



# **FISCAL YEAR 2022**

## **Appropriations Request to the United States Congress**

MAY 2021

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# Introduction

If I could choose one theme to characterize the past 14 months, it would be resilience.

Americans everywhere have demonstrated remarkable strength, spirit, and unity in the face of all that we've experienced during the pandemic: the health risks and loss brought on by COVID-19; economic and financial struggles; and the social, racial, and equity challenges that have both been revealed and exacerbated over the past year.

For me, serving libraries and museums is critical in addressing these and future barriers—building resilience before we must call on it. Museums and libraries offer unparalleled access to educational, information, health, job, and cultural resources. They bridge gaps, uplift communities, and give voice to those who have not been heard. These institutions are the heart and soul of diverse communities across the nation, and key in addressing gaps in opportunity. They bring people together to learn about each other and the world around them. And they remind us that there is more that unites us than divides us.

We've faced challenges before as a country. In times of war and times of peace, we have—and continue to—look to the arts, humanities, and sciences, poetry and literature, history, and natural experiences as the everlasting symbol of American endurance and the soul of our very nation whose importance cannot be overstated. I draw strength from our nation's history and heritage, and we must tell these stories on behalf of those who went before us and America's future children.

To that end, we have been charged with addressing the needs of Latinos in the US through museum services: fostering cultural preservation, celebration, and storytelling. American Latino history is American history, too. We hope to take this important responsibility forward, with the support of Congressional

funding, as we have done through our African American History and Culture grants for museums, HBCUs, and cultural organizations for 15 years. And there is still much more to do to uplift the stories of Black culture, history, and civil rights.

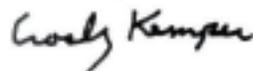
Museum and libraries celebrate the many facets of our nation's heritage and IMLS is honored that we are trusted with supporting our nation's collections, the objects and information that represent the artistic, cultural, historical, and scientific foundations of our nation's shared heritage. As we look to our 250th anniversary, we will continue to engage museums and libraries in celebrating, preserving, and moving forward with our shared national understanding and exploring what it means to be an American.

I am proud to serve IMLS's mission and uplift the hardworking staff in museums, libraries, and those they support. I continue to be amazed at just how impactful IMLS funding is and how the work of museums, libraries, and communities can move the needle on affecting change, slowly but surely.

Together, we can continue to build resilience so that we may support American jobs, families, and communities today and better meet the as-yet-undiscovered challenges of the future tomorrow.

My profound thanks go out to the IMLS staff for their tireless work, as well as our Board members, and those working for and with libraries and museums across the country. Your commitment, courage, passion, and resilience are more important than ever.

Sincerely,



Crosby Kemper

Director

# I. FY 2022 Appropriations Request

## SUMMARY OF APPROPRIATIONS REQUEST

The FY 2022 IMLS budget request is \$265,000,000. This amount includes \$255,769,000 for programs and administrative costs authorized by the Museum and Library Services Act (MLSA), which includes the Library Services and Technology Act (LSTA) and the Museum Services Act (MSA), \$5,231,000 for a grants program authorized by the African American History and Culture Act (AAHCA), and \$4,000,000 for a grants program authorized by the National Museum of the American Latino Act (NMALA).

### LIBRARY SERVICES

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IMLS requests \$197,472,000 for the following library grant programs authorized by the Library Services and Technology Act:

- Grants to State Library Agencies
- Native American and Native Hawaiian Library Services
- Laura Bush 21st Century Librarian Program
- National Leadership Grants for Libraries

### MUSEUM SERVICES

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IMLS requests \$37,284,000 for the following museum grants and related programs authorized by the Museum Services Act:

- Museums for America
- Museums Empowered
- Inspire! Museum Grants for Small Museums
- Native American and Native Hawaiian Museum Services
- National Leadership Grants for Museums

### AFRICAN AMERICAN MUSEUM SERVICES

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IMLS requests \$5,231,000 for the grant program authorized by the African American History and Culture Act.

### AMERICAN LATINO MUSEUM SERVICES

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IMLS requests \$4,000,000 for the grant program authorized by the National Museum of the American Latino Act.

### DATA COLLECTION, RESEARCH, AND EVALUATION

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IMLS requests \$4,513,000 to support and conduct policy research, data collection, analysis and modeling, evaluation, and dissemination of information to extend and improve the nation's museum, library, and information services.

### ADMINISTRATION

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IMLS requests \$16,500,000 for its administrative expenses, including acquisition functions and financial reporting; human capital management; grants management; information technology, including data, cybersecurity, and AI; and communications.

**Table 1: IMLS Appropriations History, FY 2016–FY 2021**

\$ in Thousands

Statutory Authority	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (request)
CARES ACT							
Discretionary and Administration	--	--	--	--	20,000	--	--
Grants to States	--	--	--	--	30,000	--	--
<b>Subtotal, CARES Act</b>					<b>50,000</b>		
AMERICAN RESCUE PLAN (ARP) ACT							
Discretionary and Administration	--	--	--	--	--	22,000	--
Grants to States	--	--	--	--	--	178,000	--
<b>Subtotal, ARP Act</b>						<b>200,000</b>	
LIBRARY SERVICES TECHNOLOGY ACT (LSTA)							
Grants to States	155,789	156,103	160,803	160,803	166,803	168,803	168,803
Native American Library Services	4,063	4,063	5,063	5,063	5,263	5,263	5,263
National Leadership: Libraries	13,092	13,406	13,406	13,406	13,406	13,406	13,406
Laura Bush 21st Century Librarian	10,000	10,000	10,000	10,000	10,000	10,000	10,000
<b>Subtotal, LSTA</b>	<b>182,944</b>	<b>183,572</b>	<b>189,272</b>	<b>189,272</b>	<b>195,472</b>	<b>197,472</b>	<b>197,472</b>
MUSEUM SERVICES ACT (MSA)							
Museums for America	21,149	21,149	22,899	22,899	25,899	26,899	26,899
Native American/Native Hawaiian Museum Services	972	972	1,472	1,472	1,772	2,272	2,272
National Leadership: Museums	7,741	8,113	8,113	8,113	8,113	8,113	8,113
<b>Subtotal, MSA</b>	<b>29,862</b>	<b>30,234</b>	<b>32,484</b>	<b>32,484</b>	<b>35,784</b>	<b>37,284</b>	<b>37,284</b>
AFRICAN AMERICAN HISTORY AND CULTURE ACT							
Museum Grants for African American History and Culture	1,481	1,481	2,231	2,231	2,731	3,231	5,231
NATIONAL MUSEUM OF THE AMERICAN LATINO ACT							
Museum Grants for American Latino History and Culture	--	--	--	--	--	--	4,000
MUSEUM AND LIBRARY SERVICES ACT (MLSA) GENERAL PROVISIONS							
Research, Evaluation, and Data Collection	1,713	1,713	2,013	3,013	3,013	3,513	4,513
AGENCY WIDE							
Administration	14,000	14,000	14,000	15,000	15,000	15,500	16,500
<b>Total, IMLS Programs and Administration</b>	<b>230,000</b>	<b>231,000</b>	<b>240,000</b>	<b>242,000</b>	<b>302,000</b>	<b>457,000</b>	<b>265,000</b>

## IMLS OVERVIEW

The Institute of Museum and Library Services is an independent grantmaking Agency and the primary source of federal support for the nation's libraries and museums. IMLS was created with the passage of the Museum and Library Services Act of 1996, which was reauthorized on December 31, 2018. The Agency has statutory authority to award financial assistance, collect data, form strategic partnerships, and advise policymakers and other federal agencies on museum, library, and information services. The Agency consolidates federal library programs dating back to 1956 with museum programs dating back to 1976.

The Agency helps to ensure that all Americans have access to museum, library, and information services, and invests in new and exploratory approaches, as well as proven and tested methods. IMLS funds work that advances collective knowledge, lifelong learning, and

cultural and civic engagement. The Agency also builds capacity within the museum and library fields to enable better service to communities and to enhance community decision making by sharing trends and data.

IMLS has an expansive reach. The Agency is the largest source of federal funding for libraries in the nation, directing population-based funding to all 50 states, the District of Columbia, the US territories, and Freely Associated States through its Grants to States program. The Agency's discretionary grants are selected through a highly respected and competitive peer review process, drawing on professionals located across the nation. This work enables museums and libraries located in geographically and economically diverse areas to deliver essential services that make it possible for individuals and communities to flourish.

## FY 2022–FY 2026 MISSION, VISION, AND STRATEGIC GOALS AND OBJECTIVES

The **mission** of IMLS is to advance, support, and empower America's museums, libraries, and related organizations through grantmaking, research, and policy development.

The Agency carries out its charge as it adapts to meet the changing needs of our nation's museums and libraries and their communities. IMLS's mission is essential to helping these institutions navigate change and continue to improve their services.

The Agency is developing a new strategic plan for 2022–2026. The strategic plan goals and objectives reflected below frame how the Agency envisions meeting the essential information, education, research, economic, cultural, and civic needs of the American public over the next five years.

IMLS **envisions** a nation where individuals and communities have access to museums and libraries to learn from and be inspired by the trusted information, ideas, and stories they contain about our diverse natural and cultural heritage.

## FY 2022 – FY 2026 Strategic Goals and Objectives

Goals	Objectives
Goal 1: Champion Lifelong Learning	Objective 1.1: Advance shared knowledge and learning opportunities for all
	Objective 1.2: Support the training and professional development of the museum and library workforce
Goal 2: Strengthen Community Engagement	Objective 2.1: Promote inclusive engagement across diverse audiences
	Objective 2.2: Support community collaboration and foster civic discourse
Goal 3: Advance Collections Stewardship and Access	Objective 3.1: Support collections care and management
	Objective 3.2: Promote access to museum and library collections
Goal 4: Demonstrate Excellence in Public Service	Objective 4.1: Maximize public investments by cultivating a culture of planning, evaluation, and evidence-based practice.
	Objective 4.2: Increase the impact of IMLS through strategic engagement with public and private sector stakeholders.
	Objective 4.3: Increase the efficiency and effectiveness of Agency operations.
	Objective 4.4: Build a workplace culture that fosters respect and collaboration, promotes open and transparent communication, and embraces diversity, equity, and inclusion.

## RESILIENCE AND RECOVERY: MEETING THE EVOLVING NEEDS OF THE AMERICAN PUBLIC

The COVID-19 pandemic has amplified the importance of the nation’s museums and libraries as trusted institutions that provide vital services to the communities they serve. Since the beginning of the pandemic, IMLS has leveraged investments from the CARES Act and the American Rescue Plan (ARP) Act into direct grants and strategic collaborations such as the REopening Archives, Libraries, and Museums (REALM) research project, which, along with our ongoing grant programs, have provided support to museums and libraries as they respond to the crisis.

As communities and libraries begin to recover and move towards post-pandemic recovery, IMLS will build upon our investments in museums and libraries to advance community resiliency and economic development through better understanding the equity, diversity, and inclusion needs of the museum and library fields; informing a federal approach to broadband access and the expansion of digital infrastructure; and consulting with the museum

and library fields to assess how IMLS can support and prepare these critical institutions to meet the ever-evolving needs of the American public.

