

Understanding Diversity within the National Museum of Natural History: A Preliminary Report of NMNH Community Perceptions of Current Workplace Diversity

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Abstract:

The goal of the workforce diversity study within NMNH, undertaken at the request of the NMNH Diversity Council, was to provide the Council with a baseline understanding of how the NMNH community thinks about diversity, to assess the level of inclusiveness within NMNH facilities, and to identify areas for improvement. The preliminary report describes the overall perceptions of the NMNH community about diversity within NMNH. The survey was administered to individuals within all NMNH facilities, including Smithsonian staff, contractors, volunteers, interns, visiting fellows or scholars, and other units working within NMNH facilities such as Smithsonian Enterprises and Smithsonian Institution Libraries. Recommendations are offered on strategies for how NMNH can create a more collegial environment across work silos and how to improve recruitment and retention.