

2016 RELEVANCY, DIVERSITY, AND INCLUSION SERVICE-WIDE INVENTORY

Technical Report for the Office of Relevancy, Diversity, and Inclusion
and the Office of Interpretation, Education, and Volunteers



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Executive Summary

This report describes results of the 2016 Relevancy, Diversity, and Inclusion Service-wide Inventory. The project involved a National Park Service-wide collection of Relevancy, Diversity, and Inclusion (RDI) projects implemented between 2005 and 2016. Results are reported for the seven RDI emphasis areas and eight NPS regions. The baseline data captured in this inventory project will help determine the scope and design of RDI strategies and priorities moving forward. The project aims were to:

1. Identify and describe RDI programs that have existed between 2005 and 2016.
2. Describe where RDI programs are occurring across the NPS.
3. Identify elements of diversity commonly included in the RDI programs.
4. Describe when RDI programs have started and ended to determine the sustainability of RDI programs.
5. Identify whether internal base funds, internal project funds, or external funds are the primary sources that support RDI programs.
6. Describe the types of collaborations that support RDI programs.

Methods

A total of 3,120 personalized links were sent to National Park Service employees, resulting in 161 parks responding with 1,359 programs that included at least one emphasis area of RDI. All seven NPS regions were represented in the inventory as well as the Washington Office.

Two criteria were used to select the NPS employees included in the data collection: (1) An initial set of participation links was sent via email to all NPS employees classified as series 0025 in fall 2016. Series 0025 was chosen because it provided a range of representation across rangers and superintendents, cultural and natural resources, education and training professionals, maintenance supervisors, and RDI employees; (2) The secondary set of participation links was sent to all NPS Park Superintendents not included in the initial series of invitations to 0025 employees. Both series of participants were encouraged to identify other employees who should be included in the inventory. Each participant was provided a personalized link via the online inventory platform, Qualtrics, yet all responses were collected anonymously by park unit.

The inventory includes seven emphasis areas of Relevancy, Diversity, and Inclusion that reflects NPS strategic goals as identified in the NPS Centennial Vision for the Second Century: (1) Co-Creation and Community Engagement, (2) Connecting Youth with Our Mission, (3) Cultural and Natural Resource Stewardship, (4) Workforce-Centered Systems and Processes, (5) Visitor Services, (6) Interpretive Programs, and (7) Other Actions and Efforts.

Information collected in the inventory included: (1) National Park Regions, (2) National Park Service Park Unit Abbreviations, and (3) Key Term Definitions, while variables for the inventory itself included: (1) Program Name, (2) Program Target Audience, (3) Geographic Location of the Program, (4) Goal(s) of the Program, (5) Aspects of RDI within the Program, (6) Program Start and End Date, (7) Program Frequency, (8) Program Funding Source, (9) Internal Program Collaborations, and (10) External Program Collaborations.

The analysis involved a three-step process: (1) Inventory of RDI programs across the entire NPS, (2) Inventory of RDI programs by Regions, and (3) Inventory of RDI programs by Park Unit.

Results

An examination of the results of the RDI inventory across the NPS reveals informative statements about what RDI programs exist. A total of 161 park units participated in the RDI inventory, resulting in a park unit response rate of 39%. The parks were evaluated based on the total number of employees as of 2017, leading to the creation of three size categories: Category A (1 to 50 employees); Category B (51 to 100 employees); and Category C (101 and more employees). Of the 161 parks that responded, 105 were classified Category A, 26 were classified Category B, and 25 were classified Category C.

In sum, 1,359 RDI programs were reported. Results showed 15.6% of reported RDI programs are focused on an internal audience; 47.5% of the baseline programs are focused on an external (visitor) audience; and 36.6% of reported programs are focused on both an external and internal audience.

When examining the trends among the RDI emphasis areas, nearly 60% of RDI programs reported were focused on either Co-creation and Community Engagement (41.4%) or Connecting Youth with Our Mission (18.4%). The majority of RDI programs reported were in RDI emphasis areas that focus on visitors. Only 9% of the reported

programs were focused on Workforce-centered Systems and Processes. Of all the programs reported, 930 RDI programs are ongoing and continue to be offered

In total, 3,653 aspects of diversity were reported for the 1,359 total programs, resulting in an average of 2.68 diversity aspects per program. Age (n=662), Ethnicity (n=456), Race (n=434), Economic Status (n=391) and Urban Population (n=361) were the dominant aspects of diversity reported across the NPS. Meanwhile, Religion, Sexual Orientation, and Veteran Status were among the least reported diversity aspects.

Of the 1,359 programs reported, 61.6% are located in three service regions: Northeast (26.8%), Midwest (18.2%), and Intermountain (16.6%). These three regions also account for the most park units reported. The remaining 38.4% of programs are scattered across the Southeast (13.6%), Pacific West (11.8%), Alaska (6.4%), National Capital (6.3%), and Washington Office (0.4%). Additional analyses within the regions highlights regional specific trends for RDI programs.

Project Background

Relevancy, Diversity, and Inclusion (RDI) is the deliberate, systematic inclusion of diverse and contrasting perspectives and viewpoints. As RDI has been adopted throughout the NPS, different initiatives enacted by NPS units, on their own and with partners, have emerged that are committed to telling new stories and engaging new audiences. While these different programs are being implemented service-wide, documentation of the progress has proven difficult as there was no uniform database cataloguing and identifying the different RDI programs and initiatives within the NPS.

Heading into the National Park Service's second century, work remains to be done around the issues of Relevancy, Diversity, and Inclusion (RDI). To gain a baseline understanding of RDI projects, a Service-wide inventory of RDI projects implemented between 2005 and 2016 was conducted.

This inventory focused on capturing the knowledge of NPS employees to honor the efforts of the Service as it seeks to build a culture supportive of RDI internally and externally. This baseline data will help guide efforts to expand RDI programs across the Service. This inventory identified initial RDI trends and practices throughout the Service that will inform the strategic plans of the Office of Relevancy, Diversity, and Inclusion and the Office of Interpretation, Education and Volunteers, and can be used as a tool for their initiatives moving forward.

Project Aims

1. Identify and describe many RDI programs that have existed between 2005 and 2016.
2. Describe where RDI programs are occurring across the NPS.
3. Identify elements of diversity commonly included in the RDI programs.
4. Describe when RDI programs have started and ended to determine how long RDI programs run within the NPS.

5. Identify whether internal base funds, internal project funds, or external funds are the primary sources that support RDI programs.
6. Describe the types of collaborations that support RDI programs.

Methods

Inventory Instrument

Initial versions of the inventory were developed by NC State in collaboration with the Office of Relevancy, Inclusion, and Diversity and the Office of Interpretation, Education, and Volunteers. As part of the study protocol, NC State worked with the Office of Relevancy, Diversity, and Inclusion and the Office of Interpretation, Education, and Volunteers to identify 15 participants, all full-time NPS employees, who agreed to complete a pilot test of the inventory and provide feedback to the research team through either (1) participation in a focus group via conference call, (2) private phone interview with a research team member, or (3) an email response. In total, nine individuals completed the pilot inventory, six of whom provided in-depth feedback to the inventory. The findings of the pilot test were used to refine the inventory through several iterative cycles of feedback from pilot test participants and the research team.

Identifying Participants for Inclusion in Study

Information for this inventory was collected from NPS employees using a web-based data collection method. Two criteria were used to select employees who would provide information for the inventory. First, participants were included based on employee occupational series classification. A first wave of participation invitations was sent via email to all NPS employees who were classified as series 0025 in fall of 2016. Series 0025 employees were selected because it would provide a wide representation of general park rangers and superintendents, general cultural resources and natural resources, education and training professionals, maintenance supervisors, and RDI employees across the NPS. Security protocols within the NPS delimit the total number of invitations that can be distributed via email. To avoid triggering NPS email spam filters, we were limited to including fewer than 5,000 participant emails.

Each identified employee received an invitation to participate in the online inventory conducted using Qualtrics. Potential participants were provided with a personalized link to the inventory that allowed the research team to capture responses by park unit.

The potential participant was instructed to identify and encourage employees within their unit who would be well equipped to participate in the inventory. This snowball sampling approach was used to identify participants for inclusion in the study.

The second criteria for participant inclusion was determined by occupational series classification. A second wave of participation invitations was sent via email to all NPS Park Superintendents not included in the initial series 0025 invitations. Park Superintendents were determined to be an effective way of ensuring that every park unit received an invitation to participate in the Service-wide inventory. As with the series 0025 sampling, each Park Superintendent received an invitation to participate in the online inventory via a personalized link to the Qualtrics inventory. The Park Superintendents were instructed to identify employees who should be included in the inventory. The identification of employees by Park Superintendents was used to identify participants for inclusion in the study.

