



SMITHSONIAN INSTITUTION DIVERSITY AND INCLUSION INITIATIVES REPORT

FISCAL YEAR 2014

Prepared by the Office of Equal Employment and Minority Affairs



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2014

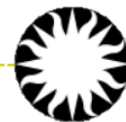


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OVERVIEW

As part of the Smithsonian Strategic Plan and Organizational Goals, diversity and inclusion are integral to Smithsonian Institution operations. In an effort to capture and report on the multiplicity of related activities around the Institution, OEEMA has published the following Diversity and Inclusion Initiatives Report (DIIR). It serves as a clearinghouse for information on activities that include, but are not limited to:

- Conferences with professional organizations or colleges and universities
- Career fairs
- Memorandums of understanding (both formal and informal)
- Career counseling via webcasts and video conferences
- Digital access and promotion of Smithsonian academic appointments and job opportunities
- Virtual programming and internships

As follows are diversity and inclusion initiatives engaged in by units across the Smithsonian and encompassing contributions from the Regents, Secretary, each Under Secretary, Assistant Secretary and Deputy Under Secretary throughout FY 2014. For quick access to your unit's information, please see the table of contents.

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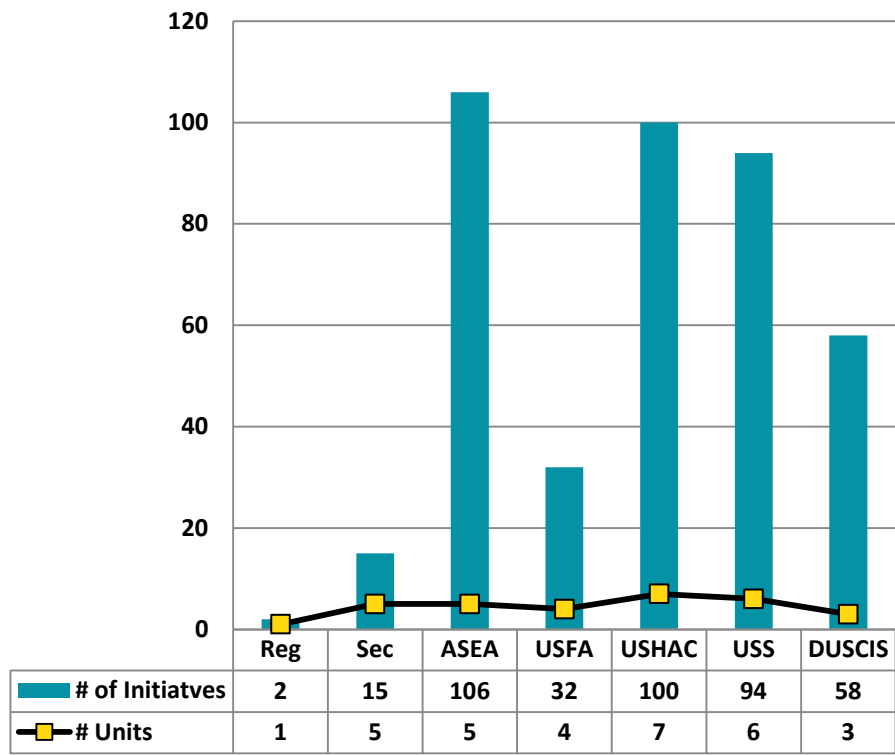


EXECUTIVE SUMMARY

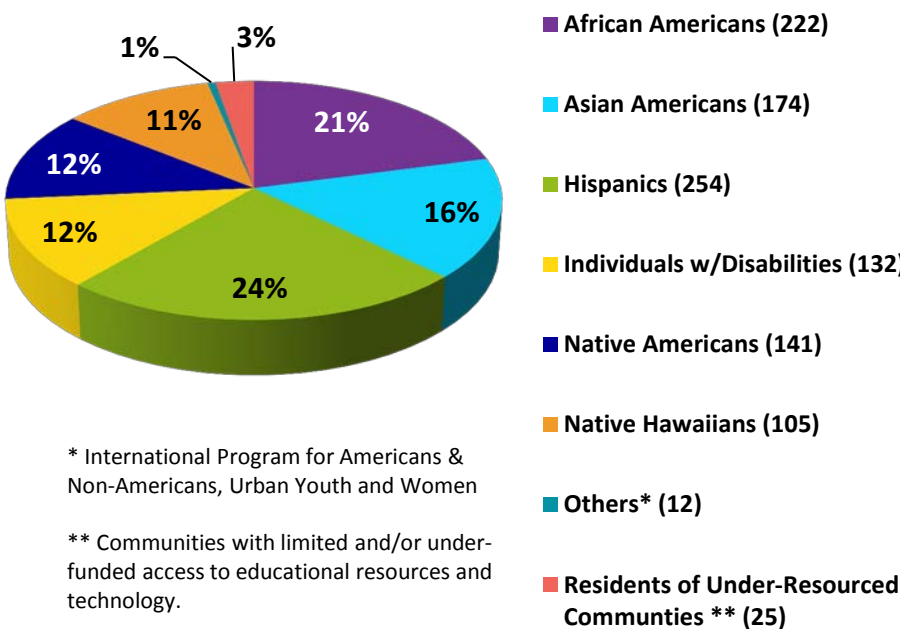
ALL SMITHSONIAN

Over 400 diversity and inclusion initiatives were submitted by 31 Smithsonian Units. All historically underrepresented groups were represented, with Hispanics having the highest percentage (24%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion initiative categories were represented; with program diversity being the largest category (66%). The percentage of diversity initiatives aimed at historically underrepresented groups greatly exceeded these groups representation in the Civilian Labor Force. While residents of under-resourced communities and others have no recognized percentage of reference, these communities are an important focus in the Smithsonian's efforts to increase and diffuse knowledge across the United States and around the world.

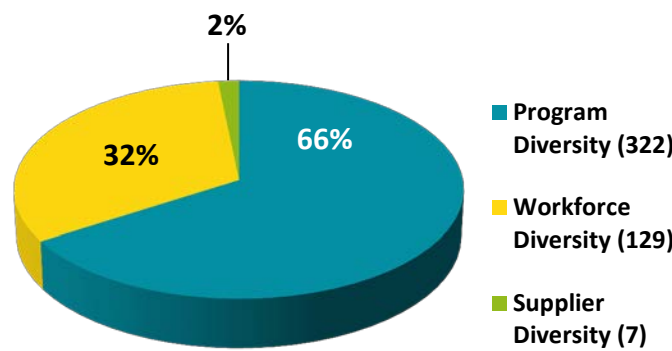
Initiatives by Direct Report



Percentage of Underrepresented Groups



Initiatives by Category



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EXECUTIVE SUMMARY

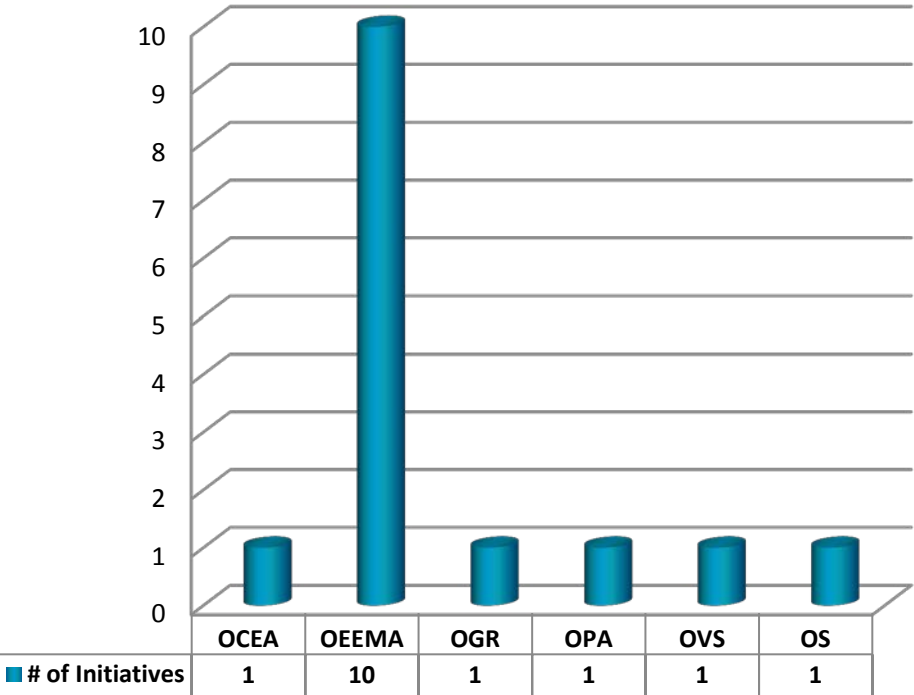
OFFICE OF THE REGENTS

The Office of the Inspector General submitted two diversity and inclusion initiatives. They ensured that the OIG policy manual includes a chapter that affirms the Smithsonian’s policies on EEO, diversity and the prevention of workplace harassment. Additionally, they recruited through a network of organizations that target underrepresented groups. These initiatives included all historically underrepresented groups and focused on improving the Smithsonian’s workforce diversity.

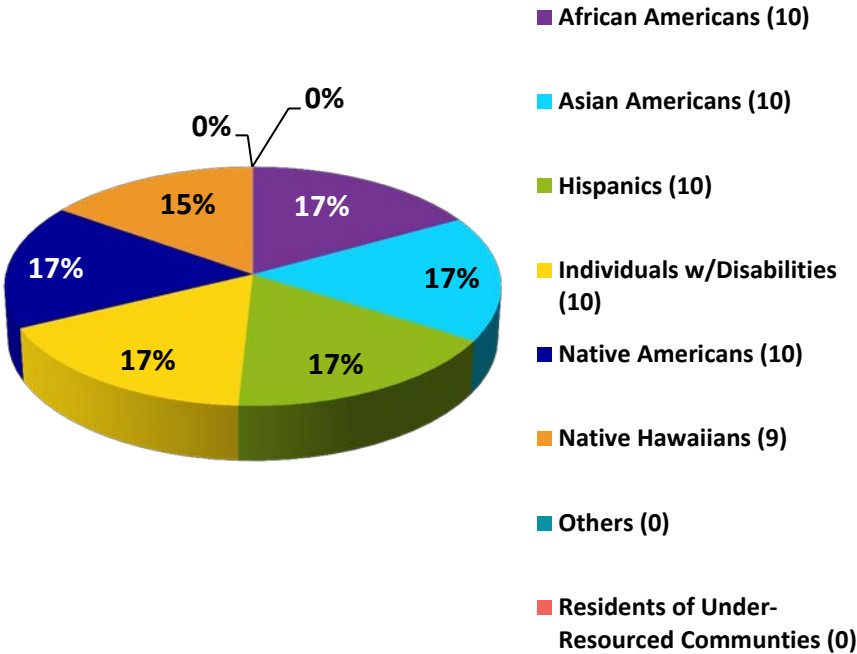
OFFICE OF THE SECRETARY

Over 10 diversity and inclusion initiatives were submitted by 6 units reporting to the Secretary. All historically underrepresented groups were represented, with African Americans, Asian Americans, Hispanics, Individuals with Disabilities, and Native Americans having the highest percentage (17%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with workforce diversity being the largest category (53%).

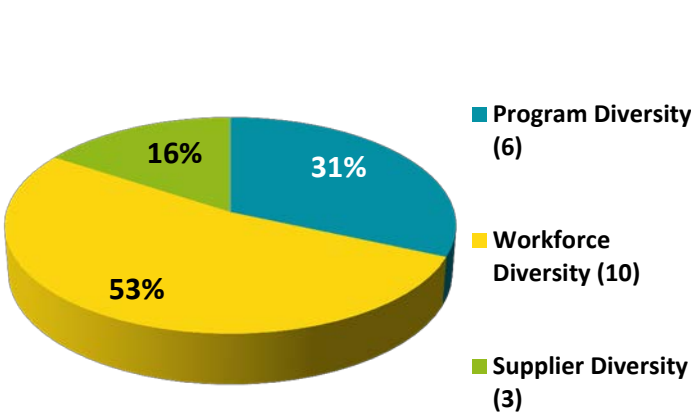
Initiatives by Unit



Percentage of Underrepresented Groups



Initiatives by Category



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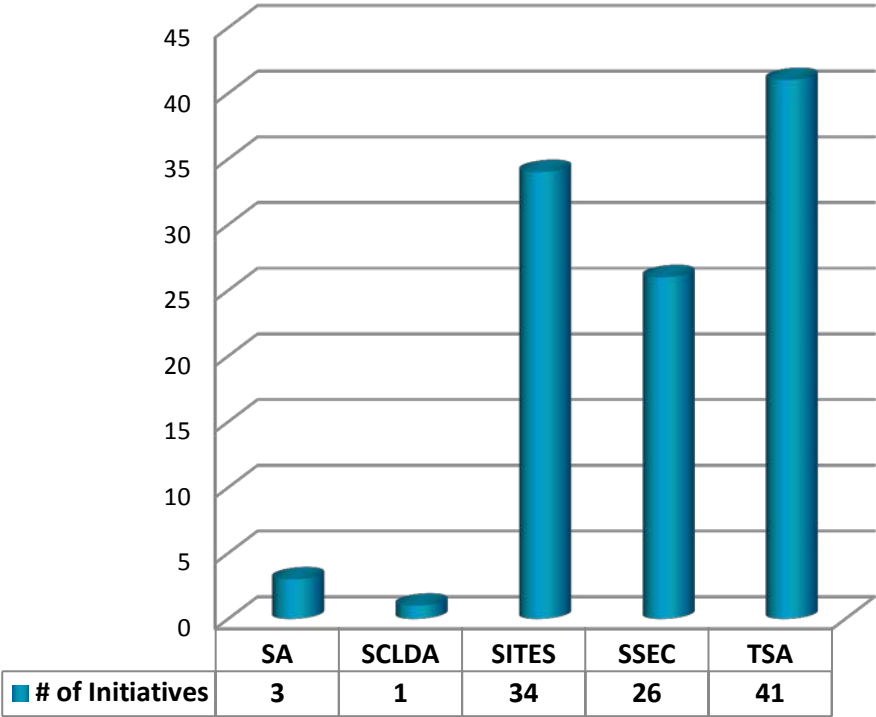


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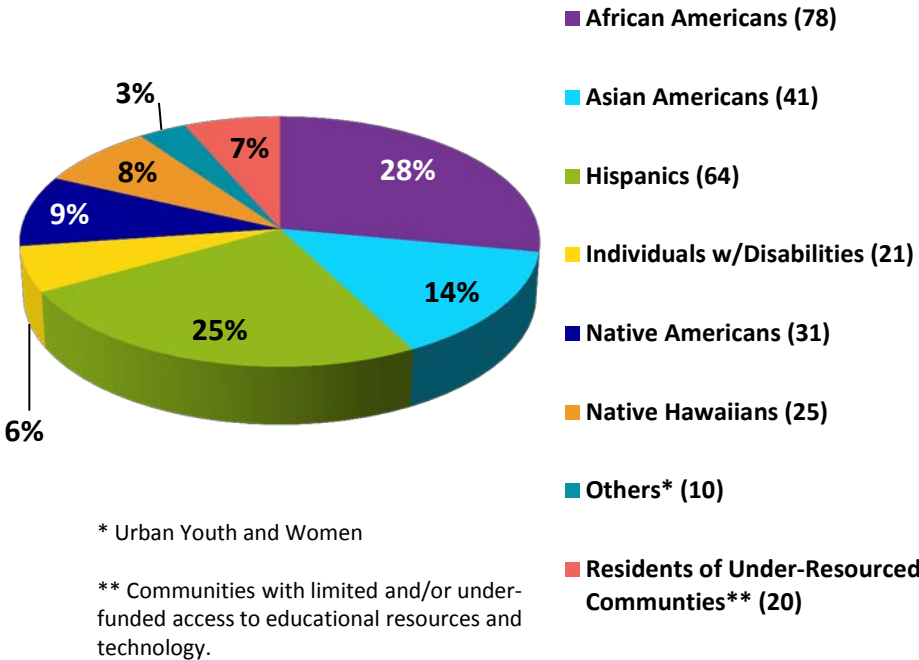
ASSISTANT SECRETARY FOR EDUCATION & ACCESS

Over 100 diversity and inclusion initiatives were submitted by 5 ASEA Units. All historically underrepresented groups were represented, with African Americans having the highest percentage (28%) of initiatives aimed at increasing their participation at the Smithsonian. Program and workforce diversity categories were represented, with program diversity being the largest category (94%).

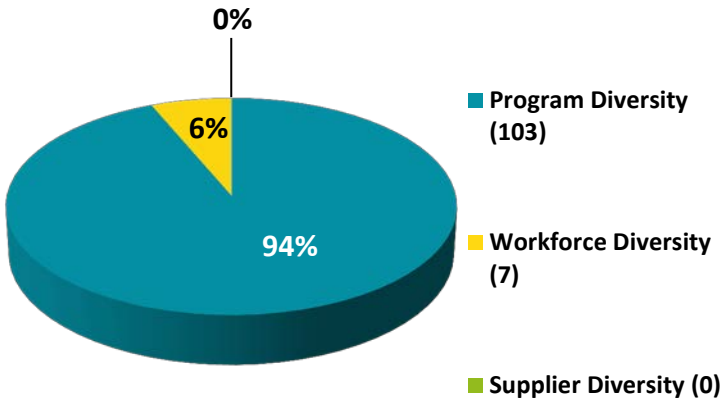
Initiatives by Unit



Percentage of Underrepresented Groups



Initiatives by Category



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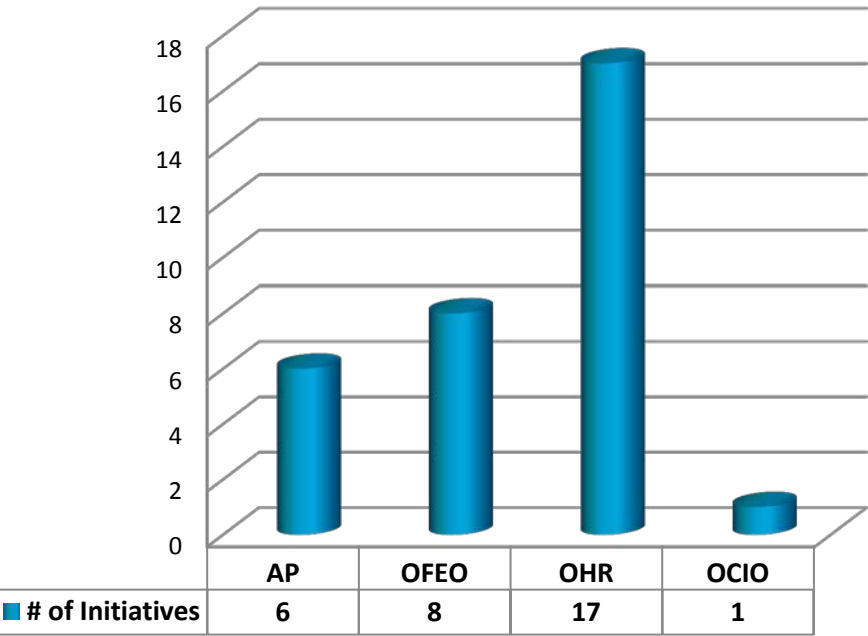


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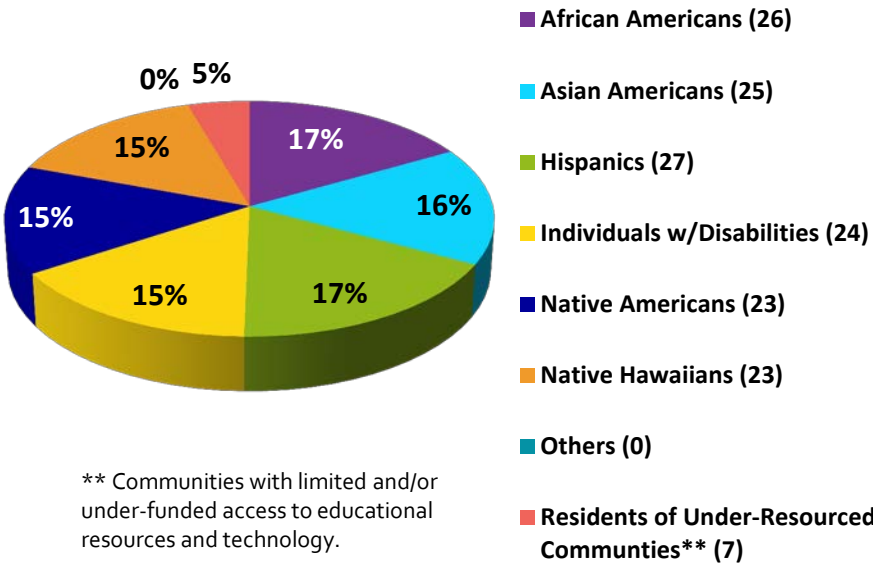
UNDER SECRETARY FOR FINANCE & ADMINISTRATION

Over 30 diversity and inclusion initiatives were submitted by 4 OUSFA Units. All historically underrepresented groups were represented, with African Americans and Hispanics having the highest percentage (17%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with workforce diversity being the largest category (79%).

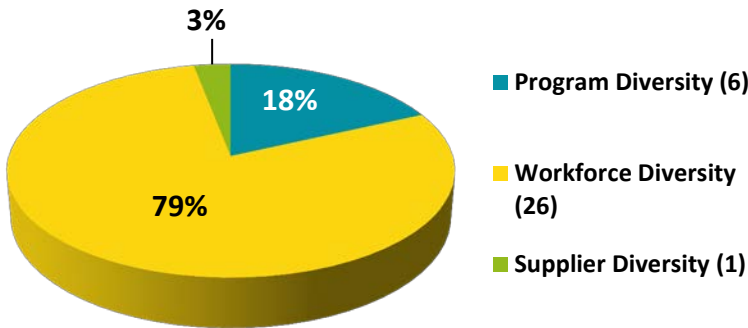
Initiatives by Unit



Percentage of Underrepresented Groups



Initiatives by Category



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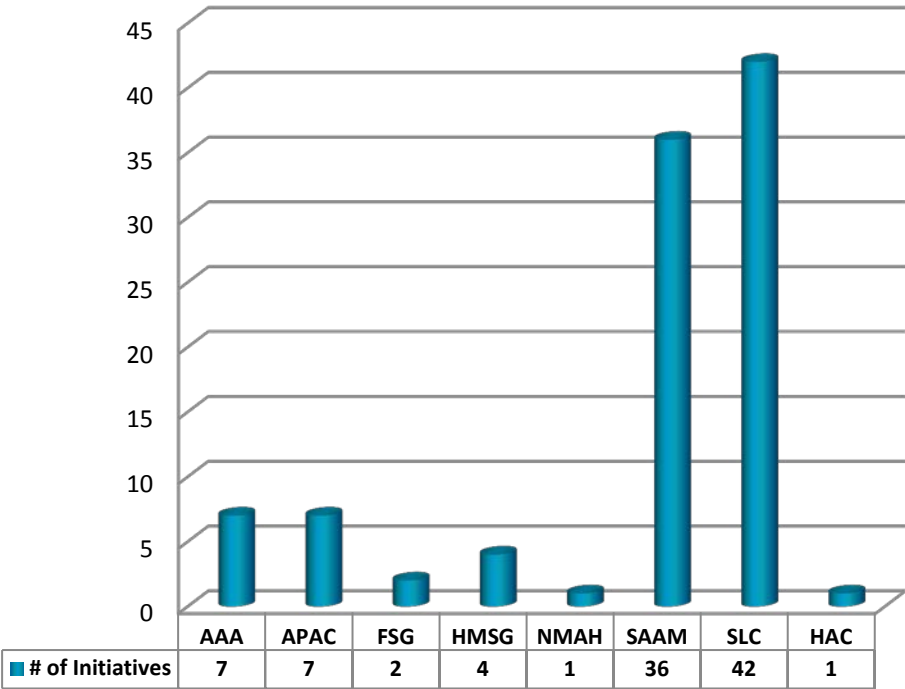


EXECUTIVE SUMMARY

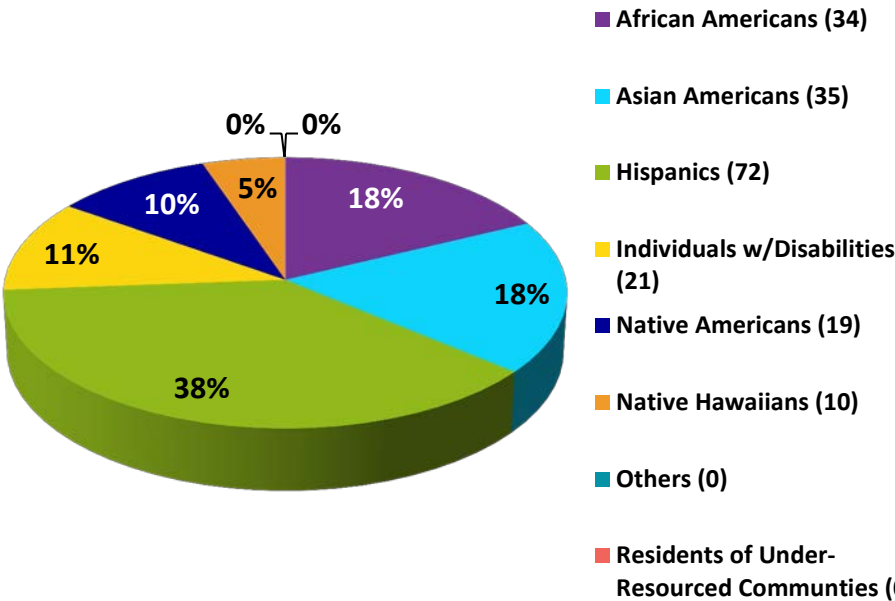
UNDER SECRETARY FOR HISTORY, ART & CULTURE

Over 100 diversity and inclusion initiatives were submitted by 8 USHAC Units. All historically underrepresented groups were represented, with Hispanics having the highest percentage (38%) of initiatives aimed at increasing their participation at the Smithsonian. Program and workforce diversity were represented, with program diversity being the largest category (80%).

