

UPDATE



LATINO POLICY & POLITICS INITIATIVE



INVISIBLE NO MORE

AN EVALUATION OF THE SMITHSONIAN INSTITUTION AND LATINO REPRESENTATION

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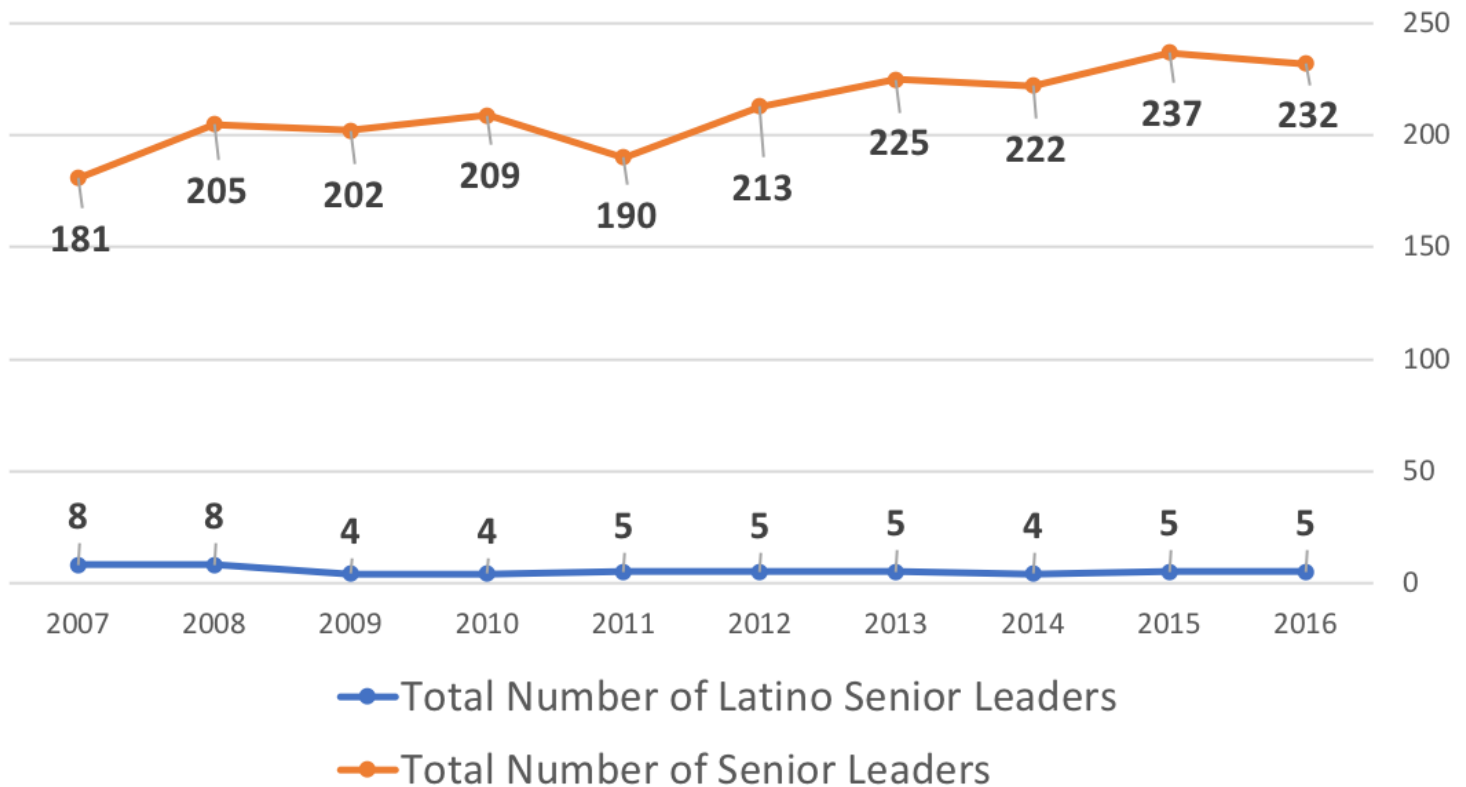


On September 10, 2018, UCLA released the first analysis that evaluated the Smithsonian Institution's progress in implementing the ten recommendations from the Institution's 1994 Task Force on Latino Issues' *Willful Neglect* report. After the report's publication, the Institution published two statements on Latino Representation (September 10, 2018 & September 12, 2018), online at: newsdesk.si.edu. On September 13, 2018, the Institution's Office of General Counsel responded to UCLA's records request for 10 years of racial/ethnic workforce data for senior leadership, curators, and total workforce. This updated analysis evaluates Latino representation across the Institution's workforce for this ten-year period (2007-2016).

SENIOR-LEVEL LEADERSHIP

An evaluation of Smithsonian data on the Institution's "senior leadership" from 2007-2016 by race/ethnicity finds a slight increase in the number of senior leadership positions and a decrease in the number of Latinos in senior leadership over time. In 2007, senior leadership positions represented 3.2% of the Institution's total workforce, approximately 181 workers, which grew to 3.8% in 2016 at 232 workers. During this time period the number of Latinos in senior leadership decreased from 4.4% of all senior leadership workers in 2007 (8 total) to 2.2% in 2016 (5 total) (See Fig. 1).

