



SUBJECT: Diversity and Equal Employment Opportunity Policy Statement

The breathtaking array of museums, research centers, libraries, archives, and educational centers, combined with our vast collection of historical artifacts and specimens, make the scope and impact of the Smithsonian unrivaled. Our most precious resource, however, is our people. That 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, irrespective of workplace or job title. In such a workplace, we embrace our differences; each person is treated with dignity and respect, and has the freedom to compete on a fair and level playing field.

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

Our people make me confident in the future of this Institution. Everyone who works here has made this the extraordinary place it is today and prepared us to thrive in the coming decades. With your help, the Smithsonian will remain an institution visited, venerated and valued, and I am very optimistic about our future. 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 on the basis of their experience, knowledge, skills, and abilities. We must diligently support Equal Employment Opportunity and eliminate behaviors or practices that discriminate or create barriers for our employees. Managers and supervisors at all levels are responsible for ensuring that individuals are made aware of this policy and for promoting diversity and an inclusive climate.

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

Working together, we will continue to cultivate an Institution that is accessible, inclusive, and diverse. A place where individuals, regardless of their background, come together and support each other as we affirm and celebrate the value of being One Smithsonian. Thank you for all you do on behalf of your colleagues, our visitors, and the American people.

A handwritten signature in black ink, reading "Lonnie G. Bunch III". The signature is written in a cursive, flowing style.

Lonnie G. Bunch III
Secretary

DISTRIBUTION: All Employees