Indigenous community members. It strengthens bonds between students, community members, and bison restoration programs, serving as a knowledge-sharing platform. The network monitors local and regional socio-ecological impacts, offering recommendations for addressing environmental challenges and adaptive management practices rooted in indigenous values to support bison reintroduction efforts on tribal and public lands. | Ongoing | In-progress | Native Americans | Yes | STEM, Education, Internships, Fellowships, Recruitment, Research Associates, Training | Program | College/University Masters PhDs Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|--|-----------|-------------|---|-------|--|---|---------------------------------------|
| Science & Research | NZCBI | NZCBI DEAI Committee | NZCBI's Diversity, Equity, Access, and Inclusion (DEAI) Committee meets regularly to continue to move identified strategic objectives forward. | Ongoing | In-progress | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Individuals with Disabilities Native Americans | Yes | Employee Groups | Workforce | Other Programming for Adults |
| Science & Research | NZCBI | NZCBI Virtual Conservation Classroom Programs | The Learning and Visitor Education Center's virtual programs team offers monthly Conservation Programs webinars for K-5 students nationwide and internationally. All programs are free and offer live captioning and ASL interpretation as standard access services. Programs are recorded and published with closed captioning. Conservation Classroom hosted 10 programs and reached a total of 21,068 students. 67% of Students were from Title 1 schools. Students have participated from 48 states, Puerto Rico, the USVI and 8 foreign countries. PI: Erika Novak, Manager, Innovative Learning, Learning and Visitor Education Center | Monthly | In-progress | Women South Koreans | Yes | Virtual Programming Education Public Programming | Program | Elementary School (K - 5th Grade) |
| Science & Research | NZCBI | Capacity Building for Aaniiih Nakoda College, Fort Belknap Reservation, Montana | Center for Conservation Ecology staff and academic appointment fellows teach 50 undergraduate students at the Aaniiih Nakoda College. Through lectures and laboratory work, students learn skillsets focused on conservation and ecology of native wildlife. Six students were selected for summer internships at Fort Belknap Reservation, Montana, and mentored by NZCBI staff. PI: Dr. Bill McShea | Quarterly | In-progress | Native Americans | Yes | Internships | Program Workforce | College/University Masters PhDs |
| Science & Research | NZCBI | Entry Level Animal Husbandry Program | The Entry Level Animal Husbandry Program is designed to introduce ethnically diverse students and aspiring animal husbandry professionals to the zoological field while simultaneously allowing them to work and/or attend school. Throughout the program, participants will learn the fundamentals of caring for animals in a zoo setting which can include animal husbandry, safety protocols, visitor interactions, animal observations and record keeping, etc. Participants will network with current zoo professionals, learn about various zoo careers, and explore whether the zoo field is a good professional fit for them. By the end of the program, participants should know if they'd like to pursue a career in the zoo field and should have enough experience to compete for other opportunities, including entry-level paid positions. | Quarterly | In-Progress | African Americans Asian Americans Hispanics Latinos Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Internships Virtual Internships | Workforce | College/University |
| Science & Research | NZCBI | Get a Head Start with the Smithsonian | The National Zoo and Conservation Biology Institute is proud to partner with the National Head Start Association to bring together resources from seven Smithsonian museums to support initiative and curiosity, language and communication, and exploration and discovery in Head Start classrooms nationwide! "Get a Head Start with the Smithsonian" encourages early STEAM learning for children ages 0-5 through play with live virtual field trips to the Zoo and wrap-around activities and resources designed by educators from the National Zoo, the Hirshhorn Museum and Sculpture Garden, the National Air and Space Museum, the National Museum of American History, the National Portrait Gallery, the National Postal Museum, and the Smithsonian Early Enrichment Center. Get a Head Start with the Smithsonian hosted 4 virtual programs for Head Start classrooms nationwide reaching 53,595 students ranging from 0-5 years old. PI: Emily Porter, Manager, Early Childhood and Family Learning, Learning and Visitor Education Center | Quarterly | In-progress | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women | Yes | Virtual Programming | Program | Elementary School (K - 5th Grade) |
| Science & Research | NZCBI | Little Critters Nature Play | Little zoogoers and their families can drop-in to explore animals and nature through creative, free-choice activity stations, water play, and story times at the Zoo's Bird House Classroom. Little zoogoers and their families can drop-in to explore animals and nature through creative, free-choice activity stations, water play, and story times. Little Critters Nature Play has served over 5,000 students and their caregivers. This program is geared towards children ages 0-5. PI: Emily Porter, Manager, Early Childhood and Family Learning, Learning and Visitor Education Center | FY 2023 | In-progress | Residents of Under-resourced Communities | Yes | STEM, Education, | Program | Elementary School (K - 5th Grade) |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|--|---------|-------------|---|-------|---|---|---|
| Science & Research | NZCBI | UCSB-Smithsonian Scholars Program: Success in Guiding Undergraduate Experiences (SIGUE) | The University of California, Santa Barbara (UCSB)-Smithsonian Scholars program aims to train students using a model for diverse learning environments and a multi-tiered mentorship model in conservation research methods. Activities are designed around science goals that align with Smithsonian initiatives that aim to train future generations of scientists. Specifically, the program provides multidisciplinary research and field-training opportunities, tiered mentorship, and professional and academic development to Underrepresented Minority (URM) students through Smithsonian (SI) scientists and UC affiliated collaborators. The program also seeks to create spaces for URM students at their respective campuses where they can thrive, develop life-long learning skills, earn a degree, and be prepared to enter the workforce in a STEM related discipline. The program is focused on in-person internships and research opportunities for undergraduates, post-baccalaureate, and graduate students. Lastly, this multi-institutional program is continuing to strengthen professional collaborations across the Smithsonian National Zoo and Conservation Biology Institute (NZCBI), Smithsonian Tropical Research Institute (STRI), Smithsonian Environmental Research Center (SERC), Office of the Chief Information Officer (OCIO), and UC Santa Barbara by aligning shared research interests with Life on a Sustainable Planet and with undergraduate, post-baccalaureate, and graduate training. | FY 2023 | In-progress | African Americans Hispanics Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Conferences w/Colleges or Universities | Program | College/University Masters PhDs |