Within the museum, library, and information science fields—and cutting across disciplines throughout our nation—the principles and priorities of equity, diversity, and inclusion are at the forefront of program development. At IMLS, we are examining and will further investigate our own grantmaking, research, and policy development processes, and how the Agency can further address the critical issues of equity, diversity, and inclusion in museums and libraries and their communities.

With the additional funding IMLS will identify opportunities to achieve greater equity in its engagement, grantmaking, and data analysis efforts to benefit historically underserved communities, consistent with the Administration’s “Build Back Better” racial and social justice priorities and the President’s Executive Order 13985 Advancing Racial Equity and Support for Underserved Communities. The

Agency will continue its efforts to engage in critically important consultations with Native American and Native Alaskan communities and will be carrying out a programmatic assessment of its Native American, Native Alaskan, and Native Hawaiian programs to identify how to maximize the impact of our support of these communities. IMLS recently completed an assessment of its African American History and Culture grant program, which is helping to inform our FY 2022 request and priorities for the program. These consultations and assessments will expand IMLS's understanding of its grantmaking as it relates to the needs of these historically underserved communities and their libraries and museums. As authorized in the recent National Museum of the American Latino Act, IMLS will establish a framework of program support for American Latino museums and related organizations to elevate the stories, contributions, and experiences of Latino Americans. As the Agency did when establishing its Museum Grants for African American History and Culture program, IMLS is coordinating with the Smithsonian to consult with a variety of stakeholders in order to develop the program. The consultations will inform the Agency's understanding of the needs of American Latino museums and help ensure that our program strategically builds the capacity of these organizations to serve their publics.

The pandemic exacerbated the digital divide and heightened understanding of the importance of broadband in providing the public—and particularly the historically underserved—with basic tools they need to access virtual library and museum services, participate in online learning, and engage in other vital aspects of our increasingly digital lives. A key hallmark of the Agency's CARES Act and ARP Act grantmaking throughout the pandemic has been supporting museums' and libraries' efforts to keep

communities virtually connected and narrow the digital divide. With IMLS funding support from the CARES Act, states and territories were able to use the funds to expand digital network access, purchase Internet-accessible devices, and provide technical support services to citizens. Working in collaboration with federal partners, museums, libraries, and Tribes, IMLS will further align its efforts to inform a federal approach to broadband access and the expansion of digital infrastructure. Through these efforts, IMLS will help ensure that communities across the nation are empowered to fully participate in the workforce, educational, health, and other opportunities that advance community and overall wellbeing.

And finally, as we look forward to the nation's 250th anniversary (America 250), the Agency's work will be further informed by a broad outreach initiative seeking to envision the future of museum and library services in support of America's communities. IMLS will engage professionals throughout the museum and library sectors in collaborative convenings, research, and in-depth trends analysis about how the pandemic is shaping these institutions and the communities they serve. The Agency's celebration of America 250 provides the perfect opportunity to consider how, since the nation's founding, museums and libraries have built infrastructure in support of the educational and informational needs of the public, while also fostering social wellbeing and community resilience. An exploration of our post-pandemic future affords IMLS an invaluable opportunity to assume a leadership role in addressing critical issues; this important work in FY 2022 will inform Agency initiatives, funding opportunities, research, and policy agendas to support the nation's museums and libraries and the communities they serve.

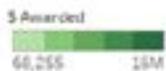
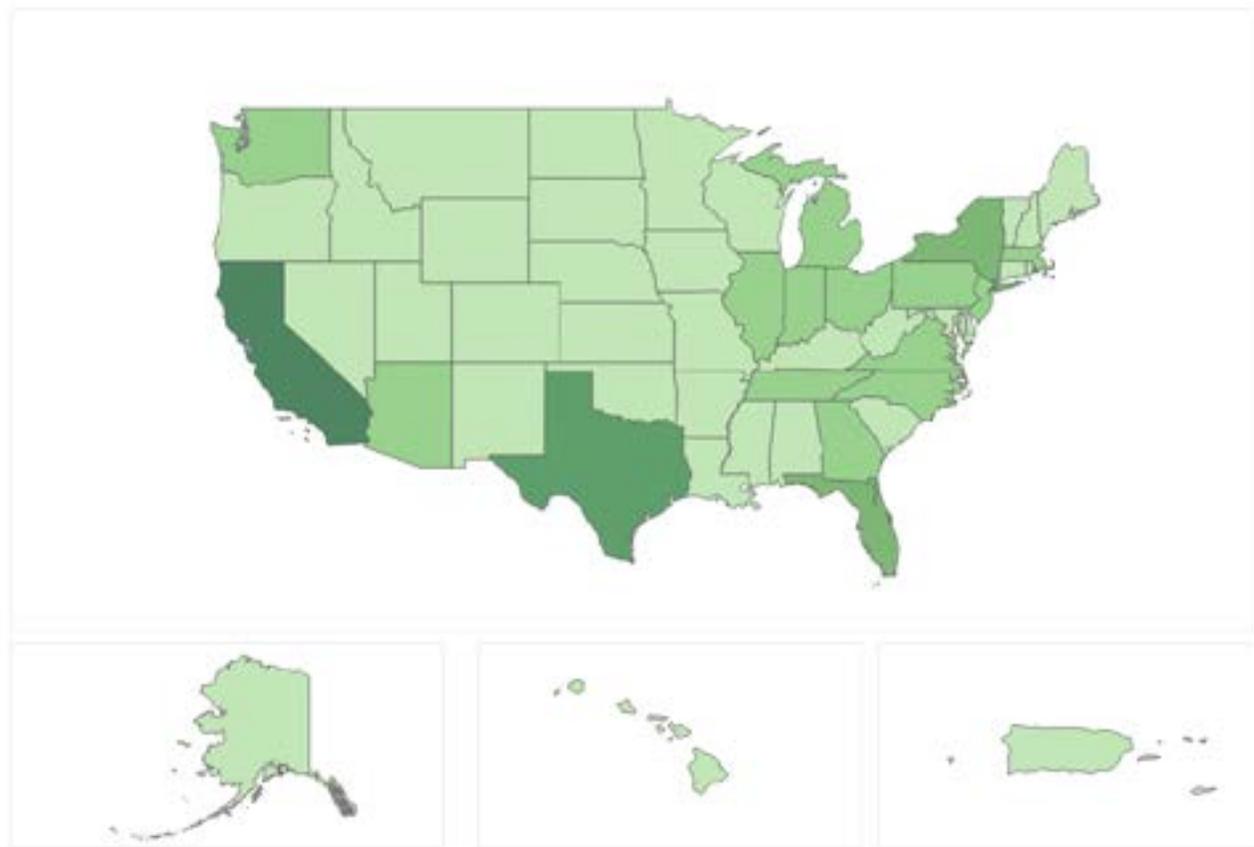
## II. Program Descriptions

### LIBRARY SERVICES

#### GRANTS TO STATES

FY 2022 Budget Request: \$168,803,000

#### Map 1: FY 2020 Library Grants to States Distribution



Please visit [IMLS.gov/#ims-map](https://www.ims.gov/#ims-map) to explore interactive award data.

The Grants to States program is the largest source of federal funding support for library services in the United States. IMLS funds enable State Library Administrative Agencies (SLAAs) to advance library services throughout each state and territory.

### **Awards Based upon State Plan and Population-Based Formula**

The library Grants to States program awards population-based formula grants to each State Library Administrative Agency (SLAA) in the 50 states of the United States, the District of Columbia, the Commonwealth of Puerto Rico, the United States Virgin Islands, Guam, American Samoa, the Commonwealth of the Northern Mariana Islands, the Republic of the Marshall Islands, the Federated States of Micronesia, and the Republic of Palau (see 20 U.S.C. §§ 9122 and 9131).

The formula consists of a minimum allotment set by law plus a supplemental amount based on population (dependent on annual appropriations). Population data are based on the information available from the U.S. Census Bureau.

The Museum and Library Services Act of 2018 increased minimum allotments for states from \$680,000 to \$1,000,000, and for Pacific territories and freely associated states, from \$60,000 to \$100,000. Increases to the minimum allotments depend on increases to the program's overall budget, which grew by \$6,000,000 in FY 2020 and \$2,000,000 in FY 2021. Although these increases did not fully enact the new statutory minimum allotments, they did raise the base to \$833,845 for states, with \$60,000 for other entities. The Act limits administrative costs at the state level to four percent and requires a 34 percent match from non-federal state or local funds.

### **Planning and Reporting**

Programs and services delivered by each SLAA support the purposes and priorities set forth in the Library Services and Technology Act (LSTA). SLAAs must complete five-year plans, conduct a five-year evaluation based on these plans, and report annually to IMLS on their progress in strengthening library services, which helps improve practice and inform policy. SLAAs set goals and objectives for their states regarding the use of Grants to States funds within the statutorily required five-year plan approved by IMLS. These goals and objectives are determined

through a planning process that includes statewide needs assessments.

States are currently in the 2018–2022 cycle, with four of those annual funding allotments out to the states (FY 2022 remains). States will be submitting their Five-Year Evaluations of the 2018–2022 Five-Year Plans by the end of March 2022 and submitting new Five-Year Plans for the 2023–2027 cycle by the end of June 2022. The new FY 2023 cycle begins on October 1, 2022. States will continue to manage their funds from the 2018–2022 cycle through the end of 2023.

Five-year plans, submitted in June 2017, cover activities from FY 2018 through FY 2022. Significant program priorities outlined in the plans include the following:

#### **LIBRARIES FOR THE BLIND AND PRINT DISABLED**

IMLS supports **Libraries for the Blind and Print Disabled** (or Talking Book services) as a priority. These programs provide access to reading materials in alternate formats. In recent years, more than 10 percent of all Grants to States funding, tens of millions of dollars, go to support these kinds of services. These programs reflect **IMLS LSTA priorities**, such as increasing access to library services and reaching underserved populations.

#### **BROADBAND**

**Broadband** includes important technology infrastructure for libraries, such as digital access, devices, tools, and services. Libraries play a significant role in providing digital access, fostering digital literacy, and encouraging adoption of Internet use, which impacts the health and vitality of communities. The IMLS Public Libraries Survey reflect that over 99% of public libraries provide Internet access.

#### **RURAL POPULATIONS**

Ensuring a focus on **rural populations**. Rural libraries serve approximately 30 million Americans, helping their communities solve persistent challenges with broadband access, early learning, workforce development, and access to reliable information.

## WORKFORCE DEVELOPMENT

Community **workforce development** is separate from the training of library staff. States use federal funds to support job centers and programs, develop resume-building and interview skills in library customers, and acquire business databases for market research. During the COVID-19 pandemic, libraries have adapted programs to reach un- and under-employed members of their communities in new ways.

## EARLY LEARNING

**Early learning** which includes programs to get books into the hands of young readers, as well as specialized programs to help caregivers foster literacy-rich environments for young learners. States also focus on partnerships with other **Elementary or Secondary Education agencies**. These programs focus on advancing early learning, reading initiatives, or other programs targeted to students.

SLAAs have reported on the results of programs and services delivered through Grants to States funding using IMLS's State Program Report framework, for a more nationally comparable set of data that also incorporates outcomes. IMLS provides technical assistance and hosts an annual conference to identify trends, share best practices, and train SLAAs.