RDI Emphasis Areas

The inventory was comprised of seven sections that reflected NPS emphasis areas that were developed as part of the NPS Centennial Vision for the Second Century. Each inventory section is defined below with examples.

1. Co-Creation and Community Engagement

Co-creation and community engagement involves partnering with communities to create meaningful experiences. It includes dialogue engagement aimed at broadening relevance to people that historically have not seen themselves represented within the NPS, as well as working with traditional and non-traditional partners to create a more welcoming environment and strengthening connections to neighboring communities.

Examples of co-creation and community engagement strategies include, but are not limited to:

- Partnering with communities to develop park events
- Instituting community feedback into the creation of programs
- Seeking and establishing new relations with communities, organizations, and individuals that traditionally have not been engaged with the NPS

2. Connecting Youth with Our Mission

This includes connecting youth to our national parks as a means to develop the next generation of conservation stewards, thus ensuring a highly skilled diverse workforce pipeline.

Examples of connecting youth with our mission include, but are not limited to:

- Partnering with diverse youth-serving organizations for experiential and employment purposes
- Working with schools and educational programs targeting minority students
- Engaging youth in the development of programs and products

3. Cultural and Natural Resource Stewardship

This includes work focused on the research, study, preservation, and conservation of our nation's cultural and natural heritage.

Examples of cultural and natural resource stewardship include, but are not limited to:

- Amending National Historical Landmarks (NHL) and National Register of Historic Places (NR) nominations to include more diverse histories
- Exploring opportunities to integrate the natural and cultural stories to shape interpretive programming
- Employing diverse scholars to help find and elevate a more inclusive American story

4. Workforce-Centered Systems and Processes

This includes efforts focused on employee morale and empowering the workforce by improving our web presence, boosting internal communications, streamlining processes, connecting resources to opportunities, and creating effective talent management systems that are absolutely necessary for building an inclusive environment.

Examples of workforce-centered systems and processes include, but are not limited to:

- Developing a recruitment strategy to attract diverse candidates
- Ensuring that all print and digital material is accessible
- Actively use contracting authorities that reach diverse and disadvantaged contractors and federal financial aid recipients
- Building customer service driven administrative and business services
- Integrating relevancy, diversity, and inclusion into developmental opportunities for employees

5. Visitor Services

This includes efforts to ensure the protection of resources and enhance visitors' experience and safety.

Examples of visitor services includes, but are not limited to:

- Incorporating accessibility into maintenance, design and programming
- Training staff on inclusive customer service practices
- Providing information and materials in multiple formats and languages
- Creating positive visitor experience through proactive, positive and educational encounters with park rangers/park police

6. Interpretive Programs

This includes efforts related to traditional and non-traditional interpretive programs.

Examples of interpretive programs include, but are not limited to:

- Expanding interpretive themes to include broader and diverse stories
- Providing multiple delivery techniques to connect to diverse audiences
- Non-personal and personal services are geared to reach non-traditional communities and audiences
- Ensuring that internal park programming and external efforts to engage communities are aligned and strategically implemented

7. Other Actions and Efforts

This includes any Relevancy, Diversity, and Inclusion actions and efforts related to NPS operations that do not fit under the previous section categories.

Project Variables

National Park Service Regions

The NPS is divided into seven geographic regions: Alaska, Intermountain, Midwest, National Capital, Northeast, Pacific West, and Southeast. All the regions were represented in the inventory. An eighth region was added to the analysis – Washington Office – to capture RDI actions or programs that were facilitated through one of the formal Program Offices in Washington DC.

National Park Service Park Unit Abbreviations

There were 409 park units in the NPS at the time of this inventory. Inventory responses were captured and catalogued by the four-letter park unit abbreviation. The park units were further classified into their respective NPS Regions to allow for an analysis of RDI programs by Park Unit and Regions.

Key Term Definitions

Participants were provided with definitions for Relevancy, Diversity, and Inclusion. They were prompted “[w]hen deciding if an action or effort pertains to one or more aspects of relevancy, diversity and inclusion please refer to the following definitions:”

Relevancy is achieved when all Americans are able to establish a personal connection to the NPS parks and programs, and find meaning and value in the mission of the NPS. Relevancy actions or efforts are those that build a connection between traditional and new stakeholders, internally and externally.

Diversity represents the practice of actively incorporating people of different backgrounds, perspectives, thoughts, and beliefs throughout the organization to ensure that NPS is advantaged by the best thinking possible. Diversity represents the wide range of visible and invisible differences and similarities that make each of us unique.

Inclusion is the practice of intentionally building a culture that is flexible, values diverse ideas, and embraces the meaningful participation of all.

Inventory Variables

Program Name

The program name question asked, “What is the name of the relevancy, diversity and inclusion action or effort? If available, please provide a website URL or link to this action or effort.”

Program Target Audience

This question asked, “Is this an external-focused or internal-focused action or effort?” The response categories included: (1) External-focused (2) Internal-focused and (3) Both External and Internal. External-focused was defined as programs geared towards visitors, communities or partners. Internal-focused was defined as any program geared towards the operation of a NPS unit/office.

Geographic Location of the Program

Respondents were asked, “Please provide the city, state and zip code for each location the action or effort is offered. If applicable also list the NPS units/offices responsible for the action or effort.” Zip code will be used to transition the database into an online interactive platform. Responses were captured as text string variables.

Goal(s) of the Program

This question asked, "What are the goals of the action or effort? Leave blank if you do not know the goals." Responses were captured as text string variables.

Aspects of RDI within the Program

Aspects of RDI refer to the 14 elements listed below. Respondents were asked, "Does the action or effort intentionally incorporate any of the following aspects of diversity? (Check all that apply)" for 14 categories: (1) Ability (2) Age (3) Economic Status (4) Ethnicity (5) Gender (6) Non-English Speaker (7) Race (8) Religion (9) Sexual Orientation (10) Tribal Communities (11) Urban Populations (12) Veteran Status (13) Other and (14) Not Applicable. Because respondents could check all that applied, 14 dichotomous variables were recorded as (0) no or (1) yes. Each variable prompted the respondent to "please specify." Those responses to each dichotomous variable were captured as text string variables.

Program Start and End Date

This question asked the respondent to select the start date of the program and the end date of the program. Category options for the start date included: (1) 2005 (2) 2006 (3) 2007 (4) 2008 (5) 2009 (6) 2010 (7) 2011 (8) 2012 (9) 2013 (10) 2014 (11) 2015 and (12) 2016. The category options for the end date included: (1) 2005 (2) 2006 (3) 2007 (4) 2008 (5) 2009 (6) 2010 (7) 2011 (8) 2012 (9) 2013 (10) 2014 (11) 2015 (12) 2016 and (13) Ongoing.

Program Frequency

This question asked, "How often does this action or effort occur?" The nine response categories included: (1) Daily (2) Weekly (3) Monthly (4) Seasonally (5) Annually (6) One time event (7) Periodically or as needed (8) Other, please specify and (9) Don't Know. The 'Other' variable prompted the respondent to "please specify." Responses to that dichotomous variable were captured as text string variables. Daily was defined as programs occurring at least once a day. Weekly was defined as programs occurring at least once a week. Monthly was defined as programs occurring at least once a month. Seasonally was defined as programs occurring at least once a season (e.g., fall, winter, spring, summer). Annually was defined as programs that are offered only once a year for a specific length of time (e.g., may be an hour-long or week-long celebration).

Program Primary Funding Source

This question asked, "Aside from staffing and fixed costs, what is the primary source of funding for the action or effort?" The five response categories were: (1) Internal Base

Funds (2) Internal Project Funds (3) NPS Mission Focused Partner, please specify (4) External Partner Funds, please specify and (5) Don't Know. NPS Mission Focused Partner was defined as organizations who support the NPS, such as Friends' Groups, Cooperating Associations, National Park Foundation, National Parks Conservation Association. External Partner Funds was defined as all other funding sources. The 'NPS Mission Focused Partner' and 'External Partner Funds' variables prompted the respondent to "please specify." Those responses to each dichotomous variable were captured as text string variables.

Internal Program Collaborations

This question asked, "Did you collaborate with other NPS units/offices during the planning or implementation of this action or effort?" Respondents were asked to choose from 3 categories: (1) Yes (2) No and (3) Don't Know.

External Program Collaborations

This question asked, "Did you collaborate with either NPS Mission Focused Partners or other external partners during the planning or implementation of this action or effort?" Respondents were asked to choose from 3 categories: (1) Yes (2) No and (3) Don't Know. NPS Mission Focused Partner was defined as organizations who support the NPS, such as Friends' Groups, Cooperating Associations, National Park Foundation, National Parks Conservation Association.