| Science & Research | NZCBI | "Blog Club to Reach Diverse Audiences" | Carly Muletz-Wolz, Molecular Ecologist, Center for Conservation Genomics, led a 'blog club' with a group of seven interns and fellows. Participants wrote science related blogs for the National Zoo's website with the purpose of engaging the general public in science. Blogs were written with the target audience being diverse audiences age range 16-40. The experience also allowed participants to grow career skillsets and engage with broader audiences. https://nationalzoo.si.edu/center-for-conservation-genomics/news/how-find-wild-salamanders . https://nationalzoo.si.edu/conservation/news/why-im-studying-frog-slime . https://nationalzoo.si.edu/center-for-conservation-genomics/news/why-do-animals-eat-poop-and-why-it-might-be-good-thing . | FY 2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women Underserved Communities | Yes | STEM Education, Public Programming | Program | College/University Masters PhDs |
| Science & Research | NZCBI | Association of Minority Zoo & Aquarium Professionals (AMZAP) | AMZAP is a Smithsonian-employee led organization with a mission of professional development of members, networking among diverse peers, and mentoring those interested in zoo and aquarium careers. They coordinate meet-ups at conferences and host online discussion forums on various topics relating to diversity, equity, and inclusion in the field. Under the umbrella of both AMZAP and the Smithsonian – AMZAP members created a husbandry based career training experience (modeled after internship programs) and hosted four interns during the 2022 / 2023 fiscal year. | FY 2023 | In-progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Career Counseling Digital Promotion of Job Opportunities Education Internships | Program Workforce | Other Programming for Adults |
| Science & Research | NZCBI | eBook on Women in STEM: Symbiosis | Carly Muletz-Wolz's, Molecular Ecologist, Center for Conservation Genomics, research and career path was featured in the eBook Women in STEM: Symbiosis, co-created with the Smithsonian Education Center. The eBook promotes trailblazing women from under-represented groups who have made history through their scientific discoveries and innovation in the study of symbiosis. It highlights how women have defied gender and racial stereotypes and overcome structural barriers to advance the science, technology, engineering, and math industry. The publication has reached to middle and high school girls with over 300 downloads since publication. Muletz-Wolz's NSF-BBSRC grant provided funding for her participation and that of SSEC in the project | FY 2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Virtual Programming | Program Diversity | Middle School (6th - 8th Grade) High School (9th - 12th Grade) |
| Science & Research | NZCBI | NZCBI Community Collaborators Advisory Group | NZCBI has been hosting a series of listening sessions with D.C. community leaders in Wards 7 and 8. These leaders represent organizations working with environmental education, environmental justice, river cleanups, and supporting youth development in predominantly African American neighborhoods. Past listening sessions were dedicated to the development of a diversity-focused internship program and the development of a master's degree focusing on environmental justice and climate change. The group wishes to have a sustained engagement with NZCBI which will be beneficial for all parties involved. PI: Ricardo Stanoss | FY 2023 | In-Progress | African Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Residents of Under-resourced Communities | Yes | Advisory Boards Education Internships | Program Workforce | College/University Masters |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|---|-----------------------|-------------|--|-------|--|---|--|
| Science & Research | NZCBI | UCSB- Smithsonian Scholars Program - Engaging Latinx Students Meaningful Research | The University of California, Santa Barbara (UCSB)-Smithsonian Scholars program is positioned to train students via a multi-tiered mentorship model in conservation research methods, as we transitioned from the pandemic era of virtual/hybrid interactions to more meaningful in-person experiences. The program provides multidisciplinary research and field-training opportunities, tiered mentorship, and professional and academic development to Underrepresented Minority (URM) students through Smithsonian scientists and UC-affiliated collaborators. By deploying resources strategically and using a nested mentoring model, we can support student academic achievements and mitigate learning loss brought on by the COVID pandemic. The program prioritizes both virtual and in-person internships and research opportunities for undergraduates and post-baccalaureate students. | FY 2023 | In-Progress | African Americans Hispanics Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Career Fairs Conferences w/Colleges or Universities Conferences w/Professional Organizations Education Internships Training Virtual Internships Virtual Programming | Program Workforce | College/University |
| Science & Research | NZCBI | Daily animal demos | NZCBI hosts 140 weekly advertised daily demos at the National Zoo, where visitors can learn about our collection, biodiversity, and Smithsonian conservation efforts from our Animal Care Sciences staff. Annually this reaches approximately 212,000 visitors to the National Zoo. | 10/1/2021 - 9/30/2022 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University Other Programming for Adults |
| Science & Research | NZCBI | GMU Women in STEM panel | Hilary Colton, Amazonia Animal Keeper, Animal Care Sciences, participated in a panel presentation at George Mason University with their STEM Education department outlining how early exposure to Science, Technology, Engineering and Math encourages girls to pursue secondary degrees. Other panelists included a Professor of Computer Engineering, NIH researcher, Oceanographer and Biochemist. Responses from the presentation may be used in a future publication. | 11/21/2021 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Career Counseling Education | Program | Middle School (6th - 8th Grade) High School (9th - 12th Grade) College/University |
| Science & Research | NZCBI | University of Virgin Islands Presentation | Nikki Maticic, Great Cats & Kids Farm Animal Keeper, Animal Care Sciences, was an invited as a virtual guest speaker to talk to undergraduates from the University of Virgin Island about career opportunities in science. Focus was placed on how having a background in Biology can be useful in pursuing certain careers. The audience was about 25 students and faculty (26 total). | 1/11/2022 | Completed | African Americans Hispanics Individuals with Disabilities LGBTQIA+ Women | Yes | Career Counseling Education | Workforce | College/University |