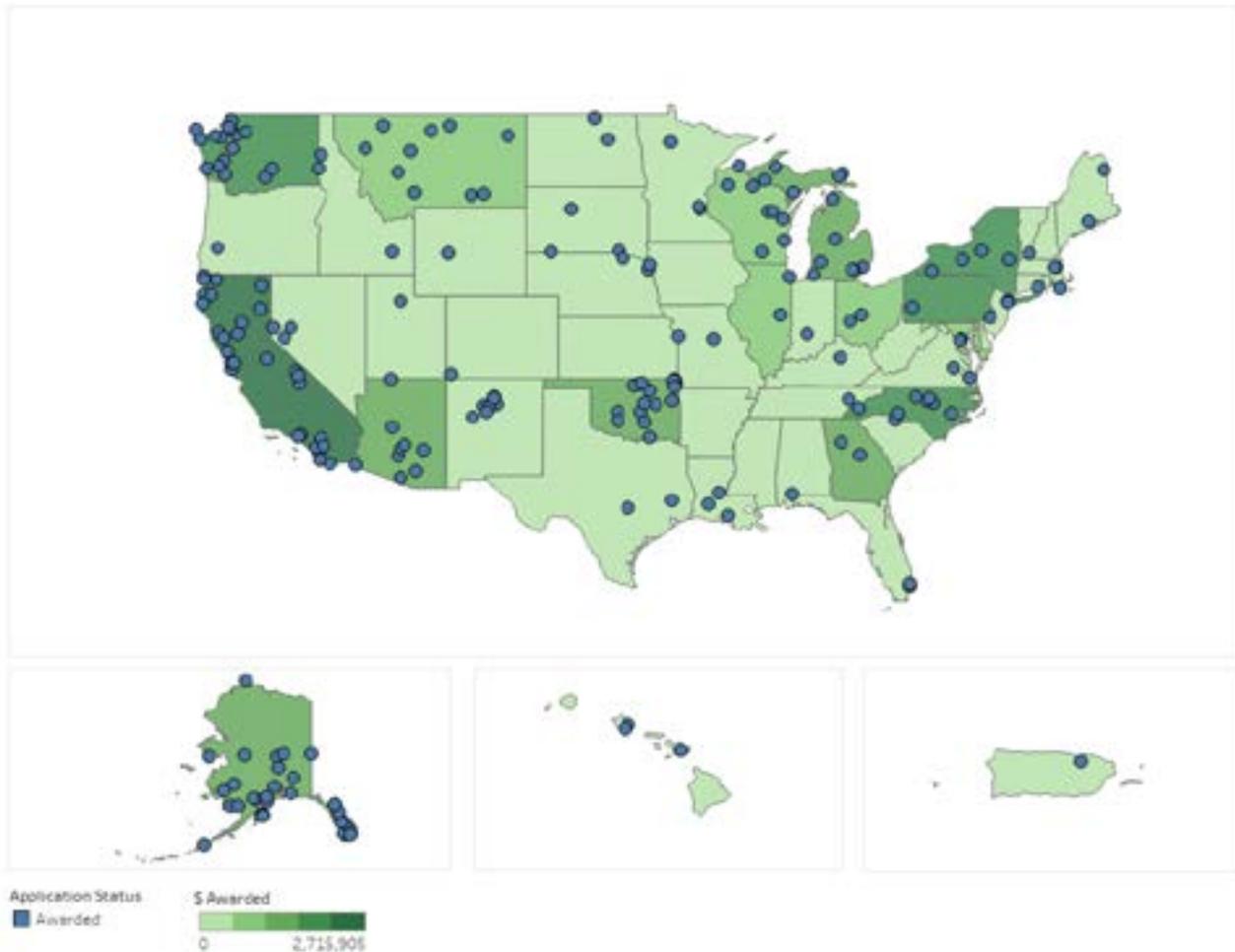
**Table 2: State Allotments for FY 2017–FY 2021**

State	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Alabama	\$2,476,478	\$2,530,248	\$2,561,123	\$2,661,980	\$2,695,292
Alaska	\$954,052	\$960,795	\$963,807	\$1,073,876	\$1,110,387
American Samoa	\$80,019	\$79,291	\$79,295	\$78,820	\$77,537
Arizona	\$3,240,303	\$3,343,080	\$3,440,045	\$3,566,322	\$3,640,805
Arkansas	\$1,783,844	\$1,820,298	\$1,839,886	\$1,944,233	\$1,980,065
California	\$15,178,758	\$15,686,445	\$15,903,734	\$15,837,311	\$15,723,840
Colorado	\$2,726,649	\$2,808,239	\$2,871,967	\$2,987,680	\$3,030,470
Connecticut	\$2,001,123	\$2,041,923	\$2,054,959	\$2,152,655	\$2,142,520
Delaware	\$1,031,688	\$1,045,111	\$1,052,221	\$1,166,087	\$1,207,081
District of Columbia	\$931,621	\$943,402	\$950,343	\$1,064,056	\$1,103,450
Federated States of Micronesia	\$0	\$0	\$0	\$98,996	\$98,456
Florida	\$8,294,131	\$8,644,793	\$8,877,156	\$8,971,754	\$9,053,930
Georgia	\$4,488,599	\$4,638,552	\$4,728,475	\$4,837,336	\$4,884,643
Guam	\$120,116	\$123,679	\$124,712	\$124,141	\$123,845
Hawaii	\$1,207,702	\$1,221,833	\$1,226,683	\$1,334,393	\$1,366,010
Idaho	\$1,301,743	\$1,331,679	\$1,355,116	\$1,475,703	\$1,524,829
Illinois	\$5,408,824	\$5,539,108	\$4,197,554	\$5,619,426	\$5,594,765
Indiana	\$3,130,216	\$3,210,443	\$3,255,404	\$3,358,276	\$3,388,738
Iowa	\$1,837,940	\$1,873,979	\$1,816,284	\$1,996,489	\$2,030,383
Kansas	\$1,753,938	\$1,785,699	\$1,800,508	\$1,904,455	\$1,927,141
Kentucky	\$2,318,996	\$2,370,622	\$2,399,688	\$2,496,185	\$2,527,254
Louisiana	\$2,409,384	\$2,457,975	\$2,172,724	\$2,270,083	\$2,590,821

State	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Maine	\$1,171,842	\$1,187,054	\$1,195,092	\$1,307,113	\$1,344,502
Maryland	\$2,902,445	\$2,977,151	\$3,005,571	\$3,096,917	\$3,124,301
Massachusetts	\$3,196,237	\$3,283,698	\$3,336,328	\$3,419,294	\$3,441,168
Michigan	\$4,347,464	\$4,461,273	\$4,526,980	\$4,597,286	\$4,603,447
Minnesota	\$2,719,042	\$2,796,644	\$2,839,491	\$2,727,652	\$2,945,597
Mississippi	\$1,784,020	\$1,812,638	\$1,457,232	\$1,498,515	\$1,769,132
Missouri	\$2,930,723	\$3,000,439	\$3,037,797	\$3,131,845	\$3,160,515
Montana	\$1,065,102	\$1,078,723	\$1,088,834	\$1,202,258	\$1,242,546
Nebraska	\$1,384,479	\$1,408,780	\$1,422,489	\$1,455,674	\$1,518,108
Nevada	\$1,766,043	\$1,817,929	\$1,847,802	\$1,967,970	\$2,020,813
New Hampshire	\$1,132,809	\$1,189,668	\$1,202,040	\$1,313,013	\$1,350,605
New Jersey	\$3,984,042	\$4,098,162	\$4,108,490	\$4,176,749	\$4,193,381
New Mexico	\$1,448,716	\$1,472,543	\$1,486,436	\$1,593,627	\$1,630,508
New York	\$7,973,810	\$8,213,994	\$8,200,921	\$8,201,170	\$8,147,500
North Carolina	\$4,428,172	\$4,579,356	\$4,676,190	\$4,788,098	\$4,843,343
North Dakota	\$959,984	\$966,715	\$972,520	\$1,085,494	\$1,123,304
Northern Marianas	\$79,750	\$79,735	\$79,904	\$79,580	\$79,539
Ohio	\$4,970,291	\$5,105,116	\$5,178,743	\$5,245,313	\$5,256,514
Oklahoma	\$2,129,344	\$2,079,542	\$2,006,878	\$2,040,924	\$2,065,385
Oregon	\$2,192,105	\$2,252,423	\$2,292,818	\$2,401,036	\$2,438,090
Palau	\$0	\$0	\$0	\$68,255	\$68,175
Pennsylvania	\$5,402,429	\$5,540,441	\$5,608,864	\$5,668,980	\$5,668,793
Puerto Rico	\$1,938,456	\$1,946,652	\$1,909,671	\$1,917,413	\$1,614,152
Republic of the Marshall Islands	\$0	\$0	\$0	\$89,662	\$89,816
Rhode Island	\$1,070,238	\$1,082,194	\$1,086,913	\$1,198,673	\$1,233,676
South Carolina	\$2,512,612	\$2,587,038	\$2,636,653	\$2,755,451	\$2,807,439
South Dakota	\$999,694	\$1,010,089	\$1,019,533	\$1,132,165	\$1,171,493
Tennessee	\$3,136,917	\$3,229,104	\$3,285,474	\$3,395,186	\$3,438,619
Texas	\$10,972,302	\$11,423,230	\$11,726,054	\$11,833,840	\$11,938,821
Utah	\$1,807,104	\$1,857,325	\$1,896,568	\$2,015,862	\$2,063,031
Vermont	\$910,722	\$916,715	\$921,034	\$1,032,931	\$1,069,610
Virgin Islands	\$98,030	\$100,604	\$101,037	\$100,443	\$100,043
Virginia	\$3,760,044	\$3,894,862	\$3,958,075	\$4,044,775	\$4,083,012
Washington	\$3,372,150	\$3,490,908	\$3,580,111	\$3,694,301	\$3,743,762
West Virginia	\$1,356,400	\$1,369,223	\$1,361,510	\$1,477,637	\$1,498,000
Wisconsin	\$2,724,256	\$2,879,721	\$2,917,382	\$3,011,929	\$3,039,902
Wyoming	\$896,281	\$899,885	\$902,345	\$1,015,712	\$1,054,096

## DISCRETIONARY GRANTS

**Map 2: FY 2020 Library Discretionary Grant Distribution**



Please visit [IMLS.gov/#imls-map](https://www.imls.gov/#imls-map) to explore interactive award data.

The Office of Library Services offers five funding opportunities: National Leadership Grants for Libraries, Native American Library Services Basic Grants, Native American Library Services Enhancement Grants, Native Hawaiian Library Services Grants, Laura Bush 21st Century Librarian Program.

**National Leadership Grants for Libraries**

*FY 2022 Budget Request: \$13,406,000*

This program supports projects that enhance the quality of library and archive services nationwide by advancing theory and practice. Successful proposals will generate results such as new tools, research findings, models, services, practices, or collaborative approaches that will be widely used, adapted, scaled, or replicated to extend the benefits of federal investment.