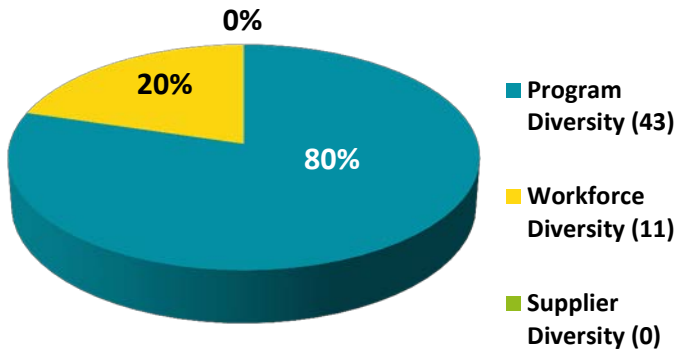
Initiatives by Unit



Percentage of Underrepresented Groups

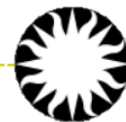


Initiatives by Category



Smithsonian Diversity and Inclusion Initiatives Report

Fiscal Year 2014

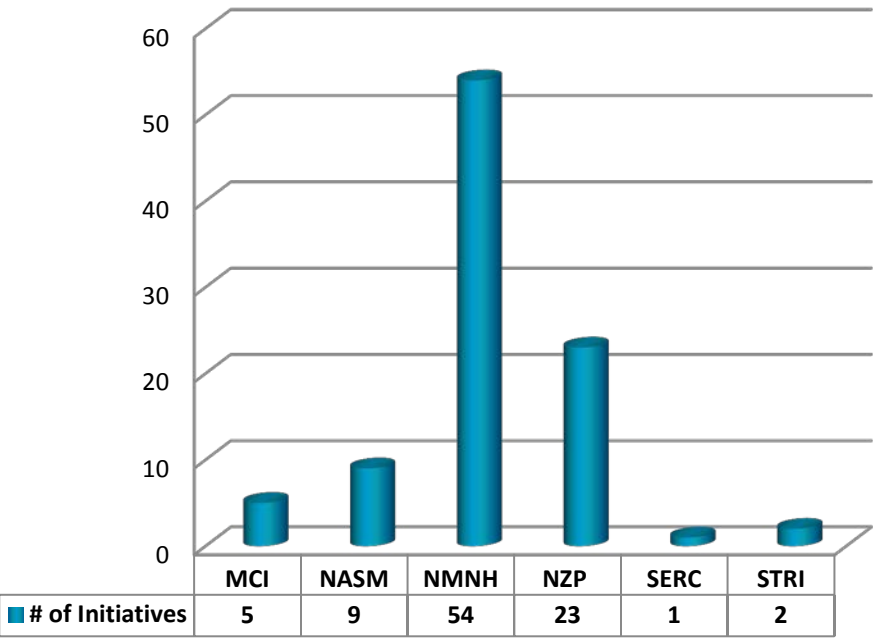


EXECUTIVE SUMMARY

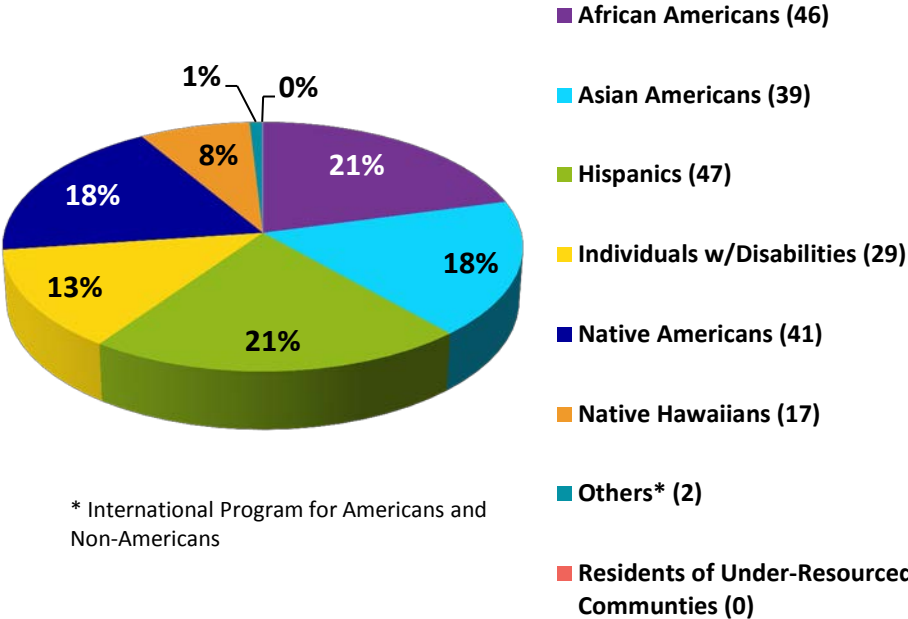
UNDER SECRETARY FOR SCIENCE

Over 90 diversity and inclusion initiatives were submitted by 6 USS Units. All historically underrepresented groups were represented, with African Americans and Hispanics having the highest percentage (21%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with program diversity being the largest category (92%).

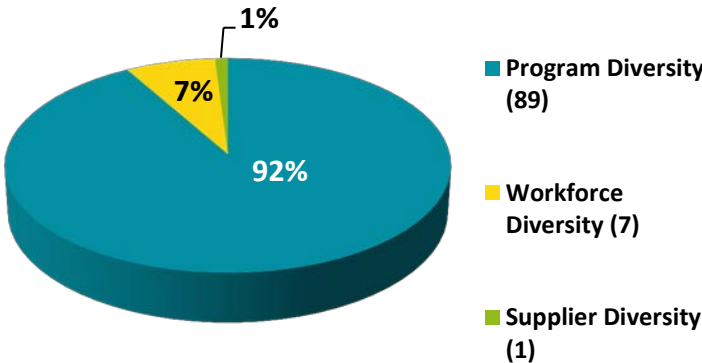
Initiatives by Unit



Percentage of Underrepresented Groups

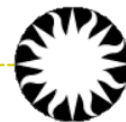


Initiatives by Category



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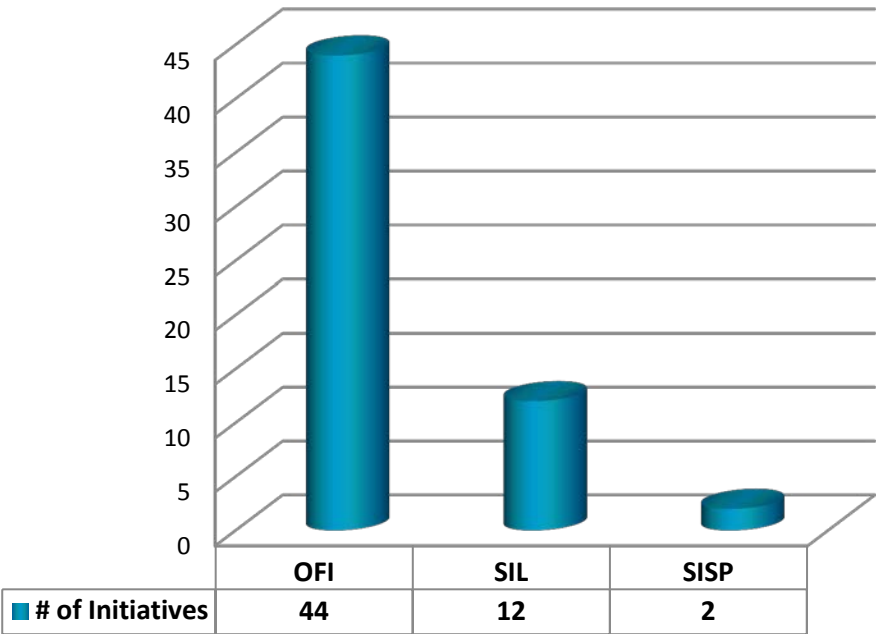


EXECUTIVE SUMMARY

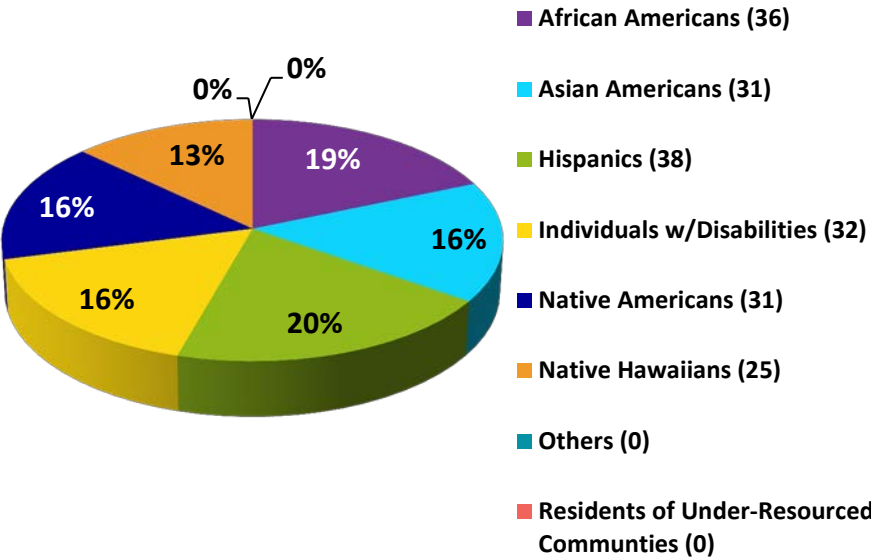
DEPUTY UNDER SECRETARY FOR COLLECTIONS & INTERDISCIPLINARY SUPPORT

Over 50 diversity and inclusion initiatives were submitted by 3 DUSCIS Units. All historically underrepresented groups were represented, with Hispanics having the highest percentage (20%) of initiatives aimed at increasing their participation at the Smithsonian. All three diversity and inclusion categories were represented, with workforce diversity being the largest category (62%).

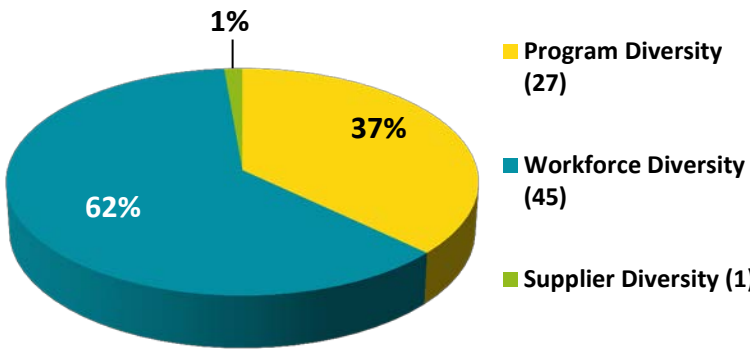
Initiatives by Unit



Percentage of Underrepresented Groups



Initiatives by Category



Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Regents	OIG	Recruiting Outreach	Recruited through a network of organizations that targets under-represented groups.	7/7/2014 - 8/4/2014	Completed	African Americans		Digital Promotion of Job Opportunities	Workforce Diversity
Regents	OIG	OIG Policy on Diversity and Prevention of Workplace Harassment	The OIG policy manual includes a chapter that affirms the Smithsonian's policy on diversity and equal employment opportunity, as well as its policy on prevention of workplace harassment.		Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Policy	Workforce Diversity
Secretary	OCEA	Video Interns	OCEA provided two video interns the opportunity to create a portfolio of defining pieces and influence Smithsonian's video standards and future media processes by producing a variety of videos. The internship involved hands-on learning and one-on-one interactions with OCEA staff and content creators all over the Smithsonian, from the art museums to the Zoo.	October 2014 - September 2014	Completed	African Americans		Internship	Workforce Diversity
Secretary	OEEMA	HACU Conference	OEEMA and OHR collaborated with the Latino Center, NMAH and OFI to participate at the Hispanic Association of Colleges and Universities (HACU) Annual Conference in October 2013. SI Staff engaged with hundreds of students, faculty, college administrators and community leaders from Hispanic Serving Institutions and other organizations. Smithsonian staff delivered a panel presentation and workshop that provided information and resources about the broad range of internships, fellowships and career opportunities at the Smithsonian.	October 2013	Completed	Hispanics		Conferences w/Colleges or Universities	Workforce Diversity Program Diversity
Secretary	OEEMA	SDP Outreach	The Associate Director of the Smithsonian's Supplier Diversity Program attended over 20 procurement and business conferences during FY 14. These outreach events provided opportunities to engage small and minority-owned businesses in matchmaking discussions and provide advice and assistance on how to do business with the Smithsonian.	October 2013 - September 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Procurement/Business Fairs	Supplier Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	8(a) Partnership Agreement and IDIQ Task Order Waiver	OEEMA finalized the Smithsonian's 8(a) Partnership Agreement with the Small Business Administration, which provides the Smithsonian with a waiver to compete requirements below the competitive threshold. The Smithsonian was also granted an IDIQ Task Order Waiver, which will allow the Smithsonian to continue using 8(a) firms to fulfill Indefinite Delivery Indefinite Quantity (IDIQ) task orders by allowing competition among already established technically acceptable firms at the task order level in an effort to help determine price reasonableness only. This waiver will only apply to the issuance of competitive task orders, not the issuance of IDIQ award.	03/14/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Partnership Agreement	Supplier Diversity
Secretary	OEEMA	FAPAC Conference	OEEMA attended the Federal Asian Pacific American Council's 2014 National Conference which provided workshops in Strategic Leadership; Communication; Science & Technology for Tomorrow; Supervisory/Management Essentials; and EEO and Diversity. This outreach event provided OEEMA opportunities to network and benchmark with other EEO professionals regarding EEO, diversity and inclusion best practices.	May 5 - 9, 2014	Completed	Asian Americans Native Hawaiians/Pacific Islanders Individuals with Disabilities		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
Secretary	OEEMA	NSF - Committee on Equal Opportunities in Science and Engineering	OEEMA represented the Smithsonian at NSF's Committee on Equal Opportunities in Science and Engineering (CEOSE) and presented information regarding SI's STEM related educational programs and initiatives to the committee. This presentation was met with high praise and the Institution was commended by NSF for its efforts to further STEM education to underrepresented groups.	June 20, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Meeting	Program Diversity Workforce Diversity
Secretary	OEEMA	National Council of Hispanic Program Managers	OEEMA participated in the National Council of Hispanic Program Managers meeting. Discussion focused on Government-wide efforts to increase the participation of Hispanics in the workforce.	02/19/2014	Completed	Hispanics		Meeting	Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OEEMA	Smithsonian Career Center Conference	OEEMA participated in Smithsonian Career Center Conference at NMAH. Conferences provided an opportunity for SI staff to network with and engage prospective interns, fellows and employees. Representatives from college career centers were also present.	12/4/2013	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity
Secretary	OEEMA	American Historical Association Career Fair	Attended the American Historical Association Career Fair with NMAH, OHR and other SI units. SI representatives spoke with students and job candidates about the path to becoming an SI employee, intern or fellow.	01/04/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity
Secretary	OEEMA	Project Search	OEEMA participated in the Project Search's inaugural year at Smithsonian. OEEMA's Affirmative Employment Program Manager served on the Steering Committee, and the Office hosted a Project Search Intern during the 1st rotation. The Supplier Diversity Program Associate Director served as one of the supervisors for the Project Search Intern; who helped the SDP program by updating the SDP Card Scan Contact Initiative with over 2,000 new contacts.	October 2013 - December 2013	Completed	Individuals with Disabilities		Project Search Internship	Workforce Diversity
Secretary	OEEMA	Federal Interagency Diversity Partnership Annual Training Day	OEEMA participated in the Federal Interagency Diversity Partnership (FIDP) Annual Training Day in November of 2013. This training day included numerous workshops to strengthen practitioner skills that seek to enhance diversity and inclusion in Federal workplaces. Workshop included sessions on the importance of fostering an inclusive culture to include individuals with disabilities.	11/13/2013	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Training/Workshop	Program Diversity Workforce Diversity
Secretary	OGR	Congressional Night at NMAI	OGR hosted a cultural awareness night at NMAI for Congressional members, their staff and family. Guest were introduced to the Smithsonian's Native American programs through a tour of the museum, educational presentations and performances by local Native American artist.	June 25, 2014	Completed	Native Americans		Cultural Awareness	Program Diversity
Secretary	OPA	Supplier Diversity	OPA retained services from six new small women owned business. Services included public relations, graphic design, videography, training and photography	October 2013 - September 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Small Women Owned Businesses	Supplier Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
Secretary	OVS	Volunteer Workforce Diversity	Through active recruiting, OVS increased diversity amongst volunteers by 10% in comparison to FY2013. Ethnicities by Category: Black 1% increase; Asian 5% increase and Native American 4% increase.	October 2013 - September 2014	Completed	African Americans Asian Americans Native Americans		Online Recruiting	Workforce Diversity
ASEA	SA	Advisory Council	The Affiliations Advisory Council is another way that SA is advancing diversity and inclusion at the Smithsonian; of the 14 members on the Advisory Council, eight are women (2 African Americans, 1 Latino, 1 Asian American Pacific and 1 Filipino/Mexican) and six are men (1 African American, 1 Asian American/Pacific Islander and 1 Arab American)	January - December, 2014	Ongoing	African Americans Asian Americans Hispanics		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
ASEA	SA	Affiliations Collaborations	SA worked closely with OEEMA to develop and distribute postcards (approximately 10,000 total) to 185 Affiliate organizations. These postcards informed students and young adults about of employment opportunities at the Smithsonian. SA staff organized three museum studies workshops at the Universidad del Turabo to provide training for staff working in Puerto Rican museums; approximately 50 individuals attended each session.	January, 2013 - April, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Outreach Conferences Programs to Students	Program Diversity Workforce Diversity
ASEA	SA	Affiliations Collaborations	Young Historians, Living Histories Project (YHLH) is a program that seeks to engage underserved young people in Asian Pacific American communities to expand their understanding and appreciation of their own history and community. Led by APAC and SA, 155 youth participants from nine Smithsonian affiliate museums and two outside organizations participated in the YHLH Program. Their footprint covers nine different states and the District of Columbia. The YHLH program aims to achieve three primary goals: Increase the knowledge and appreciation of youth from underserved communities on Asian Pacific American History and culture, facilitate acquisitions of technology and social media skills by youth participants and establish an informal educational network to provide support and resources for educators/facilitators of workshops on Asian Pacific American History and culture.	January, 2013 - April, 2014	Completed	Asian Americans Native Hawaiians/Pacific Islanders		Outreach Conferences Programs to Students	Program Diversity Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SCLDA	All Access Digital Arts Program	The All Access Digital Arts Program provides skill-building opportunities in digital arts and communications, problem solving, and social inclusion to a spectrum of teen learners in Metropolitan Washington, DC. The premise is that technology can provide youth with disabilities a sense of social inclusion and independence, and build transition soft skills. In this program, youth are equipped with tools to engage in appropriate social interactions online and in-person, as well as develop friendships with students across the Washington metro area with similar interests in museums. Through once-per-month club outreach activities and a 2-week summer camp, students are exposed to communication, collaborative learning, research, and problem solving.	Once per month & 1st two weeks in August	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		In-person skill development program	Program Diversity
ASEA	SCLDA	All Access Digital Arts Workshop	Week-long summer workshop for teens with cognitive and intellectual disabilities focusing on museums, photography, digital music-making and peer networking.	8/11/2014-8/15/2014		Individuals with Disabilities Residents of Under-resourced Communities	Urban Youth	In-person workshop	Program Diversity
ASEA	SITES	American Heroes: Japanese American WWII Nisei Soldiers and the Congressional Gold Medal	Despite forced internment and rampant wartime prejudice, second-generation Japanese Americans who volunteered to serve in the U.S. Army during World War II had their heroism recognized 65 years later with this Congressional Gold Medal circulated by SITES to 7 cities across the U.S.	1/12/2013 - 1/26/2014	Completed	Asian Americans Native Hawaiians/Pacific Islanders		Traveling Exhibition	Program Diversity
ASEA	SITES	American Sabor: Latinos in U.S. Popular Music	Salsa, mambo, rumba, cha-cha-cha are distinctive musical styles that continue to resonate across America's cultural scene are explored in a bi-lingual traveling exhibition visiting 11 cities across the U.S.	5/26/2011 - 2/8/2015	In-progress	Hispanics		Traveling Exhibition	Program Diversity
ASEA	SITES	American Sabor: Latinos in U.S. Popular Music	Distinctive musical styles that continue to resonate across America's cultural scene are explored in complementary curriculum materials also widely promoted by Teaching Tolerance.	5/26/2011 - 2/8/2015	In-progress	Hispanics		Virtual Programming	Program Diversity
ASEA	SITES	Bittersweet Harvest: The Bracero Program 1942 - 1964	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. Bi-lingual traveling exhibit to 37 venues through 2015.	2/20/2010 - 11/15/2015	In-progress	Hispanics		Traveling Exhibition	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	Bittersweet Harvest: The Bracero Program 1942 - 1964	Award-winning bi-lingual posters from SITES convey the little-known story of the Bracero Program, the largest guest worker program in U.S. history. Between 1942 and 1964, millions of Mexican men came to the U.S. on short-term labor contracts. Distributed at no cost to schools, migrant education centers, museums, and small libraries.	Fall 2012 - Present	In-progress	Hispanics Residents of Under-resourced Communities		Poster Exhibit	Program Diversity
ASEA	SITES	Black Wings: American Dreams of Flight	A steady stream of African American pioneers—daredevils and visionaries—surpassed racial barriers to claim a legitimate place in the realm of aviation. Their achievements—together with the necessities of war and the dawning of civil rights in America—opened up new possibilities for succeeding generations of pilots and astronauts. SITES exhibit will visit 15 venues across the U.S.	7/2/2011 - 1/17/2016	In-progress	African Americans		Traveling Exhibition	Program Diversity
ASEA	SITES	Hometown Teams: How Sports Shape America	Sports are an indelible part of our culture and community. Hometown Teams: How Sports Shape America shows how sports reflect the trials and triumphs of the American experience and help mold our national character. Host communities utilize SITES' tools, resources, and professional training to develop complementary exhibits that highlight their own local histories and stories.	March 2014 - April 2020	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Women	Traveling Exhibition	Program Diversity
ASEA	SITES	I Want the Wide American Earth: An Asian Pacific American Story	A celebration of Asian Pacific American history across this multitude of incredibly diverse cultures, and exploration of how Asian Pacific Americans have shaped and been shaped by the course of our nation's history. Two copies of the exhibition will visit 26 cities.	5/1/2013 - 8/27/2017	In-progress	Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Traveling Exhibition	Program Diversity
ASEA	SITES	I Want the Wide American Earth: An Asian Pacific American Story	An award-winning educational poster set provides teachers with fresh resources for celebrating Asian Pacific American history across this multitude of incredibly diverse cultures, and ways to explore how Asian Pacific Americans have shaped and been shaped by the course of our nation's history. Produced by SITES, distributed at no cost to schools, museums, and small libraries.	Spring 2013 - Present	In-progress	Asian Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Poster Exhibit	Program Diversity
ASEA	SITES	IndiVisible: African-Native American Lives in the Americas	Traveling exhibition developed with NMAI explores historical and contemporary stories of peoples and communities whose shared histories are woven into the fabric of American identity but whose presence has long been invisible to many in the U.S.	11/10/2009 - 3/27/2016	In-progress	African Americans Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Traveling Exhibition	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	Journey Stories	Americans on the move, whether for work or pleasure, illustrate a key chapter in the nation's story. A Museum on Main Street exhibition, Journey Stories encourages host communities to collect and share stories, including those from immigrants new and old.	May 2009 - October 2015	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Women	Traveling Exhibition	Program Diversity
ASEA	SITES	Key Ingredients: America by Food	A look at the history and culture that shape our dining habits and taste preferences -- from immigrant experiences to innovations of food preparation technology to availability of key ingredients. A Museum on Main Street project that provides host communities tools, training, and guidelines for local programming and outreach.	May 2003 - March 2014	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Women	Traveling Exhibition	Program Diversity
ASEA	SITES	Native Words, Native Warriors	This exhibition presented the remarkable story of American Indian soldiers from more than 12 tribes who used their Native languages in the service of the U.S. military.	10/28/2006 - 10/5/2014	Completed	Native Americans Native Hawaiians/Pacific Islanders		Traveling Exhibition	Program Diversity
ASEA	SITES	Ramp It Up! Skateboard Culture in Native America	Boards, designs, videos, and cultural history trace skate boarding's strong and fascinating ties to Native American life through a SITES exhibition organized with NMAI, traveling to 12 cities.	4/26/2012 - 7/12/2015	In-progress	Native Hawaiians/Pacific Islanders Native Americans		Traveling Exhibition	Program Diversity
ASEA	SITES	Romare Bearden: A Black Odyssey	For the first time outside New York, SITES presents Bearden's fresh interpretation of Homer's Odyssey. 50 of his original collages, watercolors, and drawings are touring to 7 cities.	10/13/2012 - 3/31/2015	In-progress	African Americans		Traveling Exhibition	Program Diversity
ASEA	SITES	Romare Bearden: Remix Collages	With this lively, colorful, and highly engaging iPad app, you can remix COLLAGES from Bearden's original series to create your own unique works of art, and express your personal journey. Choose from a variety of Bearden's backdrops and layer in shapes and forms from other collages. Or cut your own shapes, add personal photos, change the colors of various elements and resize them. You can also add written words and descriptions.	Fall 2012 - Ongoing	In-progress	African Americans Residents of Under-resourced Communities		Virtual Programming	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	Romare Bearden Remix	A downloadable, conversational audio tour with 20 stops that gives listeners new intellectual routes into the works of Romare Bearden and into the bewitching heart of Homer's "The Odyssey." Voices on the tour include Dr. Robert O'Meally, exhibition curator and Zora Neale Hurston Professor of English and Comparative Literature at Columbia University. He is joined by Diedra Harris-Kelley, Bearden's niece and the co-director of the Romare Bearden Foundation. Artist, writer and musician, Paul Miller, aka DJ Spooky, provides additional perspective, contributing his own thoughts about Bearden's genius.	Fall 2012 - Ongoing	In-progress	African Americans Residents of Under-resourced Communities		Virtual Programming	Program Diversity
ASEA	SITES	The Way We Worked	A fresh approach to how and why Americans work -- whether in offices, factories, farms, schools, homes, on the road, rails, or sky, in the military -- through photographs and first-hand stories. A Museum on Main Street project that provides rural communities with tools and training to utilize local resources for complementary programming and outreach.	September 2011 - November 2018	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Women	Traveling Exhibition	Program Diversity
ASEA	SITES	William H. Johnson: An American Modern	Never before toured, this collection from Morgan State Univ. of 20 portraits, landscapes, and still life paintings covers key stages in the artist's career as a pivotal figure in modern art.	9/10/2011 - 7/6/2014	Completed	African Americans		Traveling Exhibition	Program Diversity
ASEA	SITES	Choosing to Participate	Graphically compelling, award-winning poster exhibit, created primarily for middle and high schools, is designed to encourage dialogue, engagement, respect, and participation in our communities. Many schools use it for anti-bullying programs. Distributed at no cost to schools, Boys & Girls Clubs, libraries, community centers.	Fall 2010 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Women	Poster exhibit	Program Diversity
ASEA	SITES	Roots of Wisdom: Native Knowledge, Shared Science	A new exhibition developed with the Oregon Museum of Science & Industry designed to engage families and students in the concept that western science and Native American traditional knowledge about the environment are both valuable and complementary for understanding the natural world.	Begins Fall 2015	Planned	Native Americans Native Hawaiians/Pacific Islanders		Traveling Exhibition	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	Animal Connections: Our Journey Together	Mobile exhibit on an 18-wheeler introduces children and their families to careers in veterinary medicine and related animal science fields, with a program focus on STEM education.	Summer 2013 - Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Women	Traveling Exhibition	Program Diversity
ASEA	SITES	One Nation with News for All	Preliminary investigation for a proposed traveling exhibition based on the Newseum's project of the same name that tells the dramatic story of how immigrants and minorities used the power of the press to fight for their rights and shape the American experience.	TBD	Planned	Hispanics African Americans Asian Americans Native Americans Native Hawaiians/Pacific Islanders		Traveling Exhibition	Program Diversity
ASEA	SITES	Beyond Bollywood: Indian Americans Shape the Nation	Created in collaboration with the Smithsonian's Asian Pacific American Center, a new exhibition explores the Indian American experience and the community's vital political, professional, and cultural contributions to American life and history.	Opens May 2015	Planned	Asian Americans		Traveling Exhibition	Program Diversity
ASEA	SITES	Beginning and Advanced Exhibition Development	SITES project director led two full-day seminars for the Tribal Archives Libraries and Museums Project run by the Univ. of Wisconsin-Madison School of Library and Information Studies - Continuing Education Services. This is part of the Great Lakes Convening Culture Keepers conference geared to networking and professional development opportunities for American Indian communities of the Upper Great Lakes.	4/14/2014 - 4/17/2014	Completed	Native Americans		Conferences w/Colleges or Universities	Workforce Diversity
ASEA	SITES	Women, Art, and Social Change: The Newcomb Pottery Enterprise	One of the most significant American art potteries of the twentieth century, Newcomb works are a graceful union of form and decoration inspired by the flora and fauna of the Gulf South. The Pottery was established to teach Southern women self-reliance by way of an education and gain financial independence through the sale of their wares. The exhibition will visit 9 museums across the U.S. and in Canada.	10/3/2013 - 10/23/2016	In-Progress	Others	Women	Traveling Exhibition	Program Diversity
ASEA	SITES	Water: Resource for Life	A humanities-based examination of water and what it means to communities across the nation. Conceived as the next Museum on Main Street project, with resources and tools for rural and under-resourced communities to collect and share stories and to create their unique complementary exhibits.	Opens Spring 2016	Planned	Residents of Under-resourced Communities		Traveling Exhibition	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	Stories from Main Street	A digital initiative to collect and share stories from small-town and rural America. Developed by the Museum on Main Street program to encourage capacity-building at the local level and to provide resources for community outreach.	Fall 2011 - Ongoing	In-Progress	Residents of Under-resourced Communities		Virtual Programming	Program Diversity
ASEA	SITES	Museum on Main Street capacity-building training workshops	The Museum on Main Street (MoMS) program is SITES' key initiative that directly engages small town audiences and brings revitalized attention to underserved rural communities through their own Main Street museums, historical societies, and other cultural venues. Professional development workshops for host venues were held in 16 states in FY14, providing program and installation tools and training for hosting a traveling exhibition and developing community-based displays and programs.	Throughout FY14	Completed	Residents of Under-resourced Communities		Professional training	Workforce Diversity;#Program Diversity
ASEA	SITES	Bilingual exhibit scripts and resources	<p>SITES produces bilingual (English/Spanish) educational or instructional content for many of its traveling exhibitions that can be downloaded at no cost directly from www.sites.si.edu. These include:</p> <p>History & Cultural Exhibitions: American Sabor: Latinos in U.S. Popular Music Family Guide; Beyond Baseball: The Life of Roberto Clemente Exhibition Script; Between Fences Exhibition Script; Bittersweet Harvest: The Bracero Program, 1942-1964 Exhibition Script; The Dancer Within Exhibition Guide; Freedom's Sisters Exhibition Guide--IndiVisible: African-Native American Lives in the Americas Exhibition Script; Jim Henson's Fantastic World Exhibition Guide; Key Ingredients: America by Food Exhibition Script; Latin Jazz: The Perfect Combination Exhibition Script; New Harmonies: Celebrating American Roots Music Exhibition Script; Our Journeys/Our Stories: Portraits of Latino Achievement Exhibition Script</p> <p>Science & Natural History Exhibitions: Earth from Space Poster Set Exhibition Posters Exhibition Script and A Magic Web: The Tropical Forest of Barro Colorado Island Exhibition Script</p>	Ongoing	In-Progress	<p>Hispanics</p> <p>Residents of Under-resourced Communities</p>		Educational Resources	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SITES	Report from the Field: Museum on Main Street at Twenty: Public History in Small-Town America. Twenty Years of Museum on Main Street	SITES' Robbie Davis' article entitled "Report from the Field: Museum on Main Street at Twenty: Public History in Small-Town America. Twenty Years of Museum on Main Street," planned for November issue of The Public Historian, a quarterly academic journal published by the University of California Press.	November 2014	In-Progress	Residents of Under-resourced Communities		Publication	Program Diversity
ASEA	SITES	Recruiting	SITES works with OHR's Diversity & Inclusion Outreach Specialist to announce vacancies far beyond USAJOBS to ensure we reach diverse communities. SITES also notifies professional organizations related to museums and specific professional specializations as they apply to open positions. We also announce job openings through many common social media outlets and listserves	Ongoing	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Women	Digital Promotion of Job Opportunities	Workforce Diversity
ASEA	SITES	Congressional Black Caucus	SITES staff volunteered at annual CBC events, networking and sharing information about SITES' extensive offerings in African American art, history, and culture.	9/24/2014 - 9/26/2014	Completed	African Americans		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
ASEA	SITES	American Alliance of Museums focus groups	SITES staff held focus group sessions at the AAM annual meeting to assess interest in upcoming projects, processes, and customer-related transactions	5/18/2014 - 5/21/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities	Women	Conferences w/Professional Organizations	Program Diversity
ASEA	SSEC	LASER i3 Regional Leaders' Meeting	On March 14, 2014, thirty-five representatives from New Mexico, North Carolina and Houston gathered in Santa Fe, NM for the fourth annual LASER i3 Regional Leaders' Meeting (RLM). The RLM is an opportunity to convene leaders in each of the i3 regions to review recent accomplishments and upcoming plans for the project as well as address challenges related to sustaining the program.	March 14, 2014	Completed	African Americans Hispanics Native Hawaiians/Pacific Islanders		Leadership Development	Program Diversity
ASEA	SSEC	LASER i3 Santa Fe, New Mexico Phase 2 Principals' Meeting	On June 5, 2014, six Phase 2 principals met with Smithsonian Science Education Center (SSEC) staff in Santa Fe, NM. The purpose of meeting was to introduce new Phase 2 school administrators to the i3 project and answer questions about the project and implementation in the 2014-2015 school year.	June 6, 2014	Completed	Hispanics		Leadership Development	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	LASER i3 Cleveland County, North Carolina Phase 2 Principals' Meeting	On June 19, 2014, four Phase 2 principals met with Smithsonian Science Education Center (SSEC) staff in Shelby, NC. The purpose of meeting was to introduce new Phase 2 school administrators to the i3 project and answer questions about the project and implementation in the 2014-2015 school year.	June 19, 2014	Completed	African Americans		Leadership Development	Program Diversity
ASEA	SSEC	LASER i3 Johnston County, North Carolina Phase 2 Principals' Meeting	On June 26, 2014, nine Phase 2 principals met with Smithsonian Science Education Center (SSEC) staff in Benson, NC. The purpose of meeting was to introduce new Phase 2 school administrators to the i3 project and answer questions about the project and implementation in the 2014-2015 school .	June 26, 2014	Completed	African Americans		Leadership Development	Program Diversity
ASEA	SSEC	LASER i3 Houston, TX Phase 2 Principals' Meeting	On July 17, 2014, five Phase 2 principals met with Smithsonian Science Education Center (SSEC) staff at Houston Independent School District (HISD). The purpose of meeting was to introduce new Phase 2 school administrators to the i3 project and answer questions about the project and implementation in the 2014-2015 school year.	July 17, 2014	Completed	African Americans Hispanics		Leadership Development	Program Diversity
ASEA	SSEC	National Science Education Leadership Development Forum	Educators, administrators and curriculum developers from the DC metro area, Michigan, and Indiana came together on July 26, 2014 for presentations and activities illustrating argumentation, explanation, and modeling techniques for the classroom by Leema Berland (University of Wisconsin at Madison) and Kate McNeill (Boston College).	July 26, 2014	Completed	African Americans Asian Americans Hispanics		Professional Development for Teachers, Museum Educators, and Administrators	Program Diversity
ASEA	SSEC	LASER i3 Rio Rancho, NM Phase 2 Principals' Meeting	On July 31, 2014, four Phase 2 principals met with Smithsonian Science Education Center (SSEC) staff in Rio Rancho, NM. The purpose of meeting was to introduce new Phase 2 school administrators to the i3 project and answer questions about the project and implementation in the 2014-2015 school year.	July 31, 2014	Completed	Hispanics		Leadership Development	Program Diversity