| Science & Research | NZCBI | Girl Guide presentation | Hilary Colton, Amazonia Animal Keeper, Animal Care Sciences, was a virtual guest speaker to a Winnipeg Girl Guide troop as they earned their biodiversity badge. The 25 students and 3 chaperones (28 total participants) learned about stingrays and fish diversity. Only 2 of the participants had ever been to an aquarium. Age group were elementary, from 3 different Winnipeg schools. | 3/23/2022 | Completed | Residents of Under-resourced Communities Women | Yes | Collections Education | Program | Elementary School (K - 5th Grade) |
| Science & Research | NZCBI | Diversity in STEM Internship Program | The Diversity in STEM Internship Program provided 5 paid summer internship opportunities for diverse college-aged students in the DMV area. The outcomes were to increase knowledge and skills in the field of practice they were placed in, sense of identity as conservation practitioner, confidence in pursuing a career in conservation, professionally network and hope that students pursue further training and apply for jobs in the field. Two students were placed in Animal Care Sciences, one at Small Mammals House and another with the Bird House, where they shadowed animal keepers and developed an animal husbandry project which was later presented to team members. PI: Ricardo Stanoss | 5/2022 - 8/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Internships | Program Workforce | College/University |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|--|----------------------|-----------|--|-------|---|---|---|
| Science & Research | NZCBI | Diversity in Conservation Biology Internship | Center for Species Survival (CSS) hosted a Diversity Internship in Conservation Program for 10 students. Funding was provided from the Smithsonian Women's Committee (SWC) to support six interns and two additional interns were supported by the Associate Director for Conservation and Science and two others by CSS. Program goals were to establish a pipeline for recruitment and support of minority interns at NZCBI and to train groups underrepresented in the sciences in modern conservation practices in the conservation field. Interns self-identified as women of color or Latinx, LGBTQ+, people with disabilities, and/or from economically disadvantaged backgrounds. Intern projects ranged from non-invasive hormone monitoring to sperm/oocyte biology in various species, including rare carnivores, ungulates, birds, and coral. Students gained first-hand experience in tackling conservation issues and fundamental biological questions and were closely mentored by NZCBI researchers in the scientific process including project design, record keeping, data analyses, and a final scientific presentation. PI: Dr. Nucharin Songsasen | 6/2022 - 11/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Education Internships Training | Workforce | College/University |
| Science & Research | NZCBI | Emerson Collective Youth Collaborative | Ishmael Ganame, Carnivore Animal Keeper, Department of Animal Programs, mentored an intern from the University of El Paso as part of the Emerson Collective Youth Collaborative mentorship program, aimed at helping underserved college students gain workforce knowledge and experience. Weekly meetings focused on developing professional knowledge and skill sets required to succeed in different types museum careers, as well as connecting the intern with other museum professionals to further expose them to diverse career choices. | 6/2022 - 8/2022 | Completed | African Americans Hispanics Native Americans Women | Yes | Career Counseling Education Virtual Internships | Workforce | College/University |
| Science & Research | NZCBI | DEAI Conservations Leadership Academy | Ishmael Ganame, Carnivore Animal Keeper, Department of Animal Programs, discussed animal care careers, career pathways, and personal connections on being a minority in this field to a group of nine high school aged students. This was part of a program at Brandywine Zoo in Delaware to highlight underrepresented backgrounds in animal care careers as well as "diverse" experience in herpetology and invertebrate careers. | 6/25/2022 | Completed | African Americans | Yes | Education | Workforce | High School (9th - 12th Grade) |
| Science & Research | NZCBI | AZA/AAZK Panel on DEAI in Animal Care | Hilary Colton, Amazonia Animal Keeper, Animal Care Sciences, participated in a joint Association of Zoos & Aquariums (AZA) and American Association of Zoo Keepers (AAZK) panel presentation entitled "Keeper's Role in Culture Change: Ideas and Lessons in DEAI." It consisted of 5 professionals from various zoological facilities and discussed the challenges of recognizing and promoting diversity in the field. Prepped questions as well as anonymous live submission occurred on topics ranging from maternity/paternity coverage, students with learning disabilities, and how to promote effective community-driven outreach. | 10/15/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Conferences w/Professional Organizations Education Public Programming Training | Workforce | College/University Masters Other Programming for Adults |
| Science & Research | NZCBI | Washington Youth Summit | NZCBI hosted the George Mason University Youth Engagement Summit on the Environment on June 27, where youth delegates from around the country come to Washington for a week-long experiential learning opportunity. Students are high performers with a dedicated interest in environmental science and sustainability practices. The National Zoo hosted a panel Q&A for about 250 students to discuss the various aspects of animal care and how we use science to save species. | 6/27/2022 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Career Counseling Education Internships Public Programming | Program | High School (9th - 12th Grade) |
| Science & Research | NZCBI | Diversity in STEM Internship, Genomics Lab Internship | The Center for Conservation Genomics (CCG) continues to prioritize exposing underrepresented students to STEM related careers and creating opportunities for research-based experience. CCG hosted a recent graduate from the University of Maryland Baltimore County, Baltimore (UMBC), who during their three-month internship gained hands-on genomics experience of DNA extractions and library preparation of Grasshopper Sparrows, as well as sex determination of zoo animals. Their assistance in active research projects contributed to the long-term conservation of the endangered Grasshopper sparrows in the Caribbean. | 6/1/2022 - 8/31/2022 | Completed | Women | Yes | Internships | Workforce | College/University |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|--|--|----------------------|-------------|---|-------|--|---|-----------------------------------|
| Science & Research | NZCBI | Stories of Women of Color in STEM | Carly Hornberger, Primate Keeper, Animal Care Sciences, was featured in the Smithsonian Science Education Center's eBook titled "Stories of Women of Color in STEM." This project features women who have made significant impacts through their scientific works and discoveries. In her interview, Carly spoke of her passion and efforts working with captive primates. | 7/1/2022 | Completed | Native Americans Women | Yes | Public Programming Virtual Programming | Program | Middle School (6th - 8th Grade) |