In FY 2022, the goals of the National Leadership Grants for Libraries program are to:

- build the workforce and institutional capacity for managing the national information infrastructure and serving the information and education needs of the public;

- build the capacity of libraries and archives to lead and contribute to efforts that improve community well-being and strengthen civic engagement;
- improve the ability of libraries and archives to provide broad access to and use of information and collections with emphasis on collaboration to avoid duplication and maximize reach;
- strengthen the ability of libraries to provide services to affected communities in the event of an emergency or disaster;
- strengthen the ability of libraries, archives, and museums to work collaboratively for the benefit of the communities they serve.

National Leadership Grants for Libraries: FY 2020					
NUMBER OF PRELIMINARY PROPOSALS	NUMBER OF INVITED APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
155	85	42	\$41,412,946	\$11,052,195	\$2,836,024

**Native American and Native Hawaiian Library Services Grants**

*FY 2022 Budget Request: \$5,263,000*

The following three programs are designed to assist Native American Tribes and Native Hawaiian libraries in improving core services for their communities. Information needs and approaches to meeting them are evolving at an

unprecedented pace in all communities, and to operate within this environment effectively for the benefit of their users, libraries must be able to both strengthen existing services and move quickly to adopt new and emerging technologies.

**Native American Library Services Basic Grants**

Native American Library Services Basic Grants are awarded non-competitively. This program is designed to assist Native American Tribes in improving core library services for their communities.

The goals of the Native American Library Services Basic Grants program are to:

- improve services for learning and accessing information in a variety of formats to support needs for education, workforce development,

economic and business development, health information, critical thinking skills, digital literacy skills, and financial literacy and other types of literacy skills; and

- enhance the skills of the current library workforce and leadership through training, continuing education, and opportunities for professional development.

### Native American Library Services Enhancement Grants

Native American Library Services Enhancement Grants are awarded competitively. This program is designed to assist Native American Tribes in improving core library services for their communities.

The goals of the Native American Library Services Enhancement Grants program are to:

- improve digital services to support needs for education, workforce development, economic and business development, health information, critical thinking skills, and digital literacy skills;

- improve educational programs related to specific topics and content areas of interest to library patrons and community-based users; and
- enhance the preservation and revitalization of Native American cultures and languages.

### Native Hawaiian Library Services Grants

This program is designed to assist Native Hawaiian libraries in improving core library services for their communities.

The goals of the Native Hawaiian Library Services Grants program are to:

- improve digital services to support needs for education, workforce development, economic and business development, health information, critical thinking skills, and digital literacy skills;

- improve educational programs related to specific topics and content areas of interest to library patrons and community-based users; and
- enhance the preservation and revitalization of Native Hawaiian culture and language.

### Native American and Native Hawaiian Library Service Programs: FY 2020

PROGRAM	NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
Basic Grants (non-competitive)	175	172	\$1,864,335	\$1,834,336	\$0*
Enhancement Grants	37	23	\$4,894,379	\$3,010,492	\$82,549
Native Hawaiian	8	3	\$1,130,339	\$418,172	\$132,910
<b>Total</b>	<b>220</b>	<b>198</b>	<b>\$7,889,053</b>	<b>\$5,263,000</b>	<b>\$215,459</b>

\*Matching funds are not required for Native American and Native Hawaiian Library Service Programs.

**Laura Bush 21st Century Librarian Program**  
 FY 2022 Budget Request: \$10,000,000

This program supports developing a diverse workforce of librarians to better meet the changing learning and information needs of the American public by enhancing the training and professional development of library and archives professionals; developing faculty and library leaders; and recruiting, educating, and retaining the next generation of library and archives professionals.

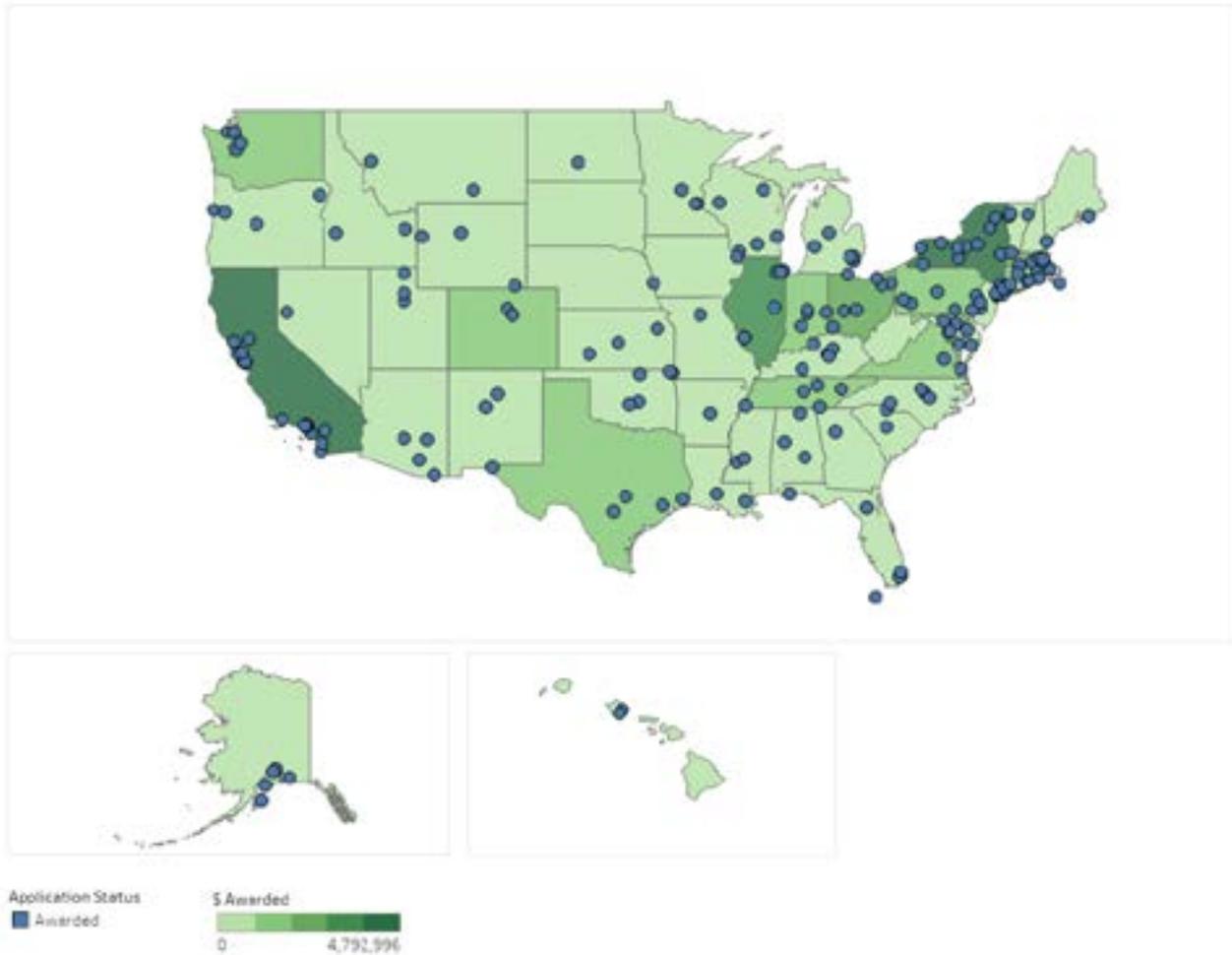
In FY 2022, the goals of the Laura Bush 21st Century Librarian Program are to:

- recruit, train, develop, and retain a diverse workforce of library and archives;
- develop faculty, library, and archives leaders by increasing the institutional capacity of libraries, archives, and of graduate schools of library and information science; and
- enhance the training and professional development of the library and archival workforce to meet the needs of their communities.

Laura Bush 21st Century Librarian Program: FY 2020					
NUMBER OF PRELIMINARY PROPOSALS	NUMBER OF INVITED APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
113	65	37	\$32,652,404	\$9,850,000	\$1,650,724

## MUSEUM SERVICES

**Map 3: FY 2020 Museum Discretionary Grant Distribution**



Please visit [IMLS.gov/#imls-map](https://www.imls.gov/#imls-map) to explore interactive award data.

### DISCRETIONARY GRANTS

The Office of Museum Services offers six competitive funding opportunities: Museums for America, Inspire! Grants for Small Museums and Museums Empowered (two special initiatives of the Museums for America program), National Leadership Grants for Museums, Native American/Native Hawaiian Museum Services, Museum Grants for African American History and Culture, and the new Museum Grants for American Latino History and Culture.

### **Museums for America**

*FY 2022 Budget Request: \$26,899,000*

The Museums for America (MFA) grant program supports projects intended to strengthen the ability of an individual museum to serve its public. This program supports museums of all types and all sizes by investing in high-priority activities that are clearly linked to a museum's strategic plan and enhance its value to its community.

For FY 2022, the goals of the MFA program are to:

- Empower people of all ages and backgrounds through experiential and cross-disciplinary learning and discovery;
- Maximize the use of museum resources to address community needs through partnerships and collaborations; and
- Manage and care for collections and their associated documentation.

<b>Museums for America: FY 2020</b>				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
345	109	\$80,235,240	\$19,673,947	\$30,953,582

### **Inspire! Grants for Small Museums**

Inspire! Grants for Small Museums is a special initiative of the Museums for America grant program.

Inspire! Grants are designed to support projects that build the capacity of small museums. This program supports small museums by investing in high-priority activities that are clearly linked to the museum's strategic plan and enhance its value to its community.

For FY 2022, the goals of the Inspire program are to:

- empower people of all ages and backgrounds through experiential and cross-disciplinary learning and discovery;
- build the capacity of small museums to work more effectively; and
- manage and care for collections and their associated documentation.

<b>Inspire! Grants for Small Museums*: FY 2020</b>				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
230	60	\$8,828,584	\$2,516,805	\$1,179,367

*\*A special funding opportunity within Museums for America. Matching funds are not required for this program.*

**Museums Empowered**

Museums Empowered is a special initiative of the Museums for America program.

The Museums Empowered grant program supports projects that use the transformative power of professional development and training to generate systemic change within a museum.

This grant program supports museums of all types and sizes by investing in the professional development of museum staff, leadership, and volunteers to enhance their skills and ensure the highest standards in all aspects of museum operations. The funding opportunity focuses on four areas of relevant needs in the museum field: Digital Technology, Diversity and Inclusion, Evaluation, and Organizational Management.

For FY 2022, the goals of the Museums Empowered program are to empower museum staff through professional development to:

- integrate digital technology with museum operations and communications, audience engagement, or collections care and management;
- support diversity and inclusion efforts that provide inclusive services to people of diverse geographic, cultural, and socioeconomic backgrounds and to individuals with disabilities;
- use evaluation as a tool to shape museum programs and improve outcomes; and
- improve organizational management and generate an innovative, resilient, and sustainable organizational culture.

Museums Empowered*: FY 2020				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
56	21	\$9,134,481	\$3,708,248	\$4,242,229

\*A special funding opportunity within Museums for America.