Data Collection Protocol

Data collection began November 2016 and ended February 2017. Qualtrics, an online survey platform, was used to administer the inventory and collect responses. All responses were collected anonymously by park unit. The inventory followed a modified Dillman (2011) protocol. Prior to the launch of the inventory, an electronic memorandum was released by the Deputy Director of Operations to introduce the inventory to NPS employees. An article that described the project was also written and released in "Inside NPS" for employees to read that coincided with the initial contact email release. An initial contact email was distributed to the Series 0025 employees in November. Four follow-up emails were sent to non-respondents in subsequent weeks.

An electronic memorandum was sent by the Program Manager for the Office of Relevancy, Diversity, and Inclusion prior to the initial contact email being distributed to the Park Unit Superintendents. Three follow-up emails were sent to non-respondents in subsequent weeks.

In each email, respondents were instructed to contact one of the research team members to request a personalized link to the Qualtrics inventory for fellow NPS colleagues who were not included in the original sample population but who could contribute to the inventory. Snowball participants that were identified by either Series 0025 employees or Park Unit Superintendents were sent an initial contact email on a rolling basis. Non-respondents received up to three follow up emails prompting their participation in the inventory.

In total, 3,120 personalized links were sent to NPS employees; of that, 1,809 links started completing the inventory. A total of 1,730 links completed the inventory, resulting in a personalized link response rate of 55%. While respondents were instructed to only complete the inventory using a custom personalized link, several park units had submitted multiple employee responses using one link. Therefore, the response rate reflects the number of links used to fully complete the inventory and does not reflect an individual respondent response rate. From the 1,730 links a total of 1,864 RDI programs were reported. Incomplete data were removed from the dataset; cases where neither a Program Name nor Program Goal are reported were also removed from the dataset. In total, 1,359 RDI programs met our basic inclusion criteria and remained in the final dataset and are presented in this report.

All protocols were approved by the North Carolina State University Institutional Review Board.

Analysis

Data were analyzed using SPSS version 24 (Cary, NC). Descriptive and frequency statistics were used to describe RDI programs. Our analysis involved a three-step process: (1) Inventory of RDI programs across the entire NPS (2) Inventory of RDI programs by Regions and (3) Inventory of RDI programs by Park Unit.



01

NPS SERVICE-
WIDE



Results for the NPS Service-wide Analysis

Overview of NPS Service-wide Results

A total of 161 park units participated in the RDI inventory, resulting in a park unit response rate of 39%. The parks were evaluated based on the total number of employees as of 2017. Three categories were created: Category A (1 to 50 employees); Category B (51 to 100 employees); and Category C (101 and more employees). Of the 161 parks that responded, 105 were classified Category A, 26 were classified Category B, and 25 were classified Category C. In sum, 1,359 RDI programs were reported.

1. RDI Emphasis Areas

Across the NPS, Co-creation and Community Engagement, Connecting Youth with Our Mission, and Visitor Services were the highest reported RDI emphasis areas (Table 1). Nearly 60% of all reported RDI programs were in two RDI emphasis areas: Co-creation and Community Engagement, and Connecting Youth with Our Mission. The RDI emphasis areas of Cultural and Natural Resources Stewardship, Interpretive Programs, and Workforce-Centered Systems and Processes respectively represented less than 10% of all reported RDI programs.

Table 1. Ranking of RDI Emphasis Areas

Rank	Section type	Frequency
1	Co-creation and community engagement	563
2	Connecting youth with our mission	251
3	Visitor services	158
4	Cultural and natural resources stewardship	122
5	Interpretive programs	122
6	Workforce-centered systems and processes	121
7	Other actions and efforts	22
	Total	1359

2. Program Audience

Most of the reported RDI programs were externally focused (Figure 1). There were 5 programs that did not respond to the question. Almost 500 programs reported being both internally and externally focused, while 212 programs were internally focused.

Program Target Audience

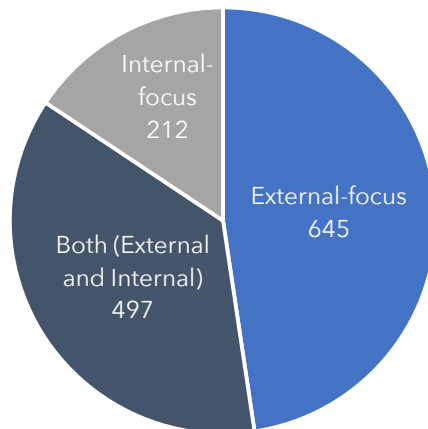


Figure 1. Target Audience for RDI Programs across the NPS

3. Aspects of Diversity Incorporated into Programs

Programs were targeted to attract participants that represented one of the 14 aspects of diversity. According to the inventory respondents, the five most reported aspects of diversity intentionally incorporated into the reported RDI programs were Age, Ethnicity, Race, Economic Status, and Urban Population (Table 2). These top reported aspects of diversity were reported nearly 10 times more often than diversity aspects such as Sexual Orientation and Veteran Status. Religion was reported 5 times less than the top diversity aspects. Tribal Communities, Ability, Gender, and Non-English speakers were reported approximately 2.5 times less frequently than the top aspects of diversity.

Table 2. Ranking of Aspects of Diversity (reported YES)

Rank	Diversity Aspect	Frequency
1	Age	662
2	Ethnicity	456
3	Race	434
4	Economic Status	391
5	Urban Populations	361
6	Tribal Communities	260
7	Ability	255
8	Gender	249
9	Non-English Speaker	222
10	Religion	121
11	Sexual Orientation	98
12	Not applicable	96
13	Other	73
14	Veteran Status	70

Trends of Total Aspects of Diversity in RDI Programs

Out of 1,359 programs, 336 reported RDI programs only incorporated one aspect of diversity. However, 58% of the programs included two or more aspects of diversity (Figure 2). 226 programs reported two diversity aspects; 183 programs reported three diversity aspects and 114 programs reported four diversity aspects. There were 112 programs that did not specify any diversity aspects and 95 programs did not select any of the listed diversity aspects categories on the inventory.

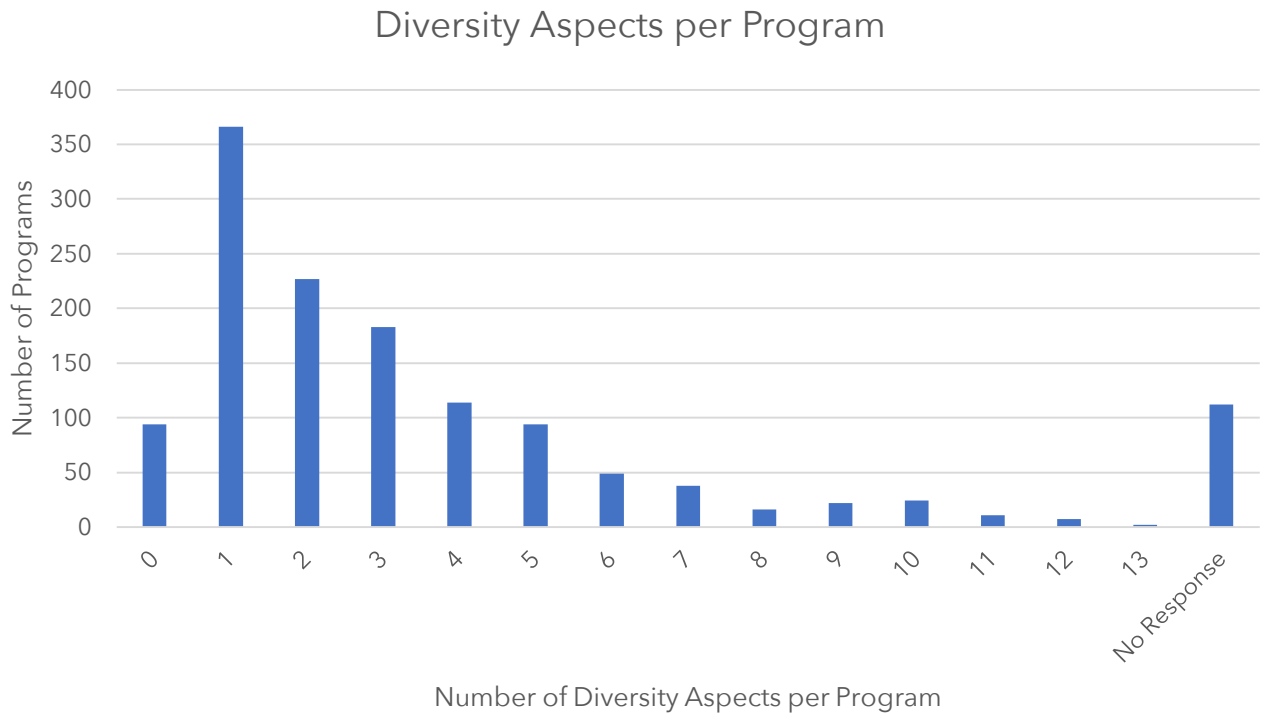


Figure 2. Number of Diversity Aspects Per Program across the NPS

Trends of Diversity Aspects by RDI Emphasis Areas

Within the 1,359 RDI programs, there were 3,652 aspects of diversity occurrences reported. The top 3 aspects of diversity intentionally incorporated in each program varies according to RDI emphasis area (Figure 3). For example:

- Co-Creation and Community Engagement: Ethnicity; Age; Race
- Connecting Youth with Our Mission: Age; Race; Ethnicity
- Workforce-centered Systems and Processes: Age; Ethnicity; Race
- Cultural and Natural Resources Stewardship: Ability; Ethnicity; Race
- Visitor Services: Ability; Non-English Speakers; Age
- Interpretive Programs: Age; Race; Ethnicity

Examination of each diversity aspect by RDI emphasis area indicates unique trends. A detailed breakdown of each diversity aspect specific to each RDI emphasis area is provided in Figures 4-16.