| Science & Research | NZCBI | Earth Optimism Youth Action and Leadership Program | Brian Coyle, Program Manager, Center for Species Survival, co-directs a project based environmental leadership development afterschool program for teens at 4 high schools in Maryland and 9 high schools nationally in collaboration with Smithsonian affiliated museum partners and the World Wildlife Fund. Participants include nearly 400 students and teachers from primarily underserved BIPOC communities. Highlights include: field trips focused on sustainability and environmental justice; meeting BIPOC professionals working in green sector; skill building exercises on communications, community engagement, project research and management; design and execution of a community sustainability action plan; and professional development for school teachers and museum educators. | 8/2022 - 6/2023 | In-Progress | African Americans Asian Americans Hispanics Latinos Native Americans Residents of Under-resourced Communities | Yes | Education Teacher Workshops | Program | High School (9th - 12th Grade) |
| Science & Research | NZCBI | Community Nature Center tour | Campers, staff, and the Director from the Clearwater Nature Center in Clinton, MD visited the National Zoo's Amazonia exhibit. The visit focused on discussing horticulture, aquatic husbandry and life support systems. This was the first of hopefully continued collaborative efforts with Nature Center and NZCBI staff to facilitate STEM exposure through local partnerships. | 8/18/2022 | Completed | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Career Counseling Education Public Programming | Program | Elementary School (K - 5th Grade) |
| Science & Research | NZCBI | Inclusive Animal Care Internship | Donna Stockton, Amazonia Animal Keeper, Animal Care Sciences, has been mentoring an intern, with the focus being to learn about animal husbandry and water quality, as well as actively participate in data entry for the native pollinator diversity project, led by the Terrestrial Invertebrate Taxonomic Advisory Group. The intern has mobility limitations, so with the help of Office of Facilities, Management, and Reliability (OFMR), we ensured access ramps were installed as needed throughout the building. | 11/1/2022 | In-Progress | African Americans Individuals with Disabilities Women | Yes | Career Counseling Education Internships | Workforce | College/University |
| Science & Research | NZCBI | Arlington Career Center tour | Students and faculty from the Animal Science Program of the Arlington Career Center, a vocational school in Virginia, visited the National Zoo to learn about captive animal husbandry and related career opportunities from our Animal Care Sciences staff. Discussions included potential courses, alternative methods of gaining animal care experience, and highlighting NZCBI conservation. This is an ongoing more than a decade long relationship with the school system. | 11/9/2022 | Completed | African Americans Hispanics Latinos LGBTQIA+ Residents of Under-resourced Communities Women | Yes | Career Counseling Education Public Programming | Program | High School (9th - 12th Grade) |
| Science & Research | NZCBI | Re:Wild "Student Pathways" | The Office of Advancement hosted a summer intern made possible through the Re:wild foundation's "Student Pathways" DEAI grant. A student studying Urban Sustainability at the University of the District of Columbia, was selected via a competitive process for this paid internship. While helping on several our Office's fundraising projects, she learned about the goals and operations of our complex conservation organization while developing professional skillsets. She also connected with NZCBI researchers to learn more about other career opportunities related to her field. | 5/2/2022 - 8/12/2022 | Completed | African Americans Asian Americans Hispanics Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Internships | Program | College/University |
| Science & Research | NZCBI | Field Trips to National Zoo's Bird House for Title 1 School Groups | With funding from the Together We Thrive grants program administered by the Smithsonian's Office of the Under Secretary for Education, NZCBI's Migratory Bird Center facilitated field trips to the National Zoo's newly renovated Bird House for fifteen elementary school classes from four Title 1 schools in Virginia (285 students). Students were led on guided "Discovery Walks" through the aviaries to learn about migratory birds and some of the places migratory birds connect us with through their seasonal journeys. | 4/1/2023 - 6/2/2023 | Completed | African Americans Asian Americans Hispanics Latinos Residents of Under-resourced Communities | Yes | Field Trips, STEM initiative, Education | Program | Elementary School (K - 5th Grade) |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|--|--|-----------|-----------|--|-------|--|---|--|
| Science & Research | NZCBI | Woods Hole Marine Lab presentation | Hilary Colton, Amazonia Keeper, Animal Care Sciences, hosted the Woods Hole Oceanographic Institution. Attendees were part of their annual Student Fellowship, a paid experience for undergraduate students where participants are exposed to a wide variety of STEM initiatives in marine science. During their visit to the National Zoo they learned about ex situ and in situ freshwater fish conservation. | 4/1/2023 | Completed | African Americans Asian Americans LGBTQIA+ Native Hawaiians/Pacific Islanders Women | Yes | Field Trips | Program | College/University |
| Science & Research | NZCBI | Supporting Anacostia Community Museum's Honor Earth Celebration | NZCBI partnered with the Smithsonian's Anacostia Community Museum for their Honor Earth celebration on April 22nd. The Zoo supported the participation of the Birds in Flight show by renowned bird behaviorist Phung Luu during the event. Event participants enjoyed an up-close look at exotic birds, a dazzling display of their natural behaviors, and had photo opportunities with the birds. | 4/22/2023 | Completed | African Americans Asian Americans Hispanics Latinos Residents of Under-resourced Communities | 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 | NZCBI | CommuniKids Zoo Keeper Presentation | Diana Vogel and Shannon Donndelinger, American Trail Animal Keepers, Animal Care Sciences, visited the CommuniKid Language Immersion Preschool, a bilingual preschool in Ward 3 in D.C. They presented on "What does a Zoo Keeper Do?" to 50 students, ages 2-5 years old, across 3 classrooms. | 5/1/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women Gender Nonconforming Individuals | Yes | Career Fairs | Program | Elementary School (K - 5th Grade) |
| Science & Research | NZCBI | Career Day Participation, McAuliffe Elementary School | David Olsen, Veterinary Technician, Wildlife Health Sciences, participated in a career day at S. Crista McAuliffe Elementary School in Germantown, MD. Students learned about the career of a veterinary technician and the laboratory science they conduct at NZCBI to aid in conservation efforts, as well as other careers in STEM related to veterinary practices. Approximately 400 students attended the fair. | 5/1/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos Native Americans Native Hawaiians/Pacific Islanders | Yes | Career Fairs | Program | Elementary School (K - 5th Grade) |