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ASEA	SSEC	LASER i3 Facilitation Academies	In spring 2014, sixty-four participants from New Mexico, Houston, and North Carolina attended the Facilitation Academies at WestEd in Oakland, California. WestEd Facilitation Academies is a 2.5 day program that trains facilitators to conduct or co-facilitate level II workshops with teachers. Level II workshops focus on expanding teacher's science content-knowledge. Teachers who attended the academies then served as co-facilitators at the 2014 LASER i3 Summer Professional Development and conduct the Condensed Kit Trainings in the region.	February 25-March 6, 2014	Completed	African Americans Asian Americans Hispanics Native Americans		Teacher Professional Development	Program Diversity
ASEA	SSEC	Houston Strategic Planning Institute (i3)	Teachers, administrators, community and business partners representing 21 schools came together from January 27-31, 2014 for an intensive 5-day institute on strategic planning for science education reform. Participants took advantage of a range of presentations focusing on curriculum, professional development, materials support, assessment, and administrative and community support. The information they gleaned from these sessions they then used to inform their own five-year strategic plans.	January 27-31, 2014	Completed	African Americans Hispanics Asian Americans		Strategic Planning Conference with teachers and administrators	Program Diversity
ASEA	SSEC	Smithsonian Science Education Academies for Teachers (SSEATs) Energy: Past, Present and Future Academy	In collaboration with other museums and units of the Smithsonian, the SSEC works to create and deliver week-long professional development for teachers of science, these programs, known as the Smithsonian Science Education Academies for Teachers. SSEATs were started in 2005 to bridge the gap between formal and informal science education by combining training in science content and pedagogy with behind the scenes experiences at a wide variety of Smithsonian units, Smithsonian Affiliate partners, and world-class science research facilities throughout the Washington DC area.	July 13-18, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Professional Development for Teachers	Program Diversity
ASEA	SSEC	Level-two LASER i3 2014 Summer Professional Development: Houston	The Level-two LASER i3 Summer Professional Development is for all Phase 1 teachers in the i3 schools. In Houston, TX, 180 teachers attended the workshops. Level-two training focuses on adult learning and increases teachers' science content knowledge to incorporate while teaching the STC Units in the 2014-2015 school year.	July 14-16, 2014; July 21-23, 2014	Completed	African Americans Asian Americans Hispanics		Teacher Professional Development	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	Level-one LASER i3 2014 Summer Professional Development	The Level-one LASER i3 Summer Professional Development is for all Phase 2 teachers in the i3 schools. In Houston, TX, 233 teachers attended the workshops. Level-on training shows teachers how to use the STC materials with an emphasis on inquiry pedagogy and incorporating literacy.	July 16-18, 2014; July 23-25, 2014	Completed	African Americans Asian Americans Hispanics		Teacher Professional Development	Program Diversity
ASEA	SSEC	2014 International K-12 Science Education Institute for Leadership Development and Strategic Planning	Teachers, administrators, community and business partners representing 4 school districts came together from July 27-August 1, 2014 for an intensive 6-day institute on strategic planning for science education reform. Participants took advantage of a range of presentations focusing on curriculum, professional development, materials support, assessment as well as administrative and community support. The information they gleaned from these sessions they then used to inform their own five-year strategic plans.	July 27-August 1, 2014	Completed	African Americans Asian Americans Hispanics		Strategic Planning Conference with teachers and administrators	Program Diversity
ASEA	SSEC	Smithsonian Science Education Academies for Teachers (SSEATs) Earth's History and Global Change Week	In collaboration with other museums and units of the Smithsonian, the SSEC works to create and deliver week-long professional development for teachers of science, these programs, known as the Smithsonian Science Education Academies for Teachers. SSEATs were started in 2005 to bridge the gap between formal and informal science education by combining training in science content and pedagogy with behind the scenes experiences at a wide variety of Smithsonian units, Smithsonian Affiliate partners and world-class science research facilities throughout the Washington DC area.	July 28- August 1, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Professional Development for Teachers	Program Diversity
ASEA	SSEC	Level-two LASER i3 2014 Summer Professional Development: North Carolina	The Level-two LASER i3 Summer Professional Development is for all Phase 1 teachers in the i3 schools. In North Carolina, 224 teachers attended the workshops. Level-two training focuses on adult learning and increases teachers' science content knowledge to incorporate while teaching the STC Units in the 2014-2015 school year.	June 16-18, 2014; June 23-25, 2014	Completed	African Americans Hispanics Native Hawaiians/Pacific Islanders		Teacher Professional Development	Program Diversity
ASEA	SSEC	NGSS Implementation Initiative	Professional development workshop in Johnston County, NC with focus on introducing teachers to the Next Generation Science Standards and their practices.	June 17-20, 2014	In-progress	African Americans Asian Americans Hispanics		Professional Development for Teachers	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	NM Strategic Planning Institute (i3)	Teachers, administrators, community and business partners representing 9 school districts came together from June 17-20, 2014 for an intensive 4-day institute on strategic planning for science education reform. Participants took advantage of a range of presentations focusing on curriculum, professional development, materials support, assessment, and administrative and community support. The information they gleaned from these sessions they then used to inform their own five-year strategic plans.	June 17-20, 2014	Completed	African Americans Asian Americans Hispanics Native Americans		Strategic Planning Conference with teachers and administrators	Program Diversity
ASEA	SSEC	Level-one LASER i3 2014 Summer Professional Development: North Carolina	The Level-one LASER i3 Summer Professional Development is for all Phase 2 teachers in the i3 schools. In North Carolina, 247 teachers attended the workshops. Level-on training shows teachers how to use the STC materials with an emphasis on inquiry pedagogy and incorporating literacy.	June 18-20, 2014; June 25-27, 2014	Completed	African Americans Hispanics Native Hawaiians/Pacific Islanders		Teacher Professional Development	Program Diversity
ASEA	SSEC	Smithsonian Science Education Academies for Teachers (SSEATs) Biodiversity Week	In collaboration with other museums and units of the Smithsonian, the SSEC works to create and deliver week-long professional development for teachers of science, these programs, known as the Smithsonian Science Education Academies for Teachers. SSEATs were started in 2005 to bridge the gap between formal and informal science education by combining training in science content and pedagogy with behind the scenes experiences at a wide variety of Smithsonian units, Smithsonian Affiliate partners, and world-class science research facilities throughout the Washington DC area.	June 22-17, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Professional Development for Teachers	Program Diversity
ASEA	SSEC	Level-two LASER i3 2014 Summer Professional Development: New Mexico	The Level-two LASER i3 Summer Professional Development is for all Phase 1 teachers in the i3 schools. In New Mexico, 110 teachers attended the workshops. Level-two training focuses on adult learning and increases teachers' science content knowledge to incorporate while teaching the STC Units in the 2014-2015 school year.	June 2-4, 2014; July 28-31, 2014	Completed	African Americans Hispanics Native Americans		Teacher Professional Development	Program Diversity
ASEA	SSEC	Level-one LASER i3 2014 Summer Professional Development: New Mexico	The Level-one LASER i3 Summer Professional Development is for all Phase 2 teachers in the i3 schools. In New Mexico, 93 teachers attended the workshops. Level-on training shows teachers how to use the STC materials with an emphasis on inquiry pedagogy and incorporating literacy.	June 4-6, 2014; July 31-August 1, 2014	Completed	African Americans Hispanics Native Americans		Teacher Professional Development	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	Colorado LASER Initiative	Teachers convened for an intensive three day professional development workshop on the STC curriculum series and kits from June 9-11, 2014 as the first program in the Colorado LASER Initiative. In addition to rigorous classroom workshops, each day included plenary sessions focusing on standards alignment, literacy, student note-booking, and an overview of the Colorado LASER Initiative. This training prepared teachers to implement the STC curriculum series and the LASER Model in their classrooms for the upcoming 2014-2015 school year. A Principals Meeting was held on June 10, 2014 in conjunction with the training to connect with the principals from participating schools.	June 9-11. 2014	In-progress	African Americans Asian Americans Hispanics		Professional Development for Teachers	Program Diversity
ASEA	SSEC	Investing in Innovation (i3) Validation Grant	The Smithsonian Science Education Center (formerly the NSRC) received a 5-year, \$30 million investing in innovation (i3) grant in 2010 to improve K-8 science education. Over the course of 5 years, the SSEC will work with research institutes, communities, districts, schools, and teachers in North Carolina, New Mexico, and Houston to evaluate the effectiveness of their inquiry-based science education model (LASER) and to hopefully develop practices and procedures that can be replicated in other schools, districts and states. The historically underrepresented groups this program engages are the students in the three districts of the study.	October 1, 2010- September 30, 2015	In-progress	African Americans Asian Americans Hispanics Native Americans		Validation Study	Program Diversity
ASEA	SSEC	North Carolina Implementation Institute (i3)	On October 21-22, 2013, leadership teams from the North Carolina LASER i3 districts convened in Research Triangle Park for a jam packed day-and-a-half long Implementation Institute. These teams first met in August 2011 for the Strategic Planning Institute when they drafted strategic plans to transform their science education programs. Now, two years later, teachers and administrators spearheading these efforts gathered to assess their progress. The Implementation Institute provided crucial time for local leadership to revisit and update the strategic plan while also gaining new material aimed at advancing the sustainability of this education transformation. The historically underrepresented groups this program engages are the students in the three districts of the study.	October 21-22, 2013	Completed	African Americans Asian Americans Hispanics		Strategic planning conference with teachers and administrators	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	SSEC	LASER i3 Condensed Kit Training	Condensed Kit Training (CKT) are an abbreviated workshop for teachers who were unable to attend the more in-depth summer professional development. 90 teachers in Houston attended the workshop and received an introduction to LASER i3 and learned how to teach the STC Unit. Topics covered included how to set up lessons, materials management, student note-booking, and classroom management. The CKTs are taught by teacher-leaders in the regions. Building the capacity in teachers to train their colleagues also contributes to the long-term sustainability of the program.	October, 2013-January, 2014	Completed	African Americans Asian Americans Hispanics		Professional Development of Teachers	Program Diversity
ASEA	SSEC	Colorado LASER Initiative Condensed Unit Training	Teachers convened for an intensive half-day professional development workshop on the STC curriculum series and kits on September 27, 2014 as a make-up training for those unable to attend the summer professional development workshops for the Colorado LASER Initiative. Each participant received an overview of the Colorado LASER Initiative and the additional resources provided through the program, and then received in-depth training on the unit that they are going to implement this school year. This training prepared teachers to implement the STC curriculum series and the LASER Model in their classrooms for the upcoming 2014-2015 school year.	September 27, 2014	Completed	African Americans Asian Americans Hispanics		Professional Development for Teachers	Program Diversity
ASEA	TSA	Luis Garay's Percussion Explosion	Children's Musical Performance: Garay's sensational Percussion World ensemble unleashes the primal power of congas, bongos, steel drums, the marimba, and other instruments as kids explore the rhythms and musical traditions of the Caribbean and Latin America. Audiences really get moving to the pulsating beat in this bang-up program. (2 shows)	10/4/2013	Completed	African Americans Hispanics		Performance	Program Diversity

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ASEA	TSA	The Incomparable Ella	Ella: Like a select few in music—Hoagy, Cole, Duke, Elvis, Wynton—you recognize her by her first name alone. Ira Gershwin said he never knew how good his songs were until he heard Ella Fitzgerald sing them. Join John Edward Hasse, co-curator of the long-running Smithsonian exhibition Ella Fitzgerald: First Lady of Song, as he draws on film and video clips, rare photographs, and original recordings to provide insight into Fitzgerald’s extraordinary journey from shy orphan to beloved international celebrity. Hear classic renditions of sensitive ballads such as “Embraceable You” and “The Man I Love” and thrilling performances including “Mack the Knife” and “How High the Moon.” View seldom-seen video footage of Fitzgerald with Frank Sinatra, Count Basie, and Duke Ellington. Learn about her warm personality (she trustingly welcomed busloads of tourists into her Beverly Hills home), and even find out about the only kind of song that she did not perform well. As he traces the evolution and triumph of one of America’s greatest singers, Hasse also shares personal stories about Fitzgerald at the Smithsonian, how the Institution’s Ella Fitzgerald Collection came about—and even how he combed her house for memorabilia.	February 20, 2014	Completed	African Americans		Ticketed Program	Program Diversity
ASEA	TSA	Shisa Dogs and Taiko Drums: A Japanese Journey	Children's Musical Show: Nothing is more exciting than the sound of a big Japanese drum. And a huge, purple dancing lion-dog is a must for every festival. Musicians and colorfully costumed dancers from the Chin Hamaya Daiko Culture Center use drums, chant, song, and dance to sweep you into the spirit of celebrations from Japan’s Ryukyu Islands. (2 shows)	03/01/2014	Completed	African Americans Asian Americans Hispanics		Performance	Program Diversity

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ASEA	TSA	Before the People Came: An African Fable	Children's Puppet Show: African rhythms, masks, vivid costumes, and life-size puppets add up to a delightful mini-spectacular in the spirit of The Lion King. In this magical folktale, when a drought leaves the animals weak from thirst, a rabbit discovers a juicy pear tree—and the tiger who guards it. They learn to work together in a most unexpected way. The story’s lessons about sharing and diversity are artfully woven into a blend of spoken-word poetry and jazz, blues, funk, and pop music that will have young audiences caught in its delightful spell. (2 Shows)	03/18/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Performance	Program Diversity
ASEA	TSA	Ocean Adventures: Diving with Humpbacks in the Caribbean	Children's Science Show: Join a remarkable expedition as ocean explorers Wayne and Karen Brown share real whale specimens (including a 7-foot tooth!), biological models, high-tech SCUBA equipment, and stunning HD multi-image presentations. Hear an undersea love song, swim along with a mother humpback and her newborn calf, and meet Herbie, the 20-foot inflatable whale. Kids will love diving into the adventure! (2 shows)	04/04/2014	Completed	African Americans Hispanics Individuals with Disabilities		Performance	Program Diversity
ASEA	TSA	Time for Taiwan	Taiwan is one of Asia's industrial powerhouses, and its diverse natural assets and cultural attractions make it a draw for visitors as well. Situated off China’s southeastern coast, much of the island is lush forestland, but the topography includes picturesque mountains, rice fields, and beautiful beaches. Because of its unique historical and geographical background, Taiwan as we know it today reflects an extremely vivid and diverse culture. Take an armchair tour of Taiwan’s beauties, customs, and traditions with Pauline Frommer, co-president of Frommer Media and a nationally syndicated travel columnist. The evening also includes classical Taiwanese folk songs performed on the erhu, a traditional Chinese stringed instrument, by Juilliard graduate Wei-Yang Andy Lin and other musicians. A tasting of Taiwanese treats and bubble teas closes the journey.	April 23, 2014	Completed	Asian Americans		Ticketed Program	Program Diversity
ASEA	TSA	Native Pride Dancers	Children's Musical Play: World champion fancy dancer Larry Yazzie and his troupe share the excitement of a Native American pow wow with vibrant dances, rainbow-colored regalia, and pulsating drumming. (1 show)	6/25/2014	Completed	African Americans Hispanics Native Hawaiians/Pacific Islanders		Performance	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Witness to a Dream: The Studio of James Van Der Zee	James Van Der Zee’s camera captured the spirit and life of Harlem for more than 50 years. From the 1920s to the 70s, everyone—from brides to blues singers, political and artistic notables to anonymous but stylish New Yorkers—made their way to his 135th Street studio, where his photographs created an informal but indelible record of a place, a time, and an emerging middle class of African Americans. Deborah Willis discusses how Van Der Zee’s elegant, formally composed studio portraits and his slice-of-city-life images depicted members of a vibrant community during decades of transition; his critical role in documenting the Harlem Renaissance; his place among the last century’s influential photographers; and the impact of his works in shaping a collective urban history, memory, and social consciousness.	December 10, 2014	Completed	African Americans		Ticketed Program	Program Diversity
ASEA	TSA	Billy Kelly Blasts Off	Children's Musical Performance: The Air and Space Museum is the perfect place to hear catchy, quirky tunes from the indie rocker and PBS Kids artist who, wrote “Why Is the Moon Following Me?” and “Dance from Outer Space.” Billy’s infectious songs show off what NPR calls “an endearingly oddball sense of humor” and grab kids with their smart silliness (or is it silly smartness?). (4 shows)	01/16-01/17/14	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Lions of Industry, Mothers of Invention	Children's Historical Play: Discovery Theater’s original interactive play honors the creativity and genius of African American entrepreneurs and inventors including beauty-product magnate Madame C.J. Walker; agricultural chemist and “peanut man” George Washington Carver; education giant Booker T. Washington; and George Crum, the cranky chef who accidentally created the potato chip. The production inspires the dreamer and achiever in all of us. (8 Shows)	02/04-02/06/14	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Bessie and Bill: Black Wings in Flight	Children's Historical Play: Daredevil Bessie Coleman barnstormed the country as the first licensed African American woman pilot. Inspired by her grit and perseverance, Bill Powell became a pilot and trained the famous Tuskegee Airmen of World War II. Meet these spunky pioneers of the air in a powerful show that speaks to even the youngest dreamer. (10 shows)	02/19-02/26/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Performance	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	All the Way Live	Children's Musical Show.: Rising hip-hop star Paige Hernandez and master beat-box artist Baye Harrell can make anything—from the alphabet to folktales—come to life with a simple beat, a rhythm, and a rhyme. They'll collaborate on the spot to create some incredible remixes that unfold through dance, poetry, rap, and tracks by DJ Nick Tha 1da in this production created just for Discovery Theater. (4 shows)	02/27-02/28/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Amelia and Her Big Red Plane	Children's historical play: Amelia Earhart was an adventurer—and this interactive puppet show puts adventurous kids right beside her as little Amelia builds her own roller coaster in the backyard, takes off in her first plane (right over their heads), and flies across the Atlantic. The show has airplanes that soar and puppets that sing as it brings daring Amelia vibrantly to life. (6 shows)	03/13-03/14/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Live! Amazing Animals of the Rainforest	Children's Wildlife Show: Meet Dexter the lemur—who loves hanging upside down, eating blackberries, and helping spread the word about his native habitat—when Leesburg Animal Park brings the rainforest to Discovery Theater. They'll also meet other amazing critters who live there. It could be Slinky, a 7-foot Columbian red-tailed boa, Charlie the iguana, or hissing cockroaches that can scare off predators with a sound as loud as a lawn mower. We'll learn why this South American ecosystem is so important to our planet's health—and how we can all help preserve it. (4 shows)	03/20-03/21/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Gustafer Yellowgold's Show	Children's Musical Show: Get ready for sunny, funny Gustafer! In a show that the New York Times describes as “a cross between Yellow Submarine and Dr. Seuss,” meet the cute cartoon alien who landed on earth from his home on the sun. Gustafer Yellowgold's adventures as an explorer in a slightly psychedelic version of the Minnesota woods are brought to life by singer-songwriter-illustrator Morgan Taylor in a bubbly mix of music, animation, and storytelling. (4 shows)	04/10-04/11/2014	Completed	African Americans Hispanics		Performance	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Garbage to Gardens: An Earth Week Exploration	Children's Outdoor Program: Mother Nature loves garbage—and uses ours to make new soil. Meet Smithsonian naturalists in the beautiful Haupt Garden of the Castle for an Earth Week story, then get the inside scoop on how compost becomes dirt and find out how throwing a “seed bomb” can make a bare patch of ground bloom. Plenty of great hands-on activities make this the perfect way to celebrate our planet. (9 shows)	04/22-04/23/2014	Completed	African Americans Hispanics		Children's Program	Program Diversity
ASEA	TSA	Tigers, Dragons and Other Wise Tales	Children's Cultural Play: This delightful Discovery Theater original reimagines folk tales from Asia with a modern touch and plenty of fresh fun. The Tiger, the Thief, and the Dried Persimmon (Korea) puts a new spin on mistaken identity with a very silly tiger, a babysitting grandma, and dried fruit. The Boy and the Fly (Vietnam) is a sweetly silly slapstick romp with a little lesson thrown in. The Wise Mole (Japan) updates an ancient story of young love, complete with cell phones and iPods. The mythic Four Dragon Rivers of China features beautiful flying dragon puppets. (10 shows)	05/06-05/16/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Barefoot Puppets: Trickster Tales	Children's Puppet Show: How does a spider beat an elephant in a bout of tug-of-war? Find out when Anansi the Spider takes center stage in two traditional folktales from West Africa. You'll also meet Elephant, Hippo, Namibi the python, Osebo the leopard, a swarm of angry hornets, and an even angrier Sky God, all in the form of expressive rod and hand puppets. Colorful scenery, original music, and lots of puns add to the high-energy antics. (4 shows)	06/05-06/06/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Diggity Dudes	Children's Musical Performance: Diggity Dudes rock the summer! Their breakout hit “Presidential Physical Fitness Test” made them the happiest rebels of kindie music, and their ultra catchy melodies set over funky and danceable grooves have kept young Dudes and Dudettes moving ever since. With hip sounds for hip kids, audience participation, and lighthearted comedy, the Diggity Dudes’ show is ideal warm-weather fun for camp groups or a family day at the Smithsonian. (4 shows)	06/26-06/27/2014	Completed	African Americans Hispanics		Performance	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Uno, Dos, Tres con Andres!	Children's Bilingual Musical Performance: Counting has never been more fun in English AND Spanish. Play and dance with Andrés Salguero to songs familiar and new as he uses sing-alongs and movement to share Spanish words and create plenty of bilingual fun. (4 shows)	09/19-09/20/2013	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Gear Up	Smithsonian Scholars teach Chemistry and Environmental Science to 11th grade students in Lafayette parish. (Lafayette, LA)	10/22-24/2013	Completed	African Americans		Teacher Workshop	Program Diversity
ASEA	TSA	Joanie's Halloween Party	Children's Musical Performance - There's no reason to scare up an excuse to dance like crazy when the energetic Brooklyn-based, indie-rock band Joanie Leeds and The Nightlights make their Halloween debut at Discovery Theater. Leeds brings songs from her latest album, Bandwagon, along with other hits and kid-friendly Halloween tunes. The band will be in costume—and families can be, too! (4 shows)	10/31-11/01/13	Completed	African Americans Asian Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Pappelappap: Cardboard Play Time	Children's Theatrical Performance: A box is a box is a box—or is it? With a little imagination, a plain brown shipping box can turn into anything. How about a tiger, a dragon, or a flying machine? Inventive solo performer Ulrike Kley from Germany proves that the possibilities are endless and that an everyday cardboard box can contain a world of theatrical fun. (4 shows)	11/03-11/04/13	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Peoples of the Sea: Imamsuat	Children's Russian-influenced Musical Performance: Creeks, rivers, and the vast waters of the North Pacific and the Bering Sea are alive for the Sugpiaq peoples of southern and southwest Alaska. This multigenerational troupe captures a rich and proud heritage in song, story, dance, and music—some of which reflect the region's strong Russian influence. Masks, costumes, and native instruments add to the spirit of the absorbing performance. (4 shows)	11/05-11/06/13	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Rolie Polie Guacamole	Children's Musical Performance: Can you get any hipper than a indie-rock band from Brooklyn? Rolie Polie Guacamole's high-energy, interactive shows are a mix of funk, rock, and folk sounds mashed into original tunes about natural living, eating healthy, and staying active. Their latest album, Houses of the Moly, brought them a Parents' Choice Silver Award. (4 shows)	11/14-11/15/13	Completed	African Americans Hispanics		Performance	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Barefoot Puppets: Ooey Gooley Thanksgiving	Children's Puppet Show: Heidi and Sam, two wacky puppeteers, and Ooey Gooley, the most adorable worm in the circus, take a playful, interactive look at some favorite characters from children's rhymes and stories. Whatever happened to those three kittens and their mittens? How do you sit on a tuffet? And did Jonathan Blake really eat too much cake? Get ready to find out! After Friday's family show, join us for a special treat. (5 shows)	11/25-11/29/13	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Baby Rex's Holiday Surprise	Children's Holiday Puppet Show: Dinosaurs sport the perfect holiday color scheme: jollyholly green with a bit of red. But is Baby Rex ready for the holiday season? Pals Massimo Maxicalisaurus and Shao Shao the Microraptor lead him on a globetrotting musical journey to show that midwinter celebrations are all about family, food, fun, and sharing the best of you. (4 shows)	12/12-12/13/13	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Seasons of Light	Children's Multi-cultural Holiday Play: Joy, warmth, and community illuminate seasonal holiday celebrations the world over. Back for its 15th season, this signature Discovery Theater show celebrates the history and customs of Ramadan, Devali, Sankta Lucia, Chanukah, Los Posados, Kwanzaa, Christmas, and the First Nations' tradition of the Winter Solstice in an interactive event that bridges communities and cultures. This show sells out early, so get your tickets now! (30 shows)	12/2-12/20/13	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders		Performance	Program Diversity
ASEA	TSA	Gear Up	Smithsonian Scholars teach Environmental Science and Physics in district high schools. (Lafayette, LA)	2/19-21/2014	Completed	African Americans		Teacher Workshop	Program Diversity
ASEA	TSA	Scholars in the Schools and Voices of Discovery	Musicians from Arkansas perform a public concert on the works of Thomas Hart Benton, and Smithsonian Educators teach interactive art lessons to district high schools. (Kansas City, MO)	3/25-28/2014	Completed	African Americans		Teacher Workshop	Program Diversity
ASEA	TSA	Magnet School Grant-STEM	Smithsonian experts and educators present on STEM topics to a local Magnet School teacher cohort.	6/16-20/2014	Completed	African Americans		Teacher Workshop	Program Diversity
ASEA	TSA	Bismark Indian Educators June	Smithsonian scholars and affiliated artists and educators present on methods for teaching prairie traditions to teachers-in-training at United Tribes Technical College.	6/23-27/2014	Completed	Native Americans		Teacher workshop	Program Diversity