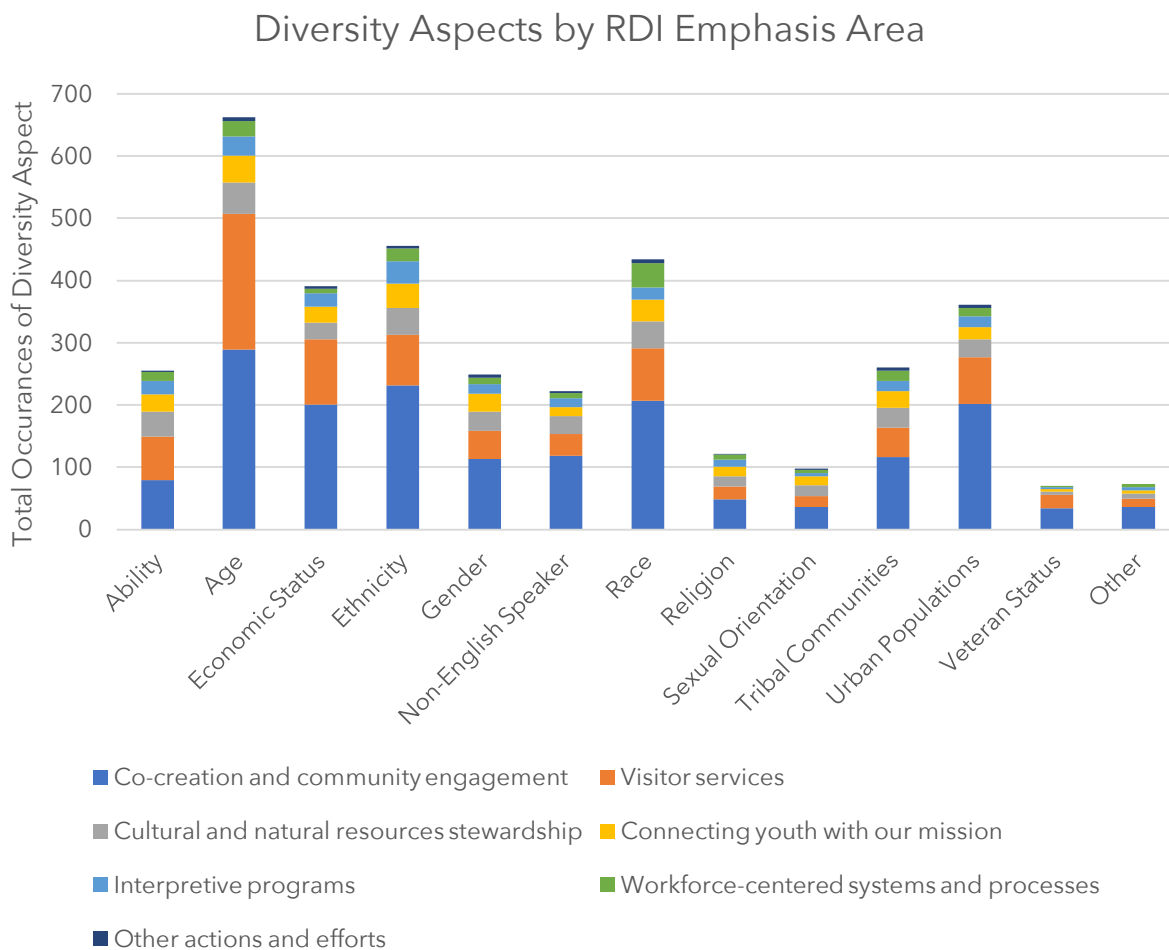


Figure 3. Trends of diversity aspects within each RDI emphasis area across the NPS