| Science & Research | NZCBI | International Family Equality Day Event | On May 5, the Smithsonian's National Zoo and Conservation Biology Institute welcomed thousands of visitors to celebrate community and diversity in recognition of International Family Equality Day. From 10 a.m. to 2 p.m., visiting families enjoyed special animal encounters and keeper talks, family-friendly activities and more. The Zoo's animal care and nutrition sciences departments worked together to create rainbow-themed enrichment items and edible treats for the animals to enjoy, including ice cakes decorated with colorful fruits and vegetables. The Zoo has been hosting the yearly event since 2018 and is widely publicized in community networks. | 5/5/2023 | Completed | LGBTQIA+ | Yes | Public Event | 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 | NZCBI | Aquatic Gardeners Tour | Michael Kirby, Amazonia Animal Keeper, Animal Care Sciences, gave a presentation and tour to the Greater Washington Aquatic Plant Association. Topics included propagation and maintenance of South American plants and trees in the Amazonia rainforest. 12 total individuals. | 5/10/2023 | Completed | Seniors | Yes | Collections, Education | Program | Other Programming for Adults |
| Science & Research | NZCBI | Eldon Farm Field Day: Turning a farm into an outdoor classroom for urban-based youth | Virginia Working Landscapes, along with partners from the Virginia Grassland Bird Initiative, Smithsonian's Turtle Ecology Lab, and local farmers teamed up to create a day of experiential learning for high school students participating in Smithsonian's Earth Optimism Youth Action Leadership Program, co-led by Smithsonian Affiliations. More than 30 students spent a day rotating through six unique outdoor stations spread across a section of Rappahannock County's Eldon Farm. Stations involved hands-on activities that showcased some of the diverse types of work that exist in the field of conservation biology, and how farms can play a critical role in sustaining habitats and wildlife. | 5/26/2023 | Completed | African Americans Asian Americans Hispanics Latinos Native Americans Women | Yes | Partnership with Professional Organizations, Education | Program | High School (9th - 12th Grade) |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|--|-----------------------|-----------|--|-------|-------------------|---|---------------------------------------|
| Science & Research | NZCBI | DEAI Internship: Communications Internship | The Communications Internship offers students and recent graduates who have a passion for storytelling, nature and conservation an opportunity to their writing skills in the field of science communications. Interns will gain valuable experience by: interviewing staff; writing press releases, social media posts and web updates; drafting media reports; communicating with members of the media; and assisting with the planning and production of press events. | 5/29/2023 - 8/18/2023 | Completed | Hispanics Women | Yes | Internships | Workforce | College/University Masters PhDs |
| Science & Research | NZCBI | 2023 Diversity in STEM Internship Program | In the summer of 2023, the Diversity in STEM Internship Program provided 9 paid summer internship opportunities for diverse college-aged students in the DMV area. The outcomes were to increase knowledge and skills in the field of practice they were placed in, sense of identity as conservation practitioner, confidence in pursuing a career in conservation, professionally network and hope that students pursue further training and apply for jobs in the field. A total of nine students were placed in Advancement, Communications, Genomics (2), Amazonia, Animal Health Science (2), Global Health Program, and Small Mammal House. | 5/30/2023 - 8/18/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | STEM, Internships | Workforce | College/University |
| Science & Research | NZCBI | Howard University College of Pharmacy Presentation | Wildlife Health Sciences' Dr. James Steeil, Veterinarian, and Jayne Hutcheson, Veterinary Technician, gave a presentation to 20 Howard University Center of Excellence High School Summer Enrichment Science Academy (HSSESA) students focused on veterinary pharmaceutical applications and discussing veterinary treatment plans for Zoo animals. HSSESA is residential summer enrichment science academy for 20 rising 11th and 12th grade high school students who demonstrate an interest in the sciences, a career in pharmacy or other health professions and aims to represent the diversity of the U.S. population. | 6/1/2023 | Completed | African Americans Hispanics Latinos LGBTQIA+ Native Hawaiians/Pacific Islanders Women | Yes | Career Counseling | Workforce | College/University |
| Science & Research | NZCBI | Emerson Collective Youth Collaborative Mentorship Program | Ishmael Ganame, Carnivore Animal Keeper, Animal Care Sciences, mentored an intern from Spelman College as part of the Emerson Collective Youth Collaborative mentorship program, aimed at helping underserved college students gain workforce knowledge and experience. Weekly meetings focused on developing professional knowledge and skill sets required to succeed in different types museum careers, as well as connecting the intern with other museum professionals to further expose them to diverse career choices. | 6/5/2023 - 8/4/2023 | Completed | African Americans Women | Yes | Career Counseling | Workforce | College/University |
| Science & Research | NZCBI | Center for Conservation Genomics' Diversity Internship | The Center for Conservation Genomics (CCG) continues to prioritize exposing underrepresented students to STEM related careers and creating opportunities for research-based experience. This summer they hosted two interns supported by center research funds and two interns supported by the UCSB-Smithsonian Scholars program and funded by the Latino Initiatives Pool, administered by the National Museum of the American Latino. M. Hawkins, undergrad at Towson University, used population genomics methods to better understand the co-evolutionary dynamics of avian hosts and blood parasites in three wild bird systems: 1) house finches 2)Hawai'i and O'ahu 'amakihi and 3)Bachman's warblers. M. Francisque, undergrad at Penn State University, used laboratory skills to extract DNA from black-footed ferret samples and prepare them for 16S DNA sequencing to understand how probiotic treatments to these animals impact their gut microbiome and began conducting a literature review on probiotic therapies in wildlife. M. Garcia Ruiz, UC Santa Barbara graduate, conducted a postbaccalaureate internship project on the conservation genetics of the rare Catalina Island shrew. C. Carrasco, undergrad at Cal State University Los Angeles, applied Next Generation sequencing technologies to obtain genome-wide data from different populations of Peromyscus mice to gain insight into the evolutionary history of the of the California Channel Island mice. | 6/5/2023 - 8/11/2023 | Completed | African Americans Hispanics Latinos | Yes | Internships | Workforce | College/University |