**National Leadership Grants for Museums**

FY 2022 Budget Request: \$8,113,000

The National Leadership Grants for Museums (NLG-M) program is designed to support projects that address critical needs of the museum field and that have the potential to advance practice in the profession so that museums can strengthen service for the American public. This program supports projects that have far-reaching impact to influence practice across one or more disciplines or specific fields within the museum sector; that reflect a thorough understanding of current practice and knowledge about the subject matter, and an awareness of and support for current strategic initiatives and agendas in the field; that employ novel approaches or techniques new to the project area; that use collaboration to demonstrate broad need, field-wide buy-in and input, and access to appropriate expertise; and that generate results such as

models, new tools, research findings, services, practices, and/or alliances that can be widely used, adapted, scaled, or replicated to extend and leverage the benefits of federal investment.

For FY 2022, the goals of the National Leadership Grants for Museums program are to advance the museum field's ability to:

- empower people of all ages and backgrounds through experiential and cross-disciplinary learning and discovery;
- maximize the use of museum resources to address community needs through partnerships and collaborations; and
- identify new solutions that address high priority and widespread collections care or conservation issues.

National Leadership Grants for Museums: FY 2020				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
67	19	\$37,152,575	\$8,112,040	\$5,967,295

### **Native American/Native Hawaiian Museum Services**

*FY 2022 Budget Request: \$2,272,000*

Native American/Native Hawaiian Museum Services (NANH) is designed to support Indian Tribes and organizations that primarily serve and represent Native Hawaiians in sustaining heritage, culture, and knowledge through exhibitions, educational services and programming, professional development, and collections stewardship.

For FY 2022, the goals of the Native American/Native Hawaiian Museum Services program are to:

- empower people of all ages and backgrounds through experiential and cross-disciplinary learning and discovery;
- build the capacity of Indian Tribes and organizations that primarily serve and represent Native Hawaiians to work more effectively;
- advance the management and care of Native American and Native Hawaiian collections and their associated documentation.

<b>Native American/Native Hawaiian Museum Services Program: FY 2020</b>				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE*
28	21	\$2,575,069	\$1,772,000	\$360,328

\* Matching funds are not required for this program.

### **Museum Grants for African American History and Culture**

*FY 2022 Budget Request: \$5,231,000*

The Museum Grants for African American History and Culture (AAHC) program builds the capacity of African American museums to preserve and make available their collections to the public, supports the growth and development of museum professionals at African American museums, and increases access to museum and archival collections and educational programs at African American museums and Historically Black Colleges and Universities (HBCUs).

In FY 2022, the goals of the AAHC program are to:

- build the capacity of African American museums by improving operations and care of collections;
- support the growth and development of museum professionals at African American museums;

- Support internship and fellowship opportunities at African American museums and scholarships with the purpose of assisting individuals who are pursuing careers in African American history and culture.
- Expand educational programming.

IMLS requests a small increase in funding for the Agency's Museum Grants for African American History and Culture (AAHC) grant program, which supports the unique mission of these museums by funding a range of activities to advance professional development, build organizational capacity, and increase public access to collections. Since its establishment, IMLS has supported 110 organizations in 31 States. While appropriations for AAHC grants are statutorily authorized at \$15 million per year, under P.L. 108-84, the Agency has only been able to carry out a small part of the statutorily authorized activities with its limited funding.

Although the Agency is aware of significant need for internship and fellowship opportunities, and scholarship support for individuals who are pursuing the study of African American life, art, history, and culture, the Agency's program has not been able to meet this need nor enhanced educational programming.

A 2020 program evaluation report done in collaboration with a third-party contractor has shown the need for continued strengthening of African American museum operations, especially given the effects of the pandemic. An increase would assist toward those goals highlighted by African American museum stakeholders as well as take a substantive step in realizing the full spectrum of activities in the African American History and Culture Act.

#### **Museum Grants for African American History and Culture: FY 2020**

NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
58	22	\$8,226,629	\$2,731,000	\$2,584,312

#### **Museum Grants for American Latino History and Culture**

*FY 2022 Budget Request: \$4,000,000*

IMLS requests funding to implement the education provisions of the National Museum of the American Latino Act ("American Latino Act"), which was recently enacted into law on December 27, 2020 (P.L. 116-260). The legislation closely aligns with the Administration's goals for equity and social justice per the President's Executive Order 13985 and recognizes the contributions of the nation's 60 million Latino Americans. The Act authorizes \$15 million per year for IMLS to carry out its statutory purpose of recognizing, celebrating, and enhancing understanding of the important history and contributions of American Latinos through the following programs of financial support:

- a grant program with the purpose of improving operations, care of collections, culturally appropriate public outreach, and development of professional management at American Latino museums;
- a grant program with the purpose of providing internship and fellowship opportunities at American Latino museums;
- a scholarship program—in partnership with Hispanic-serving institutions, minority-serving institutions, historically black colleges and universities, and other institutions of higher education, with the purpose of assisting individuals who are pursuing careers or carrying out studies in the arts, humanities, and sciences in the study of American Latino life, art, history, and culture;
- a grant program—in cooperation with other museums, historical societies, and educational institutions, with the purpose of promoting the understanding of the Latin American diaspora in the United States; and
- a grant program—under which an American Latino museum may use funds provided under the grant to increase an endowment fund established by the museum for the purposes of enhancing educational programming, and maintaining and operating traveling educational exhibits.

IMLS requests an initial funding level of \$4,000,000 to establish the framework for programs of support and provide financial assistance to American Latino museums and related organizations to elevate the stories, contributions, and experiences of Latino Americans.

## DATA COLLECTION, RESEARCH, AND EVALUATION

*FY 2022 Budget Request: \$4,513,000*

IMLS requests \$4,513,000 to collect data, carry out research, and identify best practices in cooperation with the nation's libraries and museums. The Museum and Library Service Act authorizes the Director of IMLS to annually conduct policy research, analysis, and data collection with ongoing collaboration (as determined appropriate by the Director), and in consultation, with (1) state library administrative agencies; (2) national, state, and regional library and museum organizations; and (3) other relevant agencies and organizations.

IMLS manages the nationwide Public Libraries Survey, a federal statistical program that identifies service trends, and public use of museum, library, and information services. It also supports other nationally recognized statistical surveys, including the State Library Administrative Agency (SLAA) survey. In addition to these national surveys, IMLS conducts studies of our programs and the populations affected, including evaluations of existing programs, assessments of innovative approaches to museum and library services, research syntheses, and descriptive and exploratory studies.

Funding within this program also will support grants, cooperative agreements, and interagency agreements to explore additional research, data collection, and evaluation initiatives to address additional needs of the museum and library fields.

### DATA COLLECTION

#### **Public Libraries Survey**

The Public Libraries Survey (PLS) is an annual survey of the nation's approximately 9,300 local public library systems that provides information on key metrics of library health and services across the United States and the outlying territories. The PLS provides reliable and objective data in a wide variety of formats used by scholars and researchers to inform policy decisions. IMLS uses this federal statistical

data to analyze long-term trends in how public libraries serve their communities, including a summary report highlighting salient findings, research briefs delving into important topics of national concern, and public use data files to enable others to use the evidence.

Two recent examples of usage include the January 2021 research brief on the use and cost of public library materials that established the baseline for prior availability and usage of electronic materials with FY 2014 and FY 2018 data from before the COVID-19 pandemic to better measure the impact of the pandemic on library services in FY 2021 and beyond. The Agency also coordinated with Federal Emergency Management Agency (FEMA) on adding the PLS data to FEMA's COVID-19 Data and Assessment Portal (CDAP), meant to enhance the capability of federal agencies to assess recovery-focused data, and which incorporates a variety of data sets across multiple topic areas (e.g., the economy, healthcare, vulnerable populations).

An FY 2022 priority is to continue improving the effectiveness of updating the annual survey questionnaire to increase its relevance while also ensuring retention of historically super-high response rates nearing 100% across all the country's local public library systems, reflecting the high degree of cooperation between IMLS and its state partners. FY 2022 priorities also focus on new, in-depth reporting on pertinent topics, including the disruption caused by COVID pandemic on public libraries across the country as well as an examination of the importance of geographic proximity estimating household demand for children's library services based on that household's proximity to a local library branch using PLS and U.S. Department of Education's National Household Education Survey data. IMLS additionally aspires to expand a pilot started this year between GSA's 10X/18F innovation program and IMLS to do real-time reporting on Wi-Fi use and other key metrics in public libraries.

### **State Library Administrative Agency Survey**

The State Library Administrative Agency Survey is conducted every two years and provides descriptive information about the current state and health of state library administrative agencies. IMLS produces a summary report of the overall survey findings and a public use data file, which are used by the Chief Officers of State and Library Agencies, federal policy makers, government and library administrators at federal, state, and local levels, researchers, and the American Library Association. FY 2022 priorities involve introducing a series of topical reports, including assessing the disruption that the COVID pandemic has caused state library administrative agencies and the libraries they serve within their jurisdictions. IMLS also intends to work with its state partners to comprehensively review this survey questionnaire and update it for administering the next biennial survey involving FY 2022 activities.

### **Museum Universe Survey**

IMLS created the publicly accessible Museum Universe Data Files in 2016 to estimate known museums and similar organizations (e.g., zoos, botanic gardens, historic sites) across all the communities in the United States. This data file was last updated in 2018 to help policymakers at the federal, state, and local level, associations such as the American Alliance of Museums, researchers, and the public model and conduct research with overlaying other data sets. In FY 2022, IMLS will proceed in partnership with others in and around the museum sector to introduce a national survey of all museums to support the needs for evidence from policymakers, museum administrators, researchers, and other interested parties.

## **RESEARCH**

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### **REopening Archives, Libraries, and Museums (REALM) Project**

In late March 2020, the Agency took initial steps to help identify and respond to the needs of collecting institutions by hosting a webinar with the Centers for Disease Control (CDC) to provide information for libraries and museums and their staff and patrons to address the unique challenges of mitigating COVID-19 when managing their collections, spaces, and public interactions. The need to provide more information to libraries, archives, and museums about the important and existential problems facing them in the COVID-19 global pandemic was clear, and IMLS established a cooperative agreement with OCLC and Battelle. The project has drawn upon scientific research and Battelle laboratory work to produce, widely disseminate, and periodically update evidence-based information that has informed operational considerations for reducing the risk of transmission of SARS-CoV-2 through libraries, archive, and museums to their staff and visitors.

IMLS exercised its fundraising authorities to fund the majority of the project. As such, the REALM project was made possible in part with support from the Institute of Museum and Library Services, the Library of Congress, The Andrew W. Mellon Foundation, and the Carnegie Corporation of New York.

The project conducted laboratory tests to assess the attenuation of SARS-CoV-2 on materials common in libraries, archives, and museums (LAM); continually assesses emergent published research for applicable scientific information which can be applied to the LAM community risk-based decision making; and is providing a website and toolkits in the form of webinars, infographics, videos, and other materials with the goal of informing local policies, operations, and space configuration decisions that support reopening and operations within a SARS-CoV-2 environment. The project website (<https://www.oclc.org/realm/about.html>) contains the status of the project and its publications.

The REALM project continues to address the needs of the LAM community as the pandemic evolves. In FY 2022, the project is continuing its support in areas of vaccine confidence, continued scientific literature analysis for operational applicability, equity in access to resources to address the digital divide and SARS-CoV-2 response, capacity building to meet public health and safety standards and digital/hybrid services, and the capture of lessons learned for future emergency response.