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ASEA	TSA	Pop-Up Science: Making it Real	Children's Science Show: Children's Science Center has been taking Virginia by storm with their interactive workshops and now, they are at the Smithsonian with a special show that puts science center stage and you in the spotlight. (8 shows)	7/15-7/18/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Soul in Motion Players: Drum and Dance	Children's Musical Show -This explosive troupe of dancers and drummers will move you with chest pounding drum, foot stomping dance, and an infectious joy that captures and holds heart and spirit...out of Africa, living on in America. (8 shows)	7/22-7/25/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Bismark Indian Educators July	Smithsonian scholars and affiliated artists and educators present on teaching science methods to teachers-in-training at United Tribes Technical College.	7/28-8/1/2014	Completed	Native Americans		Teacher workshop	Program Diversity
ASEA	TSA	Christylez Bacon: Human Beatbox	Children's musical performance: All the world's a Beatbox with this Grammy nominated master of hip hop, beats, and rhymes. Also, this acclaimed D.C. superstar gets everybody into the act by creating an all audience Human Orchestra. (8 shows)	7/8-7/11/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	The Great Adventures of Austin Clark and the Expedition Albatross	Children's historical play: A calamitous earthquake...a young bride left behind...a voyage to faraway shores...unknown creatures of the deep. Dashing and adventurous Austin Clark experienced it all in 1906—and captured it in letters, field books, and sketches that evoke the excitement and danger of the young Smithsonian scientist's high-seas expedition. Charismatic actor Josh Strickland brings Clark to life in an interactive production that uses a sweeping musical score and video by award-winning composer Matt Nielson and Sound Lab to create a world of adventure. After the show, step into Sant Ocean Hall to explore the museum that Clark called home. (4 shows)	7/8-7/14/2014	Completed	African Americans Hispanics		Performance	Program Diversity
ASEA	TSA	Smithsonian Week in Riverside	Smithsonian scholars present in local schools and public venues.	9/24-27/2014	Planned	Native Americans		Teacher workshop	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Behind the Scenes at the Beyond Bollywood Exhibition	The Smithsonian Asian Pacific American Center’s groundbreaking new exhibition Beyond Bollywood: Indian Americans Shape the Nation explores the heritage, daily experiences, and the many diverse contributions that immigrants and Indian Americans have made to the United States. The exhibition at the Museum of Natural History includes historical and contemporary images and artifacts, including those that document histories of discrimination and resistance, convey daily experiences, and symbolize achievements across the professions. (continued on next row)	March 11, 2014 & March 19, 2014	Completed	Asian Americans		Ticketed Tour	Program Diversity
ASEA	TSA	Jazzy Nights in Shaw: A Stroll Through 1920s Washington	The combination of jazz and bootleg booze was an irresistible force in Prohibition-era Washington, and nowhere in town was the music hotter or the drinks more plentiful than in Shaw. The clubs and theaters on U Street, N.W., dubbed the city’s “Black Broadway,” drew audiences to hear headliners like Cab Calloway, Louis Armstrong, and D.C.-born Duke Ellington. Join author and local historian Garrett Peck on a walking tour that focuses on Shaw during this colorful era. It begins at the legendary Howard Theatre, the cultural centerpiece of neighborhood, then heads to the sites of several 1920s clubs along U Street, including the Club Caverns (now Bohemian Caverns), Club Bali, Murray’s Palace Casino, and the Minnehaha Theatre (later the location of another landmark, Ben’s Chili Bowl). Along the way, learn about the city’s race riot of 1919, the unusual tale of a policeman-turned-bootlegger, and the African American artists, performers, and poets who turned this neighborhood into a vaunted nightlife scene rivaled only by Harlem. Any excursion through a 1920s entertainment mecca wouldn’t be complete without a beverage, so raise a post-walk glass to the glories of Shaw’s past at Right Proper Brewing.	July 10, 16, or 24, 2014	Completed	African Americans		Ticketed Tour	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
ASEA	TSA	Behind the Scenes at the Beyond Bollywood Exhibition	Music and visual artworks provide commentary on the Indian American experience and form an important component of the exhibition. Join Masum Momaya, curator at the Asian Pacific American Center, on a private tour before the museum opens to the public. Masum talks about her fascinating experiences working on Beyond Bollywood, and the process of assembling and designing a major Smithsonian exhibition.	March 11, 2014 & March 19, 2014	Completed	Asian Americans		Ticketed Tour	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	AP	Project SEARCH SI	<p>Project SEARCH is an international program model which focuses on internships leading to employment for Project SEARCH interns. It has grown from one original program site at Cincinnati Children's Hospital to over 200 sites across 40 states and four countries. In keeping with the national model, Project SEARCH Smithsonian is a one-year transition program designed for young adults with intellectual and developmental disabilities who are either in their last year of high school or are recent graduates. The program targets individuals whose main goal is employment, and who will benefit from full time career exploration in a business setting. The Project SEARCH model involves an extensive period of training and career exploration, innovative adaptations, long-term job coaching, and continuous feedback from teachers, job coaches and internship supervisors. As a result, at the completion of the training program, students with significant intellectual disabilities are employed in nontraditional, complex and rewarding jobs. The Smithsonian partners with the Ivymount School and SEEC, an adult rehabilitation services provider. The partners provide consistent on-site staff including a special education teacher and job coaches. The Project SEARCH Smithsonian team identifies and develops internship sites, supports supervisors and interns, and assists with the hiring process. Individual job development and placement occurs based on the participant's experiences, strengths, and skills. Participants are given support with accommodations, adaptations and on-the-job coaching. Students are on site at the Smithsonian each school day for 10 months. They participate in three 10-week internships during the school year. The students have one hour of classroom instruction daily and 4.5 to 5 hours at their internship site. Benefits to the Participants: Participate in a variety of internships within the host business, Acquire competitive, transferable and marketable job skills, Gain increased independence, confidence, and self esteem, Obtain work-based individualized coaching, instruction and feedback, and Develop linkages to Vocational Rehabilitation and other adult service agencies. Benefits to the Business:, Access to a new, diverse, talent stream with skills that match labor needs, Gain intern/ employees with disabilities who serve as a role model for customers, Access to a demographic of the economy with intense buying power: people with disabilities represent one of the fastest growing market segments in the US, Experience increased regional and national recognition through marketing of this unique program, and Performance and retention in some high-turnover, entry-level positions increase dramatically.</p>	Fall 2012 - On-going	In-progress	<p>Individuals with Disabilities</p> <p>African Americans</p> <p>Hispanics</p> <p>Asian Americans</p> <p>Native Americans</p> <p>Native Hawaiians/Pacific Islanders</p>		Internship to employment program for young adults who have cognitive disabilities	Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	AP	Morning at the Museum	A pan-institutional program that addresses the needs expressed by families of children on the autism spectrum or who have other types of cognitive disabilities. The program offers early opening hours at various SI museums every other month along with extensive on-line visit preparation materials and a “Take a Break” space staffed by a therapist for children who need to remove themselves from the activities for a short period of time.	2010 - On-going	In-progress	Individuals with Disabilities African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Programming for children who have cognitive disabilities	Program Diversity
USFA	AP	Access to Opportunities Internship Program	<p>For many young people, the transition from school to work can be fraught with challenges. A young person leaves the supportive environment of an educational institution and enters the world of advanced education or work. To navigate this transitional period successfully one must possess a definitive skill-set, relevant professional experience, and a relatively high level of independence. One acquires these qualities over time, through professional and personal experiences. Given today's job market, it is critical that young people pursue challenging opportunities which will provide each of them with professional contacts, qualifications, and a competitive edge. The challenges described above are even more pressing for people with disabilities. According to the 2012 Cornell University Disability Status Report a significant employment gap exists between those who are employed and have a disability and those who are employed and do not. 76.3 percent of the working population without a disability is employed. This is in stark contrast to the 33.5 percent of the population with a disability that is working. This disquieting statistic demonstrates a grim reality: often times young people with disabilities are given a minimal amount of opportunity in relation to their talents, abilities, and capacity. The Smithsonian, in partnership with The HSC Foundation has established an internship program specifically designed for people with disabilities that has set high expectations for those who have participated, and provided them with an equivalent experience to those who do not have disabilities. The program has empowered participants' sense of independence and created a population of young people with disabilities who can be competitive in the work environment. Exposure to the real world of work, research, and academics within the supportive and engaging environment that is the Smithsonian will provide them with the ability and confidence to transfer the skills they developed in the classroom to the world of work.</p>	2009 - Ongoing	Please choose one:	Individuals with Disabilities African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Internships	Program Diversity Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	AP	ADA 25th Anniversary Celebration	A three-day Festival July 24-26, 2015 on the grounds of the National Museum of American History (NMAH) to celebrate the 25th anniversary of the Americans with Disabilities Act (ADA) and the disability community. The Festival and programming planned by NMAH and the National Portrait Gallery (NPG) are in collaboration with the John F. Kennedy Center for the Performing Arts which is celebrating its 40th anniversary of VSA, a national disability arts organization. Main themes for the Festival include: a performing arts stage; a disability history and oral history tent; a tent for various topics including assistive technology, employment of people with disabilities, service animals, and visual arts; a children's activity area.	July 24-26, 2015	Planned	Individuals with Disabilities African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Collaborative Programming on Disability History, Arts and Culture	Program Diversity
USFA	AP	Access App Project	The goal of the "Access App" is to create an open source solution for museums that increases accessibility to collections by adding to the museum's body of accessible mobile content through crowdsourcing verbal description, American Sign Language video content and translations of museum content into other spoken and signed languages. We aim to answer the question "How can museums provide equal access to their content and collections in the format and through the means that each individual prefers?" A prototype at the National Museum of American History has successfully demonstrated the potential of the project's universal design approach to engage all visitors and more fully realize museums' educational and interpretive missions. To be truly successful the App needs significant expansion and refinement to add video capture capabilities, improve the usability of the interface, and make the entire platform easily reusable by other cultural organizations. This project will create a platform that any museum can use to tailor their own content. The project is being developed by a consortia of museums and cultural arts organizations and received significant funding from the IMLS.	October 2014 - December 2017	In-progress	Individuals with Disabilities		Accessibility through Mobile Technology	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	AP	Social/Educational Programming for Adults Ages 22-30 who have Cognitive Disabilities	A new program for adults ages 22-30 who have cognitive disabilities, a vulnerable population that has few social opportunities post high school. We will use the SI museums for an every other month club that offers social and educational activities.	Spring 2015 - Ongoing	Planned	Individuals with Disabilities African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Programming for Adults with Cognitive Disabilities	Program Diversity
Secretary USFA USHAC	OS OCIO OUHAC	Smithsonian Digital Volunteers Transcription Center	The Smithsonian Transcription Center invites members of the public (“Digital Volunteers”) to transcribe historic materials from across Smithsonian collections. Launched in June 2013, this crowdsourcing initiative aims to “unpack” handwritten archival treasures for the benefit of scholars and the general public. The pan-Institutional project team, led by staff in OCIO and OS and including colleagues from SIA, AAA, NMNH, NMAH, FSG, ACMA, NAA, and SIL, has committed to presenting documents for transcription that highlight the histories of a broad range of communities within the US and around the globe. As of spring 2014, more than 850 active digital volunteers are transcribing and reviewing materials under the auspices of Smithsonian curators and collections managers. Their work product is indexed, searchable text that enriches collection records & metadata – made available for all to use through the Collections Search Center. The Transcription Center aims to expand access to the featured collections for all readers. The site has been developed so that the vision-impaired may read all text, including the transcribed text, with assistive software. The digitized collections in the Transcription Center include diaries, manuscripts, field books, photo albums, specimen labels, and more. To date, the project list has showcased the history, achievements, and culture of many groups. For example, our volunteers have worked on research notes of women scientists, linguistic notes and vocabularies of American Indian populations, the poetry and prose of African American pioneers and civic leaders, and expedition reports from Africa, the Pacific, and the Southeastern US. So far, individuals from 121 countries have helped transcribe over 10,800 pages. The Transcription Center team recruits and cultivates volunteers through creative social media initiatives. OCIO staff partner with unit colleagues to tailor outreach to communities likely to have interest in the subject matter. Volunteers repeatedly describe the experience of transcribing as an “honor,” noting that they are motivated to contribute to the mission of the Smithsonian. Moreover, many have benefited from special opportunities to “go behind the scenes” to learn about the collections in depth from Smithsonian experts. The Transcription Center promises to advance the Institution’s efforts to broaden access to our resources and “spark the learning in everyone.”	06/15/2013 - on-going	In-Progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Virtual Programming	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	OFEO	Diversity in Recruitment	OFEO has placed vacancy announcements in various publications in our efforts to expand our minority, women and persons with disabilities applicant pool in all positions across OFEO. Some of those publications are: National Association of Women in Construction; Professional Women in Construction; National Organization of Minority Architects; Washington Post; National Policy Academy	10/01/2013-09/30/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders		Recruitment	Workforce Diversity
USFA	OFEO	Diversity in Recruitment	Additionally, OFEO has partnered with eighteen of the local trade schools that educate future facilities professionals.	10/01/2013-9/30-2014	Completed	Residents of Under-resourced Communities Native Hawaiians/Pacific Islanders Native Americans Individuals with Disabilities Hispanics Asian Americans African Americans		Career Fairs	Workforce Diversity
USFA	OFEO	Diversity in Recruitment	OFEO has been involved in various recruitment programs. Some of those programs include: Veterans Administration Compensated Work Therapy Program; Workforce Recruitment Disability Program; Project Search	10/01/2013-09/30/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Hawaiians/Pacific Islanders Native Americans Residents of Under-resourced Communities		Memorandums of Understanding Formal	Workforce Diversity
USFA	OFEO	Diversity in Recruitment	OFMR Career Fair	10/01/2013-09/30/2014	Completed	African Americans Hispanics Individuals with Disabilities Asian Americans Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Career Fairs	Workforce Diversity
USFA	OFEO	Diversity in Recruitment	Hosted 30 interns during FY14	10/01/2013-09/30/2014	Completed	African Americans Asian Americans Hispanics		internships	Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	OFEO	Rotational Assignment Program (RAP)	The Rotational Assignment Program is designed to provide developmental/cross training assignments that give additional opportunities for employees to broaden their skills, gain knowledge, and enhance their personal and professional growth. This program is open to all OFEO employees each fiscal year giving them an opportunity to work with other OFEO offices. On average there are 50 opportunities available that are submitted from requesting offices and over 100 interested applicants.	10/01/2013-09/30/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Career Fairs	Workforce Diversity
USFA	OFEO	OFEO Digital Signage	We listened to staff comments about having limited access to a computer. We heard through surveys that staff wanted access to information more easily and routinely. This brought on the launch of an initiative to install digital signage in many of our employee break rooms and common gathering areas. To complete this task we met with each buildings facility manager, security manager and staff in each facility to determine the most appropriate locations. Phase one of the project is now complete. Twenty seven digital screens and players were installed and provide real time information on up and coming programs, training opportunities, Director's announcements and any other information relevant to OFEO's employees.	10/01/2013-09/30/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Employee Outreach	Workforce Diversity
USFA	OFEO	Contracting	OFEO awarded five small business set aside architect and engineer contracts and are awaiting awards for construction services on several more. We also entered into four new 8(a) IDIQ contracts for support to our Capital and Maintenance programs.		Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders Residents of Under-resourced Communities		Supplier Diversity	Supplier Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	OHR	American Historical Association Annual Meeting	As the first Career Fair offered by the AHA, it was really well attended with a variety of doctorate, post-doctorate, and career professors interested in fellowship and career opportunities at the Smithsonian. Museum specialists shared about their professional background and role serving cultural institutions, while Omar, Shahin and Joy gave a general overview about internship and employment offerings and the hiring process. There was a considerable number of tenure professor interested in changing their careers and inquired about the museum field and qualifications. Additionally many conference attendees (Historians) were not well-informed or aware of career opportunities outside Academia and needed considerable guidance. This was discussed with the AHA Professional Development department for a potential partnership for participating in an educational session or workshop in a future conference or committee meeting.	01/04/2014	Completed	Native Hawaiians/Pacific Islanders Native Americans Individuals with Disabilities Hispanics Asian Americans African Americans		Conferences w/Professional Organizations	Workforce Diversity
USFA	OHR	First Annual Federal STEM Volunteer Fair	The STEM Volunteer Fair was a great opportunity for federal agencies to meet education and community-based organizations with a special focus on the biggest participation gaps in STEM fields – girls, women, and minorities. Organizations exhibited and shared their story, mission, audience, and volunteer needs. The Smithsonian Science Education Center had a booth showcasing their science education curriculum and professional development resources and programs. Tim Rhue and Shannon Marriot, Explainer Program Coordinator and NASM Education staff attended as participants.	02/05/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs - STEM	Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	OHR	The 2014 Maryland Leadership Institute	The University of Maryland's Leadership Institute a speaker-seminar series hosted by the UMD's Asian American Studies Program and the Office of Multicultural Involvement & Community Advocacy. The goal of the institute is to help students gain leadership skills through learning and engaging in sociocultural, sociopolitical, and socioeconomic issues that impact Asian Americans. Along with 2 other Asian Pacific American professionals, Joy Lui spoke to 40+ students about my education and career in museums, and job and internship opportunities at the Smithsonian.	02/05/2014	Completed	Asian Americans		Speaker Series	Workforce Diversity
USFA	OHR	DC Career and Internship Connection	The event was an opportunity for students from the 17 Consortium schools (Boston College, Brandeis, Case Western Reserve, Colgate, Hobart & William Smith, Johns Hopkins, Ithaca, Notre Dame, Pomona, Reed, St. Lawrence, Sarah Lawrence, Skidmore, Tufts, University of Rochester, USC, and Wash. U. St. Louis.) to learn more about career opportunities at the Smithsonian. Joy Lui attended the event with Omar Eaton-Martinez from NMAH and Krista Aniel from APAC.	01/10/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs - Non-local Students	Workforce Diversity
USFA	OHR	Passion, Action and Goals: Obtaining a Successful Career in the Arts and Humanities	It is common that students in liberal arts, humanities, and art studies have difficulty directly translating, relating, and/or transferring their field of interest to a career or job opportunity. This workshop provided students with the opportunity to explore personal and academic interest through self-assessment and career exposure/awareness tools and activities. Participants were given worksheets and developed an Action Plan to meet their professional goals. Additionally, two professionals in the art and culture fields shared their experiences with the students. Melissa Bisagni, the Film and Media Curator at NMAI and Steven Booth at the National Archives provided helpful insights about their academic and professional careers. Participant survey results were positive and showed a strong interest in professional development workshops as well as interest in informational interviews/panels with museum and culture professionals. I am eager to take this experience to create more meaningful SI Career Awareness/Student Outreach programs in the future.	02/19/2014	Completed	African Americans		Employer Info Session/Workshop	Workforce Diversity

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USFA	OHR	Smithsonian Career Awareness Event	A large group of students from the Arts Management and Public Policy graduate program at the Heinz College at Carnegie Mellon University were toured through the Freer and Sackler Galleries photography In Focus: Ara Güler’s Anatolia exhibition. Led by Museum Educator, Joanna Pecore the students viewed the photographs and discussed exhibition-based public programming and the work of Freer-Sackler education department and it’s relation to other museum departments. Afterwards, 5 SI professionals from 4 different units shared their area of expertise and their career trajectory followed by Q&A.	03/07/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Counseling - Graduate Students	Workforce Diversity
USFA	OHR	Latina Researchers Network Conference	SI staff members Omar Eaton-Martinez (NMAH), Karen Otiji (OSP), and Joy Liu (OHR), attended the Latina Researchers Conference: “Increasing the Pipeline for Future Scholars,” April 3-5, 2014 in New York City. In addition to attending the conference to gain insights into recruiting, serving, and potentially collaborating with the Latino/Latina professional, scientific, and scholarship community, Smithsonian staff hosted an informational/exhibition table, sponsored a print advertisement in the conference publication, presented a skill-building/grant-writing workshop, and attended a variety of networking events. For instance, during a “Speed-networking” event, SI Staff discussed internship, fellowship, research and employment opportunities at the Smithsonian. Most conference attendees were unaware of the variety of our offerings and opportunities. They often serve as leaders, mentors, and role models in their communities and universities – thus the information we provided will most likely reach and impact their families, students, peers, and colleagues as well!	03/03/2014 - 03/05/2014	Completed	Hispanics		Conferences w/Professional Organizations	Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	OHR	University of Albany Student Visit	The Smithsonian Office of Human Resources hosted an information session for 19 students at the University of Albany, Department of Political Science. Guest speakers Karen Carter (OFI) and Sameen Piracha (APAC) began by sharing about their career trajectory and experiences applying for a Federal job through USAJOBS.gov. After, Joshua Pinkas and John Chiu (OHR) helped the students understand the federal application process and student Pathways program. Students were engaged and inquisitive, often asking questions throughout the session. Most questions were geared towards navigating USAJOBS.gov, writing effective Federal resumes, and the selection and placement process. The students were focused and determined in understanding the process with the goal of obtaining a Federal job or internship in the future.	04/11/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Info Session	Workforce Diversity
USFA	OHR	Bates College Student Visit	Hosted by the Office of Fellowships and Internships, undergraduate/rising seniors at Bates College, Maine visited the Smithsonian for an engaging and informative conversation about SI internship, fellowship, and job opportunities. Karen Carter provided an overview about Smithsonian internship and Fellowship programs, the application process, and described the experience in a variety of different fields. Joy Liu shared about the federal application process/navigating USAJOBS.gov as well as provided insights on the museum career development process. The session was followed by a question and answer session, most about how to apply and connect their major/interests to an internship and museum career.	04/17/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Info Session	Workforce Diversity

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USFA	OHR	Bowie Community Job Fair	The City of Bowie hosted a community Job Fair to help local residents and others connect with employers who are hiring. The Smithsonian was one of 40+ employers providing job/agency information and opportunities for over 500 attendees. Diane, Barry, and Joy from the Smithsonian Office of Human Resources provided a variety of information on current job vacancies, SI career opportunities, USAJOBS.gov resources, and the federal hiring process. Additionally, the Smithsonian Latino Center and the National Museum of African American History and Culture donated educational and promotional postcards, flyers, and books that were displayed on the exhibit table. Many attendees were unaware of the Smithsonian's offerings and diverse job opportunities. Smithsonian and museum career development and Federal resume guidance was also provided, giving us an opportunity to better connect and assist attendees. The event was a huge outreach success – we spoke with hundreds of attendees and there was almost always a line of 2-10 people waiting to speak with us!	05/02/2014	Completed	African Americans		Career Fairs	Workforce Diversity
USFA	OHR	University Of California Washington Center Reception	Network reception with representatives from metropolitan Washington organizations with whom UCWC partner with. We had the opportunity to hear from the UC Washington Center Executive Director Helen Shapiro as well as from the Program Administrators. Additionally, building tours were offered which allowed participants to see where the interns take classes and live.	09/16/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Networking - Non-local Students and Administrators	Workforce Diversity
USFA	OHR	American University Career Fair	The job fair catered to AU students AND alumni seeking full-time, part-time, and internship positions. There were representatives from 140 nonprofit organizations, companies, and government agencies with more than 1,200 registered students and alumni from a variety of disciplines within AU.	09/17/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity
USFA	OHR	University of Maryland College Park Career Fair	The University of Maryland job fair garners 5,000 participants and is lauded to be one of the largest university fairs in the region. There were 180 registered employers. The Smithsonian participated on Day 2 of the fair. Participant's interests ranged more in business and accountant fields than other technical fields.	09/18/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity

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USFA	OHR	White House Initiative on Historically Black Colleges and Universities Conference and Career Fair	This annual conference was designed as a forum for HBCU presidents, senior administrators and other HBCU stakeholders to meet and interact with senior federal officials, representatives from the public and private sectors in order to meet the evolving challenges in higher education. We exhibited and distributed information about the following Smithsonian Offices: OHR , OFI , and NMAAHC. We also Participants attended workshops on diversity and contract building in the federal sector.	09/22/2014 - 09/23/2014	Completed	African Americans		Conferences w/Colleges or Universities	Workforce Diversity
USFA	OHR	HACU 28th Annual Conference: “Championing Hispanic Higher Education Success: Investing in America’s Future”	The Office of Human Resources, as part of its diversity and Inclusion initiatives, partnered with several SI Units to conduct outreach at the Hispanic Association of Colleges and Universities (HACU) 28th Annual Conference in Denver, Colorado. The conference boasted almost 1,500 attendees, including 440 students and over 700 stakeholders. For three days, OHR Diversity Specialist, Edith Tudae along with Emily Key of SLC; Shahin Nemazee of OEEMA; Omar Eaton-Martinez of NMAH; and Karen Carter of OFI, provided pertinent information and directives on how to obtain lucrative Smithsonian job and internships. The group also conducted a private Student Track panel which advised students on the importance making the most out of their internships and networking opportunities. HACU was founded in 1986 with 18 member colleges and universities. Today, HACU represents more than 400 colleges and universities committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, and Spain. Its Annual Conference provides a unique forum for the sharing of information and ideas for the best and most promising practices in the education of Hispanics.	10/4/2014 - 10/06/2014	Completed	Hispanics		Conferences w/Colleges or Universities	Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USFA	OHR	Hispanic Association of Colleges and Universities (HACU) Annual Conference: Championing Hispanic Higher Education Success: Securing the American Dream	Joy Liu of OHR's Recruitment Branch collaborated with the Latino Center, NMAH, OEEMA, and OFI to participate in the Hispanic Association of Colleges and Universities (HACU) Annual Conference in Chicago. Throughout the conference, SI Staff engaged with hundreds of students, faculty, college administrators, and community leaders from Hispanic Serving Institutions and organizations. Smithsonian staff delivered a panel presentation and workshop providing information and resources about the broad range of internships, fellowships, and career opportunities at the Smithsonian. This garnered interest and increased awareness of Smithsonian's programmatic and educational offerings. Additionally, the Smithsonian staff liaised with a number of faculty and student service providers, developing opportunities for potential partnerships and collaborations. The HACU Conference was an invaluable opportunity for the Smithsonian to learn more about the Latina/o student and student services population and how to connect with them in meaningful ways. Overall, the event was a collaborative success and further highlighted the need to create more personal connections with diverse and underrepresented communities.	10/26/2014 - 10/28/2013	Completed	Hispanics		Conferences w/Colleges or Universities	Workforce Diversity
USFA	OHR	Towson University E-Business, Technology, and Management Career Fair	SI Associates and OHR engaged with students with backgrounds in project management, business analysis and e-Business; OHR connected and engaged with Center staff and learned current student service programs; presented SI diversity outreach initiatives and interest in developing programmatic partnerships.	11/18/2013	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity
USHAC	AAA	AAA Unit Hire	AAA's Operations department needed to backfill a Trust position that was essential to the overall support of the unit. AAA ensured that the announcement for a Trust Management Support Assistant was promoted through a variety of digital and print media job listings. The goal was to reach a large applicant pool. In December of 2013, AAA was successful in its search and was able to hire a new Management Support Assistant.	12/16/2013	Completed	African Americans		Digital Promotion of Job Opportunities	Workforce Diversity