| Science & Research | NZCBI | Diversity in STEM interns | Two interns from under-represented groups were mentored in summer 2023. One intern was selected by the 'Diversity in STEM' program and received a stipend from that program. A second intern was selected from the applicant pool for 'Diversity in STEM' program and received a stipend from a grant. | 6/5/2023 - 8/11/2023 | Completed | African Americans | Yes | Internships | Program | College/University |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|--|---|-----------------------|-----------|--|-------|---|---|--|
| Science & Research | NZCBI | Community Nature Center Tour | Campers, staff, and the Director from the Clearwater Nature Center in Clinton, MD visited the National Zoo this summer. The 25 campers visited the Amazonia exhibit and Great Cats. The visit focused on discussing horticulture, aquatic husbandry and life support systems. This was the first of hopefully continued collaborative efforts with Nature Center and NZCBI staff to facilitate STEM exposure through local partnerships. 25 students participated in the program, all from underserved areas in Prince Georges County, MD. | 7/14/2023 8/4/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities LGBTQIA+ Residents of Under-resourced Communities | Yes | Field Trip, Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) |
| Science & Research | NZCBI | ForestGEO Data Analysis Workshop | ForestGEO has convened 15 analytical workshops since 2000. Each workshop consists of meetings, seminars, and discussions for approximately 60 individuals over two to three weeks in a location near a ForestGEO plot. The workshop participants include students and early career scientists who are grouped with a designated mentor (senior scientist) to foster research collaborations and receive direct training and mentoring. These workshops have provided hundreds of ForestGEO partners with opportunities to gain international research experience, writing and editing support, and training in data analysis methods. The connections cultivated at annual analytical workshops continue through the year and develop into enduring collaborations, further supporting the advancement of long-term and large-scale forest science. | 7/19/2023 - 8/2/2023 | Completed | African Americans Asian Americans Hispanics Latinos Native Americans Residents of Under-resourced Communities Non US Residents | Yes | Career Counseling Training | Program | College/University Masters PhDs |
| Science & Research | NZCBI | Seoul National University | Wildlife Health Science's Neel Aziz, Veterinary Pathologist and Pattie Walsh, Anatomic Pathology Technician, in conjunction with Seoul National University (SNU) Wildlife Disease Specialization Program and Laboratory of Wildlife and Exotic Animal Medicine along with the Seoul Wildlife Center co-hosted and were the primary lecturers in the 1st Annual SNU Wildlife Disease Specialization Program Summer Academy. Which is a 4-day (25-28 July) seminar series emphasizing the one health approach to wildlife diseases, wildlife postmortem examination, diagnostic sample collection, and introduction to transboundary diseases. The seminar's daily attendance averaged 30 attendees, which included veterinary students, graduate students, veterinary professors and wildlife veterinarians in Seoul, Republic of Korea | 7/25/2023 - 7/28/2023 | Completed | Women South Koreans | Yes | Conferences w/Colleges or Universities | Program | College/University Masters PhDs |
| Science & Research | NZCBI | Potomac Overlook Nature Center Zoo Visit | Summer nature campers from the Potomac Overlook Nature Center in Arlington, VA, visited the National Zoo's Amazonia Exhibit to learn about biodiversity, rain forests, and careers. Amazonia Animal Keepers provided personal stories about their career paths, how students can do the same, and provided information on how to get involved in Zoo careers through internships and volunteering. A total of 22 campers and their chaperones were present for the visit. | 8/2/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education, Public Programming | Program | Elementary School (K - 5th Grade) Middle School (6th - 8th Grade) High School (9th - 12th Grade) |
| Science & Research | NZCBI | Volunteer DEAI training review with California Academy of Sciences | Hilary Colton, Amazonia Animal Keeper, Animal Care Sciences, was invited to participate in a review of the California Academy of Sciences' updated online training course with goals of ensuring a welcoming environment, providing opportunities for growth within the volunteer force, and building an inclusive volunteer community. | 9/1/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Partnership with other Professional Organizations | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|--------------------|---------|---|--|-----------------------|-------------|--|-------|---|---|--|
| Science & Research | NZCBI | Expanding Access to Snapshot USA through our Camera Kit Loan Program | The Center for Conservation Ecology's Brigit Rooney, Survey Coordinator, and Bill McShea, Wildlife Research Biologist, coordinated a Camera Kit Loan Program for underrepresented groups to facilitate their participation in Snapshot USA. Snapshot USA is an annual collaborative project with participation of over 100 educational institutions in all 50 states stratified across habitats and development zones (suburban/rural/wild/urban) with an objective of using camera traps to study mammal populations. After an application process, classrooms at 3 Hispanic-serving universities and 2 high schools in majority-minority and under-resourced communities were selected to receive kits containing all necessary equipment to participate in Snapshot USA. This enabled 80+ students to participate in the program and become actively involved in contributing thousands of camera trap images instrumental to scientific research on North American mammal species. | 9/1/2023 - 10/31/2023 | In-progress | African Americans Hispanics Latinos LGBTQIA+ Women | Yes | STEM, Partnership with Professional Organization | Program | High School (9th - 12th Grade) College/University |
| Science & Research | NZCBI | Poster Presentation at the American Association of Zoo Keepers Conference | Hilary Colton, Amazonia Animal Keeper, Animal Care Sciences, presented a poster on "Incorporating Inclusive Language in the Workplace" at the 2023 American Association of Zoo Keepers Conference. The presentation highlighted action items professionals in the animal keeper field can take to ensure nongendered messaging in both public presentations, teams, and exhibit signage therefore creating a more inclusive environment. | 9/19/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women Gender Nonconforming | Yes | Conferences w/Professional Organizations | Workforce | Other Programming for Adults |
| Science & Research | NZCBI | Kilo Kai Marine Science Class | Mike Henley, Postdoctoral Researcher, Center for Species Survival, in collaboration with Pacific American Foundation and Hawai'i Institute of Marine Biology, ran a weekly Sunday after-school marine science class for 15 students from various high schools on O'ahu. Students are taught to collect and analyze data using western science techniques, while also incorporating traditional knowledge and practices with an emphasis on 'Bio-cultural Restoration' designed to foster students' connection to Place. Students presented their project results at the annual Imi Wai Ola Student Science Conference in May. Students received three college credits per semester through the University of Hawai'i system. There is no cost to the students; tuition and fees are covered through grants. This course is an ongoing partnership with PAF and HIMB since 2015. | 9/28/2022 - 5/19/2023 | In-progress | Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities | Yes | Conferences w/Professional Organizations | Program | High School (9th - 12th Grade) |