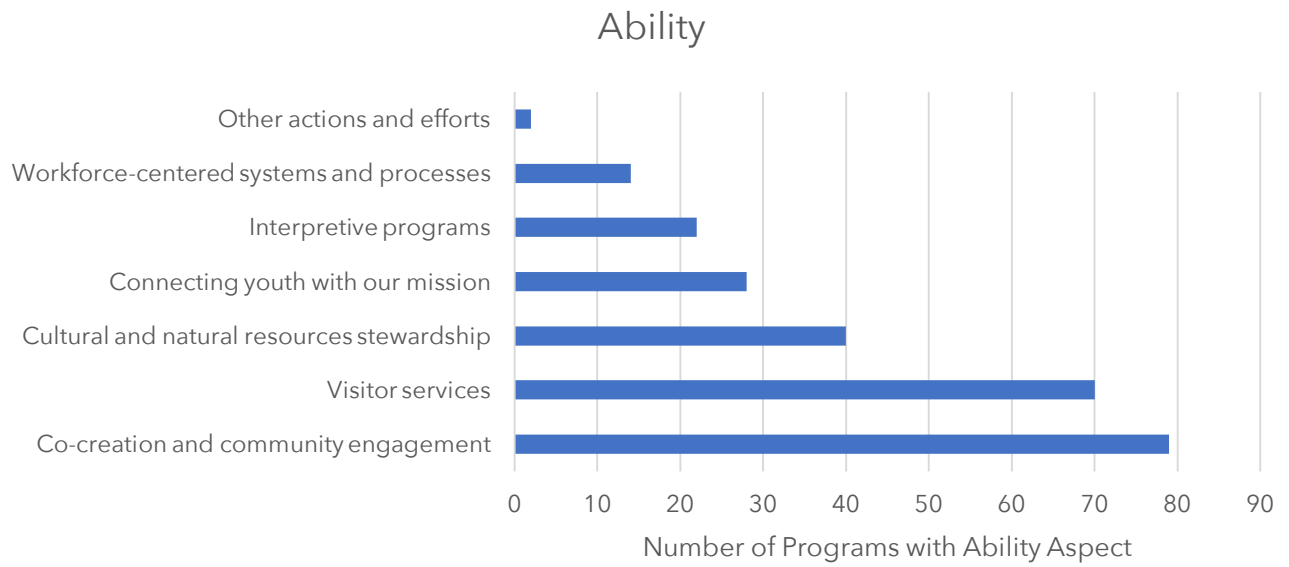


Figure 4. Ability aspects by RDI emphasis area reported across the NPS

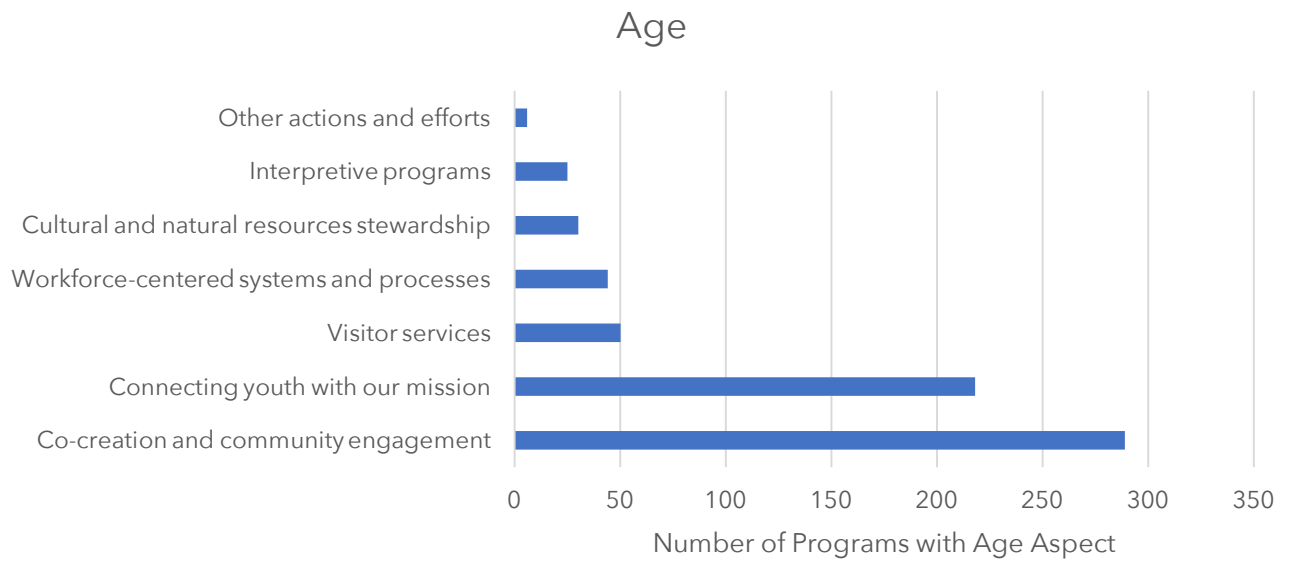


Figure 5. Age aspects by RDI emphasis area reported across the NPS

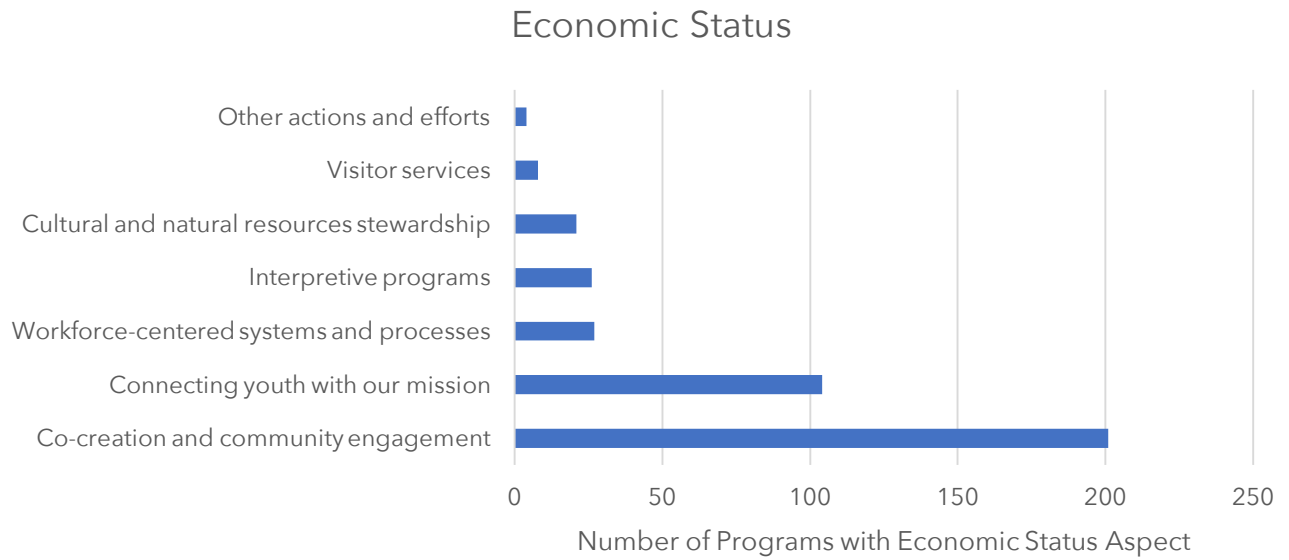


Figure 6. Economic status aspects by RDI emphasis area reported across the NPS

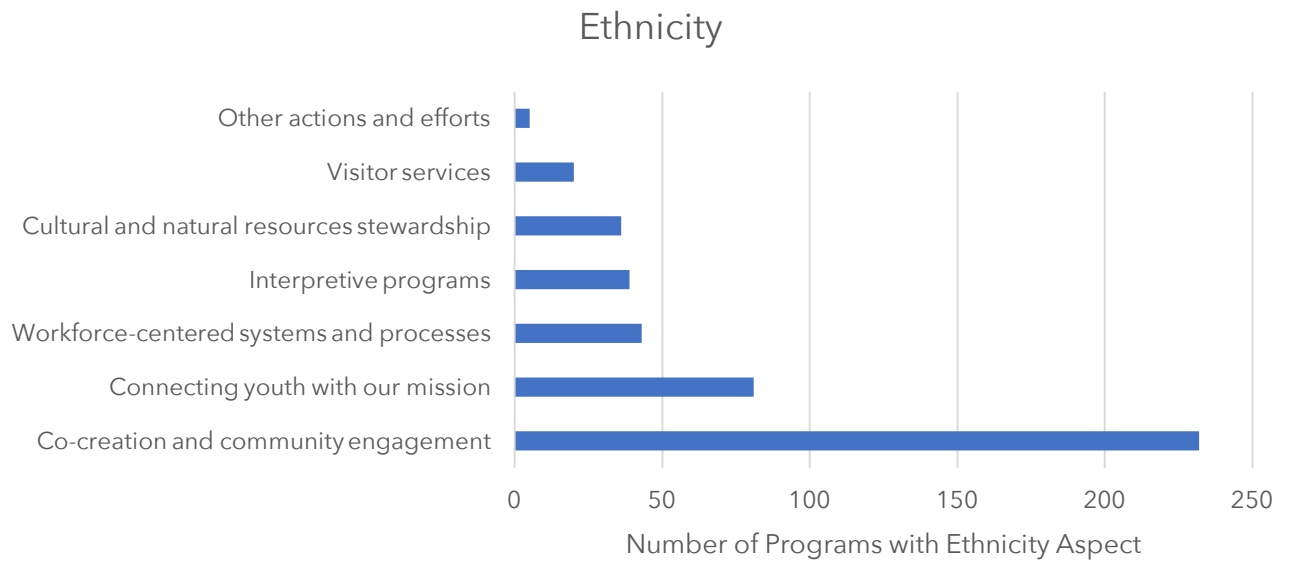


Figure 7. Ethnicity aspects by RDI emphasis area reported across the NPS

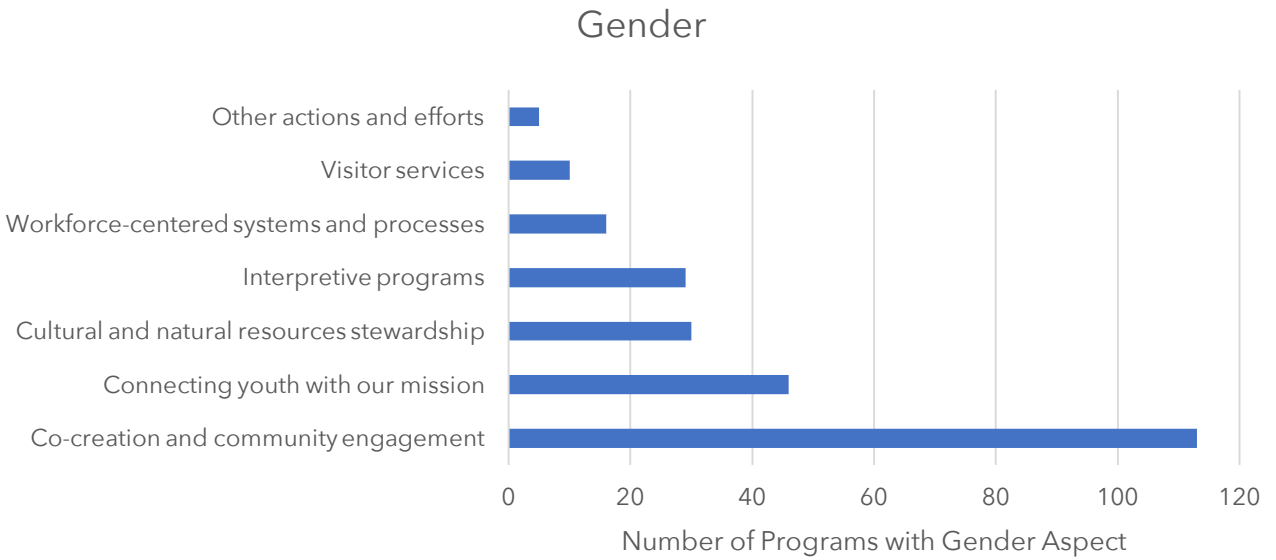