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USHAC	AAA	AAA letter of support of AAA Horowitz Fraad intern, Alyse Minter-application to Association of Research Libraries/Society of American Archivists	The ARL/Society of American Archivists (SAA) Mosaic Program promotes much needed diversification of the archives and special collections professional workforce by providing financial support, practical work experience, mentoring, career placement assistance, and leadership development to emerging professionals from traditionally underrepresented racial and ethnic minority groups. An important objective of the program is to attract and retain individuals who demonstrate excellent potential for scholastic and personal achievement and who manifest a commitment both to the archives and special collections profession and to advancing diversity concerns within it. ARL/SAA will recruit 15 diverse students in archival science or special collections librarianship. The AAA Collections Processing department was pleased to provide this letter of support for our AAA Horowitz Fraad intern, Alyse Minter.	10/01/2013	Completed	African Americans		Contributing to Furthering Career Paths	Workforce Diversity
USHAC	AAA	Project Search Intern	At the beginning of FY 14, AAA's Collections Processing department worked with OUSHAC to bring a Project Search Intern on board to assist with minimum level processing work associated with artists' papers collections.	10/01/2013-5/31/2014	Completed	Individuals with Disabilities		Memorandums of Understanding Formal	Program Diversity Workforce Diversity
USHAC	AAA	Horowitz Fraad Intern	AAA Information Resources summer intern - worked on oral history project relating to Leo Castelli papers/collection.	5/01/14-8/29/14	Completed	African Americans		Internship	Workforce Diversity
USHAC	AAA	Horowitz Fraad Intern	AAA Collections Processing summer intern - preserved, arranged and wrote online finding aids for three archival collections: the Dorothy Varian papers, Reginald Gammon papers, and Francis Patrick Garvan papers.	5/01/14-8/29/14	Completed	African Americans		Internship	Workforce Diversity
USHAC	AAA	Horowitz Fraad Intern	AAA Curatorial summer intern - worked with Curator of Manuscripts to research the Archives' collections for an upcoming exhibition, "A Day in the Life: Artists' Diaries from the Archives of American Art." The intern helped to identify items for the exhibition checklist, conducted background research and drafted label copy.	5/01/14-8/29/14	Completed	Hispanics		Internship	Workforce Diversity

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USHAC	AAA	Project Search Intern transition to Federal Hire	In June of 2014, a Project Search Intern was hired for a new position as an Archives Aide (Federal Excepted Appointment). The Archives Aide is working for AAA's Collections Processing department.	6/16/14 - present	In-progress	Individuals with Disabilities		Project Search Internship	Program Diversity Workforce Diversity
USHAC	APAC	2014 ECAASU Conference	Konrad Ng delivered the keynote address at the 2014 East Coast Asian American Student Union Conference at the Lisner Auditorium, George Washington University.	February 22, 2014	Completed	Asian Americans		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
USHAC	APAC	University of San Francisco's Davies Forum	Professor Evelyn Ho of the Communication Studies Department and Professor Evelyn Rodriguez of the Department of Sociology present "Pondering Paradise: Contemporary Issues Through a Pacific Lens." This forum deeply and critically studied the Pacific to investigate new perspectives on US history, and the morality and ethics of America's past, present, and future choices around pressing contemporary issues like globalization, war, development, migration, and their various outcomes. Guests included: Jon Okamura, Keith Camacho, Konrad Ng, Leanne Ferrer, Leslie Lombre, and Lisette Flanary. Konrad Ng delivered the keynote address at the University of San Francisco's Davies Forum on April 16, 2014.	April 16, 2014	Completed	Asian Americans		Conferences w/Colleges or Universities	Program Diversity
USHAC	APAC	University of California, Berkeley Symposium	Konrad Ng participated in the symposium "Curating Race in American Public Culture: Museums and the Challenge of Representation and Common Engagement" on April 18, 2014 at the University of California, Berkeley.	April 18, 2014	Completed	Asian Americans Hispanics		Conferences w/Colleges or Universities	Program Diversity

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USHAC	APAC	AAM - APA Professional Network Roundtable	Krista Aniel, Program Assistant (Outreach) participated in the 2014 American Alliance of Museums (AAM) Asian Pacific American (APA) Professional Network Roundtable on May 20, 2014, in Seattle, Washington. Krista met with representatives from the Wing Luke Museum, Royal British Columbia Museum, Rock and Roll Hall of Fame and Museum, Museum of History and Industry, Nezu Museum Tokyo, Newark Museum, and Asian Civilizations Museum in Singapore to discuss cultural representation, developing authentic programming and interpretation, and strengthening the Asian Pacific American voice and leadership in the museum field. Participants discussed how internship and fellowship opportunities are vital in recruiting and developing a diverse workforce. She shared Smithsonian internship and fellowship information with these professional and educational networks to identify best practices and diversity initiatives.	May 20, 2014	Completed	Asian Americans		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
USHAC	APAC	2014 Association for Asian American Studies Conference	Konrad Ng presented on three panels at the annual Association for Asian American Studies conference in San Francisco, CA: "Happy Together starring Yao Ming and Jeremy Lin;" "The Road Not Taken: Career Options for M.A. and Ph.D. Students;" and "Building a National Pop-up Museum of the Asian-Latino Experience."	April 16-18, 2014	Completed	Asian Americans Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
USHAC	APAC	ECAASU "Beyond Bollywood" Exhibition Tour and Roundtable with Konrad Ng	On Monday, July 14, 2014, from 10:30am-12:00pm, the East Coast Asian American Student Union participated in a tour of APAC's Beyond Bollywood: Indian Americans Shape the Nation exhibition. The exhibition explores the heritage, daily experience and numerous, diverse contributions that Indian immigrants and Indian Americans have made to shaping the United States. The tour was followed by a roundtable discussion with Konrad Ng, APAC Director who described his career path in the arts and culture, reflected upon the challenges and opportunities he has faced, and shared some of the best advice and guidance that has helped him along the way.	July 14, 2014	Completed	Asian Americans		Career Counseling	Program Diversity Workforce Diversity

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USHAC	APAC	Conference on Asian Pacific American Leadership (CAPAL) Career Fair	The 5th annual CAPAL Career Fair is a unique opportunity to connect Asian Pacific American students and young professionals to top employers in the Washington, DC area. The career fair was held on Friday, July 18, 2014 from 11:00 am to 2:00 pm at the National Education Association (NEA). APAC and OFI sent representatives to recruit prospective interns and fellows.	July 18, 2014	Completed	Asian Americans		Career Fairs	Program Diversity Workforce Diversity
USHAC	FSG	Asian American musicians, composers, and audiences FY 14	FSG has held the following list of concerts, and other performing arts programs during FY 14 that represent Asian American musicians, composers and audiences. Live Performances: Chandrika Tandon, vocals (October 19, 2013), K. Sridhar, sarod; Krishna Ramdas, tabla (October 26, 2013, part of the “Art of Yoga” family day), Performing Indonesia (October 31-November 3, 2013), Srinivas Reddy, sitar; Guy Beck, vocals; Nitin Mitta, tabla (December 6, 2013), Sound: The Encounter – New Music from Iran and Syria(December 12, 2013), Music from Japan: Okinawan Fusions (February 26, 2014), Anatolian Inspirations: Modern Work ensemble; Neja Yatkin, dance; Kazem Davoudian, Santur (March 6, 2014), Music of Reza Valli: Carpe Diem Quartet (March 8, 2014), Mayuko Kamio, violin; Catherine Chi, piano (March 27, 2014)	10/19/2013 - 3/27/2014	Completed	Asian Americans		Diverse programs and performances	Program Diversity
USHAC	FSG	Asian American musicians, composers, and audiences FY 14	FSG has held the following list of concerts, and other performing arts programs during FY 14 that represent Asian American musicians, composers and audiences. Concert Podcasts (went live in FY14): Javanese Gamelan Music: Indonesian Institute of the Arts; Sound: The Encounter — New Music From Iran; Syria Masters of The Persian Santur: Dariush Saghafi And Kazem Davoudian; Shimmering Sounds from Bali: Gamelan Ensemble of the Indonesian Institute Of The Arts; Master of the Chinese Pipa: Wu Man, Sound: The Encounter — New Music from Iran and Syria; Yogic Sounds pf India: K. Sridhar, sarod; Krishna Ramdas, tabla; Ancient Music for the Chinese Zither: Bell Yung, gu-qin; The Bardic Divas: Women’s Voices from Kazakhstan; Naseer Shamma’s Al-Oyoun Ensemble	10/19/2013 - 3/27/2014	Completed	Asian Americans		Diverse programs and performances	Program Diversity

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USHAC	HMSG	ARTLAB+	ARTLAB+ is a radically inclusive digital media studio for local teens. Starting Tuesday, September 2 ARTLAB+ will resume its after school programs for teens aged 13-19. Programs occur daily, Monday – Friday from 3pm – 7pm. Each day there are workshops that teens can participate in: Monday – Makin’, Tuesday – Photography, Wednesday – Video Game Design, Thursday – Audio/Video Production, and Friday – 3D Design. The workshops are two hours and are held from 5-7pm.	September 2, 2014	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		After school program for teens	Program Diversity Workforce Diversity
USHAC	HMSG	Gallery Guides	Gallery Guides engage our visitors in an open dialogue about art. The program begins with an intensive training session that focuses on exhibition content, touring and dialogue techniques. After training, Guides have gallery shifts that total 12 hours/week and a 3 hour office shift during which they will work with Hirshhorn staff to produce education materials. Guides work as a team to develop a thorough understanding of the visitor experience that will be valuable in any museum career.	September 22, 2014	In-progress	Hispanics Asian Americans Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders African Americans		Career Counseling	Program Diversity Workforce Diversity
USHAC	HMSG	After Hours with Zola Jesus	On October 17 the Hirshhorn Museum celebrates it's 40th anniversary, view our new exhibitions "Days of Endless Time" and "At the Hub of Things: New Views of the Collection," and to be part of the dynamic future of the Hirshhorn and the Smithsonian. The evening includes late-night gallery hours, curator-led tours, film screenings, and a live performance by Zola Jesus.	October 17, 2014	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Public event to promote opening of new exhibitions during the Hirshhorn's 40th Anniversary	Program Diversity Workforce Diversity
USHAC	HMSG	Internships	The Hirshhorn offers excellent opportunities for undergraduate or graduate students with museum studies focus. Internships are offered during the summer, spring, and fall/winter semesters, and academic credit may be arranged through the intern’s school. International students are encouraged to apply. Internships provide an excellent foundation for future museum work or art-related careers, driven by mentor-based educational experiences.	Ongoing	In-progress	African Americans Asian Americans Individuals with Disabilities Hispanics Native Americans Native Hawaiians/Pacific Islanders		Career Counseling	Program Diversity Workforce Diversity Supplier Diversity

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USHAC	NMAH	Diversity Advisory Council Charter for NMAH	The NMAH Diversity Council exists to study, report on and advocate for diversity and inclusion for the NMAH staff, the Museum community (including docents, volunteers, contractors, interns, fellows, building residents, NMAH Board members, donors, and visitors) and the Museum's exhibits and programs. The Council is requested to review and consider internal Museum management issues and concerns as well as intellectual issues regarding collections, research, programming, and exhibit content.	Ongoing	Ongoing	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		NMAH Diversity Advisory Council	Program Diversity Workforce Diversity
USHAC	SAAM	"Ray Yoshida: Omnivorous"	Essay by curator Leslie Umberger, in exhibition catalog by Karen Patterson, Ray Yoshida's Museum of Extraordinary Values. Sheboygan, WI: John Michael Kohler Arts Center, 2013, pg. 8-11.	2013	Completed	Asian Americans		Publication	Program Diversity
USHAC	SAAM	Our America: The Latino Presence in American Art	Exhibition catalog. Ramos, E. Carmen. Our America: The Latino Presence in American Art, Smithsonian American Art Museum (Washington, DC) in association with D. Giles Limited, London, 2014. (366 pages).	2014	Completed	Hispanics		Publication	Program Diversity
USHAC	SAAM	Our America: The Latino Presence in American Art	20 Podcasts with scholars and artists and 8 podcasts with curator E. Carmen Ramos, available on YouTube and iTunesU.	2014	Completed	Hispanics		Virtual Programming	Program Diversity
USHAC	SAAM	Carving Myths Out of History: The Dying Tecumseh	Gallery talk by curator Karen Lemmey, joined by R. David Edmunds, Watson Professor of American History at the University of Texas at Dallas and author of Tecumseh and the Quest for Indian Leadership, to discuss the Shawnee war chief and the myth and memory of this sculpture, once displayed in the U.S. Capitol.	10/9/2013	Completed	Native Americans		Public Program - Gallery Talk	Program Diversity
USHAC	SAAM	What is Latino about American art?	Lecture by E. Carmen Ramos, curator for Our America exhibition	10/25/2013	Completed	Hispanics		Public Program - Lecture	Program Diversity
USHAC	SAAM	Day of the Dead	Family Day event to celebrate Dia de los Muertos (Day of the Dead)	11/2/2013	Completed	Hispanics		Public Program - Family Day Event	Program Diversity

