



SUBJECT: Diversity and Equal Employment Opportunity Policy Statement

This past year we celebrated 175 years of innovation, growth, discovery, and creativity, and I am filled with excitement at what the next 175 years might bring. We have grown into so much more than the Institution that was established in 1846. Throughout all these changes – new collections, museums, research, and educational opportunities – one thing stayed constant. Our people have always been the heart of the Smithsonian. Excellence is a constant here, regardless of workplace or job title and we embrace our differences. Each person is treated with dignity and respect and has the freedom to compete on a fair and level playing field.

Together, as a team, it is our shared 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 based on their experience, knowledge, skills, and abilities. 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. Our diversity represents 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 more inspired by our Smithsonian family than ever. We adapted to new digital platforms while juggling the needs of home, families, and loved ones. We came in person to protect our facilities, safeguard our collections, manage experiments, and care for our animals. We went into our communities, collecting items from protests, listening to the stories of our community members and preserving those stories for posterity. The creativity, dedication, and perseverance of Smithsonian staff and volunteers have never been more apparent than during this past year. 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 a nimble institution that is visited, venerated, and valued.

As ambassadors of this revered Institution, we all must continue to be a model for others to emulate. Working together, we will continue to cultivate a place 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. You have shown me, time and time again, how much we can accomplish together. I am proud of your dedication and your ability to adapt to meet our mission in these ever-changing circumstances.

We must continue to support equal employment opportunity, diversity, inclusion, and access; moreover, we must work to eliminate behaviors or practices that discriminate or create barriers for any members of our workforce. We expect the Smithsonian's first Head of Diversity to be hired this year to support all of our efforts in diversity, equity, accessibility, and inclusion. All managers and supervisors will be held accountable through annual performance appraisals for ensuring that their staff are made aware of this policy and the requirements of [Smithsonian Directive 214, Equal Employment Opportunity](#), as well as for promoting diversity and an inclusive culture. Additionally, all supervisors must attend the Smithsonian's "EEO for Supervisors" course and take EEO refresher training every three years. Thank you for your continued support.

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

Lonnie G. Bunch III
Secretary

DISTRIBUTION: All Employees