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. In response, the Smithsonian published two statements on Latino Representation (September 10, 2018 & September 12, 2018), online at: newsdesk.si.edu. On September 13, 2018, the Smithsonian'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 total 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)**

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% in 2016, at 294 workers. In comparison, Latinos' share of the total U.S. population has increased from 10.3% in 2007 to 17.8% in 2016 (See Fig. 2). Previous analysis on the Smithsonian's workforce relied on 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.


The Smithsonian's overall 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% in 2007 to to 5.9% in 2016), remained constant for Latinos (4.8%), while slightly declining for American Indians (from 2% to 1.4%). 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.

A CLOSER LOOK: WORKFORCE BY THE NUMBERS

EXECUTIVE LEADERSHIP
Of the Smithsonian's current 11 executive leaders, only one is Latina/o: Julissa Marenco, 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.

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.

LATINO SHARE OF TOTAL WORKFORCE
Between 2007 and 2016, the share of Latinos across the Smithsonian's total workforce showed no change (>0.04%) 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 SMITHSONIAN HAS RECORDED IT.