| Science & Research | NZCBI | Bridging the Americas/Unidos por las Aves | This cross-cultural conservation education program connects elementary school classes in the United States with classes in Latin America using long-distance migratory birds as a theme for interdisciplinary learning. Partnered classes learn about the migratory birds that connect their communities, about each other's country and culture, and about actions people can take to protect the birds and the health of the environments that we and the birds depend on. In 2023, a total of 1,213 students in Virginia, Panama, Nicaragua, and Venezuela participated. A majority of these students in the US and abroad live in under-resourced communities. | 9/28/2022 - 6/16/2023 | Completed | African Americans Asian Americans Hispanics Latinos | Yes | Virtual Programming | Program | Elementary School (K - 5th Grade) |
| Science & Research | SAO | SAO-University of Massachusetts Latino Initiative Program | The Smithsonian Astrophysical Observatory- University of Massachusetts/ Latino Initiative Program (SAO-UMass/LIP) offers research opportunities to undergraduate students belonging to the Urban Massachusetts Louis Stokes Alliance for Minority Participation (UMLSAMP). | 6/1/2023 - 8/11/2023 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Internships Training Virtual Programming Volunteer Opportunities Educational Seminars | Program | College/University |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|-------------------------|---------|---|--|-------------------------|-------------|--|-------|-------------------------------------|---|--|
| Science & Research | SAO | Job Shadow Event for Individuals with Disabilities | Since 2016, Christine Crowley, SAO Fellowship Program Coordinator, and Allyson Bieryla, Harvard University Astronomer, have partnered to host a Job Shadow Day for Persons with Disabilities at the Center for Astrophysics in honor of October's national disabilities awareness month. | 10/25/2023 - 10/25/2023 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | Yes | Education Training | Program Workforce | College/University Masters PhD Other Programming for Adults |
| Smithsonian Enterprises | SE | SE Supplier Diversity For Q2 | SE Supplier Diversity Stats for Women Owned Businesses - 99 Vendors for Q2 | 01/01/2023 - 03/31/2023 | Completed | Women | No | Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Smithsonian Enterprises | SE | SE Supplier Diversity For Q2 | SE Supplier Diversity for Small Disadvantaged for Q2 - 3 Vendors for this period | 01/01/2023 - 03/31/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women Small Disadvantaged Businesses | No | Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Smithsonian Enterprises | SE | SE Supplier Diversity for Q2 | SE Supplier Diversity for Small Businesses in Q2 - 183 vendors for this period. | 01/01/2023 - 03/31/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women Small Businesses | No | Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Smithsonian Enterprises | SE | SE Supplier Diversity For Q2 | SE Supplier Diversity Stats for Service Disabled Veteran Owned for Q2 - 1 Vendor | 01/01/2023 - 03/31/2023 | Completed | Individuals with Disabilities Service Disabled Veteran Owned | No | Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |
| Smithsonian Enterprises | SE | SE Supplier Diversity Stats for 8(a) Small Disadvantaged for Q2 | SE Supplier Diversity Stats for 8(a) Small Disadvantaged for Q2 - 2 Vendors | 01/01/2023 - 03/31/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women 8(a) Small Disadvantaged | No | Supporting Supplier Diversity Goals | Supplier | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|--|--|----------------------|-----------|--|-------|--|---|------------------------------|
| Advancement | OA | Recruitment Activities Q2 | In Q2 of FY23 the Office of Advancement used national and advancement-focused job boards to reach a diverse audience to recruit for the following advancement positions: 1) Advancement Assistant, Hirshhorn Museum and Sculpture Garden 2) Advancement Assistant, National Air and Space Museum 3) Advancement Assistant, National Postal Museum 4) Advancement Assistant (Membership), National Zoo and Conservation Biology Institute 5) Advancement Associate, Office of Advancement 6) Advancement Specialist, Archives of American Art 7) Advancement Specialist, Office of Advancement 8) Advancement Specialist, National Museum of Natural History 9) Advancement Specialist, National Zoo and Conservation Biology Institute 10) Assistant Director, Advancement Information Systems, Office of Advancement 11) Assistant Director for Advancement, National Museum of African American History and Culture 12) Director of Advancement Operations and Engagement, National Zoo and Conservation Biology Institute 13) Human Resources Specialist, Office of Advancement 14) Individual Giving Manager, Hirshhorn Museum and Sculpture Garden 15) Major Gifts Officer, National Museum of American History 16) Major Gifts Officer, National Museum of Natural History 17) Major Gifts Officer, National Museum of the American Indian 18) Major Gifts Officer, Office of Advancement 19) Major Gifts Officer, Smithsonian American Art Museum 20) Special Events Planner, Hirshhorn Museum and Sculpture Garden 21) Staff Assistant, National Museum of African American History and Culture | 1/1/2023 - 3/31/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Digital Promotion of Job Opportunities Recruitment | Workforce | Other Programming for Adults |
| Advancement | OA | Smithsonian Advancement D&I Initiative Meeting | All Smithsonian advancement staff are invited to attend. The Smithsonian Advancement Diversity & Inclusion Initiative is dedicated to helping recruit, retain and develop a diverse and inclusive team across the advancement community. We are focused on ensuring that diversity and inclusion is a part of our culture and everyday work. This meeting will include an update on initiatives across the advancement community at large. | 1/24/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Advisory Boards Career Fairs Digital Promotion of Job Opportunities Education Internships Recruitment Training Virtual Internships Volunteer Opportunities | Program Workforce | Other Programming for Adults |
| Advancement | OA | Major Gift Officer Discussion | MGO Discussion - Fundraising With Cultural Awareness Please join us for an informal learning and development opportunity where we will watch a brief webinar hosted by Melody Song, director of partnerships at The Resource Alliance. Melody will focus on developing cultural awareness and inclusivity in philanthropy, specifically with donors from Asia. Following the recording, Holly Glover, SSEC, and Mary Kate Chaath, OA, will lead us in a discussion. 25 attendees | 2/7/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Training | Program | Other Programming for Adults |
