



SUBJECT: Diversity and Equal Employment Opportunity Policy Statement

As an internationally recognized and nationally treasured organization, the Smithsonian Institution is committed to the increase and diffusion of knowledge through diversity and inclusion at all levels, including our education programs, research, visitors, donors, collections, workplace, and boards. All of you make the Smithsonian the great Institution that it is and I am very proud and grateful to be your colleague. In such a workplace, we embrace our differences; each person is treated with dignity and respect, and has the freedom to compete on a fair and level playing field.

The Smithsonian is committed to ensuring that all employees and affiliated persons (e.g. interns, research associates, fellows, and volunteers) are treated equitably in an environment that is free from discrimination based on race, color, religion, sex (including gender identity, gender stereotyping, pregnancy, and sexual orientation), national origin, age, disability, genetic information, parental status, or marital status and retaliation for reporting workplace harassment. In our diversity lies our greatest potential and I want to assure you of my commitment to an organizational culture of mutual respect where each of us feels welcomed, comfortable, and safe.

We all have a role in fostering a workplace where everyone is valued and assured that employment decisions are based on merit. Together, as a team, it is our responsibility to ensure that employees are selected, promoted, trained, and awarded solely on the basis of their experience, knowledge, skills, and abilities. We must diligently support Equal Employment Opportunity and eliminate behaviors or practices that discriminate or create barriers for our employees. Managers and supervisors at all levels are responsible for ensuring that individuals are made aware of this policy and for promoting diversity and an inclusive climate.

All of us in leadership positions will be held accountable for progress in this area through annual performance appraisals. All supervisors must attend the Smithsonian's "EEO for Supervisors" course and take EEO refresher training every three years; additional training in general personnel management is recommended for every supervisor.

Working together, we will continue to cultivate an Institution that is accessible, inclusive, and diverse. A place where individuals, regardless of their background, come together and support each other as we affirm and celebrate the value of being One Smithsonian. I am proud of our community and call on everyone to engage in these efforts. I look forward to seeing what we can accomplish together.

A handwritten signature in black ink that reads "David J. Skorton".

David Skorton
Secretary

DISTRIBUTION: All Employees