FIG. 1: LATINO SENIOR LEADERSHIP VS. TOTAL SENIOR LEADERSHIP (2007-2016)

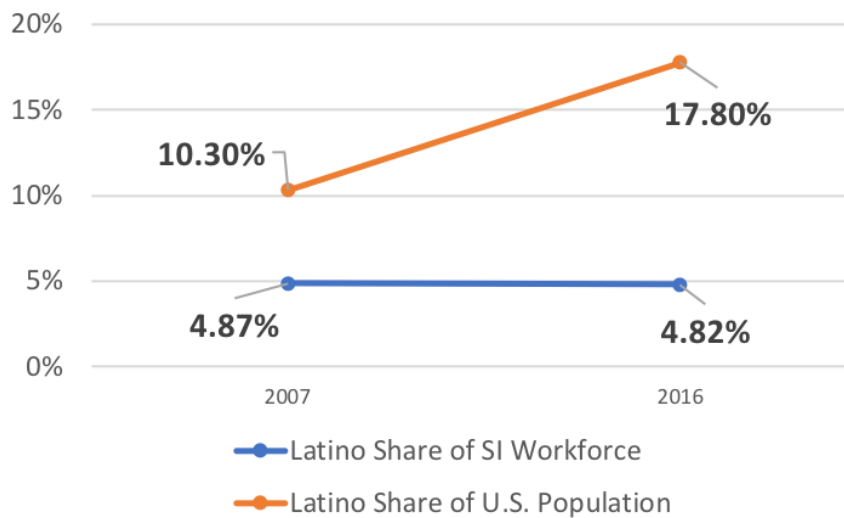


Source: Smithsonian Institution, UCLA Inquiry for Workforce Demographics: 2007-2016, September 13, 2018.

UPDATE WORKFORCE

An evaluation of the Smithsonian's total workforce by race/ethnicity between 2007 and 2016 suggests that the Latino workforce has not increased during this ten-year period. In 2007, the Latino share of the Smithsonian's workforce was 4.87%, representing approximately 271 Latino workers, compared to a share of 4.82% of the total workforce in 2016, at 294 workers. In comparison, Latinos' share of the total U.S. population has increased to 17.8% in 2016 from 10.3% in 2007 (See Fig. 2). Unlike previous analysis that relied on Smithsonian's publicly-available data, which reported a 10.1% Latino share of total workforce, these figures omit the Institution's Smithsonian Tropical Research Institute Panamanian (TECNASA) employees.

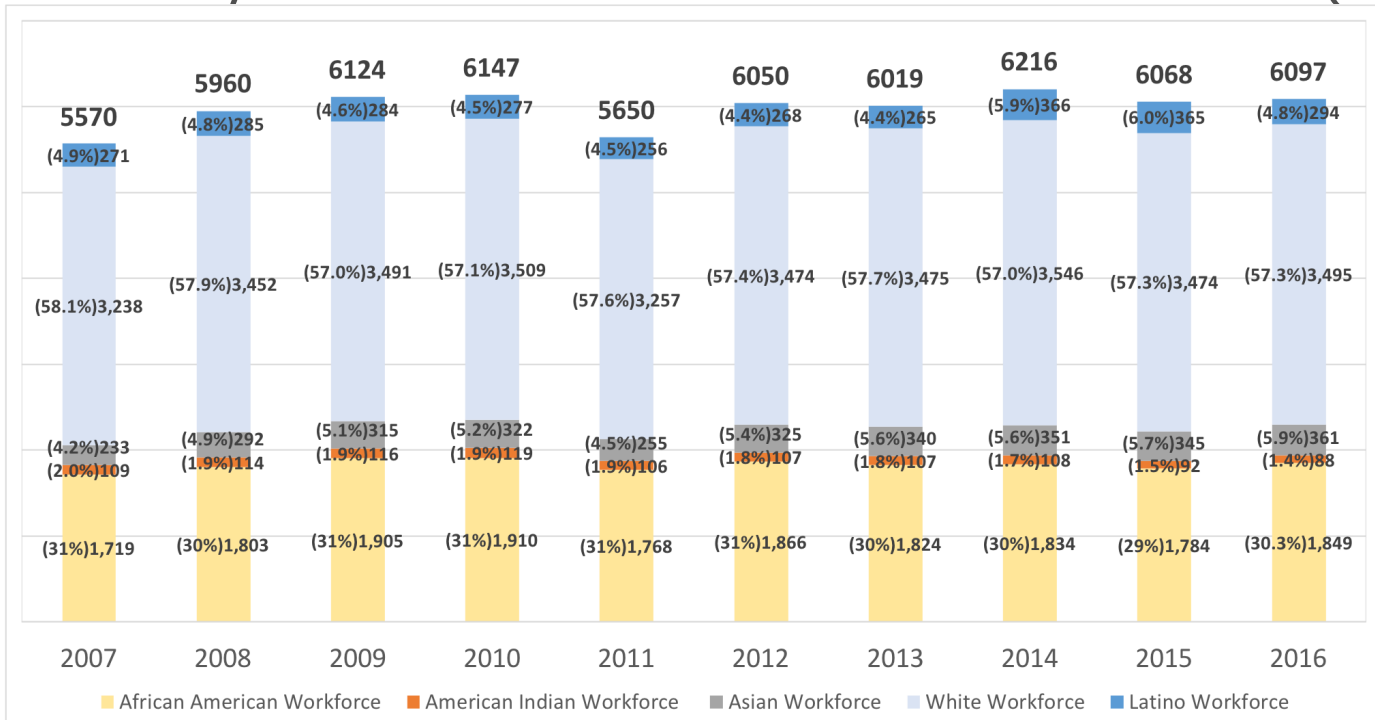
FIG. 2: COMPARISON OF LATINO WORKFORCE AS SHARE OF ENTIRE SMITHSONIAN WORKFORCE AND LATINO POPULATION AS SHARE OF ENTIRE U.S. POPULATION (2007-2016)