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USHAC	SAAM	Defining and Defying Latino Art: A Conversation with Five Artists	Panel discussion moderated by Our America exhibition curator E. Carmen Ramos, with five participating artists: Elia Alba, Maria Martinez-Canas, Miguel Luciano, Amalia Mesa-Bains, and Jesus Moroles.	11/7/2013	Completed	Hispanics		Public Program - Lecture	Program Diversity
USHAC	SAAM	Impossible Closure: Susan Meiselas and the Nicaraguan Revolution	Lunchbag lecture by Terri Weissman, Assistant Professor, University of Illinois at Urbana-Champaign. The lunchbag lecture series, open to the public, is co-organized by the Smithsonian American Art Museum, National Portrait Gallery, and the Archives of American Art.	11/14/2013	Completed	Hispanics		Public Program - Lecture	Program Diversity
USHAC	SAAM	Between Worlds: Black Feminist Artists in the African Diaspora	Lunchbag lecture by Nikki Greene, Assistant Professor, Wellesley College. The lunchbag lecture series, open to the public, is co-organized by the Smithsonian American Art Museum, National Portrait Gallery, and the Archives of American Art.	11/21/2013	Completed	African Americans		Pubic Program - Lecture	Program Diversity
USHAC	SAAM	Art and Performance Asian/America	Symposium held in association with the American Studies Annual Conference, Visual Culture Caucus and hosted by American Art Museum and National Portrait Gallery.	11/22/2013	Completed	Asian Americans Native Hawaiians/Pacific Islanders		Public Program - Gallery Talk	Program Diversity
USHAC	SAAM	Our America (Gallery Talk)	Gallery tour led by exhibition curator E. Carmen Ramos	12/11/2013	Completed	Hispanics		Public Program - Gallery Talk	Program Diversity
USHAC	SAAM	James Renwick Alliance Distinguished Artist Talk with Sonya Clark	Lecture by internationally renowned Afro-Caribbean fiber artist Sonya Clark.	1/9/2014	Completed	African Americans Hispanics		Public Program - Lecture	Program Diversity
USHAC	SAAM	Metaphorical Indigenous Landscapes: Rosa Bonheur, Cyrus Dallin, and US-Indian Relations, ca. 1889	Lunchbag lecture by Emily Burns, Assistant Professor of Art History, Auburn University. The lunchbag lecture series, open to the public, is co-organized by the Smithsonian American Art Museum, National Portrait Gallery, and the Archives of American Art.	1/31/2014	Completed	Native Americans		Public Program - Lecture	Program Diversity
USHAC	SAAM	Inocente	Film screening and panel discussion. This 2012 Academy Award winning short film is a coming of age documentary about the determination of a teenage artist who struggles as a homeless and undocumented immigrant.	2/27/2014	Completed	Hispanics		Public Program - Film and Panel discussion	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Ruben Salazar: Man in the Middle	Premier of PBS documentary by Phillips Rodriguez that tells the story of the life and death of prominent Civil Rights-era journalist Ruben Salazar, killed in 1970.	2/27/2014	Please choose one:	Hispanics		Public Program - Film and Panel discussion	Program Diversity
USHAC	SAAM	The Boom and the Brand: The Emergence and Rise of the Latin American Art Auction House Market, 1979-1991	Lunchbag lecture by Taina Caragol, Curator for Latino Art and History, National Portrait Gallery. The lecture explores the beginnings of the new York-based secondary market for the art of Latin American and its impact in reinforcing the category of Latin American art and its canon. The lunchbag lecture series, open to the public, is co-organized by the Smithsonian American Art Museum, National Portrait Gallery, and the Archives of American Art.	4/17/2014	Completed	Hispanics		Public Program - Lecture	Program Diversity
USHAC	SAAM	The Boom and the Brand: The Emergence and Rise of the Latin American Art Auction House Market, 1979-1991	Lunchbag lecture by Taina Caragol, Curator for Latino Art and History, National Portrait Gallery. The lecture explores the beginnings of the new York-based secondary market for the art of Latin American and its impact in reinforcing the category of Latin American art and its canon. The lunchbag lecture series, open to the public, is co-organized by the Smithsonian American Art Museum, National Portrait Gallery, and the Archives of American Art.	4/17/2014	Please choose one:	Hispanics		Public Program - Lecture	Program Diversity
USHAC	SAAM	“‘Forget It’: Native Artists and the U.S. Pavilion of the Venice Biennale, 1932-2012”	Lunchbag lecture by Jessica Horton, Smithsonian Post Doctoral Fellow. The lunchbag lecture series, open to the public, is co-organized by the Smithsonian American Art Museum, National Portrait Gallery, and the Archives of American Art.	4/24/2014	Completed	Native Americans		Public Program - Lecture	Program Diversity
USHAC	SAAM	“Pan-American Modernism and Cosmopolitan Primitivism: Covarrubias, De Zayas, Tablada, and Tamayo in New York 1920-45”	Lunchbag lecture by Fabiola Martinez-Rodriguez, Terra Foundation Senior Fellow, Smithsonian American Art Museum, and Assistant Professor of Art History, St. Louis University, Madrid. The lunchbag lecture series, open to the public, is co-organized by the Smithsonian American Art Museum, National Portrait Gallery, and the Archives of American Art.	5/29/2014	Completed	Hispanics		Public Program - Lecture	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	James Renwick Alliance's Distinguished Lecture Series: artist talk with Akio Takamori	Lecture by professor and ceramic sculptor Akio Takamori	6/1/2014	Completed	Asian Americans		Public Program - Lecture	Program Diversity
USHAC	SAAM	Nam June Paik Birthday Celebration	Gallery talk, with Curator Michael Mansfield and electronic musician and sound artist Steven Vitiello, in honor of Paik's influence on the art world.	8/1/2014	Completed	Asian Americans		Public Program	Program Diversity
USHAC	SAAM	Hispanic Heritage Family Festival	Program presented by SAAM in collaboration with NPG, the Smithsonian Center for Learning and Digital Access, and the Smithsonian Latino Center, with support from the Latino Initiatives Pool.	9/13/2014	Completed	Hispanics		Public Program	Program Diversity
USHAC	SAAM	Our America: The Latino Presence in American Art	Exhibition organized by E. Carmen Ramos, curator of Latino art. Presents more than ninety works of art across all media by significant Latino artists active from the 1950s to today, and gives voice to their broader American experience. Drawn entirely from the Smithsonian American Art Museum's permanent collection, the exhibition explores how Latino artist shaped the artistic movements of their day and recalibrated key themes in American art and culture. Show travels to 7 additional venues: The Patricia and Phillip Frost Art Museum (Miami, FL), Crocker Art Museum (Sacramento, CA), Utah Museum of Fine Arts (Salt Lake City, UT), Arkansas Art Center (Little Rock, AR), Delaware Art Museum (Wilmington, DE), Hunter Museum of American Art (Chattanooga, TN), and Sioux City Art Center (Sioux City, IA)	10/25/2013-3/2/2014 , with travelling shows at 7 additional venues from 2013 through October 15, 2017	In-progress	Hispanics		Exhibition, Publication	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Latino Americans: "Peril and Promise" (1980-today)	Exhibition organized by E. Carmen Ramos, curator of Latino art. Presents more than ninety works of art across all media by significant Latino artists active from the 1950s to today, and gives voice to their broader American experience. Drawn entirely from the Smithsonian American Art Museum's permanent collection, the exhibition explores how Latino artist shaped the artistic movements of their day and recalibrated key themes in American art and culture. Show travels to 7 additional venues: The Patricia and Phillip Frost Art Museum (Miami, FL), Crocker Art Museum (Sacramento, CA), Utah Museum of Fine Arts (Salt Lake City, UT), Arkansas Art Center (Little Rock, AR), Delaware Art Museum (Wilmington, DE), Hunter Museum of American Art (Chattanooga, TN), and Sioux City Art Center (Sioux City, IA)	10/25/2013-3/2/2014 , with travelling shows at 7 additional venues from 2013 through October 15, 2017	Completed	Hispanics		Public Program - Film Screening	Program Diversity
USHAC	SAAM	American Art in Dialogue with Africa and its Diaspora	International Symposium. This two day symposium examines the role of Africa and its diaspora in the development of the art of the United States, from nineteenth-century portraiture to American modernism; from the Harlem Renaissance to the contemporary art world. Speakers included: Chicka Okeke-Agulu of Princeton University, Krista Thompson of Northwestern University, Jeffrey Stewart of the University of California, Santa Barbara, Celeste-Marie Benier of the University of Nottingham, James Smalls of the University of Maryland, Baltimore County, and artist and distinguished scholar David C. Driskell. This is the fourth of five Terra Symposia on American Art in a Global Context, supported by a generous grant from the Terra Foundation for American Art. Symposium was webcast and talks are available via podcasts, ArtBabble, YouTube, and iTunesU.	10/4/2013-10/5/2013	Completed	African Americans		Public Program - Symposium	Program Diversity
USHAC	SAAM	A Measure of the Earth: The Cole-Ware Collection of American Baskets	Exhibition celebrating the generous gift of 79 baskets to the Museum by noted collectors Steven R. Cole and Martha G. Ware. The baskets, made between 1983 and 2011, demonstrate the indigenous, African and European basket weaving traditions in the United States.	10/4/2013-12/8/2013	Completed	African AmericansNative Americans		Exhibition, Publication	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Latino Art Now!	Conference held in conjunction with the exhibition Our America!: The Latino Presence in American Art. Co-organized with the Smithsonian American Art Museum, the Inter-University Program for Latino Research, and the Smithsonian Latino Council. Brought together artists, curators, collectors, scholars, writers, museum professionals and students to discuss range of pertinent topics impacting the Latino art field. The conference was video-recorded.	11/7/2013-11/9/2013	Completed	Hispanics		Public Programming - Symposium	Program Diversity
USHAC	SAAM	African American Art: Harlem Renaissance, Civil Rights Era, and Beyond	Exhibition organized by Virginia Mecklenburg, chief curator. Presents a selection of paintings, sculptures, prints, and photographs by 43 black artists who explored African American experience from the Harlem Renaissance through the Civil Rights era and decades beyond. All 100 art works are drawn from the Smithsonian American Art Museum's permanent collection. Show was accompanied by a exhibition catalog written by Richard J. Powell; a series of public programs and an educational website: Oh Freedom! Teaching African American Civil Rights through American Art at the Smithsonian. The exhibition travelled to 6 additional venues and is on national tour through September 21, 1914. Additional venues included: Muscarelle Museum of Art (Williamsburg, VA), Mennello Museum of American Art (Orlando, FL), Peabody Essex Museum (Salem, MA), Albuquerque Museum of Art (Albuquerque, NM) Hunter Museum of American Art (Chattanooga, TN) and Crocker Art Museum (Sacramento, CA)	4/27/2012-9/3/2012, with national tours through 9/21/2014	In-progress	African Americans		Exhibition, Publication, Website	Program Diversity Workforce Diversity
USHAC	SAAM	Internship Summer Program Diversity Stats	For Summer Program, achieved diversity rate of 30%. Of 13 interns, 4 were of minority status, including 1 African-American; 1 Asian-American; 1 Afro-Hispanic American and one Latino American.	6/1/2014-8/1/2014	Please choose one:	African Americans Asian Americans Hispanics		Internship Program	Workforce Diversity
USHAC	SAAM	Internship Program Diversity Stats	SAAM intentionally recruits for diversity. For Fall/Spring Advanced Level Program, achieved diversity rate of 17-20%, including 2.5% Native-American; 7.5% African-American; 91% Female, 5% Hispanic, 5% Asian-American.	9/1/2013-ongoing	In-progress	African Americans Asian Americans Hispanics Native Americans		Internship Program	Workforce Diversity
USHAC	SAAM	Fellowship Program Diversity Stats	Gender: 74% female; 26% male; Race: 82% Caucasian; 18% Asian American; Ethnicity: 12% Hispanic	9/1/2013-ongoing	In-progress	Asian Americans Hispanics		Fellowship Program	Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SAAM	Art Signs	Ongoing series of Gallery talks for Deaf Visitors in American Sign Language (ASL), usually held twice a month	9/2/2013-ongoing	In-progress	Individuals with Disabilities		Public Program - Gallery Talk	Program Diversity
USHAC	SAAM	Untitled: The Art of James Castle	This exhibition, curated by Nicholas Bell, the Fleur and Charles Bresler Senior Curator of American Craft and Decorative Art, highlights the museum's recent acquisitions of Castle's works. Castle was born profoundly deaf. Exhibition catalog forthcoming.	9/26/2014-2/1/2015	Please choose one:	Individuals with Disabilities		Exhibition, Publication	Program Diversity
USHAC	SAAM	George Catlin's American Buffalo	Touring exhibition and related book by Adam Duncan Harris. George Catlin was among the earliest artists of European descent to travel beyond the Mississippi River to record what he called "the manners and customs" of American Indians, painting scenes and portraits from life. His intention was to document these native cultures before, as he feared, they were irrevocably altered by settlement of the frontier and the mass migrations forced by the Indian Removal Act of 1830. In chronicling the lifeways of Plains Indian cultures, he captured the central importance of the buffalo in the daily lives of American Indian tribes, from food and shelter to ceremony and naming. This show which debuted at the National Museum of Wildlife Art (Jackson Hole, WY), travelled to 6 additional venues: Palm Springs Art Museum (Palm Springs, CA), Wichita Art Museum (Wichita, KS), C.M. Russell Museum (Great Falls, MT), Mennello Museum of American Art (Orlando, FL), Reynolda House Museum of Art (Winston-Salem, NC) and Panhandle-Plains Historical Museum (Canyon, TX).	May 10, 2013-through August 30, 2015	In-progress	Native Americans		Exhibition and Publication	Program Diversity
USHAC	SAAM	The Particulars pf Post identify	Series of short commentaries/essays on the particulars of post-identify (Black, Indian, Chicano) by Jessica L. Horton and Cherise Smith. Published in the museum's journal <i>American Art</i> , Spring 2014 (Vo. 28, no. 1).	Spring 2014	Completed	African Americans Hispanics Native Americans		Publication	Program Diversity
USHAC	SAAM	“Reimagining the Movement: Beyond the Art of Negro Advancement at the Interior Building, 1937-1948”	New perspective by Sarah A. Butler published in museum's journal <i>American Art</i> , Summer 2014, vol. 28, no. 2, pg. 70-87.	Summer 2014	Completed	African Americans		Publication	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Barrientos Scholarship Foundation Keynote	SLC Director delivered keynote for the annual gala of the Barrientos Scholarship Foundation. Named after a leading, musical family that played a foundational role in the development of South Omaha's Mexican community, the Foundation grants scholarships to deserving Latino and Latina college students attending universities in Nebraska. Attendance: 300	10/10/2013	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
USHAC	SLC	From Merengue to Dembow & Merenhouse: Collecting Dominican Music in America	Presented in partnership with the National Museum of American History (NMAH) and the Dominican Studies Institute (DSI), the Center co-hosted a public program about preserving and collecting stories and object about the Dominican music scene. This program was held in a public housing complex in Harlem. Attendance: 75	10/11/2013	Completed	African Americans Hispanics		Public Program	Program Diversity
USHAC	SLC	Latino Museum Professional Networking Event	The Center held a Latino Museum Professional Networking Event at the Mexican Cultural Institute. Presented in partnership with the Latino Network of the American Alliance of Museums, the event served as a regional mixer for Latinos working in museums, archives, and other cultural institutions. This event also overlapped with the Latino Partnership Forum. Attendance: 75; Contacts gained: 34 The Latino Center hosts these networking events at least once a year to connect Latinos working in cultural institutions across the D.C. metropolitan region.	11/4/2013	Completed	Hispanics		Events w/ Professional Organizations	Program Diversity Workforce Diversity
USHAC	SLC	Lubaraún	The Center screened Lubaraún at the National Museum of the American Indian (NMAI) in partnership with the Embassy of Nicaragua. This documentary highlighted the cultural recovery and preservation of memory in Garifuna communities in Nicaragua and Honduras, and was followed by a Q&A with the film's directors and producers. The film was presented as part of the ongoing public program series accompanying the Cerámica de los Ancestros exhibit, on view through February 1, 2015 at NMAI. Attendance: 75	11/12/2013	Completed	Hispanics		Public Program	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Engineering the Inka Empire	This day-long symposium featured engineers and scholars of Andean culture presenting on Inka engineering and sustainability practices. Co-presented with NMAI, it was targeted to multiple audiences, including Latino engineering students and associations, in anticipation of the upcoming NMAI exhibition on the Inka road network. The symposium was webcast live and is available on the NMAI website. Live attendance: 150	11/14/2013	Completed	Hispanics		Public Program & Webcast	Program Diversity
USHAC	SLC	Smithsonian Teacher's Night	The Smithsonian Latino Center staff participated in the annual Teacher's Night event, this year hosted at the National Museum of Natural History, providing participants with Latino Center teaching materials and opportunities for student engagement with the Smithsonian's Latino collections. The Center distributed 500 bags with educational and marketing materials, including the 10-year Hispanic Heritage at the Smithsonian commemorative book. SLC staff highlighted opportunities for school tours and educational resources for our current exhibition, Cerámica de los Ancestros: Central America's Past Revealed. Distribution: 500.	11/15/2013	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		On-site promotion of Latino Initiatives at the Smithsonian	Program Diversity
USHAC	SLC	Symposium: Taíno Identity Beyond Columbus	Held at the National Museum of the American Indian—New York, the George Gustav Heye Center, this symposium featured researchers and cultural workers presenting on the Caribbean indigenous legacy in the music, religion, language, and medicine of the that region. Presented in anticipation of the similarly themed exhibit, the symposium was recorded and will soon be available online. Attendance: 225	12/14/2013	Completed	Hispanics		Public Program & Webcast	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Legacy of Arturo Schomburg	The Smithsonian Latino Center and the Schomburg Center for Research in Black Culture presented a public program honoring the legacy of the Puerto Rican-born, New York-based bibliophile and intellectual Arturo Schomburg (1874-1938). This program featured presentations by Fredericka Liggins (Hunter College), Adalaine Holton (Richard Stockton College of New Jersey), and Frances Negrón-Muntaner (Columbia University), and was followed by an onstage discussion and Q&A moderated by Khalil Muhammad, Director of the Schomburg Center. ASL Interpretation was available for the deaf and hard of hearing.	2/27/2014	Completed	African Americans Hispanics Individuals with Disabilities		Public Program & Webcast	Program Diversity
USHAC	SLC	Bless Me Ultima: Movie Screening	The Smithsonian Latino Center celebrated Women’s History Month with a screening of Bless Me, Ultima (2013, 106’). Set in rural New Mexico during the Second World War, the film is an adaptation of the critically acclaimed 1972 novel by pioneering Mexican-American author Rudolfo Anaya. Capturing the magical New Mexican landscape with beautiful cinematography, the film explores relationships and tensions between tradition, religion, and community. This screening will feature subtitles for the Deaf and hard-of-hearing (SDH). Afterwards, there was an onstage conversation with legendary Puerto Rican actress Miriam Colón, who portrayed Ultima, National Portrait Gallery curator Taína Caragol, and the audience. ASL interpretation of the onstage conversation was available for the deaf and hard-of-hearing.	3/3/2014	Completed	Hispanics Individuals with Disabilities		Public Program	Program Diversity
USHAC	SLC	Latino Literature Discussion with Gallaudet University	The Smithsonian Latino Center facilitated a discussion on U.S. Latino Literature with students from Gallaudet University. The discussion will engaged student’s coursework on the U.S.-Mexico Border as well as their attendance to the Latino Center’s screening of Bless Me, Ultima. ASL interpretation was provided by the university for discussion. Attendance: 7	3/13/2014	Completed	Hispanics Individuals with Disabilities		Program with local university	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Jazz Appreciation Month Latin Jazz Concert with Bobby Sanabria	As part of the Smithsonian’s Jazz Appreciation Month, the Latino Center along with the National Museum of American History, the Anacostia Community Museum and George Washington University presented Latin jazz legend Bobby Sanabria and Quarteto Aché. The concert was dedicated to the late Marvette Pérez (1961-2013) who was a curator at American History specializing in Latin music. Attendance: 361	4/1/2014	Completed	African Americans Asian Americans Hispanics		Public Program & Webcast	Program Diversity
USHAC	SLC	Latin Jazz Workshop with Bobby Sanabria and Quarteto Aché	On April 4 the Latino Center and American History co-hosted a workshop for students and educators as part of the Institution’s Jazz Appreciation Month. The workshop included a conversation with Professor Alejandro Lucini of the George Washington University to discuss the work, career and musical influences of Latin jazz musician Bobby Sanabria. Attendance: 142.	4/1/2014	Completed	African Americans Asian Americans Hispanics		School Program & Webcast	Program Diversity
USHAC	SLC	A Celebration of Memory: Maria Rodriguez	The students and families from the LAMB Public Charter School and the Smithsonian Latino Center hosted a musical tribute to a legendary D.C. musician and educator. Also known as Jean Butler, Maria Rodríguez (1926-1998) lived near LAMB, and was one of the first people to play Latin music in Washington, DC. A master of classical music and jazz, Maria lovingly taught several generations of young musicians and singers, including Pepe González. Pepe González y los Magníficos played music and shared memories about this important community leader.	4/10/2014	Completed	African Americans Asian Americans Hispanics		Program with local charter school	Program Diversity
USHAC	SLC	Association of Asian American Studies & University of California at Berkeley Symposium	SLC Director participated in a panel discussion titled “Curating Race and Indigeneity in Public Culture: Museums, Representation, and Community Engagement,” on April 18in Berkeley, CA along with Smithsonian Asian Pacific American director Konrad Ng. Ng and Díaz also presented at the conference of the Association of Asian American Studies in San Francisco.	4/18/2014	Completed	Asian Americans Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Early Childhood Bilingual Education Workshop	Emily Key, SLC Education Manager, represented the Latino Center at this workshop on April 25 at the Department of Education headquarters here in D.C., which included the dissemination of information about bilingual literacy and English language skill building through activities and community engagement.	4/25/2014	Completed	Hispanics		Professional Development Workshops	Program Diversity Workforce Diversity
USHAC	SLC	Entre Mundos/Between Worlds: Salvadoran Digital Stories of Transnational Migration	On May 3, the Smithsonian Latino Center and the University of Maryland-College Park presented a student-led program that combined digital media with live performance to share stories from the third-largest Latino community in the U.S.—Salvadoran Americans. Attendance: 130	5/3/2014	Completed	Hispanics		Virtual Programming Public Program with local University & Webcast	Program Diversity
USHAC	SLC	Space Day Family Program	On May 3 the Latino Center hosted its ¡Descubra! Meet The Science Expert series to promote STEM for youth by showcasing Latino role models at the National Air and Space Museum's Space Day Family Program. The sessions included interactive presentations, videos, demonstrations as well has hands-on activities. The day also featured astronaut Joe Acaba. Attendance: 28,470	5/3/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Family Day Program	Program Diversity
USHAC	SLC	Latino Museum Workers Night Out	The Latino Center held a Latino Museum Professional Networking Event in D.C. on May 6. The event was a partnership with the Latino Network of the American Alliance of Museums, and served as a regional mixer for Latinos working in museums, archives, and other cultural institutions. Attendance: 75.	5/6/2014	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity Workforce Diversity
USHAC	SLC	American Alliance of Museums Latino Network Luncheon Keynote	Eduardo Díaz, Director, and Ranald Woodaman, Director of Exhibitions and Public Programs, both presented during a luncheon for the AAM Latino Network regarding issues in Latino Museum Community work. The annual meeting boasted more than 4,500 attendees from over 50 countries and included 160 sessions from 250+ exhibitors. Luncheon attendance: 46	5/19/2014	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Immersive Education's Arts and Culture Council Presentation	On June 6 Melissa Carrillo, Latino Center director of New Media and Technology participated in the Immersive Education Initiative's Arts and Culture Council at the J. Paul Getty Museum. She, along with Smithsonian colleagues Isabel Meyer, OCIO, Taína Caragol, NPG, and Alyssa Reiner, OCON, shared dynamic cultural practices that redefine traditional methods of presentation and documentation as well as approaches to collection and preservation. They also discussed challenges facing museums today around issues of authority, authenticity, digitization, ownership, social networking, materiality, virtualization and user-generated content.	6/6/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Conferences w/Professional Organizations	Program Diversity
USHAC	SLC	The Latino Presence at the Smithsonian: Twenty Years After "Willful Neglect"	On June 19, the Smithsonian Latino Center and the Smithsonian's Latino Working Committee organized a program for Smithsonian employees commemorating the 20th anniversary of the report "Willful Neglect: The Smithsonian Institution and U.S. Latinos." The program reflected on the efforts of the Institution over the last two decades to represent the Latino experience in its research, collections, exhibitions, public and educational programs and online and digital resources. Latino Center Board Chairman Gilberto Cárdenas was a speaker along with Smithsonian Under Secretary of History, Art, and Culture Richard Kurin, SLC Director Eduardo Díaz and Smithsonian staff Evelyn Figueroa, Olivia Cadaval, Sulema Castro and Omar Eaton-Martinez. Attendance: 80	6/19/2014	Please choose one:	Hispanics		Internal Staff Program	Program Diversity Workforce Diversity
USHAC	SLC	Inti Raymi Festival of the Sun at NMAI	On June 21 the Latino Center partnered with American Indian to offer hands-on activities for the <i>Inti Raymi Festival of the Sun</i> celebration as part of the museum's Peruvian festival. Attendance: 5,324	6/21/2014	Completed	African Americans Asian Americans Hispanics Native Americans		Family Day Program	Program Diversity
USHAC	SLC	We Share STEM! Connecting Across Cultures with NASM-Hazy	On May 3 the Center hosted its ¡Descubra! Meet The Science Expert series to promote STEM for youth by showcasing Latino role models at the We Share STEM! Heritage Family Day at the National Air and Space Museum Steven F. Udvar-Hazy Center. The sessions included interactive presentations and demonstrations by NASA Scientists as well as hands-on activities by the Society for Hispanic Professional Engineers.	8/2/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Family Day Program	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Salvadoran-American Day	The Smithsonian Latino Center was a sponsor and participant of the COTSA (Comunidades Transnacionales Salvadoreñas Americanas) 5th Annual Salvadoran-American Day Festival in Wheaton, MD. The festival brings together local leaders, elected officials, the business community, community and sports organizations, as well as the local community together over food, music, and information about important community programs and resources. The Latino Center had an outdoor booth for community outreach and promotion of the Cerámica de los Ancestros Exhibition on display at the National Museum of the American Indian as well as Latino Center programs and initiatives. Latino Center staff, Young Ambassadors Program Alumni, and Latino Museum Studies Program Alumni, actively engaged with the local Salvadoran community by sharing Smithsonian Latino Center resources, such as Cerámica de los Ancestros Activity Reader, and sharing with them the Center's work.	8/3/2014	Completed	Hispanics		Community Outreach	Program Diversity
USHAC	SLC	Hispanic Heritage Month Family Day Festival Celebrating Portraiture Now: Staging the Self	Bring the whole family to the Smithsonian's kickoff celebration of Hispanic Heritage Month! Held in conjunction with the exhibition, Portraiture Now: Staging the Self, the day includes musical performances, interactive arts and crafts demonstrations and activities, storytelling, gallery tours, a special display of creative work by Fairfax County Family Literacy Program families, and more. This Family Day is coordinated by the Smithsonian Latino Center, National Portrait Gallery, Smithsonian American Art Museum, and the Smithsonian Center for Learning and Digital Access in collaboration with the Hirshhorn Museum and Sculpture Garden and the Smithsonian Heritage Month Steering Committee.	9/13/2014	In-progress	Hispanics		Family Day Program	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Zoo Fiesta at the National Zoo	On September 21, the Center will host its ¡Descubra! Meet The Science Expert series to promote STEM for youth by showcasing Latino role models at the Zoo Fiesta Day at the National Zoological Park. The sessions will interactive presentations and demonstrations by Latino Scientists. The Latino Center will also have hands-on activities relating to Cerámica de los Ancestros: Central America's Past Revealed, the Center's exhibition on display at the National Museum of the American Indian.	9/21/2014	In-progress	Hispanics		Family Day Program	Program Diversity
USHAC	SLC	Latino Collecting Talk at the Historical Society of Washington D.C.	Leaders from the local DC Latino community will come together to discuss the ongoing efforts to tell the story of the Latino community in the DC Metropolitan region. Chaired by John Suau, Executive Director of the Historical Society of Washington, D.C., the panel will address different initiatives in the local D.C. community to collect and preserve Latino culture. Ranald Woodaman, Exhibitions and Public Programs Director, Smithsonian Latino Center, will discuss the Latino D.C. History Project and its evolution from an institutionally focused and exhibition-driven project to a more collaborative project that seeks to engage with community and institutional networks to support memory work and historical preservation locally. Jose Gutierrez, Founder of the Latino GLBT History Project and Washington, DC Latino Pride will discuss the mission, objectives and programs of the Latino GLBT History Project, and the history of the DC Latino LGBT community including the first gay bars, the Miss Gay Hispanic contests and the first DC Latina Drag Queens. Alberto Roblest, HolaCultura.com founder and editor, will talk about the mission as a nonprofit arts and humanities organization that focuses on local Latino culture, and our upcoming web-documentary, "El Barrio," about the history of Washington's Hispanic community. Roxana Olivas, Director of the Mayor's Office on Latino Affairs, will discuss the city's efforts to raise awareness of problems faced by the Latino community. This panel is free and open to the public.	9/27/2014	In-progress	Hispanics		Conferences w/Professional Organizations	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	CHCI Arts and Culture Reception	Reception co-hosted by the Smithsonian Latino Center, National Portrait Gallery, and the Congressional Hispanic Caucus Institute, Inc. celebrating Latino Arts and Culture during CHCI's annual public policy conference. This year, the reception will highlight Portraiture Now: Staging the Self exhibition of contemporary art by Latino artists.	9/30/2014	In-progress	Hispanics		Conferences w/Professional Organizations	Program Diversity
USHAC	SLC	Cultural Identity Workshops	Melissa Carrillo, Director of New Media & Technology, and Emily Key created and presented a cultural identity workshop, Exploring Cultural Identity in the Age of the Digital Surrogate, at the Gala Theater as part of the Día de los Muertos Online Festival. The workshop was comprised of group discussion and hands on activities exploring cultural identity through the modern lens of avatars (three-dimensional character representations) and hashtags. A panel of guests addressed key themes surrounding cultural signifiers, symbolism and myths. The workshop also highlighted SLC's signature Day of the Dead scholarly research and digital collections and was webcast through LVM. Both Howard University and UTEP students attended. Attendance: 80 (live and virtual)	10/30/2014	Completed	African Americans Hispanics		Virtual Programming	Program Diversity
USHAC	SLC	Cultural Expressions: Investigate and Learn	The Center has been conducting outreach to our 1st- 12th grade audiences through our Cultural Expressions school program In the Field: Investigate and Learn. This workshop teaches students about field research methods and tools, investigation, and the scientific research process through the fields of archaeology and anthropology and an exploration of current Smithsonian Latino and Latin American-themed initiatives and collections. This workshop highlights and includes an interactive gallery walk-thru of our latest exhibition at the National Museum of the American Indian, Cerámica de los Ancestros: Central America's Past Revealed. Total attendance (Jan 19-March 31): 140 students	01/19/14 - 03/31/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans		On-site school programs	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Cerámica de los Ancestros: Central America's Past Revealed	<p>This bilingual (English/Spanish) exhibition illuminates Central America's diverse and dynamic ancestral heritage with a selection of more than 160 objects. For thousands of years, Central America has been home to vibrant civilizations, each with unique, sophisticated ways of life, value systems, and arts. The ceramics these peoples left behind, combined with recent archaeological discoveries, help tell the stories of these dynamic cultures and their achievements. Cerámica de los Ancestros examines seven regions representing distinct Central American cultural areas that are today part of Belize, Guatemala, Honduras, El Salvador, Nicaragua, Costa Rica, and Panama. Spanning the period from 1000 BC to the present, the ceramics featured, selected from the museum's collection of more than 12,000 pieces from the region, are augmented with significant examples of work in gold, jade, shell, and stone. These objects illustrate the richness, complexity, and dynamic qualities of the Central American civilizations that were connected to peoples in South America, Mesoamerica, and the Caribbean through social and trade networks sharing knowledge, technology, artworks, and systems of status and political organization. This exhibition is a collaboration of the Smithsonian's National Museum of the American Indian and the Smithsonian Latino Center.</p>	03/14 - 02/15	In-progress	<p>African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans</p>		Exhibition	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Latino Museum Studies Program	The Center’s Latino Museum Studies Program concluded on August 1, and now boasts over 260 program alumni since the program was launched in 1994. This year 11 graduate students from several states spent five weeks meeting with Smithsonian staff, participating in panel discussions, visiting museums and research centers, and exploring collections and archives. A portion of the program was dedicated to providing a three and a half week internship at a Smithsonian museum to further development of a specific Latino project or initiative. The Latino Center partnered, for a third consecutive year, with the National Trust for Historic Preservation to offer an additional internship . The participating fellows specialized in the following areas: Latino studies, museum studies, art history, historic preservation, cultural anthropology, ethnomusicology, and cultural and arts administration.	06/30/14 - 08/01/14	Completed	Hispanics		Leadership Development Program	Program Diversity
USHAC	SLC	National Council of La Raza Annual Conference and Family Expo	Latino Center director Eduardo Díaz and staff that included Adrian Aldaba, Gina Flores, Emily Key and Danny López traveled to Los Angeles to participate in NCLR’s annual Family Expo. They were joined by Smithsonian colleagues Omar Eaton-Martinez (American History) and Maria Anderson (Smithsonian Office of Communications and External Affairs) in addition to Young Ambassador Program alumni from the LA area as well as representatives from LA’s Latino Theater Company, La Plaza de Artes y Cultura and the Museum of Latin American Art. Throughout the Expo Center staff interacted with the public and shared current and upcoming programs and initiatives.	07/19/14 - 07/21/14	Completed	African Americans Hispanics Individuals with Disabilities Asian Americans		Conferences w/Professional Organizations	Program Diversity Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	2014 Young Ambassadors Program	The Smithsonian Latino Center's Young Ambassadors Program (YAP) is a national program for graduating high school seniors that fosters the next generation of Latino leaders in the arts, sciences, and humanities via the Smithsonian Institution and its resources. YAP is a college preparatory and leadership program that encourages participants to explore various academic and career opportunities through the lens of the Latino experience. Our ninth program began on June 23 in Washington, D.C. with 22 students who demonstrated interest and commitment to the arts, sciences, or humanities as it pertains to Latino communities. They participated in a weeklong all-expenses paid interdisciplinary training seminar in Washington, followed by a four-week internship at a preselected museum or cultural center in the U.S. and Puerto Rico.	07/23/14 - 08/01/14	Completed	Hispanics		Leadership Development Program	Program Diversity
USHAC	SLC	Portraiture Now: Staging the Self	Opened on August 22 at the National Portrait Gallery, this bilingual exhibition was the first effort at the Portrait Gallery to raise awareness of the Latino population's long presence in the U.S. and its contributions to our history and contemporary culture. This exhibit will investigate the process through which identity is constructed in portraits, presenting the work of artists of Latino background. The Smithsonian Latino Center is a partner in this project and has assisted by directing funds toward exhibition research and for the curatorial position of Taína Caragol.	08/22/14 - 04/12/15	In-progress	Hispanics		Exhibition	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Hispanic Association of Colleges and Universities Conference	In late October, the Smithsonian Latino Center collaborated with several SI units (OEEMA, OFI, OHR, and NMAH) to present at this year's Hispanic Association of Colleges and Universities Annual Conference in Chicago, IL. The Center distributed materials and engaged with prospective program participants and interns at the Smithsonian exhibitor booth. With Smithsonian colleagues, The Latino Center also presented on a standing room only panel, "Smithsonian Institution Partnerships with Higher Education: How we can work together to build opportunities for aspiring Latino professionals." A Young Ambassador alumnus and current employee of the Art Institute of Chicago, presented on his experience with YAP and internships experiences throughout his undergraduate career.	10/26/2013 - 10/28/2013	Completed	Hispanics		Conferences w/Colleges or Universities	Program Diversity Workforce Diversity
USHAC	SLC	Fifth Annual Día de los Muertos Online Festival	SLC celebrated Día de los Muertos with its yearly online festival in the Smithsonian Latino Virtual Museum (LVM) in Second Life to a record breaking online audience. Presented in partnership with the University of Texas El Paso (UTEP), this year's festival featured altars dedicated to Smithsonian Latina curator Marvette Pérez, boxer Hector Macho Camacho, musician Eddie "La Bala" Pérez, singer Eyde Gorme, World War I veteran Marcelino Serna, and Chicano scholar and author Gloria Anzaldúa. Live art, music, and cultural performances from artists and writers throughout the country were featured including artist/writer Xánath Caraza. This year, the festival took on a new life as it expanded into a variety of social media channels including Facebook, Twitter, Instagram, UStream, and Tumblr. SLC's online Day of the Dead educational, bilingual resources were heavily accessed during this time. Attendance: 54,665 (Second Life avatar interactions) Initiative occurs annual and is scheduled for Fall 2014.	10/31/13-11/02/13	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Virtual Programming	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Latino Partnership Forum	Co-sponsored with Smithsonian Affiliations (SA), the Center hosted the Smithsonian's first Latino Partnership Forum, welcoming directors from Latino and Latino-serving museums and cultural centers, many of them SI affiliates, to receive updates from the field, review current and future SI programs, tour Cerámica de Los Ancestros and Our America exhibitions, and explore potential future collaborations. The new Smithsonian Latino curators also participated, and Secretary Clough delivered welcoming remarks. Emily Key presented on the Center's education programs and projects, including the Young Ambassadors Program. She also moderated a roundtable brainstorming national education programs and collaborations with the various museums represented at the forum. Attendance: 12	11/04/13-11/06/13	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity
USHAC	SLC	Latino Museum Directors Meeting	Scheduled to coincide with the Latino Partnership Forum, the Center co-sponsored a Latino Museum Directors Meeting with Smithsonian Affiliations (SA) and the National Museum of Mexican Art. We welcomed 11 directors from Latino museums to advance a dialogue on the role of Latino museums in community engagement and development strategies. The group also heard a presentation on NMAL by Estuardo Rodríguez of the Friends of NMAL. We were joined by representatives of the Institute of Museum and Library Services, Gil Cárdenas, and María Rosario Jackson, leading urban planning and cultural development consultant and member of the National Council on the Arts. Attendance: 15	11/06/13-11/07/13	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Latino Art Now! Conference	The Latino Art Now! Conference was held at SAAM and the National Museum of the American Indian in early November. This conference, which featured scholars from multiple fields interpreting Latino art, was organized with the Inter-University Program for Latino Research, SAAM, and SLC to overlap with the exhibition Our America: The Latino Presence in American Art. Artists, curators, collectors, scholars, writers, museum professionals and students converged to discuss a range of pertinent topics impacting the Latino Art field, many of which also correlated to the themes addressed in Our America. This conference was video recorded and will be made available on the SLC website. Attendance: 300	11/07/13-11/09/13	Completed	Hispanics		Conferences w/Professional Organizations	Program Diversity
USHAC	SLC	Career Center Conference	Emily Key moderated a panel at the Smithsonian's Career Center Conference, promoting diverse internships both at the Center and on various SI Latino-themed projects. Gina Flores, Senior Advancement Officer, also presented at the "Internships turn into Jobs" panel. Attendance: 150	Fall 2013	Completed	Hispanics		Career Counseling	Program Diversity Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USHAC	SLC	Alcanzemos Alumni Mentor Days	<p>Qtr. 1: In our efforts to continually engage both our Young Ambassador Program alumni and local communities across the nation, the Center held several activities this season as part of its Alcanzemos alumni community outreach initiative. Alumni returned to the Harvey Mudd College Upward Bound Program in Los Angeles for a college awareness community outreach event. A YAP '08 alumna represented the Young Ambassadors, hosting a discussion about the college application process, the life of a college student, and the opportunities provided by education. She also included a spotlight of the Young Ambassadors Program to high school student participants.</p> <p>Two YAP '13 alumni hosted a similar discussion for students at the San Marcos High School Academies of Arts and Communications, Health and Human Services, and Applied Sciences. Attendance: 100 students</p> <p>Qtr. 2: We are continuing to reach out into local communities, promoting education for our future leaders by engaging YAP Alumni as community mentors providing guidance to Latino youth regarding available educational opportunities. YAP ' 13 alumni have continued to host Student Mentor Events at four high schools across Southern Texas presenting on YAP internships and discussing the importance of leadership development and the college experience. In addition, several YAP alumni have assisted in distributing information about 2014 YAP to their former high schools and community organizations. Total Attendance: approx. 108 students</p>		In-progress	Hispanics		Career Counseling	Program Diversity Workforce Diversity
USS	MCI	The Centre for Doctoral Training in Science and Engineering in Art Heritage and Archaeology (SEAHA) program.	Over the next 8 years will train a minimum of 60 doctoral students in heritage science and engineering. A unique feature of their training will be the tripartite supervision we will be developing, with students benefiting from the support of experts in universities, industry and cultural institutions to advance the knowledge and skills base of the cultural heritage sector.	November 22, 2013	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	International Program	Professional Training Memorandum of Understanding	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	MCI	The Institute for the Preservation of Cultural Heritage (IPCH) at Yale University	Support of joint research projects; Support of joint seminars, workshops and other scientific meetings; Support of preparatory visits for planning and formulating joint research projects and seminars in the final stage; Support of consultative and research visits designed to link together complementary research carried out in both countries. Support for international travel for exchange of students and scholars.	August 28, 2014	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities		Memorandum of Understanding	Program Diversity
USS	MCI	MCI Fellowships and MCI Internships	MCI Fellowships and Internships are announced thru various sources that target diverse audiences. Conservation Distribution List- reaches over 10,000 people in 92 countries; Museum-L –reaches over 4000 people and gets picked up and redistributed. American Institute of Conservation Of Historic and Artistic Works (AIC) reaches over 3500 people in 20 countries. NOBCChE (National Organization for the Professional Advancement of Black Chemists and Chemical Engineers) http://www.nobccche.org AISES (American Indian Science and Engineering Society) http://www.aises.org ASEE (American Society for Engineering Education) http://www.asee.org SWE (Society of Women Engineers) http://www.swe.org SHPE (Society of Hispanic Professional Engineers) http://www.shpe.org SACNAS (Society for Advancement of Chicanos & Native Americans in Science) http://www.sacnas.org AAAEA (Arab American Association of Engineers and Architects) http://www.aaaea.org	October 1, 2014	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Professional Training	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	MCI	REU Site: Research Experiences for Undergraduates in Archaeological and Museum Conservation Science at the Smithsonian Museum Conservation Institute.	This is a three-year NSF Research Experience for Undergraduates. (REU) project awarded to MCI Research Scientist Christine France and six MCI senior personnel in 2012. The grant supports short-term opportunities for undergraduates to work on research projects with MCI's scientific staff. Over the three years the program has hosted 28 science interns. Intern projects are in areas of staff specialization such as museum studies, art history, archaeology, paleontology, chemistry, biochemistry, biology, ecology, earth science, chemical engineering, and materials science engineering with a focus on museum and research collections. The program includes a weekly training seminar that provides additional educational opportunities to the interns. The PI and an intern participated in the Council on Undergraduate Research's annual Research Experiences for Undergraduates Symposium, Arlington, VA, in October 2013.	Mar 2012-Feb 2015	In-progress	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Professional Training	Program Diversity
USS	MCI	IUMAS award called the Early Career Scholar award was initiated by Ed Vicenzi. Sixteen young scientists from Japan, China, Korea, Brazil, Canada, Australia and Europe were selected to attend the meeting.	Ed Vicenzi served as the Chair for meeting of the International Union of Microbeam Analysis Societies-IUMAS (a confederation of 8 microanalysis societies around the globe including: Australia, Brazil, Canada, China, Europe, Korea, Japan, and the United States), titled IUMAS-6, held in conjunction with M&M 2014 in Hartford, CT, August 2014, and organized a symposium "Imaging and Analysis of Cultural Heritage Materials." As part of the conference he initiated a new IUMAS award called the Early Career Scholar award and sixteen young scientists from Japan, China, Korea, Brazil, Canada, Australia, and Europe were selected to attend the meeting.	August 2014	Completed	African Americans Asian Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders	International Program for Americans and Non-Americans	International Conference	Program Diversity
USS	NASM	Women in Aviation and Space	Northrop Grumman Heritage Family Day Series: From a hurricane hunter to a NASA astronaut, visitors heard tales of adventure. There was a celebration of the 50th Anniversary of Jerrie Mock's round the world trip—she was the first woman to successfully fly around the world solo.	March 15, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Family Day Program	Program Diversity