### ***Social Wellbeing Research***

IMLS seeks to help facilitate national-level research on issues that can inform ways that museums and libraries can contribute to improve the overall social wellbeing in the communities they serve and the nation as a whole. During FY 2022, the Agency plans to disseminate two commissioned studies completed in FY 2021 that examined the contributions of museum and library activities to various dimensions of community quality of life across the wide variety of American locales with planned convenings with policymakers, Museum and Library leaders, and researchers in sharing the key learnings. The intent is for these discussions to facilitate potential adaptations on ways to improving practices in the museum and library sectors as well as to deepen scholarly understanding on this topic.

## **EVALUATION**

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### ***Equity***

In support of the Administration's "Build Back Better" racial and social justice priorities and the President's Executive Order 13985 Advancing Racial Equity and Support for Underserved Communities, IMLS also requests \$1 million in funding to enable the Agency to gather data for evidence-based policy actions to achieve the Administration's goals of breaking systemic barriers.

### ***Native American and Native Hawaiian Program Evaluation***

Throughout IMLS's history across more than two decades, the Agency has proactively administered grantmaking to serve the specific needs of Native American Tribes and organizations that primarily serve and represent Native Hawaiians. During FY 2022, IMLS plans to conduct an independent evaluation of this grantmaking to better understand the areas where the program has best succeeded and to identify new areas where the grantmaking can better help Indian tribes and Native Hawaiian organizations serve the cultural needs of their communities.

## III. IMLS Administration

### INTRODUCTION

This section highlights the FY 2022 administrative funding request of \$16,500,000 for the IMLS's financial management, including acquisition functions and financial reporting; human capital management; grants management; IT; and communications. IMLS remains committed to effective stewardship of administrative dollars with this request.

### FINANCIAL MANAGEMENT

The Agency partners with the Federal Aviation Administration–Enterprise Services Center (FAA-ESC) for our accounting and financial reporting services. The ability to partner with one of the Centers of Excellence designated by OMB affords us the opportunity to receive the numerous benefits a shared service provider can offer, at affordable costs. IMLS, in coordination with the ESC, continues to update our Data Act reporting architecture to implement new reporting requirements required as part of awarding and tracking the spending of CARES Act and ARP Act funds.

The Agency continued to focus on creating automated, system-driven solutions to our systems that feed our financial systems to gain efficiencies and increase transparency. These changes will improve operational efficiencies, imbed additional controls in our automated processes, and optimize the use of improved technology. The Agency continues to leverage the core competencies of our federal partners, including engaging with the National Endowment for the Humanities in the fully implemented eGMS grants management system and the Agency-wide implementation of a fully integrated acquisition system to improve controls and increase accountability in the procurement function.

In FY 2022 IMLS plans to leverage the benefits of implementing PRISM in FY 2021. PRISM is an automated acquisitions system that interfaces

with the Agency's Delphi accounting system. This implementation will allow the Agency to further strengthen funds controls over the acquisition process and will provide real-time reporting on contract obligations and spending.

### OFFICE SPACE

The Agency entered a 10-year occupancy agreement with GSA to occupy 27,714 square feet of office space at 955 L'Enfant Plaza, SW, in the District of Columbia, and the Agency relocated into the space in March of 2016. This occupancy agreement includes a tenant improvement allowance of approximately \$1,100,000 which covered improvements for occupancy by the Agency.

### TRAVEL

To minimize costs associated with our two annual conferences the Agency conducts cost analysis for identifying the host city that provides the best value. The Agency will continue to maximize cost savings from our automated travel booking system by building additional automated controls to reduce per trip costs while meeting the mission of the Agency.

The Agency is planning to evaluate the effectiveness and efficiency of the use of all virtual review panels in FY 2021 to focus on opportunities to continue to reduce travel costs by leveraging virtual meeting technologies.

## HUMAN CAPITAL MANAGEMENT

### HIRING

Due to the COVID-19 pandemic, all federal agencies experienced the daunting challenge of moving from an in-person to a virtual working environment. IMLS rose to this challenge with minor issues and has successfully operated in a virtual remote work environment since March 14, 2020. Although working in a virtual/remote environment has its challenges, IMLS has navigated through these challenges with little to no interruption in its continuity of operations.

IMLS's objective is to successfully strengthen the recruitment and retention of staff, focusing on the goals within the Agency's Strategic Management Plan and most recent Federal Employee Viewpoint Survey (FEVS) scores as a source of information to develop our recruitment and retention strategy. In developing the Agency's recruitment and retention strategy, IMLS will leverage the formal and informal networks of the library, archives, and museum sectors to develop effective strategies to market, recruit and attract a more diverse applicant pool for position vacancies.

IMLS plans to develop and coordinate effective strategies to attract and recruit a more diverse applicant pool, such as underrepresented groups, geographic regions, and academic and professional disciplines for position vacancies. Through strengthening its recruitment efforts, IMLS's goal is to build and evolve on the Agency's current employee training options with additional resources (e.g., employee developmental training, coaching, and mentoring). In addition to strengthening the Agency's employee development program, IMLS will review its current Telework Plan to determine feasible ways to expand the Telework Plan post-pandemic and continue offering various hiring flexibilities and incentive options (e.g., Student Loan Repayment and Recruitment/Retention).

### FEDERAL EMPLOYEE VIEWPOINT SURVEY IMPROVEMENT SCORES

IMLS is proud to announce our highest achievement in our 2020 Federal Employee Viewpoint Survey (FEVS) results for our Agency. The outcome of the 2020 FEVS indicates a significant positive increase of 78% across all three (3) assessed areas within the Engagement Indices. The resiliency of our employees and support from our Leadership Team through the COVID-19 pandemic have reinforced our commitment to support our staff, increase our responsiveness, and strengthen our employee engagement practices.

IMLS employees' response rate to the survey was 90%, and the responses provided critical feedback to leadership and supervisors. The Agency's highest-scoring areas related to (a) employee collaborative effort to complete work; (b) Agency's success to achieve its mission; (c) job-relevant knowledge and skills necessary to accomplish organization goals across work units; (d) recognizing alignment of work to Agency goals; and (e) respectful engagement by supervisors.

#### 2020 FEVS Highlights

- 90% FEVS staff participation rate.
- 30 identified strengths scored 65% or higher positive increase compared to 21 identified strengths in 2019.
- 0% negative challenges were identified compared to 26 negative challenges in 2019.
- Agency's Engagement Index increased to 78% compared to 52% in 2019.
- Leaders Lead increased to 67% compared to 27% in 2019.
- Supervisors increased to 86% compared to 69% in 2019.
- Intrinsic Work Experience increased to 82% compared to 61% in 2019.

Through continuous collaboration with the IMLS staff, we're committed to sustaining an organizational culture that focuses on strengthening employee engagement, increasing recruitment efforts, and leadership development to enhance our service to the American public.

## **DIVERSITY & INCLUSION STRATEGIC PLAN**

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At IMLS, Diversity and Inclusion (D&I) are a priority for all leaders, managers, and employees, and we strive to foster belonging and empowerment for every individual in our workplace. We recognize that our employees are our most important asset. We're obligated to build and nurture an inclusive workplace where everyone feels valued and respected because of their difference—a place where every employee can be themselves so they can reach their potential and help us achieve our Agency's mission.

IMLS is committed to integrating our Diversity and Inclusion Strategic Plan into our everyday practices to strengthen our organizational culture by ensuring a respectful, equitable, fair, inclusive, and diverse workforce. We want our Agency's workplace to be innovative, creative, and productive so we can deliver the best service to our customers and their beneficiaries across America; we need diversity to help us achieve this. The more we collaborate and value differences, the closer we get to having a truly inclusive workplace.

Our 2021–2025 Diversity and Inclusion Strategic Plan goals target the following: (1). Ensure Leadership commitment to foster diversity and inclusion at all levels throughout the Agency, (2). Promote diversity and inclusion through continuous learning opportunities, (3). Foster a diverse and inclusive workplace culture, and (4). Recruit, hire, advance, and promote individuals from diverse, underrepresented, and underserved communities. We are excited to implement our D&I Plan collectively and continuously improve our efforts to ensure a thriving workplace for all employees.

## **TELEWORK**

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IMLS continues to operate under a maximum telework policy during the pandemic. IMLS created an internal survey committee to focus on telework and other key areas during the pandemic. Based on several internal surveys administered by the Agency's leadership team, telework has increased productivity and staff are highly satisfied with teleworking creating a better work-life balance for staff. Staff is wanting IMLS to promote a greater telework, post-pandemic or foreseeable future. IMLS staff have a "very good" level of well-being while teleworking and addressing any areas of concerns, which is "very low." 94% of the Agency staff were "very satisfied" with the support of Agency supplies and equipment issued during the pandemic creating the high level of productivity. IMLS is committed and continues to have open dialogue and engage with the staff their comfort level with respect to telework as it relates to the current pandemic. IMLS continues to articulate managerial responsibilities to be in touch with staff and to manage a remote workforce effectively. The Agency continues to communicate the various workplace flexibilities so staff can balance workload and dependent care and home-schooling challenges. IMLS will continue to discuss findings and recommendations and continue to engage staff for feedback.

## **FULL-TIME EMPLOYEE REQUEST**

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For FY 2022, IMLS is requesting two additional full-time federal employees to carry out the core work of the Agency. Further administrative support is needed to deliver community and stakeholder customer service for the Administration's new priorities and ongoing Agency programmatic commitments.

The President and Congress recently authorized a new program of support for American Latino museums throughout the country and enhanced support for museums of African American History and Culture. The Agency requests support for an additional program officer to help develop the framework of funding and manage

grants, contracts, and cooperative agreements in these areas while also maintaining continuity of regular grant and programmatic operations.

In support of the Administration's "Build Back Better" racial and social justice priorities and the President's Executive Order 13985 Advancing Racial Equity and Support for Underserved Communities, IMLS also seeks to establish a strategic engagement and capacity-building position and cohort that supports outreach to potential applicant and grantee communities that have been historically underrepresented in or underserved by Federal programs. This position would inform and drive stakeholder

outreach and consultation, as well as support the Agency's institutional commitment to making measurable gains in expanding the access and reach of our grantmaking framework.

These two positions are necessary to improve the services to the Agency's internal employees and outside partners at a minimal cost. With an extremely lean staff and administrative budget, the Agency delivers enormous public value in strengthening museum, library, and information services throughout the nation. These positions would maintain the long-term and ongoing delivery of services in keeping with the Agency's recognized efficiency and transparency.

## GRANTS MANAGEMENT

In October 2019, IMLS officially transitioned its grants management functions from an obsolete relational database that was used in conjunction with email to eGMS, a web-based system with more powerful capabilities to create, edit, store, search, extract, and maintain grant files and records. eGMS improves Agency efficiency through using a system-to-system interface to capture data from applications to all IMLS discretionary grant programs submitted through Grants.gov; providing a mechanism for direct communication and file sharing among Agency staff and awardees; and enabling staff to create a variety of grants management reports such as Applicant/Awardee Contacts, Audit Trail, Completed Reviews, Program Funding

Recommendations, Application and Award Data Export, Application and Award History, Award Payments, USASpending, WebADI, and Closeout WebADI reports.