Figure 8. Gender aspects by RDI emphasis area reported across the NPS

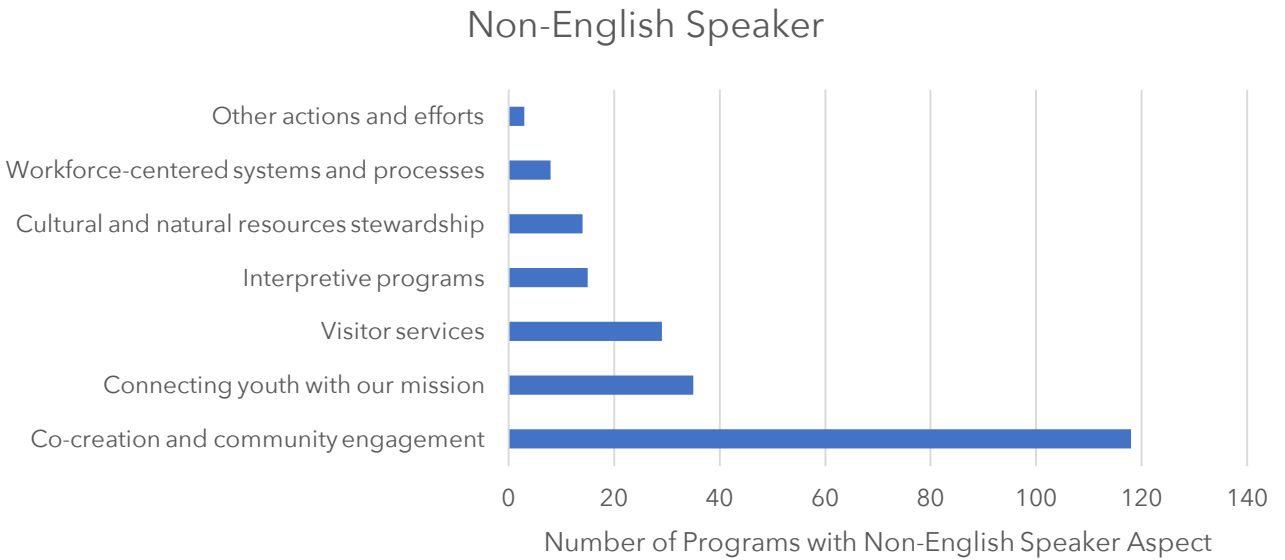


Figure 9. Non-English Speaker aspects by RDI emphasis area reported across the NPS

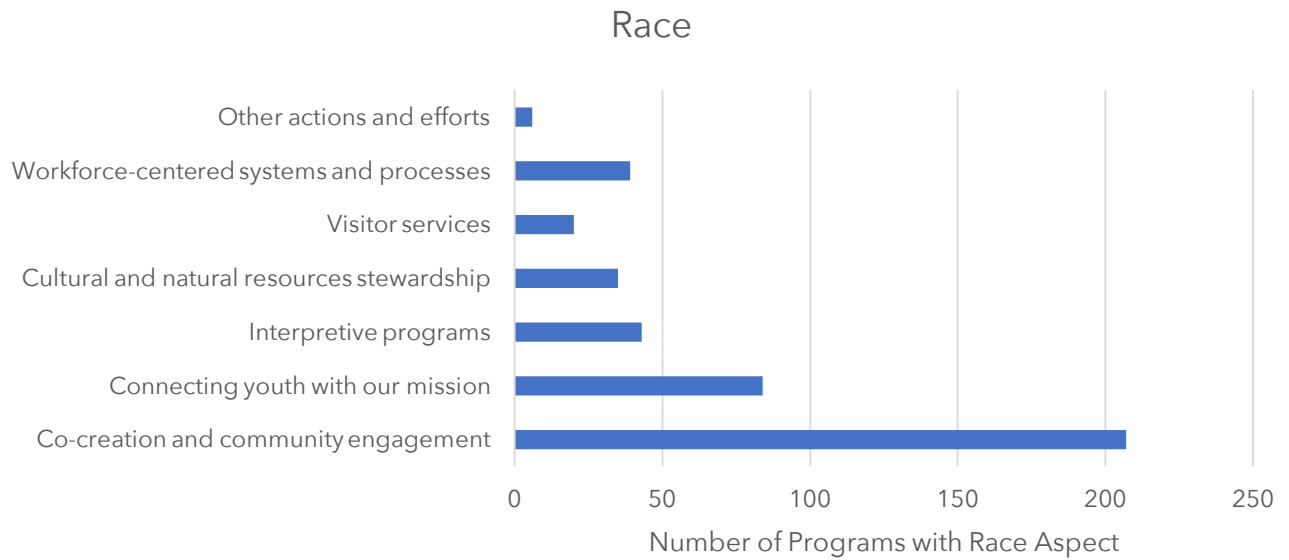


Figure 10. Race aspects by RDI emphasis area reported across the NPS

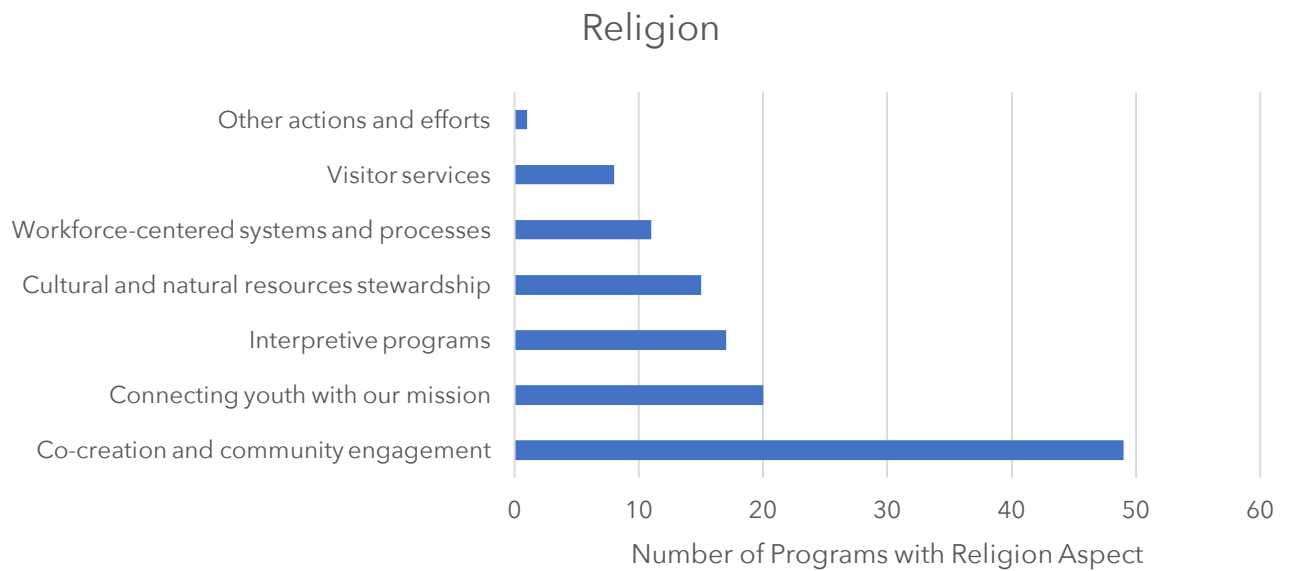


Figure 11. Religion aspects by RDI emphasis area reported across the NPS

Sexual Orientation

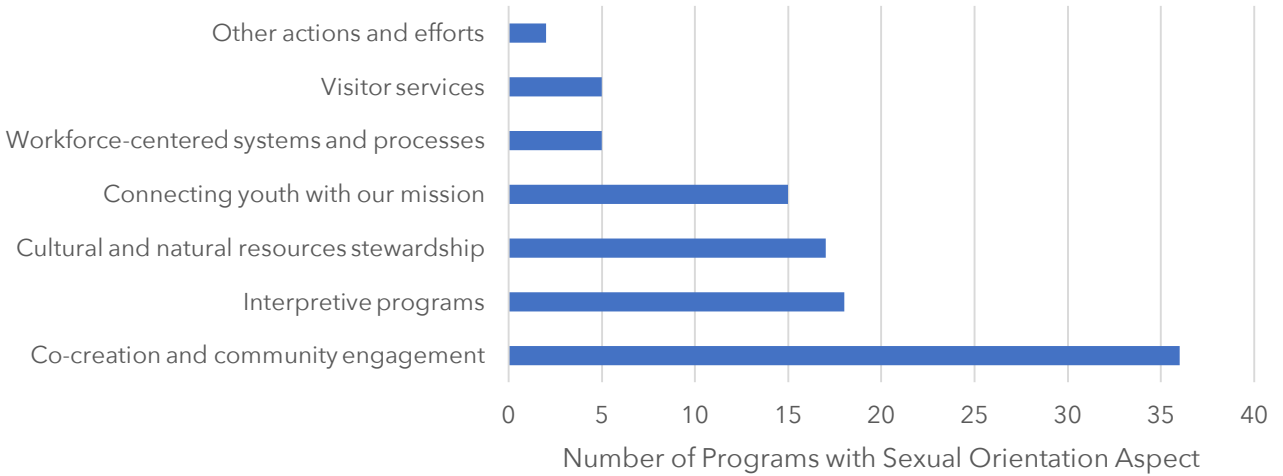


Figure 12. Sexual orientation aspects by RDI emphasis area reported across the NPS

