



SUBJECT: Diversity and Equal Employment Opportunity Policy Statement

Since 1846, the Smithsonian has pursued its mission of the “increase and diffusion of knowledge” to hundreds of millions of people across America and the world. That continuing success is the result of the work of our dedicated Smithsonian family. Your effort, your care for your colleagues, and the sacrifices you have made to uphold the Smithsonian’s mission are evident every day. This is true whether you work directly in science, art, history, culture, or education, or if you provide the critical support for those who do. Excellence is a constant here, regardless of workplace or job title. In such a workplace, we embrace our differences; each person is treated with dignity, respect and has the freedom to compete on a fair and level playing field.

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

I am inspired and proud of all of you. We are all working in different ways and must be more unified than ever during this extraordinary time in our history. Because of your dedication, audiences continue to hear the Smithsonian’s voice, enjoy the treasures in our collections, benefit from our research, and engage with a wide range of programming. I remain confident in our ability to move forward because of your efforts, because of your commitment, and most importantly, because of the care you have shown for one another. With your help, the Smithsonian will remain an institution visited, venerated and valued. Together, as a team, it is our responsibility to attract talented leaders, researchers, curators, educators and employees in every area of endeavor and to ensure that employees are selected, promoted, trained, and awarded solely on the basis of their experience, knowledge, skills, and abilities.

For the Smithsonian to be recognized as the “One Smithsonian” we aspire to be, we must continue to support equal employment opportunity, diversity, inclusion and access and work to eliminate behaviors or practices that discriminate or create barriers for any members of our staff. To this end, all managers and supervisors will be held accountable through annual performance appraisals for ensuring that individuals are made aware of this policy and for promoting diversity and an inclusive climate. Additionally, all supervisors must attend the Smithsonian’s “EEO for Supervisors” course and take EEO refresher training every three years.

All of us are ambassadors of this revered Institution and we must continue to be a model for others to emulate. Working together, we will continue to cultivate an Institution that is accessible, inclusive, and diverse. A place where individuals, regardless of their background, come together and support each other as we affirm and celebrate the value of being One Smithsonian. Thank you for your work every day to advance and share our mission with the world. The path forward may be challenging, but I have hope because of you and those who support us every day.

A handwritten signature in cursive script that reads "Lonnie Bunch".

Lonnie G. Bunch III
Secretary

DISTRIBUTION: All Employees