Because eGMS is now the official system of record for all aspects of grants management from application receipt through closeouts, work is ongoing to troubleshoot aspects of system functionality, customize reports to meet user needs, create tools to monitor and manage internal grants management activities, and implement modifications to accommodate changes in government-wide practices. eGMS is also central to our new data-oriented website that better articulates IMLS's reach and impact.

## INFORMATION TECHNOLOGY: DATA, CYBERSECURITY, AND AI

In FY 2021 and continuing in FY 2022 and beyond, IMLS is focused on harnessing technology to bring relevant data and analytical insight to decision makers, the public, and the communities we serve when and where they need it. To reduce burden and increase accuracy in annual federal statistical data collections, IMLS is piloting automation. IMLS launched a

new IMLS.gov website with greater access to IMLS grant data than ever before. Underlying the IMLS data initiatives are a Data Warehousing project, data standards, and a commitment to transparency. In FY 2022, the IMLS intends to expand automation, formalize initial data management processes, and expand data access, interoperability, and analytical capabilities. As

data transitions from silos to an operational enterprise asset, IMLS will update processes and standards to continue the assurance of timely, accurate, objective, and relevant statistical data within the Library, Museum and Archives community.

In FY 2021, IMLS is focused on refining its IT Security Architecture, system level security, maturing enterprise cyber security operations, and IT security workforce development. IMLS filled its first Chief Information Security Officer position and has also improved security personnel skills through training and certifications. Continuing in FY 2022, IMLS will improve asset management, complete a full independent system assessment and upgrade of internal systems level security, transform network security through a zero-trust capable-

modern TIC 3.0 compliant architecture, and will ensure the same level of IT security exists for both remote and on-premises end points.

In FY 2021, IMLS is piloting the application of Artificial Intelligence and Machine Learning (AI/ML) technologies to reduce administrative burden and improve operational efficiencies. In FY 2022, IMLS intends to move successful pilots into production. One promising pilot, if realized, has the potential of saving thousands of hours in labor intensive validation checks associated with grant applications each year. Further, these savings alone can eliminate multiple weeks of processing time per grant program. IMLS is committed to the implementation of ethical and bias-free AI models and will participate in the Artificial Intelligence Community of Practice.

## COMMUNICATIONS

IMLS continues to develop its digital services and use emerging technologies to serve the public as effectively as possible. In FY 2019, Congress passed the 21st Century Integrated Digital Experience Act to improve the digital experience for government customers and reinforce existing requirements for federal public websites. IMLS has prioritized modernizing its websites and digital services as required by the act and to the extent possible, within the level of resources requested. This includes being accessible to individuals with disabilities in accordance with Section 508, having a consistent appearance, using content inventories to identify existing content and avoiding duplication, making public content searchable, being functional and usable on mobile devices, providing access through a secure connection, and designed around user needs with data-driven analysis.

In FY 2022, the Office of Communications will continue to support the Agency's strategic plan by disseminating accurate and timely information and providing opportunities to engage the public in IMLS grantmaking, research, partnerships, and policy activities. The office organizes the campaign to promote and celebrate the winners of the National Medal for Museum and Library Service, the nation's highest honor for institutions that make significant and exceptional contributions to their communities. The office also operates the Agency's website, media relations, and Facebook and Twitter feeds; as well as essential digital and print publications such as the IMLS Blog, the IMLS Monthly Newsletter, and the Agency's annual reports.

## ADMINISTRATIVE REQUEST BY OBJECT CLASS CODE

In FY 2022, the IMLS request for administrative costs is \$16,500,000. Areas supported by this request are summarized below.

**TABLE 3: IMLS ADMINISTRATION COSTS: FY 2020–FY 2022**

Dollars in thousands

Object Class	Description	FY 2020 Actual (\$)	FY 2021 Forecast (\$)	FY 2022 Request (\$)
11000/12000/13000	Personnel Compensation and Benefits	9,500	11,500	12,300
21000	Travel and Transportation of Persons	100	25	400
22000	Transportation of Things	15	5	5
23000	Rental of Space (Rent, Communications and Utilities), Equipment Rental, Telephone Services, Postage	1,400	1,475	1,500
24000	Printing and Reproduction	50	50	50
25000	Other Contractual Services	3,485	2,250	2,100
26000	Supplies and Materials	50	100	70
31000	Equipment	400	95	75
<b>TOTAL</b>		<b>\$13,745</b>	<b>\$15,500</b>	<b>\$16,500</b>

### **11000 Personnel Compensation, 12000 Personnel Benefits, 13000 Benefits for Former Personnel**

Amount Requested: \$12,300,000

These object classes fund the salaries and benefits of all employees, including full-time, part-time, temporary, and intermittent appointments (for example, the National Museum and Library Services Board [NMLSB]), and consultants. To minimize personnel costs, the salary for the NMLSB will remain at \$100/day. The personnel benefits provide estimated

contributions toward employees' retirement, health, and life insurance plans, as well as costs for unemployment benefits and injuries sustained in the workplace. Additionally, costs associated with public transportation subsidies afforded to the Agency's employees are included in this category. This funding request will provide for 73 FTE in 2022.

### **21000 Travel and Transportation of Persons**

Amount Requested: \$400,000

This object class supports travel for IMLS staff to conduct site visits to oversee IMLS grants, panel reviews for the discretionary grant programs, convenings for state data collection and Grants to States professional development activities, and staff presentations on IMLS programs. Travel funds also support the annual National Medals for Museum and Library Service as well as two NMLSB meetings.

In FY 2021 IMLS restricted travel to only mission critical travel in compliance with federal government guidance. In anticipation of travel restrictions being reduced in FY 2022, the Agency is requesting \$400,000 to resume travel that approaches normal levels to support the Agency's mission.

### **22000 Transportation of Things**

*Amount Requested: \$5,000*

This object class includes freight and express charges by common carrier, contract carriers, and other incidental expenses. The Agency anticipates the beginning of a return to some in-person convenings such as library and museum conventions, conferences, and meetings that

require shipment of the Institute's displays and certain associated materials. This area also includes mail transportation charges for express package services (i.e., charges for transporting freight).

### **23000 Rent, Communications and Utilities, Rental of Space (Standard Level Usage Charge), Equipment Rental, Telephone Services, Postage**

*Amount Requested: \$1,500,000*

This object class includes funding for the Agency's office space through an occupancy agreement with the General Services Agency (GSA); communication technology services,

including data, voice, and cable services; equipment rental; rental of audiovisual equipment used in presentations at conference sessions and off-site meetings; and postage.

### **24000 Printing and Reproduction**

*Amount Requested: \$50,000*

This object class funds the composition and printing of program applications and guidelines, research publications, conference proceedings, and Federal Register notices. To help contain costs in this category we continue to promote and expand the use of our website and other various forms of social media. The site provides access to program guidelines, grant information,

recent awards lists, and a variety of information about IMLS initiatives, activities, and programs. We will continue to expand the electronic dissemination of all public materials to reach prospective grantees from institutions of all sizes and in all geographic areas to keep printing costs at a minimum.

### **25000 Other Contractual Services**

*Amount Requested: \$2,100,000*

This object class supports a wide range of contractual services that are not covered in any of the preceding categories. Included in this expense category are costs for

- the support, maintenance, and improvement of information technology systems, including cyber-security activities;
- partnerships and interagency agreements for financial management systems, accounting and reporting services, payroll processing, grant indirect cost proposals, building security, and other required government services;
- information technology support such as the IMLS Help Desk, State Program Reporting system, and maintenance of the General Supporting System for all Agency operations;
- independent financial and IT-related audits;
- Grants Management System Partnership and Grants.gov related expenses;
- employee training;
- Agency contracts for temporary personnel assistance; and
- honoraria for panelist and field reviewers for grant proposals and applications.

### **26000 Supplies and Materials**

*Amount Requested: \$70,000*

This object class funds only the essential office supplies needed in carrying out the business of IMLS. IMLS continues to be a partner in the GSA SmartPay3 charge card program. Additional

supplies and materials will be necessary for the anticipated return of staff from maximum telework in 2022.

### **31000 Equipment**

*Amount Requested: \$75,000*

This object class supports all equipment, furniture, and office machines having a useful life in excess of one year, such as chairs, desks, file cabinets, IT equipment, and printers. It also includes routine upgrades to local area network hardware and software in order to accommodate upgrades in database management and financial data. The majority of anticipated equipment expenditures will be for technology renewal of office automation equipment, systems software, and furniture that would be more expensive to repair than replace. We intend to maximize the usefulness of existing hardware by upgrading

rather than purchasing new equipment wherever possible. Rapid changes in technology, however, will make it necessary to purchase some new computer equipment, integration systems software and hardware, and electronic data exchange systems. This will enable us to be responsive to and compliant with Administration directives and guidance and federal laws, to continuously deliver on systems modernization to increase the efficiency and effectiveness of operations in delivering services while maintaining a robust internal control posture.

**Total Administrative Services Request: \$16,500,000**

## IV. Performance Plan

### OVERVIEW

In FY 2021 the Agency remains committed to developing performance monitoring and reporting and capacity. After successfully submitting the FY 2020 Annual Performance Report in January 2021, the Agency continues to expand a performance management framework that includes Agency-wide quarterly meetings and a condensed timetable to help the

Agency align its strategic planning with future performance reporting. In FY 2022 IMLS will release its FY 2022–2026 Strategic Plan, and the Agency will focus its efforts across this year in developing new performance goals, indicators, and targets to begin baseline reporting with the FY 2022 Annual Performance Report.

### EVIDENCE BUILDING

In FY 2021, IMLS continued its efforts to increase capacity for creating and utilizing evidence in informing grantmaking and other decisions. The efforts blend monitoring of performance with more systematic evaluations of the Agency's signatory grant programs, mixing the expertise and resources of its staff and third parties. Much of the Agency's efforts during FY 2021 focused on monitoring its response to the COVID-19 pandemic, including administering CARES Act funds. The landscape in which libraries and museums operate has changed during the pandemic, and there is still much to be learned from CARES-funded initiatives and activities. Such conditions have led to a need to revisit IMLS performance indicators, baseline data, and targets for success accordingly as well as to strategically delve into more systematic evaluations.

The Agency revised its strategic goals and objectives in FY 2021, and data collection and monitoring efforts are shifting to align with those revised goals and objectives in FY 2022. As part of performance management planning efforts, IMLS will work to increase the robustness of data collection, analysis, and reporting.

This will include a careful operationalization of the strategic objectives into measurable and meaningful performance measures, an assessment of the current methods used to gather information about IMLS programs, and a plan for how IMLS and its grantees will adapt their processes to reliably and regularly gather data on performance measures, set meaningful targets, and report on the Agency's progress.

The Agency's performance management plan will also lay out how IMLS's efforts to improve performance management will fit within a larger federal government mandate to increase evidence-building capacity and move beyond accountability towards improving programs and their performance. This means outlining an iterative process used for continuous improvement that includes several different steps: 1) setting priorities and objectives, 2) collecting data, 3) disseminating it, and 4) using it for decision making. Each of these steps will need to be aligned with key annual fiscal year milestones for IMLS, to maximize the usability and relevance of performance data to the Agency.