| Advancement | OA | Smithsonian Advancement D&I Initiative: Book Study | Book Study: Winners Take All by Anand Giridharadas 20 participants The purpose of a book study is to bring staff together to collaborate and benefit from one another's insight and improve one's practice. We seek to promote conversations among staff that lead to the application of new ideas. | 2/16/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|---|--|----------------------|-------------|--|-------|--|---|--------------------------------------|
| Advancement | OA | Recruitment Activities | In Q3 of FY23 the Office of Advancement used national and advancement-focused job boards to reach a diverse audience to recruit for the following advancement positions: 1) Advancement Assistant (Hirshhorn Museum and Sculpture Garden) 2) Advancement Associate, Office of Advancement (Inst. Adv.) 3) Advancement Associate, Office of Advancement (PPG) 4) Advancement Communication Specialist (National Portrait Gallery) 5) Advancement Specialist, Office of Advancement (Events) 6) Advancement Specialist, Office of Advancement (PPG) 7) Advancement Specialist, Office of Advancement (Regional Council) 8) Assistant Director, Institutional Giving, National Museum of the American Indian 9) Corporate Gift Officer, Office of Advancement 10) Data Engineer, Office of Advancement 11) Event Planner, National Zoo and Conservation Biology Institute 12) Executive Assistant, Office of Advancement 13) IT Specialist, Desktop Support, Office of Advancement 14) Major Gifts Officer, Asian Pacific American Center 15) Major Gifts Officer, National Museum of Asian Art 16) Membership Assistant, National Zoo and Conservation Biology Institute | 3/1/2023 - 6/30/2023 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Recruitment | Workforce | Other Programming for Adults |
| Advancement | OA | Howard University Career and Internship Fair | The Virtual All Majors Job and Internship Career Fair will be held on Thursday, March 16, 2023 via Handshake's virtual platform. Howard University is committed to scholarly, educational, and skills-based preparation for all students. The CCPS team and Howard University hope to continue to serve as a strong resource and pipeline for your talent needs. | 3/16/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Career Fairs Internships Recruitment | Workforce | College/University Masters PhD |
| Advancement | OA | Prince George's Community College Career Fair | The Office of Career Development and Internships at Prince George's Community College will host its Spring 2023 Virtual Career and Internships Networking Event on Thursday, March 30, 2023 from 11 AM – 3 PM. | 3/30/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Career Fairs Internships Recruitment | Workforce | College/University |
| Advancement | OA | Webinar and Discussion | Advancement Diversity and Inclusion Initiative Webinar and Discussion: Build a Diverse Pool of Donors | 4/11/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women | No | Education Virtual Programming | Program | Other Programming for Adults |
| Advancement | OA | Webinar and Discussion | Diversity and Inclusion Webinar + Discussion: Islamic Philanthropy - Fundraising to the Moon and Back | 4/27/2023 | Completed | Muslims | No | Education Virtual Programming | Program | Other Programming for Adults |

Smithsonian Diversity and Inclusion Initiatives Report - FY 2023

| Direct Report | SI Unit | Title | Description | Date(s) | Status | Underrepresented Group(s) Engaged | STEAM | Type | Diversity Category (Program, Workforce, Supplier) | Audience |
|---------------|---------|--|---|----------------------|-------------|--|-------|----------------------------------|---|------------------------------|
| Advancement | OA | Diversity and Inclusion Event | Diversity and Inclusion Initiative Event: My Name, My Story | 5/5/2023 | Completed | African Americans Asian Americans Hispanics Latinos Native Americans Women | No | Education Virtual Programming | Program | Other Programming for Adults |
| Advancement | OA | Webinar and Discussion | Diversity and Inclusion Initiative Webinar + Discussion: 9 Insights Fundraisers Need to Know to Prepare for Millennial Major Donors | 5/25/2023 | Completed | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Women | No | Education Virtual Programming | Program | Other Programming for Adults |
| Advancement | OA | Recruitment Activities | In Q4 of FY23 the Office of Advancement used national and advancement-focused job boards to reach a diverse audience to recruit for the following advancement positions: 1) Advancement Assistant, National Museum of African American History and Culture 2) Advancement Associate, Office of Advancement 3) Advancement Associate, National Air and Space Museum 4) Advancement Associate, National Museum of African American History and Culture 5) Advancement Communication Specialist, Office of the Undersecretary for Education 6) Advancement Operations Manager, Smithsonian American Women's History Museum 7) Advancement Specialist, Friends of the Smithsonian 8) Advancement Specialist, National Postal Museum 9) Advancement Specialist, Office of Advancement 10) Advancement Specialist, Smithsonian Libraries and Archives 11) Advancement Specialist, Smithsonian Tropical Research Institute 12) Advancement Writer, Science-Unit Shared Position 13) Director of Major Gifts, National Museum of Natural History 14) Director of Prospect Management, Office of Advancement 15) Discovery Officer, Office of Advancement 16) Foundation Officer, Science-Unit Shared Position 17) Major Gifts Officer, Anacostia Community Museum 18) Major Gifts Officer, National Museum of African American History and Culture 19) Major Gifts Officer, National Postal Museum 20) Major Gifts Officer, Office of Advancement 21) Online Engagement and Fundraising Analyst, Office of Advancement 22) Online Marketing Specialist, Office of Advancement | 6/1/2023 - 9/30/2023 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Recruitment | Workforce | Other Programming for Adults |
| Advancement | OA | Smithsonian Advancement Diversity & Inclusion Initiative Meeting | All Smithsonian advancement staff are invited to attend. The Smithsonian Advancement Diversity & Inclusion Initiative is dedicated to helping recruit, retain and develop a diverse and inclusive team across the advancement community. We are focused on ensuring that diversity and inclusion is a part of our culture and everyday work. This meeting will include an update on initiatives across the advancement community at large. | 7/7/2023 | In-Progress | African Americans Asian Americans Hispanics Individuals with Disabilities Latinos LGBTQIA+ Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities Women | No | Education Virtual Programming | Program | Other Programming for Adults |
| Advancement | OA | Webinar and Discussion | D&I Initiative Webinar + Discussion: What It Means To Be Asian in America The lived experiences and perspectives of Asian Americans in their own words | 7/25/2023 | Completed | Asian Americans | No | Education Virtual Programming | Program | Other Programming for Adults |