Tribal Communities

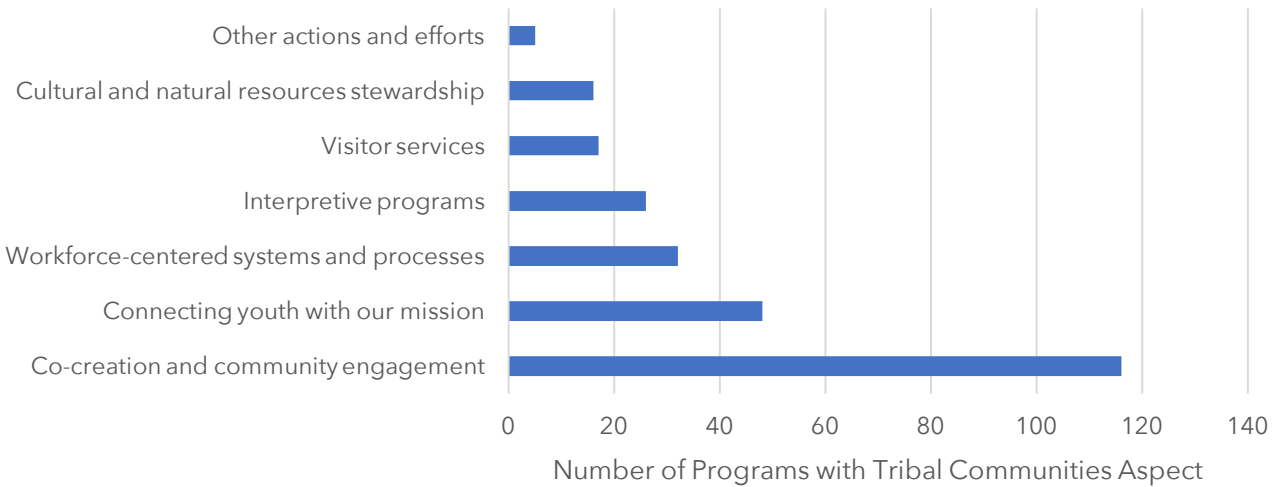


Figure 13. Tribal community aspects by RDI emphasis area reported across the NPS

Urban Populations

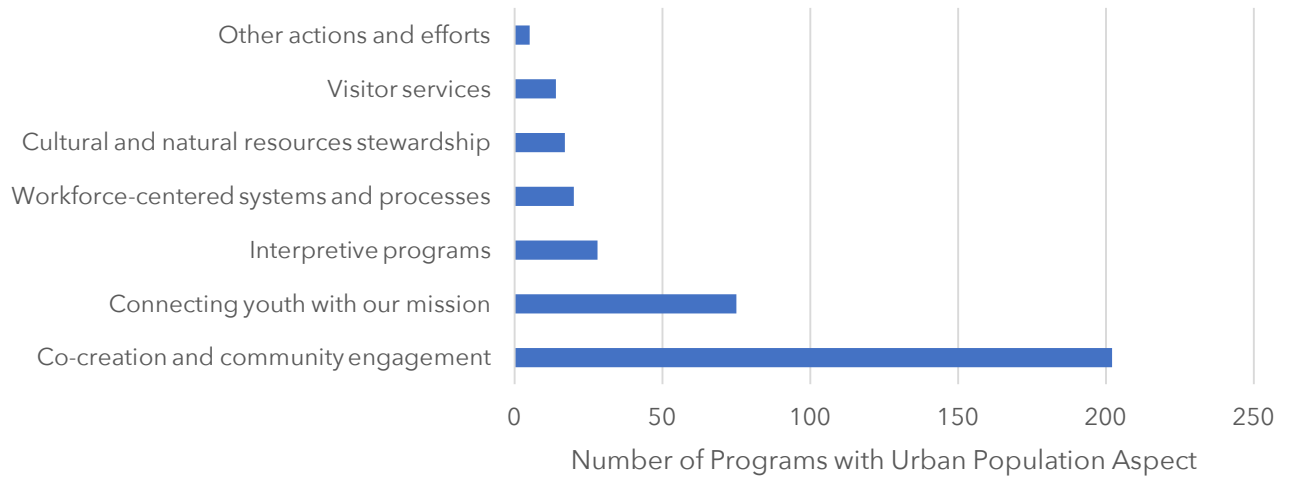


Figure 14. Urban population aspects by RDI emphasis area reported across the NPS

Veteran Status

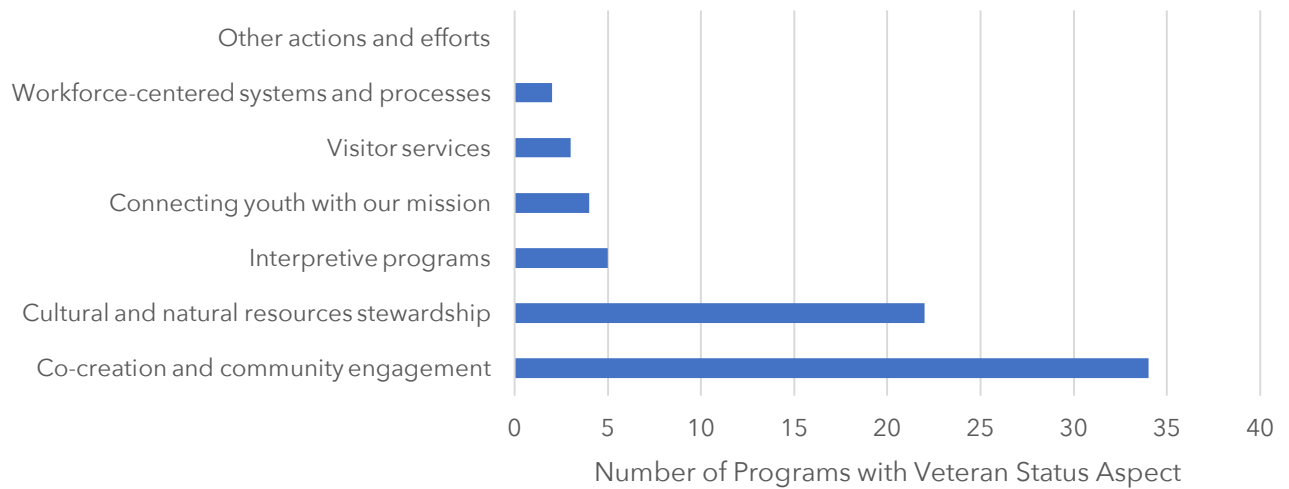


Figure 15. Veteran status aspects by RDI emphasis area reported across the NPS

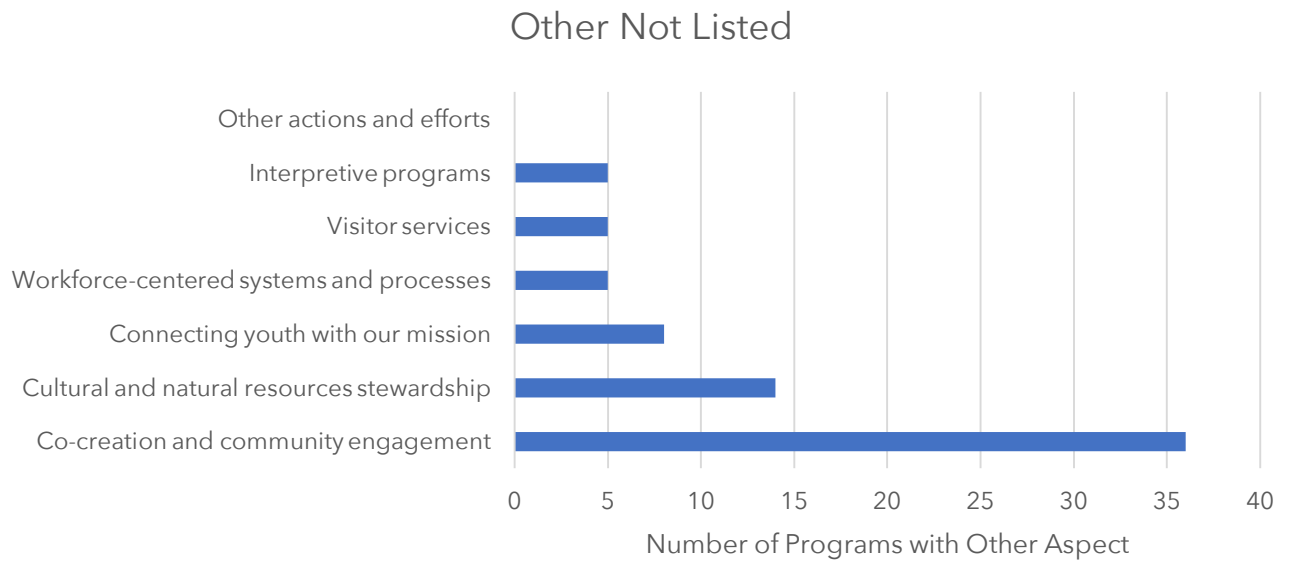


Figure 16. Other aspects not listed by RDI emphasis area reported across the NPS

4. Program Start and End Dates

The RDI inventory asked respondents to report RDI programs that occurred between 2005 to 2016. According to respondents, 209 programs were begun in 2005. This number may also capture programs started prior to 2005, but that were running in 2005, and therefore included by respondents. Between 2005 and 2013, 398 programs were reported. Beginning in 2013, the annual number of RDI programs trends upwards. 2014 ushered in 151 programs. 184 programs were initiated in 2015. In 2016, 256 RDI programs were started (Figure 17). From 2006 onwards, there is a steady increase in the number of RDI programs being started each year.