## V. Authorizing Framework

This justification requests funding under the Museum and Library Services Act (MLSA), the National Museum for African American History and Culture Act, and the National Museum of the American Latino Act.

The Museum and Library Services Act of 2018 (P.L. 115-410) authorizes IMLS's programs

through FY 2025. The National Museum for African American History and Culture Act and the National Museum of American Latino Act have permanent authorizations.

This section provides highlights of the Agency's authorizing legislation.

### LIBRARY SERVICES

All of IMLS's library programs support the following goals set out in 20 U.S.C. § 9121:

- enhance coordination among Federal programs that relate to library, education, and information services;
- promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States;
- facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry;
- encourage resource sharing among all types of libraries for the purpose of achieving economical and efficient delivery of library services to the public;
- promote literacy, education, and lifelong learning, including by building learning partnerships with school libraries in our Nation's schools, including Tribal schools, and developing resources, capabilities, and programs in support of State, Tribal, and local efforts to offer a well-rounded educational experience to all students;
- enable libraries to develop services that meet the needs of communities throughout the Nation, including people of diverse geographic, cultural, and socioeconomic backgrounds, individuals with disabilities, residents of rural and urban areas, Native Americans, military families, veterans, and caregivers;
- enable libraries to serve as anchor institutions to support community revitalization through enhancing and expanding the services and resources provided by libraries, including those services and resources relating to workforce development, economic and business development, critical thinking skills, health information, digital literacy skills, financial literacy and other types of literacy skills, and new and emerging technology;
- enhance the skills of the current library workforce and recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services;
- ensure the preservation of knowledge and library collections in all formats and enable libraries to serve their communities during disasters;

- enhance the role of libraries within the information infrastructure of the United States in order to support research, education, and innovation;
- promote library services that provide users with access to information through national, State, local, regional, and international collaborations and networks; and
- encourage, support, and disseminate model programs of library and museum collaboration.

### **LIBRARY GRANTS TO STATES**

The 59 State Library Administrative Agencies may use IMLS Grants to States Program support for the following activities, as set out in 20 U.S.C. § 9141:

- expanding services for learning and access to information and educational resources in a variety of formats, including new and emerging technology, in all types of libraries, for individuals of all ages, in order to support such individuals' needs for education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, and financial literacy and other types of literacy skills;
- establishing or enhancing electronic and other linkages and improved coordination among and between libraries and State agencies and offices for the purpose of improving the quality of and access to library and information services;
- providing training and professional development, including continuing education, to enhance the skills of the current library workforce and leadership, and advance the delivery of library and information services;
- enhancing efforts to recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services;

- developing public and private partnerships with other agencies, Tribes, and community-based organizations;
- targeting library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds, to individuals with disabilities, and to individuals with limited functional literacy or information skills;
- targeting library and information services to persons having difficulty using a library and to underserved urban and rural communities, including children from families with incomes below the poverty line;
- developing library services that provide all users access to information through local, State, regional, national, and international collaborations and networks; and
- carrying out other activities as described in the State library administrative Agency's plan.

### **LIBRARY DISCRETIONARY GRANTS**

IMLS's Library Services Discretionary Grants Programs are established in 20 U.S.C. §§ 9161, 9162, and 9165, and include: National Leadership Grants, Native American Library Services Basic Grants, Native American Library Services Enhancement Grants, Native Hawaiian Library Services, and the Laura Bush 21st Century Librarian Program.

National Leadership Grants support projects that address challenged faced by museums, libraries, and/or archives and that have the potential to advance the practices of those institutions. By statute, the funded activities may include:

- building workforce and institutional capacity for managing the national information infrastructure and serving the information and education needs of the public;
- research and demonstration projects related to the improvement of libraries or the enhancement of library and information services through effective and efficient use of new and emerging technologies, including

projects that enable library users to acquire digital literacy skills and that make information services more accessible and available; and dissemination of information derived from such projects;

- conserving, preserving, and digitizing library materials and resources, giving priority to projects emphasizing coordination, optimizing conditions for storage and future use, offering staff training, avoiding duplication, and providing access by researchers beyond the institution or library entity undertaking the project;
- enhancing the ability of libraries to provide services to affected communities in the event of an emergency or disaster through the developing of nation, regional, statewide, or local emergency and disaster management plans that (1) address communication and coordination of information and services for affected communities, and (2) ensure the preservation of knowledge and library collections; and the implementation of emergency and disaster management plans or otherwise enabling libraries to provide services to affected communities in the event of an emergency or disaster; and model programs demonstrating cooperative efforts between libraries and museums.

Native American Library Services Basic Grant funds are distributed in equal amounts among eligible applicants. Basic Grants may support existing library operations and maintain core library services. The Native American Library Services Enhancement Grant program and the Native Hawaiian Library Services Grant program are competitive; projects may enhance existing library services or implement new library services.

The Laura Bush 21st Century Librarian Program is designed to develop a diverse workforce of librarians by:

- recruiting and educating the next generation of librarians from diverse and underrepresented backgrounds, including by encouraging at the middle school, high school, and postsecondary levels students to pursue careers in library and information science;
- developing faculty and library leaders from diverse and underrepresented backgrounds, including by increasing the institutional capacity of graduate schools of library and information science; and
- enhancing the training and professional development of librarians and the library workforce to enable them to meet the needs of their communities, including those needs relating to education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, financial and other types of literacy skills, and new and emerging technology.

## MUSEUM SERVICES

All of IMLS's museum programs under the Museum and Library Services Act support the following goals set out in 20 U.S.C. § 9171:

- encourage and support museums in carrying out their educational role, as core providers of learning and in conjunction with schools, families, and communities;
- encourage and support museums in carrying out their public service role of connecting the whole of society to the cultural, artistic, historical, natural, and scientific understandings that constitute our diverse heritage;
- encourage leadership, innovation, and applications of the most current technologies and practices to enhance museum services through international, national, regional, State, and local networks and partnerships;
- assist, encourage, and support museums in carrying out their stewardship responsibilities to achieve the highest standards in conservation and care of the diverse cultural, historic, natural, and scientific heritage of the United States to benefit future generations;
- assist, encourage, and support museums in achieving the highest standards of management and service to the public, and to ease the financial burden borne by museums as they serve their communities in new and different ways;
- support resource sharing and partnerships among museums, libraries, schools, and other community organizations;
- encourage and support museums as a part of economic development and revitalization in communities;
- ensure museums of various types and sizes in diverse geographic regions of the United States are afforded attention and support;

- support efforts at the State and regional levels to leverage museum resources and maximize museum services; and
- assist museums in their civic engagement efforts to ensure that every person in the United States has access to high-quality museum services.

### **THE NATIONAL MUSEUM OF AFRICAN AMERICAN HISTORY AND CULTURE ACT**

This Act authorizes the Director of IMLS to establish the following programs, in consultation with the Council and Director of the National Museum of African American History and Culture:

- a grant program with the purpose of improving operations, care of collections, and development of professional management at African American museums;
- a grant program with the purpose of providing internship and fellowship opportunities at African American museums;
- a scholarship program with the purpose of assisting individuals who are pursuing careers or carrying out studies in the arts, humanities, and sciences in the study of African American life, art, history, and culture.

### **THE NATIONAL MUSEUM OF THE AMERICAN LATINO ACT**

This Act authorizes the Director of IMLS to establish the following programs, in consultation with the Board of Trustees and Director of the National Museum of the American Latino:

- a grant program with the purpose of improving operations, care of collections, culturally appropriate public outreach, and development of professional management at American Latino museums;

- a grant program with the purpose of providing internship and fellowship opportunities at American Latino museums;
- a scholarship program—in partnership with Hispanic-serving institutions, minority-serving institutions, historically black colleges and universities, and other institutions of higher education, with the purpose of assisting individuals who are pursuing careers or carrying out studies in the arts, humanities, and sciences in the study of American Latino life, art, history, and culture;
- a grant program in cooperation with other museums, historical societies, and educational institutions, with the purpose of promoting the understanding of the Latin American diaspora in the United States; and;
- a grant program under which an American Latino museum (including a nonprofit education organization the primary mission of which is to promote the study of the Latin American diaspora in the United States) may use funds provided under the grant to increase an endowment fund established by the museum (or organization) as of October 1, 2020, for the purposes of enhancing educational programming, and maintaining and operating traveling educational exhibits.

## **POLICY RESEARCH, ANALYSIS, DATA COLLECTION, AND DISSEMINATION**

IMLS is authorized to support and conduct policy research, data collection, analysis and modeling, evaluation, and dissemination of information to extend and improve the Nation's museum, library, and information services (20 U.S.C. § 9108). The Act identifies the following objectives:

- To enhance and expand the capacity of museums, libraries, and information services to anticipate, respond to, and meet the evolving needs of communities and the public, including by identifying trends and developments that may impact the need for and delivery of services.
- To provide information and data on the role, value, and impact of museum, library, and information resources, including the identification of trends and the potential gaps in the availability and use of museum and library services by their communities and the public.
- To measure the effectiveness of museums, libraries, and information services throughout the United States, including the impact of Federal programs authorized under the Act.
- To identify indicators and outcomes that can be used to create enhancements to the efficiency and efficacy of museum, library, and information services.
- To promote advancement and growth in museum, library, and information services through sharing of best practices and effective strategies in order to better serve the people of the United States.
- To facilitate planning for, and building of, institutional capacity in order to improve museum, library, and information services at the national, State, local, and regional levels; and international communications and cooperative networks.

- To support and enhance collaborative professional networks and consortia that use shared, meaningful, and actionable data analysis and modeling to advance museum, library, and information services and address community needs.

In carrying out these objectives, IMLS engages with researchers from multiple sectors, the State Library Administrative Agencies, networks of museums and libraries, as well as national, state, Tribal, and regional museum and library organizations.

## INTERAGENCY COLLABORATION

The Museum and Library Services Act authorizes the IMLS Director to support interagency collaboration:

The Director shall work jointly with the individuals heading relevant Federal departments and agencies, including the Secretary of Labor, the Secretary of Education, the Administrator of the Small Business Administration, the Chairman of the Federal Communications Commission, the Director of the National Science Foundation, the Secretary of Health and Human Services, the Secretary of State, the Administrator of the Environmental Protection Agency, the Secretary of the Interior, the Secretary of Housing and Urban Development, the Chairman of the National Endowment for the Arts, the Chairman of the National Endowment of the Humanities, the Director of the Office of Management and Budget, the Secretary of Commerce, the Secretary of Veterans Affairs, the Secretary of Defense, the Secretary of Homeland Security, the Secretary Agriculture, the Chief Executive Officer of AmeriCorps, the Librarian of Congress, the Archivist of the United States, and the Director of the U.S. Government Publishing on:

- initiatives, materials, or technology or research to support education, workforce development, economic and business development, and related activities and services undertaken by libraries;
- resource and policy approaches to eliminate barriers to fully leveraging the roles of libraries and museums in supporting the early learning, literacy, lifelong learning, digital literacy, workforce development, and education needs of the people of the United States; and
- initiatives, materials, technology, or research to support educational, cultural, historical, scientific, environmental, and other activities undertaken by museums.

IMLS has a wide range of interagency partnerships with purposes including advancing broadband adoption, coordinating early learning activities, and supporting the effective delivery of workforce development services.