



**SUBJECT: Diversity and Equal Employment Policy Statement**

The Smithsonian Institution's collections are the largest in the world and our museums welcome millions of visitors each year from around the city, country and the world. Notwithstanding its magnitude, the Smithsonian remains readily accessible to our citizens and visitors from other nations. A visit to the Smithsonian, whether in person or virtually, is open to all, but we do not just wait for visitors to come to us. We reach beyond our buildings through outreach and education efforts, including exhibitions, school programs, fellowship training and collaborations with universities, as well as through our Smithsonian Affiliates Program, linking us to over 150 museums.

For the Smithsonian to do its job, the increase and diffusion of knowledge, well, we must demonstrate an appreciation for, and achieve, diversity at all levels and in every aspect of the Institution's operations. We must strive for maximum inclusion, cooperation, and respect for the uniqueness that a diverse people can bring to any successful venture.

The Smithsonian is committed to ensuring that all employees, interns, research associates, fellows and volunteers and other individuals associated with the Smithsonian are treated equitably in an environment that is free from discrimination based on race, color, national origin, religion, sex (including pregnancy), age, disability, parental status, marital status, or sexual orientation and free from reprisal against protected activities. Management officials are responsible for ensuring that all individuals associated with the Smithsonian are made aware of this policy.

All personnel practices, including recruitment, hiring, promotion, assignments, transfers, training and career development, benefits, and separation, will be conducted in a manner that ensures fair treatment. Each of us must contribute to fostering a workplace where everyone is valued and assured that employment decisions are based on merit. Managers at all levels, and supervisors who report to them, are responsible for achieving diversity and will be held accountable through annual performance appraisals. All supervisory employees in the United States and all U.S. citizen supervisory employees outside of the United States and its territories must attend the "EEO for Supervisors" course as well as recommended training in personnel management.

When embraced and managed sincerely and effectively, diversity increases productivity, broadens perspectives, improves morale, and fosters creativity. Together, we can create new opportunities in both research and education. Our historical mission, to increase and diffuse knowledge, continually challenges us to ask how we might best use the Smithsonian's strengths and new technologies to better serve communities, both in the United States and around the globe.

A handwritten signature in black ink, appearing to read "G. Wayne Clough".

G. Wayne Clough  
Secretary

DISTRIBUTION: All Employees