Source: Smithsonian Institution, UCLA Inquiry for Workforce Demographics: 2007-2016, September 13, 2018.

The Smithsonian's workforce increased by 9.5% between 2007 and 2016, a net increase of 527 workers. During this ten-year period, the share of Smithsonian workforce by race/ethnicity only increased for Asians (from 4.2% to 5.9%), remained constant for Latinos (4.8%), while slightly declining for American Indians (from 2% in 2007 to 1.4% in 2016), Whites (58.1% to 57.3%), and African Americans (30.9% to 30.3%) (See Fig. 3).

FIG. 3: RACIAL/ETHNIC BREAKDOWN OF SMITHSONIAN INSTITUTION WORKFORCE (2007-2016)



Note: Native Hawaiian/Pacific Islander data excluded as they made up less than 0.3% of the Smithsonian workforce from 2007-2016. Source: Smithsonian Institution, UCLA Inquiry for Workforce Demographics: 2007-2016, September 13, 2018.

UPDATE

A CLOSER LOOK: WORKFORCE BY THE NUMBERS

1

LATINO EXECUTIVE

EXECUTIVE LEADERSHIP

Of the Smithsonian's current 11 executive leaders, only one is Latino-Julissa Marengo, Assistant Secretary for Communications and External Affairs, appointed in 2018. Between 2008 and 2017, there were no Latinos serving in the Smithsonian's Office of the Secretary.

38%

DECREASE

SENIOR LEADERSHIP

Between 2007 and 2016, the Smithsonian lost 3 Latinos in its senior leadership, representing a 38% decrease in the number of Latinos in this workforce designation.

.04%

DECREASE

LATINO SHARE OF TOTAL WORKFORCE

Between 2007 and 2016, the share of Latinos across the Smithsonian's total workforce showed no change (>.04%) despite a medley of workforce and pipeline initiatives focused on increasing and retaining Latino workers at the Smithsonian.

POLICY RECOMMENDATION:



TRACK & PUBLISH DEMOGRAPHIC DATA FOR ALL OFFICE OF THE SECRETARY EXECUTIVES, CURATORS/ARCHIVISTS, SENIOR LEADERS, AND TOTAL WORKFORCE IN BOTH RAW NUMBERS AND PERCENTS FOR EVERY YEAR THE INSTITUTION HAS RECORDED IT.

FINAL

LATINO INCLUSION REPORT CARD

EVALUATION OF ADOPTION & IMPLEMENTATION OF 1994 RECOMMENDATIONS

A previous version of the [Invisible No More](#) report card graded Recommendation 2 as "incomplete" due to a lack of relevant data. The Smithsonian Institution released 2018 workforce data online which states that Latinos make up 5% of all employees, representing a 2 point increase from the Latino share of the total workforce in 1994 (2.8%). In light of this data, Recommendation 2 is now a "Fail."

#	Grade	Recommendation
1	FAIL	ENSURE LATINO REPRESENTATION IN INSTITUTIONAL GOVERNANCE & EXECUTIVE RANKS
2	FAIL	ENSURE LATINO REPRESENTATION IN TOTAL WORKFORCE
3	PASS	CREATE NEW OFFICE TO ADDRESS 1994 TASK FORCE'S RECOMMENDATIONS
4	FAIL	INITIATE PROCESS FOR NEW LATINO SMITHSONIAN MUSEUM
5&8	PASS	PERMANENT LATINO PRESENCE IN THE COLLECTION & PROGRAMS OF SMITHSONIAN
6	FAIL	ENSURE CORE FUNDING FOR NEW & EXISTING LATINO INITIATIVES
7	FAIL	ESTABLISH AND ENFORCE ACCOUNTABILITY TO LATINO INITIATIVES
9	FAIL	REQUEST GAO STUDY ON LATINO PARTICIPATION ACROSS SMITHSONIAN COMPONENTS
10	FAIL	DEVELOP FIRM PLAN FOR LATINO INCLUSION IN THE SMITHSONIAN