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USS	NASM	Kites of Asia	Northrup Grumman Heritage Family Days Series: This event featured a pan-Asian static display of kites and indoor kite flying. In addition to the kites, we also chose an Asian country or region to highlight through music and dance. This year the featured regions were Nepal and India. The Nepal Dance School performed, gave dance lessons, and did interactive musical presentations.	March 22, 2014	Completed	Asian Americans		Family Day Program	Program Diversity
USS	NASM	Explore the Universe Day: Everyone Looks Up	Northrup Grumman Heritage Family Days Series For this event the focus is on how people across cultures look at the sky. Through hands-on activities visitors learned about astronomy from historic and recent cultures across the globe. They could hear stories from around India and other parts of Asia. In addition they had a chance to “meet” Galileo. This year there was also a new astronomer to meet—Phoebe Waterman Haas. After doing thorough research, a local actress portrayed Mrs. Haas. She had visitors all ages looking through a vintage telescope and exciting them about astronomy.	April 12, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Family Day Program	Program Diversity
USS	NASM	We Share STEM! Connecting Across Cultures	This event will highlight the contributions of scientist and engineers in the STEM (Science, Technology, Engineering and Math) professions across cultures, from Juan de la Cierva, the inventor of the Gyroplane, to Dr. George Carruthers, the inventor of the first Moon-based observatory. There will be bilingual activities and story times.	August 1, 2014	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Family Day Program	Program Diversity
USS	NASM	Women in Aerospace	Northrup Grumman Heritage Family Days Series This event will focus on the accomplishments of women in aviation and space—from the days of early flight to the present. We are working with local universities and other organizations to ensure that there are plenty of career role models for our younger visitors. We are welcoming back the Science Cheerleaders. These are current and former NFL and NBA cheerleaders who are either pursuing advanced degrees or who have careers in engineering or science. Last year the Science Cheerleaders brought their citizen science project, Project MERCURI to the Museum. This year they are working with NASA on another exciting project. For more information about Project MERCURRI read the NASM blog post, Germs in Space.	September 13, 2014	Planned	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Family Day Program	Program Diversity

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USS	NASM	African American Pioneers in Aviation	Northrop Grumman Heritage Family Day Series: The stars of the event are always the Tuskegee Airmen, who have huge crowds thrilling to their stories. Each location also featured a NASA astronaut. Stephanie Wilson at the Museum in DC and Jeanette Epps at the Hazy Center.	February 8, 2014 (NMB); February 22, 2014 (UHC)	Completed	African Americans		Family Day Program	Program Diversity
USS	NASM	Internship Program	NASM intentionally recruits for diversity. For 2014--3 Asian Americans; 4 African Americans; 18 Caucasian; 8-non-selected; 23 Females; 10 Males; 1 hearing and mobility impaired.	June 2, 2014-August 8, 2014	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Internship Program	Program Diversity
USS	NASM	Hispanic Heritage Month: Innovators in Air and Space	Northrup Grumman Heritage Family Days Series in partnership with the Latino Center. The October 5, 2013 program was cancelled due to the government shutdown.	October 5, 2013 (NMB)-Completed; September 27, 2014 (UHC)	Planned	Hispanics		Family Day Program	Program Diversity
USS	NASM	Explainer Program	The NASM Explainer Program is funded with grants to support the How Things Fly Gallery, the Haas Public Observatory, and programming at the Udvar-Hazy Center. Explainers are intermittent high-school & college employees. They must be enrolled in school to be an explainer. The Education Department purposefully maintains a diverse staff for gender and ethnicity.	On-going	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Explainer Program	Workforce Diversity
USS	NMNH	Cesar Chavez High School for Public Policy mentoring	Mentor students from inner city high school with students predominantly underrepresented in science and natural history research.	8/14/2014 - 11/14/2014	Completed	Hispanics		Science mentoring/Internship	Program Diversity

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USS	NMNH	Project SEARCH interns and hires	Three NMNH staff members hosted 2 Project SEARCH interns for 3 months each rotation. One of them, Zachary Lynch was hired on as a part-time federal staff Office Automation Clerk.	Sept 2013 thru Present	In-progress	Individuals with Disabilities		Workforce Diversity	Workforce Diversity
USS	NMNH	Yakutat Seal Camps Project (Arctic Studies)	Participation in archaeological, ethnological, and oral historical fieldwork, as well as lab work in Anchorage by at least 25 Tlingit/Eyak/Ahtna Alaska Natives including elders, seal hunters, students, videographer, and tribal council members. We had an additional audience of about 20 for a community presentation about the project in Yakutat in July.	May 19-August 8, 2014		Native Americans		Collaborative Research with Native Alaskan Communities	Program Diversity
USS	NMNH	Unangax Collaboration on Kunstkamera Aleut Collections	Following collaborative research with the Kunstkamera ethnological museum in Russia, the Arctic Studies Center (Anchorage) collaborated on research and writing with two Unangax Alaskan Native Community Scholars to be published as part of the Kunstkamera Aleut collections catalogue.	October 2013 to May 2014	Completed	Native Americans		Community Collaboration	Program Diversity
USS	NMNH	"Listen and Learn" Language Videos and Bilingual Curricula	The Arctic Studies Center (Anchorage) completed 18 "Listen and Learn" language videos and bilingual curricula in both Inupiaq and St. Lawrence Island Inupiaq, involving collaboration and editing with 3 language translators and educators (2 Inupiaq and 1 Yupik). Part of endangered language/knowledge work with indigenous communities.	October 2013 to September 2014		Native Americans		Recovering Voices/Endangered Language Revitalization	Program Diversity

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USS	NMNH	Smithsonian Spotlight: Anchorage Museum	The Arctic Studies Center (Anchorage), on the first Thursday of each month, brought 10 Alaskan Native artists and scholars to discuss their work with visitors at the Anchorage Museum (where the Anchorage branch of the Arctic Studies Center is based).	FY 2014		Native Americans		Outreach	Program Diversity
USS	NMNH	Dene Quill Art Artist's Residency (Arctic Studies Center, Anchorage)	Athabaskan artists and 8 visiting Native Alaskan artists and community artists were in residence to study collections and demonstrate their art at the Anchorage Museum (where the Anchorage office of the Arctic Studies Center is based).	October 7-11, 2013	Completed	Native Americans		Outreach and Engagement	Program Diversity
USS	NMNH	Innu Nation Cultural Heritage (Arctic Studies Center)	On-going collaborative archaeological and cultural heritage management programs with members of the Innu Nation in Labrador, Canada. This summer's fieldwork (September-October) in the barren lands of extreme northern Quebec-Labrador brought Innu community leaders and environment managers into the country to work with archaeologists to explore the nature and consequences of a specialized caribou hunting subsistence strategy.	Ongoing	In-progress	Native Americans		Cultural Heritage	Program Diversity
USS	NMNH	Greenland Inuit Youth - Film Introduction and Performance	A group of Greenland Inuit youth from an Inuit rehabilitation center came to NMNH as part of a program to introduce a new film, INUK, and they gave music and dance performances and participated in a museum education session in Q?RIUS.	March 2014	Completed	Native Americans		Outreach and Education	Program Diversity

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USS	NMNH	Barbareño Chumash Visit (Recovering Voices)	Six community researchers from the Barbareño Chumash community carried out research for one week at the National Anthropological Archives on the J.P. Harrington material. Funded by Recovering Voices Community Research Fund	April 2014	Completed	Native Americans		Recovering Voices Endangered Language/Knowledge Revitalization	Program Diversity
USS	NMNH	Samoan Tapa Project	Tapa, a traditional cloth made from the mulberry tree, is part of the foundational anthropology collections (Wilkes Expedition) of NMNH. Two traditional Samoan tapa makers worked for a month on NMNH's 19th-century tapa collection, restoring and repairing the tapa cloth using traditional techniques and materials. Funded by the Recovering Voices Community Research Fund.	June 2014	Completed	Native Hawaiians/Pacific Islanders		Cultural Heritage	Program Diversity
USS	NMNH	Kiowa Material Culture	Six member of the Kiowa tribe came to work for one week on the fan and regalia collections at NMNH and NMAI. Funded by the Recovering Voices Community Research Fund.			Native Americans		Cultural Heritage	Program Diversity
USS	NMNH	Songs of the Purari Delta	Two Papua New Guineans from the Papuan Gulf came to work for two weeks with curator Joshua A. Bell at NMNH on song traditions.	June 2014		Native Hawaiians/Pacific Islanders		Cultural Heritage	Program Diversity
USS	NMNH	Documentation and Revitalization: Language and Traditional Ecological Knowledge of the Didxazá-speaking Community	Active engagement of under-represented scholars from Mexico through collaborative research projects in documenting and revitalizing both the language and the traditional ecological knowledge of the Didxazá-speaking community. (Recovering Voices)	Summer 2014	Completed	Hispanics		Endangered Language Documentation and Revitalization	Program Diversity

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USS	NMNH	Central Council Tlingit and Haida Tribes of Alaska	Repatriation consultation with the Tlingit and Haida tribes of Alaska.			Native Americans		Repatriation	Program Diversity
USS	NMNH	Smithsonian Institute in Museum Anthropology (SIMA)	SIMA is a research training program offered by the Department of Anthropology at the Smithsonian Institution's National Museum of Natural History with major funding from the Cultural Anthropology Program of the National Science Foundation. The program seeks to promote broader and more effective use of museum collections in anthropological research by providing a supplement to university training. Four of the 12 students were Native American, Native Hawaiian/Pacific Islander, and Hispanic/African American,	June 23-July 18, 2014	Completed	African Americans Hispanics Native Americans Native Hawaiians/Pacific Islanders		Research Training Program	Program Diversity
USS	NMNH	Project SEARCH interns and hires	Darrin Lunde, John Ososky, Brian Schmidt (all NMNH) hosted a Project SEARCH intern for one three-month rotation.	September- November 2014		Individuals with Disabilities African Americans		museum internship	Workforce Diversity
USS	NMNH	Repatriation: To Hoonah Indian Association, Alaska (Tlingit)	Return of Native American remains and objects.	Oct. 24-27,2014		Native Americans		Repatriation	Program Diversity

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USS	NMNH	Repatriation Consultation with Tlingit in Juneau, AK	Consultation on the repatriation process for the return of human remains and objects.	Oct. 27, 2014		Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Tlingit Repatriation Consultation	Repatriation Consultation with the Dakl'aweidi clan and the Deshetan clan of the Tlingit.	Nov. 6-10, 2014		Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Repatriation Consultation with the Kiowa Tribe	Consultation on the possible repatriation of human remains and/or objects to the Kiowa tribe.	November 21,2013		Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Repatriation to the Tule River and Santa Rose Rancherias	The return of Native American remains and objects to the Tule River Rancheria and the Santa Rose Rancheria.	Nov. 20-21, 2013		Native Americans		Repatriation	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NMNH	Repatriation Consultation with the Gila River Indian Community and the Salt River Pima-Maricopa Indian Community	Repatriation consultation with the Gila River Indian Community and the Salt River Pima-Maricopa Indian Community.			Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Repatriation Consultation with the Muscogee Creek Nation	Repatriation Consultation with the Muscogee Creek Nation			Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Repatriation Consultation with the Wiyot Tribe	Repatriation Consultation with the Wiyot Tribe	Jan. 8-10,2014		Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Repatriation Consultation with the Confederated Tribes of the Umatilla Indian Reservation	Repatriation consultation with the Umatilla.	Jan. 27-28, 2014		Native Americans		Repatriation Consultation	Program Diversity

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USS	NMNH	United South and Eastern Tribes Meeting	Repatriation consultation with members of the Seminole tribe, the Muscogee Creek Nation, the Alabama Coushatta tribe, the Catawba Nation, the Wampanoag Tribe, the Mississippi Band of Choctaw, Thlopthlocco Tribal Town (Creek) and the Poarch Band of Creek Indians.	Feb. 3-5, 2014		Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Supplier Diversity at the SMSFP	Of nineteen contractors selected to provide facility services for the Smithsonian Marine Station at Fort Pierce during fiscal year 2014, sixteen were awarded to small business sources with six of these businesses also being woman owned. The proportion of the facility budget awarded to small businesses was 91 percent and 25 percent of the total budget was awarded to woman owned businesses.	October 1, 2013 to September 30, 2014	Completed			Contractor sources selected from small and woman owned businesses when available.	Supplier Diversity
USS	NMNH	YES! Youth Engagement through Science	A 16-week internship program for high school sophomores, juniors, and seniors from the Washington, D.C. region. During the program, students get practical experience through a research internship with Smithsonian science staff, take exclusive behind-the-scene tours and field trips, participate in a college preparatory program, and create an outreach project for communicating science to peers through interactive activities.	June 2014 - November 2014	Completed	African Americans Asian Americans Hispanics		Mentoring/Internship & Community Engagement	Program Diversity
USS	NMNH	EYES Early Youth Engagement through Science	A 5-day program that provides support to Latino middle-school students, as well as students from populations traditionally underrepresented in STEM careers, during the critical years in which they either engage with or dismiss science as a lifelong interest or viable career path. The EYES program provides students with unprecedented access to the expertise, people, and resources of NMNH as a way to spark interest in science, through behind-the-scene tours, workshops with science staff, fun activities, and field trips.	August 2014	Completed	African Americans Asian Americans Hispanics		Programs to Students, Career Exposure	Program Diversity

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USS	NMNH	Q?Crew	A teen volunteer program for students grades 9 - 11 from the Washington, DC metro area. Members of the Teen Volunteer Program help museum visitors with interactive activities that focus on natural history topics in our new Q?rius learning space. Volunteers receive extensive training that introduces them to museum scientists, takes them behind-the-scenes, and covers topics ranging from museum education to scientific content related to Q?rius activities and programs. After completing training, participants will be able to work towards their 100 hour community service requirement in Q?rius!	December 2013 - December 2014	In-progress	African Americans Asian Americans Hispanics		Programs to Students, Community Engagement, Career Exposure	Program Diversity
USS	NMNH	Teen Art + Science Workshops	A partnership with the Hirshhorn Museum and Sculpture Garden's ArtLab+ that creates workshops for teens that integrate proven ARTLAB+ technologies and formats with NMNH collections, scientists, equipment, and other science resources. Workshops integrate art and science design thinking skills with innovative technology to create new ideas and ways of exploring the world.	September 2014 (Ongoing)	In-progress	African Americans Asian Americans Hispanics		Programs to Students, Career Exposure	Program Diversity
USS	NMNH	Turning The Page Night at the Museum Family Night	In partnership with the non-profit, Turning the Page, NMNH hosted a Family Night in Q?rius for 150 middle school students from three DCPS schools - Kramer Middle School, Raymond Educational Campus, and Hart Middle School. The event consisted of a career panel with Smithsonian scientists, interactive activities in Q?rius and Scientist Is In programs where students got to speak one on one with scientists about their work. The event aimed to spark interest in science and science careers and encourage students to utilize museum resources to pursue their interests.	February 26, 2014	Completed	African Americans Hispanics		Career Fairs Community Engagement	Program Diversity

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USS	NMNH	CHISPA	CHISPA, which stands for Children Investigating Science with Parents and Afterschool, is a 4-year project funded by the National Science Foundation. It was launched this year with the goal of sparking young peoples' interest in science and support that interest holistically. Focusing on Latino families, CHISPA aims to serve the whole learning ecosystem of a K-5 student, providing resources and training for parents to support their students' interest and exploration of science, providing afterschool activities for students at their local community-based organization, and engaging the entire family in museum activities. NMNH is one of 11 national program partners.	June 1, 2014	In-progress	Hispanics		Community Engagement, Programs to Students	Program Diversity
USS	NMNH	Environmental Film Festival	2014 Festival's focus on "Our Cities, Our Planet" celebrated the development of sustainable and resilient cities, exploring their natural and built environments as they seek to meet environmental and economic needs.	March 22-23; March 28-30	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Community Engagement, Adult Engagement Programming, Public Programs	Program Diversity
USS	NMNH	Smithsonian Channel Documentary Premieres at NMNH	This program draws upon the high demand and interest in environmental and cultural film. The films in the series feature natural history-themed Smithsonian Channel documentaries. Each premiere screening precedes the documentary air date by a few days and features SI/NMNH researchers and talent from the documentary, whether it is the director, filmmaker, on-screen personality, etc.	June 6, 2014 (Launched)	In-progress	African Americans Hispanics Individuals with Disabilities Asian Americans		Community Engagement, Adult Engagement Programming, Public Programs, Programs to Students	Program Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NMNH	Anthropocene: Life in the Age of Humans Series	This series engages NMNH’s local adult audience in topics related to the Smithsonian Consortia’s Living in the Anthropocene initiative while simultaneously helping to inform the Anthropocene section of the National Fossil Hall/Deep Time exhibition. By inviting both NMNH and outside speakers to present and hosting this monthly series in an intimate, conversational setting, the design of the program is to bring people new perspectives on their relationships with the environment. The underlying message of the series is that it is important to be informed, to think inclusively, and to be oriented towards shaping the world we want.	September 2014 (Launched)	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities		Virtual Programming Community Engagement, Adult Engagement, Programs to Students	Program Diversity
USS	NMNH	Smithsonian Science How	Season 1, Episode 9: Paleobotany: Climate Change Past and Present with Scott Wing	June 5, 2014	Completed	African Americans Asian Americans Hispanics		Virtual Programming (Webcast)	Program Diversity
USS	NMNH	Smithsonian Science How	Season 1, Episode 8: Volcano Geochemistry: Windows to Earth's Interior with Elizabeth Cottrell	May 15, 2014	Completed	African Americans Hispanics Asian Americans Individuals with Disabilities		Virtual Programming (Webcast)	Program Diversity
USS	NMNH	Smithsonian Science How	Season 1, Episode 7: Exploring the Unexplored: Deep Reef Biodiversity with Carole Baldwin	April 24, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Virtual Programming (Webcast)	Program Diversity

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USS	NMNH	Smithsonian Science How	Season 1, Episode 6: Measuring Biodiversity: Life in One Cubic Foot with Chris Meyer	April 10, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Virtual Programming (Webcast)	Program Diversity
USS	NMNH	Smithsonian Science How	Season 1, Episode 5: Human Evolution: Early Human Diets with Briana Pobiner	March 27, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Virtual Programming (Webcast)	Program Diversity
USS	NMNH	Smithsonian Science How	Season 1, Episode 4: Anthrpod Adaptations: Inside the Insect Zoo with Dan Babbitt	March 13, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Virtual Programming (Webcast)	Program Diversity
USS	NMNH	Smithsonian Science How	Season 1, Episode 3: Forensic Anthropology: Bone Whispering with Kari Bruwelheide	February 27, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Virtual Programming (Webcast)	Program Diversity

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USS	NMNH	Smithsonian Science How	Season 1, Episode 2: Forensic Ornithology: Bird Detective with Carla Dove	February 12, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Virtual Programming (Webcast)	Program Diversity
USS	NMNH	Smithsonian Science How	A live webcast series that puts Smithsonian experts into classrooms across the US and even internationally. All content aligns with national science standards are aired live from the Q&A theater. Season 1, Episode 1: Unearthing Fossil Whales with Nick Peyenson	January 16, 2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities		Virtual Programming (Webcast)	Program Diversity
USS	NMNH	La Vida de Los Insectos	A Spanish-language accessibility program celebrating Hispanic Heritage Month with the Insect Zoo. The program offered our live tarantula feeding programs in Spanish at 11:00am, 12:00pm, and 1:00pm. Spanish speaking volunteers supported the program by leading hands on activities and crafts. Visitors also took part in a special self-guided tour in Spanish of our Latin American arthropods, and learned about Central and South American butterflies.	September 20, 2014	Completed	Hispanics		Foreign Language Accessibility	Program Diversity
USS	NMNH	YES! Global Genome	6-week genomic program for underserved high school juniors.	June 24 - August 1, 2014	Completed	Hispanics		Career Counseling Mentoring/Internship , Community Engagement	Program Diversity

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USS	NMNH	American Sign Language (ASL-) Interpreted Programs	An ASL-interpreter is provided for programs, such as a Story Time in Q?rius Jr: A Discovery Room or a Tarantula Feeding Demonstration in the Insect Zoo. Program with access service is publicized to the Deaf community.	December 7, 2013; December 14, 2013; July 25, 2014; September 6, 2014		Individuals with Disabilities		Accessibility and Community Engagement	Program Diversity
USS	NMNH	Morning at the Museum	An SI-wide program for families with children who have cognitive and sensory-processing disabilities that is hosted at NMNH 1-2 times a year via the Accessibility Office and SI Autism Advisory Committee. Eligible families are welcomed into the Museum 1 hour before opening so that children can experience select exhibitions before crowds and other multi-sensory overstimulation occur. There are stamping and cart activities available, and AV is kept off until the Museum opens to the public. 20-30 families attend each time.	January 25, 2014	Completed	Individuals with Disabilities		Accessibility and Community Engagement	Program Diversity
USS	NMNH	Repatriation Consultation with the Seneca-Cayuga Tribe of Oklahoma	Repatriation consultation with the Seneca-Cayuga Tribe of Oklahoma	Feb. 18-19,2014		Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Native American Community Scholars Grant: Project on Traditional Pueblo Textiles	Two community scholars from the Pueblo of Santa Domingo/Pueblo of Cochiti and the Pueblo of Santa Clara worked with the textiles from Pueblos in the Anthropology collections.	Feb. 24-28, 2014		Native Americans		Community scholars grant-funded project	Program Diversity

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USS	NMNH	Repatriation Consultation with the White Earth Chippewa Tribe	Repatriation Consultation with the White Earth Chippewa Tribe	Mar. 24, 2014 and April 22-24, 2014		Native Americans		Repatriation Consultation	Program Diversity
USS	NMNH	Native Village of Chuathbaluk, Alaska: Repatriation	The return of human remains to the Native Village of Chuathbaluk. Community members traveled to NMNH for the repatriation.	April 21-22, 2014		Native Americans		Repatriation	Program Diversity
USS	NZP	NZP Diversity Committee	The mission of the National Zoo's Diversity Committee is to foster an environment that is inclusive and, at all levels of the institution, to promote diversity of race, ethnicity, national origin, socioeconomic status, age, sex, gender identity/expression, sexual orientation, and other differences in culture, background and identity. We will also inspire learning and discovery about diverse cultures and nature; develop respectful student-centered programs in various departments in the zoo; and identify and recruit appropriate and diverse student interns to enhance their understanding of, and abilities in, conservation biology, zoo management, and supporting sciences and disciplines.	FY14	In-progress	Hispanics African Americans		To inspire learning and discovery about diverse cultures and nature;	Workforce Diversity

Direct Report	SI Unit	Initiative Title	Description of Initiative	Date Date Range	Initiative Status	Historically Underrepresented Groups Served	Other Underrepresented Groups Served	Type of Initiative	Diversity Category
USS	NZP	YES Summer Internship Program	<u>YES! 2014 Internship</u> : Five high school interns (all under-represented minorities) completed the 6 week Zoo Program this summer. The participating units were as follows: Lion/Tigers; DAH (WHS); Small Mammal House; Bird House; Giant Pandas/Asia Trail. The interns completed their tour of duty with a Science Fair Presentation about their experiences at the National Zoo. During their time at the Zoo they received hands on experience working in the Animal Care Sciences profession, such as endangered species management; reproductive physiology; animal behavior; animal nutrition; public education and much more. They also had the opportunity to visit our research campus in Front Royal, Virginia the Smithsonian Conservation Biology Institute (SCBI) campus and were given the opportunity to see and learn about some of the endangered species that the Zoo saved from the brink of extinction, such as, the black-footed ferret. In addition, they also had the opportunity to see the SCBI/George Mason University Campus there in order to get the students interested in college opportunities after graduating from high school. Lastly, we very fortunate to have one our colleagues from the Fish and Wildlife Service (Ms. Veronica Caceres) come to the Zoo to talk to the interns about current fieldwork initiatives and conservation projects for the sea-turtle. This is the fourth year that the National Zoo has collaborated with the National Museum of Natural History.	Summer 2014 (6 weeks)	Completed	African Americans Asian Americans Hispanics		Five high school interns (all under-represented minorities) completed the 6 week Zoo Program this summer.	Program Diversity
USS	NZP	USDA Interns	Hosted 6 interns – 4 African American / 1 Native American / 1 Caucasian – that worked an 8 week program this summer. Participants worked at Asia Trail / Cheetah Conservation Station & Elephant House / Small Mammal House / Reptile Discovery Center / Great Ape House / Great Cats. The internships focused on animal husbandry and in some cases students worked on specific projects at the discretion of their supervising curator. In the case of the Great Cats intern – the student worked on a developing a poster for presentation that focused on a project that NZP has been working on for several years: Determining pregnancy using weight.	Summer 2014	Completed	African Americans Native Americans		The internships focused on animal husbandry and in some cases students worked on specific projects at the discretion of their supervising curator.	Program Diversity

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USS	NZP	Northern Cheyenne Reservation Basketball Camp	Here were 100-120 attendees this year divided into two groups, 6-12 year olds and 13-18 year olds. This is the fourth year that Animal Keeper Marty Dearie has worked with the organization which gives these young American Indians the opportunity to work with students and instructors from outside of the reservation. The program is geared towards providing the students with the opportunity to learn about nutrition; healthy living; increased self-esteem; and to learn about educational opportunities inside and outside of the reservation. In addition, the program aims to curb the high rates of alcoholism, drug addiction, and suicide.	FY14	Completed	Native Americans		The program is geared towards providing the students with the opportunity to learn about nutrition; healthy living; increased self-esteem; and to learn about educational opportunities inside and outside of the reservation.	Program Diversity
USS	NZP	• Morning at the Zoo Event	The Smithsonian Institution's Accessibility Program and the National Zoo are collaborating to create the First Morning at the Zoo event on October 18, 2014. The program is aimed at giving individuals with cognitive or sensory processing disabilities the ability to enjoy the Zoo's Asia Trail and Giant Panda Habitat prior to it being opened to the general public.	10/18/2014	Completed	Individuals with Disabilities		The program is aimed at giving individuals with cognitive or sensory processing disabilities the ability to enjoy the Zoo's Asia Trail and Giant Panda Habitat prior to it being opened to the general public.	Program Diversity
USS	NZP	National Zoo Social Narratives	Animal Keeper Melba Brown created several Social Narratives in the Park which is designed specifically for individuals with cognitive disabilities and their families to prepare for a Zoo visit. In addition, she has created a new Social Narrative for the Giant Panda Habitat for our general audience and for the upcoming Morning at the Zoo Event in October.	FY14	Completed	Individuals with Disabilities		Creation of Social Narratives in the Park which is designed specifically for individuals with cognitive disabilities and their families to prepare for a Zoo visit.	Program Diversity

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USS	NZP	UDC Outreach	NZP Director's Office and Advancement Department involved with conversations UDC on a joint diversity initiative. Working with counterparts at UDC NZP is writing some background and ideas for them to discuss in a group meeting.	FY14	In-progress	Individuals with Disabilities		Memorandums of Understanding Informal	Program Diversity
USS	NZP	Project SEARCH	Animal Keeper Melba Brown remains active in Project SEARCH.		In-progress	Individuals with Disabilities		Internships	Program Diversity
USS	NZP	Here to Career Intern & Fellow Event	Veterinary Technician Cinthia Erickson (former intern) participated in SI's 3rd Annual Here to Career Intern and Fellow Event where she participated in a panel and spoke about how she became a Smithsonian employee.	FY14	Completed			Career Counseling	Program Diversity
USS	NZP	School Outreach	Animal Keeper Gwen Cooper works in a program with the Cooper Lane Elementary School in PG County. The makeup of students at the school is approximately 50% Hispanic, 25% African American/Asian and 25% white. In April 2014, there were 60 kids from Cooper Lane who came out to the Zoo and went to different areas and learned about being a zookeeper.	April 2014	Completed	Asian Americans Hispanics		Outreach to elementary school.	Program Diversity

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USS	NZP	AZA Diversity Committee	Hospital Manager Tangara Cross served on the Association of Zoos and Aquariums Diversity Committee and attended the Annual AZA conference Diversity Committee meeting.	August 2014	Completed	Native Hawaiians/Pacific Islanders Native Americans Individuals with Disabilities Hispanics Asian Americans African Americans		Conferences w/Professional Organizations	Program Diversity
USS	NZP	Minority Awards Program-Internship	Head Veterinarian Suzan Murray and Hospital Manager Tangara Cross worked with an international African student to apply for this internship so she could assist with PREDICT/USAID while in her under-grad program.	Summer 2014	Completed	African Americans		Minority Internship	Program Diversity
USS	NZP	Wildlife Health Sciences Preceptorship	Hosted several domestic and international students to participate in the 2014 preceptorship studies program.	FY14	Completed	African Americans		Preceptorship	Program Diversity
USS	NZP	Hosting of International Students	NZP Wildlife Health Sciences Unit hosted Kat Reed, University of Melbourne student, Marisa Lourenco from Portugal, Izzy Hirji from Canada, and Diego Recinos, Ross University (Caribbean).	FY14	Completed			Outreach & hosting of international students	Program Diversity

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USS	NZP	Science Fair	Veterinary Technician Veronica Acosta judged for the science fair at the CentroNia DC Bilingual Public Charter School.	Summer 2014	Completed	Hispanics Asian Americans		Outreach to schools	Program Diversity
USS	NZP	Career Fair	Veterinary Technician Veronica Acosta participated in a career day event for the entire 8th grade class at Saunders Middle School in Manassas, VA.	Spring 2014	Completed	Asian Americans African Americans Hispanics		Career Fairs	Program Diversity
USS	NZP	Career Fair	Veterinary Technician Veronica Acosta participated in a career day at Jefferson High School in SW DC.	Spring 2014	Completed	African Americans Asian Americans Hispanics		Career Fairs	Program Diversity
USS	NZP	Career Counseling	Veterinary Technician Veronica Acosta counseled a student from East Harlem on a career as a Veterinary Technician.	Spring 2014	Completed	African Americans		Career Counseling	Program Diversity

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USS	NZP	Career Counseling	Tameka Phillips was the invited speaker at University of Illinois at Urbana-Champaign for the Research Apprentice and Young Scholars in Agriculture programs.	Fall 2014	Completed	African Americans Asian Americans Hispanics		Conferences w/Colleges or Universities	Program Diversity
USS	NZP	Community Outreach	Tameka Phillips participated in community outreach at a local church summer program where she spoke to preschool age children and their parents about animals at the National Zoo.	Summer 2014	Completed	African Americans Asian Americans Hispanics		Outreach to youth	Program Diversity
USS	NZP	Minority Internships	Tameka Phillips supervised and mentored two minority interns living in homeless shelters or transitional homes.	Spring 2014	Completed	African Americans		Minority Internship	Program Diversity
USS	NZP	Career Fair	Dan Weinwurm arranged for NZP to participate in the 2014 Eleanor Holmes Norton Job Fair at the Washington Convention Center on August 20, 2014 (Athena Mylonas and Juan Rodriguez represented NZP at this fair).	8/20/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Program Diversity

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USS	NZP	Career Event	Friends of the National Zoo's Department of Education and Volunteer Services hosted a career event on 6/26/14 for high school, college and post-graduate students considering a career in the field of wildlife conservation or animal health to discuss what it takes to keep the hundreds of animals at the National Zoo healthy. Attendees had the opportunity to ask questions and gather advice from representatives of the Zoo's Wildlife Health Sciences unit and Department of Animal Nutrition. The panel included Erin Kendrick, Marilyn Small, Dr. James Steeil and Dr. Tim Walsh.	6/26/2014	Please choose one:	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Counseling	Program Diversity
USS	SERC	Training the Next Generation of Scientists	SERC recruits Postdoctoral Fellows and Undergraduate Interns for a rigorous program of Professional Training in Environmental Science and Education. Although the program does not specifically target underrepresented groups, we do make an effort to assure that we are recruiting from a broad array of institution, including HBCUs, Native American institutions, etc. (statistics of applicant pool and successful candidates being compiled - report will be amended to include these).	Jan 2014 - May 2014	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Professional Training	Program Diversity Workforce Diversity
USS	STRI	Professional development workshop for indigenous teachers of Comarca Ngabe Bugle	The Indigenous Comarca Ngabe Bugle is in the high lands of Panama. 35 teachers of Otoe Hill School participated in the training. Due to the distance from the city from this indigenous town and to the lack of materials and equipment, these teachers participated in professional development workshop not very often. The indigenous comarca Ngabe is one of the poorest areas of the country. Most of the students abandoned the school very soon; the access to the basic education is limited so it is very hard to break the circle of poverty. The workshops were delivered by Lidia Valencia, educational specialist of STRI and Adriana Sautu, from the education department of the Biomuseo, recently opened and associated to Smithsonian Institution.	July 28th and 29th, 2014	Completed	Hispanics Native Americans		Training for teachers	Program Diversity Workforce Diversity

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USS	STRI	"Teaching through investigation and classification of organisms for teachers from the Province of Colon"	30 teachers from remote communities of Costa Arriba and Costa Abajo of Colon arrived at Galeta Marine Laboratory from STRI, to participate in a workshop organized by the Ministry of Education and STRI, entitled "Teaching through investigation and classification of organisms". The training was from Lidia Valencia, STRI's Education Specialist, and Yadira Esquivel, Science Supervisor from the Ministry of Education of Colon. The main objective of the activity was to raise the level of science knowledge among teachers in the public schools of the province.	10/23/2014	Completed	Hispanics		School teachers training	Workforce Diversity Program Diversity
DUSCIS	OFI	Meeting with representatives from University of Texas, Pan-American	Discussion about how SI and UT-Pan American might cooperate to bring more UT Pan-American students to SI to do internships and fellowships.	10/2/2013	Completed	Hispanics		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	Remarks to the Interns with the Hispanic Association of Colleges and Universities (HACU) DC Program	Delivered remarks to the Hispanic Association of Colleges and Universities (HACU) DC internship program participants about SI academic appointment opportunities and career advice.	10/11/2013	Completed	Hispanics		Career Counseling	Workforce Diversity
DUSCIS	OFI	2013 Smithsonian Career Center Fair	Partnered with NMAH to produce the 2nd Annual Smithsonian Institution Career Fair, which highlighted academic appointment opportunities to an audience of career center professionals.	12/4/2013	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity
DUSCIS	OFI	Remarks to Students at University of Maryland Baltimore County (UMBC)	Spoke to students, including those participating in the Meyerhoff Scholars Program, at UMBC about academic appointment opportunities at SI.	2/24/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans		Career Counseling	Workforce Diversity

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DUSCIS	OFI	Visit to Hood College	Remarks to Students at Hood College in Frederick, MD about SI academic appointment opportunities.	3/20/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Conferences w/Colleges or Universities	Workforce Diversity
DUSCIS	OFI	Peace Corps Career Conference	OFI Represented SI at a Peace Corps Volunteer Hiring Conference convened in Washington DC to highlight academic appointment and job opportunities.	4/10/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity
DUSCIS	OFI	Meeting with Students from the University of Albany	OFI served on a career panel offering advice to students from the University of Albany. This panel also provided an opportunity to publicize information about SI academic appointment opportunities.	4/11/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Counseling	Workforce Diversity
DUSCIS	OFI	Meeting with Bates College	OFI met with representatives from Bates College to determine how Bates students might take better advantage of SI Academic Appointment opportunities.	4/17/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	Tri-Region Science and Engineering Fair (YING)	OFI helped coordinate a visit to SI by 40 students sponsored by the Dr. Nelson Ying Tri Region Science and Engineering Fair, a program serving the least served counties of Upstate New York.	5/7/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Counseling	Workforce Diversity
DUSCIS	OFI	Discussion with Whitworth College	Discussion with Whitworth College about initiatives to bring more students from Whitworth to the Smithsonian for internships and fellowships.	6/24/2014	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Memorandums of Understanding Informal	Workforce Diversity

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DUSCIS	OFI	Council on Undergraduate Research (CUR)	OFI represented SI to promote academic appointment opportunities at the Council of Undergraduate Research meeting, which convened in Washington, DC on 7/1/14.	7/1/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Conferences w/Colleges or Universities	Workforce Diversity Program Diversity
DUSCIS	OFI	Meeting with Hispanic Association of Colleges and Universities (HACU) Officials	Participated with OHR in a meeting with officials from the Hispanic Association of Colleges and Universities (HACU) to explore ways HACU schools might have stronger participation in SI Academic Appointment programs.	7/16/2014	In-progress	Hispanics		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	2nd Annual Smithsonian Here to Career Fair	OFI convened a career fair for academic appointees interested in careers in museum fields and at SI in particular, which gave students an opportunity to hear career advice from a diversity of SI staff and mentors.	7/16/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity Program Diversity
DUSCIS	OFI	Conference on Asian Pacific American Leadership (CAPAL)	OFI Fielded a Booth at the Conference on Asian Pacific American Leadership (CAPAL) in Washington, DC on 7/18/14 to help spread the word about SI academic appointment opportunities among Asian Pacific American community leaders.	7/18/2014	Completed	Asian Americans		Conferences w/Professional Organizations	Workforce Diversity Program Diversity
DUSCIS	OFI	Meeting with the International Leadership Foundation (ILF)	Meeting with representatives from the International Leadership Foundation (ILF), an organization that supports internships for young Asian-American leaders, about how their students might take advantages of SI academic appointment opportunities.	8/1/2014	In-progress	Asian Americans		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	Meeting with Representatives from INTRAX	Established working relationship with representatives from INTRAX, a State Department certified international student exchange agency, to bring foreign interns to the Smithsonian.	8/13/2014	In-progress			Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	American Association of State Colleges and Universities Conference	Delivered remarks at the American Association of State Colleges and Universities (AASCU) Conference to highlight academic appointment opportunities at the Smithsonian.	8/17/2014	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Conferences w/Colleges or Universities	Workforce Diversity

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DUSCIS	OFI	Meeting with Montgomery Community College	Discussion with Montgomery Community College about bringing more students to the Smithsonian	8/27/2014	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	Visit to the University of Houston	Visit to the University of Houston to discuss partnership possibilities that might bring more UH students to SI for the purpose of doing internships.	09/06/2014	In-progress	Hispanics		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	Historically Black Colleges and Universities (HBCU) Career Development Marketplace	OFI represented SI at the Historically Black Colleges and Universities (HBSC) Career Development Marketplace, which convened in Washington, DC on 11/8/14	11/8/2014	Completed	African Americans		Conferences w/Colleges or Universities	Workforce Diversity Program Diversity
DUSCIS	OFI	OFI Resume Workshops	Conducted 8 resume workshops in FY14 to offer interns and fellows advice about career success.	10/1/13 - 9/30/14	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Counseling	Workforce Diversity
DUSCIS	OFI	Project Search	Partnering with OA and the office of the USHAC, OFI has provided key support for Project Search, an internship program for young adults with cognitive disabilities. OFI support has contributed to planning, placements, publicity, orientations, and programing for the first year of this program as well as the launch of the program's second year starting in the fall of 2014.	10/1/13 - 9/30/14	In-progress	Individuals with Disabilities		Memorandums of Understanding Formal	Workforce Diversity
DUSCIS	OFI	NSF Undergraduate STEM Interagency Working Group	OFI represents SI on the NSF Undergraduate STEM Interagency Working Group to promote a diversity of college students' engagement in STEM related career fields at SI and around the nation.	10/1/13 - 9/30/14	In-progress			Interagency Working Group	Workforce Diversity Program Diversity

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DUSCIS	OFI	Smithsonian Profiles	Under the leadership of DUSCIS, OFI has partnered with a variety of SI stakeholders including SIL to create Smithsonian Profiles, a new system which will make accessible an index describing the diversity of SI, including diversity related to ethno-cultural affinity groups.	10/1/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Infrastructure	Program Diversity
DUSCIS	OFI	The Virtual Student Foreign Service	OFI has continued to promote SI's partnership with the Department of State through SI participation in the Virtual Student Foreign Service (VSFS), a program that makes virtual internships accessible to a diversity of Americans interested in conducting virtual internships across the Interagency.	10/1/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Virtual Internships	Workforce Diversity
DUSCIS	OFI	SI Virtual Internships	OFI continues to strengthen the Smithsonian Virtual Internship program, which gives access to SI internships to those who may not be able to physically relocate to the Smithsonian. In FY14 OFI opened the door, at units' discretion, for stipends to be awarded to virtual interns.	10/1/13 - 9/30/14	In-progress			Virtual Internships	Workforce Diversity
DUSCIS	OFI	SI Minority Internship Program	OFI continues do manage and strengthen the Smithsonian Minority Internship program, which provides stipend support to over 15 interns placed around SI every year.	10/1/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Program	Workforce Diversity Program Diversity
DUSCIS	OFI	SI Native American Internship and Fellowship Awards	OFI continues to manage and strengthen the SI Native American Internship and Fellowship Awards program aimed at raising awareness about SI academic appointment opportunities among Native American communities.	10/1/13 - 9/30/14	In-progress	Native Americans		Program	Workforce Diversity
DUSCIS	OFI	OFI Blog and Social Media	OFI maintains an active blog, as well as an active presence on social media, to promote academic appointment opportunities available across the Institution.	10/1/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Digital Promotion of Academic Appointments	Workforce Diversity Program Diversity
DUSCIS	OFI	OFI Newsletter	OFI sends out a weekly newsletter to a diverse audience of approximately 20,000 recipients to publicize academic appointment opportunities.	10/1/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans		Digital Promotion of Academic Appointments	Workforce Diversity Program Diversity

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DUSCIS	OFI	The Smithsonian Academic Appointment Diversity And Publicity Taskforce (AADAPT)	OFI had led a group of Pan-SI stakeholders to set and achieve goals related to increasing diversity at SI through academic appointments. This group meets monthly in the spring/summer to plan for conferences in the fall/winter.	10/1/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Career Fairs	Workforce Diversity Program Diversity
DUSCIS	OFI	SI Fellowship Review Committees	OFI has been taking steps to increase the diversity of those who serve on SI Fellowship Review Committees by promoting the idea of having current fellows serve as reviewers. By expanding the pool of available reviewers, greater diversity is possible.	10/1/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Program	Workforce Diversity Program Diversity
DUSCIS	OFI	James E. Webb Internship	OFI continues to manage and strengthen the James E. Webb Internship for Minority Undergraduate Juniors, Seniors, and Graduate Students in Business and Public Administration.	10/1/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Program	Workforce Diversity Program Diversity
DUSCIS	OFI	Meetings with Officials from Florida International University (FIU)	Ongoing conversations with officials from Florida International University (FIU) about establishing partnerships to bring more FIU students to the Smithsonian to do internships.	11/13/13 - 9/30/14	In-progress	Hispanics		Memorandums of Understanding Informal	Workforce Diversity Program Diversity
DUSCIS	OFI	Meetings with the Rodham Institute	Conducting ongoing conversation with the Rodham Institute, a non-profit that seeks to increase STEM-H learning among DC high school students, about ways to make SI academic appointment opportunities available to the students they support.	12/19/13 - 9/30/14	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	Gallaudet Interns	Placed 3 Gallaudet High School students at OFI, NMAI, and NASM as part of the schools senior internship program.	2/15/14 - 5/15/14	Completed	Individuals with Disabilities African Americans		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	American Association of Museums	During the American Association of Museums (AAM) meeting held in Seattle, WA OFI helped publicize academic appointment opportunities to a diversity of museum colleagues.	5/16/14 - 5/21/14	Completed	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans		Conferences w/Professional Organizations	Workforce Diversity

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DUSCIS	OFI	Contract with Arctic International	OFI seeks to execute a contract with Arctic International, a small, woman owned business, for the purpose of helping non-resident alien academic appointees determine residency and tax status.	6/18/14 - 9/30/14	In-progress			Contract	Supplier Diversity
DUSCIS	OFI	SI GLOBE (Gay, Lesbian, Bisexual, & Transgender Employee) affinity Group	OFI has participated in recent SI GLOBE meetings towards the goal of ensuring that academic appointment opportunities at the Smithsonian are inclusive to GLBT applicants.	7/11/14 - 9/30/14	In-progress			SI Affinity Groups	Program Diversity Workforce Diversity
DUSCIS	OFI	The Project Search National Conference	OFI was represented at the Project Search National Conference held in Omaha, NE between 7/22/14 - 7/25/14 to share best practices and publicize SI as a Project Search host.	7/22/14 - 7/25/14	Completed	Individuals with Disabilities		Conferences w/Professional Organizations	Workforce Diversity
DUSCIS	OFI	Arlington Alexandria Coalition to Help the Homeless (AACH)	OFI spearheaded an initiative to place 8 students from families being served by the Arlington Alexandria Coalition to Help the Homeless into SI internships.	8/1/14 - 8/30/14	Completed	African Americans Hispanics Asian Americans		Memorandums of Understanding Informal	Workforce Diversity
DUSCIS	OFI	The Young African Leaders Initiative	In cooperation with the Department of State, worked to place three young African leaders in internships throughout the Smithsonian.	8/7/14 - 9/26/14	Completed			Memorandums of Understanding Formal	Workforce Diversity
DUSCIS	OFI	White House Historically Black Colleges and Universities (HBCU) Conference	Along with NMAAHC, OFI will represent SI at the WH HBCU conference convened in Washington, DC between 9/21/14 and 9/23/14	9/21/14 - 9/23/14	Planned	African Americans		Conferences w/Colleges or Universities	Workforce Diversity Program Diversity
DUSCIS	OFI	Creation of SOFIAA, SOLAA 2.0	Working with OCIO, OFI has streamlined electronic systems associated with academic appointments to better capture appointee demographic data, so that demographic data associated with SI interns, fellows, and research associates is measureable.	9/30/13 - 10/1/14	In-progress			Infrastructure	Workforce Diversity

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DUSCIS	SIL	Anacostia Community Museum Library Outreach to Public Library	The ACM Librarian's first full time library job was in an inner city urban library in the Tidewater region of Virginia, where he interacted with school-age children. On Saturday, December 7, the ACM Librarian "returned to his roots," to conduct an hour of community outreach with Anacostia's Education Coordinator, who runs story time with arts & crafts at the Anacostia Neighborhood Public Library on Good Hope Road in Southeast Washington, DC. The name of the story time is "Leaders are Readers" - a youth book talk. When we immerse ourselves in the neighborhood around our library, we can learn a lot about our patrons and provide positive role models.	12/7/2013	Completed	African Americans		Community Outreach	Program Diversity
DUSCIS	SIL	Collection Development Workshop for Tribal Libraries	Great Lakes Culture Keepers, Zibiwing Cultural Center, Mt. Pleasant, MI: Tribal Libraries Archives and Museums Project, University of Wisconsin School of Library and Information Studies Elayne Silversmith, NMAI's Librarian, was invited to facilitate a 3-hour workshop for tribal libraries from Wisconsin, Michigan, and Minnesota. Thirteen librarians and technicians learned more about collection analysis techniques for small libraries, mainstream and small publishers of Native materials, core reference for Native public and school libraries, working with donated materials and donors, and online resources at the Smithsonian Libraries.	4/14/2014	Completed	Native Americans		Conferences w/Professional Organizations	Program Diversity
DUSCIS	SIL	SIL Participates in ACM Career Day	SEED schools are boarding schools serving disadvantaged students located in Washington, D.C. SEED stands for Schools for Educational Evolution and Development. The SEED School of Washington, DC is the nation's first college-preparatory, tuition-free boarding school. On May 22, the ACM Librarian was given the opportunity to inspire 36 future librarians. At the ACM Career Day, the ACM Librarian gave a lecture to 36 seventh grade students from SEED Public Charter School about how exciting it is to be a museum librarian. He spoke about the collaboration between the museum staff and the library staff and mutual professional respect.	5/22/2014	Completed	African Americans		Career Fairs	Workforce Diversity Program Diversity

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DUSCIS	SIL	SIL Outreach to Primary School Minority Students	AAPG Library accessioned an artist book made by minority students from the Bronx's Co-Op City. Janet Stanley, NMAfA Librarian, and I hosted a visit for 50 visitors from Co-Op City on July 28, 2014 ranging from grade-school students to seniors. We did a brief presentation on the libraries' collections along with a celebration of the book. Janet also arranged a tour of NMAfA. We used our collection and our artists' book collections to provide a way of outreach to both primary school students and minority audiences.	7/28/2014	Completed	Hispanics African Americans		Outreach to both primary school students and minority audiences	Program Diversity
DUSCIS	SIL	Teach It Forward	Presentation for Washington area history teachers under the aegis of the "Teach It Forward" program of NMAH on Friday, August 8, 2014. Participants viewed a rare book display of featuring highlights of the Dibner Library of the History of Science and Technology and discussion about library items and services that can be incorporated or used in school curriculum. (Total of 34 teachers participated, in two groups)	8/8/2014	Completed	African Americans Hispanics		SIL Outreach to History Teachers	Program Diversity
DUSCIS	SIL	Teaching About American Indians in Your K-8 Classroom: How to Select Children's Books and Talking about Native People	Penn State Inter-institutional Consortium for Indigenous Knowledge (ICIK) and Penn State American Indian Leadership Program: "Teaching About American Indians in Your K-8 Classroom: How to Select Children's Books and Talking about Native People" - This presentation provided an open and safe forum for teachers and students to learn how to effectively teach about American Indians with the intent to help teachers to consider the complexities of teaching about this topic and delivering sensitive and accurate information. In addition, participants learned to identify the criteria to select appropriate children and young adult books on Native peoples, and were able to examine books by native authors, illustrators, and in some cases, publishers. This program resulted from the collaboration between SIL and ICIK. Date Range: April 2013 – April 2014	04/01/2013 - 04/30/2014	Completed	Native Americans		Conferences w/Colleges or Universities	Program Diversity

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DUSCIS	SIL	Project Search Internship/Job Training	Project Search: Internship/job training targeted at Individuals with Disabilities. Our intern started in January 8th and went through March 14. We didn't get an intern again for the 3rd rotation, so SIL-Digital Services Office created a Summer part-time internship project for our earlier intern [Donnie] separate from the formal Project Search program, that started in June and is going through September, in collaboration with SIL's Interlibrary Loan Office.	06/01/14 - 09/30/14	In-progress	Individuals with Disabilities		Project Search Internship	Workforce Diversity
DUSCIS	SIL	Cataloging Latin American Exhibition Catalogs	Beginning in August and continuing this month, our contract cataloger, Edie Orazi, has been working on a project to catalog Latin American exhibition catalogs at the Hirshhorn Museum and Sculpture Garden library. The project was funded by the Washington Art Library Resources Committee (WALRC) to provide original cataloging for approximately 100 items. Dates of project Aug.-Sept. 2014 (possibly going into Oct.) Communities served: Latin Americans, art galleries, art museums, art historians.	08/01/14 - 10/15/14	In-progress	Hispanics		Expanding access to SIL collections	Program Diversity
DUSCIS	SIL	SIL Online Exhibitions- Women and Latino Authors/Illustrators	Planning online exhibitions that will provide stimulating, compelling and informative snapshots of Women and Latino authors and illustrators whose work is found in the Biodiversity Heritage Library. The exhibitions will tell the stories of under-represented groups in the history of biodiversity research by highlighting select individuals, their careers, their contributions to science, and examples of their work found in BHL.	09/01/2014 - 12/15/2014	Planned	Hispanics		Virtual Programming	Program Diversity
DUSCIS	SIL	SIL Hiring	SIL works with OHR's Diversity & Inclusion Outreach Specialist to announce vacancies far beyond USAJOBS to ensure we reach diverse communities. SIL also notifies professional organizations related to libraries and other technical specializations as they apply to specific positions. We also announce job openings through many common social media outlets and listserves.	As openings become available	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Digital Promotion of Job Opportunities	Workforce Diversity

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DUSCIS	SIL	SIL Digital Libraries	Through SIL's digitizing programs, we are able to offer access to our digital materials and online exhibitions on: art & design, history & culture, natural & physical sciences, the Biodiversity Heritage Library, and Cultural Heritage Library, along with illustrations, photos, and artwork from our collections. Website: http://library.si.edu/digital-library .	Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Virtual Programming	Program Diversity
DUSCIS	SIL	SIL 2014 Professional Development Internships	For the summer of 2014, internships are available in advancement, digital projects, and preservation. Candidates interested in advancement will work in the National Museum of Natural History on a gift-in-kind project as well as on events, appeals, publicity and Smithsonian Libraries Advisory Board activities. Candidates interested in digital projects will work remotely for the Biodiversity Heritage Library's 15-consortium library network, addressing user feedback for bibliographic reference inquiries as well as cataloging and metadata issues. Candidates interested in preservation will work at the Book Conservation Lab in Landover, Md., receiving an overview of basic preservation needs and performing treatments for library collections. SIL announces opportunities through SI's SOLAA system as well as through SIL's social media platforms and listserves for MLS programs to reach a diverse audience.	Summer 2014	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Virtual Internships	Program Diversity
DUSCIS	SISP	Open SI	Open SI (http://opensi.si.edu) is an open access portal where SI research results newly published by SISP are released. In most cases, the publications are released as PDFs many weeks prior to their print editions. The system was launched in October 2013 and is undergoing continued development for enhancements that will lead to increased discoverability for SI researchers and their publications, but also increased access by the public. Any reader with an interest and an internet connection will have a public interface to locate, read, and download publications resulting from various studies among the greater SI research community.	October 2013 - present	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Public Access to Research	Program Diversity

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DUSCIS	SISP	Federal Depository Library deposits	SISP uses federal funds to print its Smithsonian Contributions Series and miscellaneous publications. As a result, deposit of print copies is required by the Superintendent of Documents via the Government Printing Office (GPO). GPO indicates the appropriate quantity to be printed based on discipline then covers cost for and deposits its printed copies to core Federal Depository Libraries.	Ongoing	In-progress	African Americans Asian Americans Hispanics Individuals with Disabilities Native Americans Native Hawaiians/Pacific Islanders		Government Requirement	Program Diversity