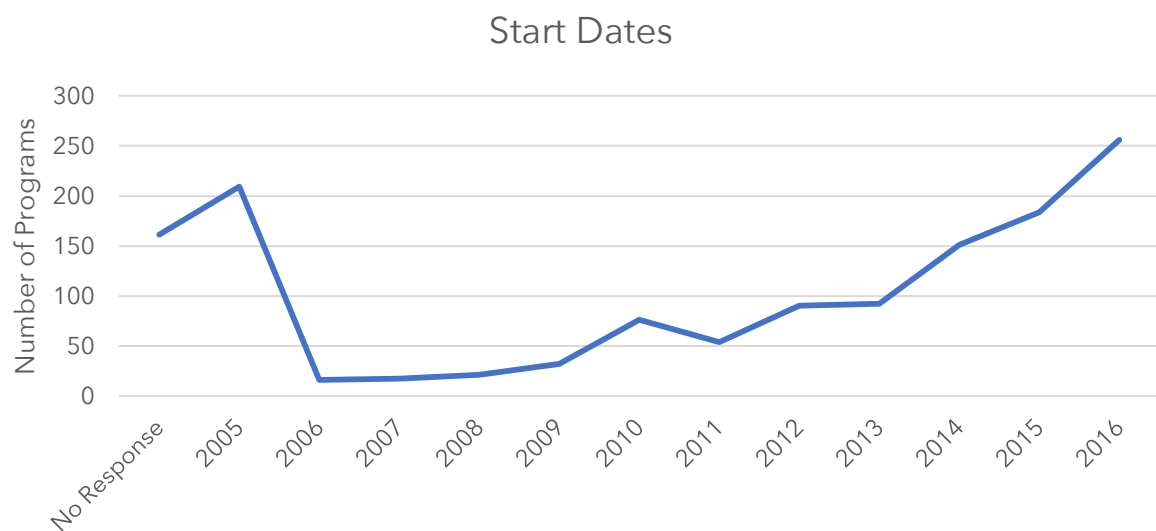


Figure 17. Start dates for reported RDI programs across the NPS

Of all the programs reported, 930 RDI programs are ongoing and continue to be offered (Figure 18). Between 2005 and 2008, 9 programs ended. Beginning in 2009 and continuing through 2016 there is an increase in the number of RDI programs being discontinued. In 2011, 12 programs ended. By 2016, the number of RDI programs that were discontinued had reached 140.



Figure 18. End dates for reported RDI programs across the NPS

Trends RDI Program Length

An examination of the program start and end dates reveals that the majority of RDI programs are still ongoing. The second most frequently reported program length was programs lasting less than one year (n=179). 43 programs ran for one year; 30 programs ran for two years. Few reported programs were longer than three years. However, there were programs that lasted up to 11 years (Table 3).

Table 3: RDI Program Lengths

Program Length (Years)	Frequency
Less than 1 year	179
1	43
2	30
3	19
4	10
5	7
6	5
7	2
8	2
9	6
11	1
Ongoing	930
No Response	125
Total	1359

5. Program Frequency

Of the 1,359 RDI programs, 240 reported RDI programs are conducted annually. 224 are run periodically as determined by the park, while 222 RDI programs are conducted seasonally. 13% of the RDI programs were run daily. 162 RDI programs were conducted as one-time events. Approximately 4% of RDI programs are run either weekly or monthly, respectively. There were 164 programs that did not specify the frequency, and 41 programs that did not select any of the listed frequency categories on the inventory.

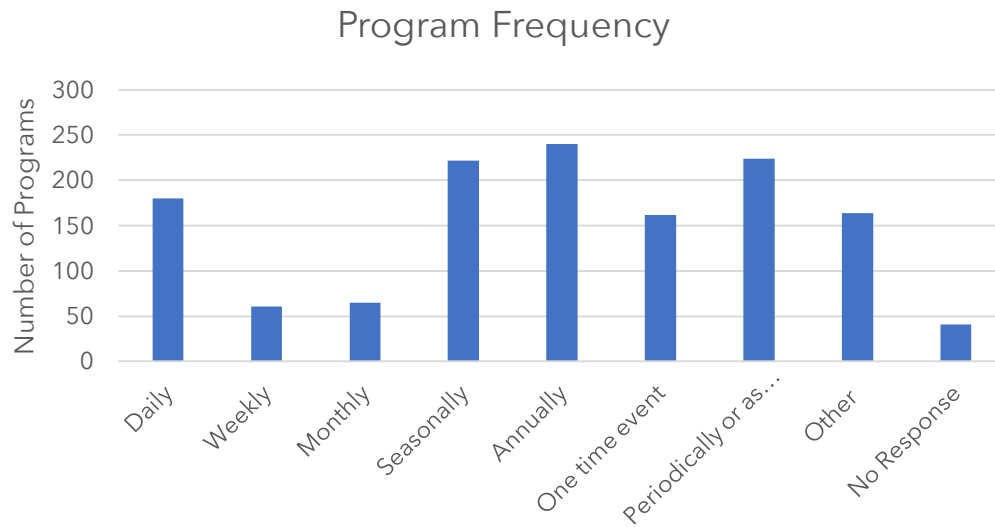


Figure 19. Frequency of reported RDI programs across the NPS

6. Primary Program Funding Sources

Internal base funds supported 618 of the 1,359 RDI programs (Figure 20). Additional support was found by Internal project funds for 220 programs. Internal funding, base funds, and project funds, were the primary funding sources for over 60% of the reported programs. External partner funds were the primary funding for 154 programs while NPS mission focused external partners was the primary funding for 125 programs. There were 216 programs for which the respondent did not know where the funding came from. See Appendix A for a list of all reported external funding partners.

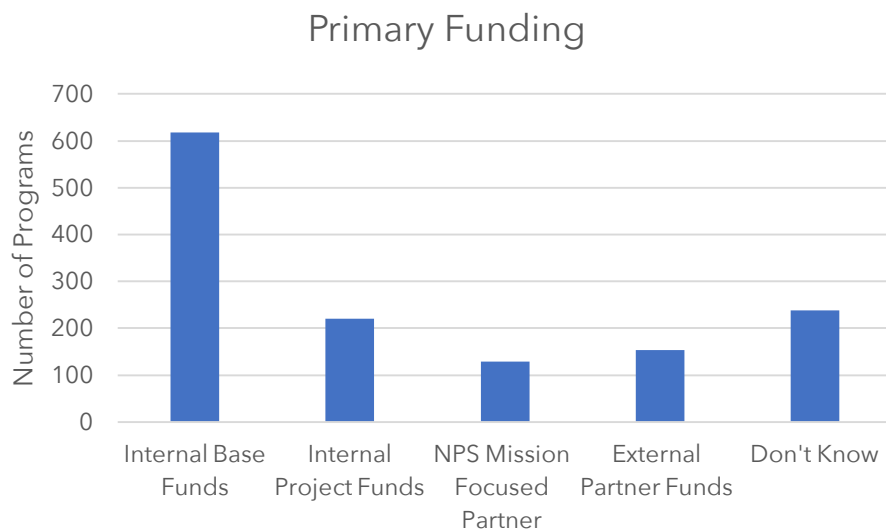


Figure 20. Sources of primary funding for RDI programs across the NPS

Trends of Primary Funding for Diversity Aspects

A further examination of the primary funding source provides interesting trends. For example, when we examine the 3,652 occurrences of diversity aspects, we find that the most commonly reported aspects of diversity were Age (n=264), Ethnicity (n=201), and Race (n=180). The least commonly reported aspects of diversity were: Sexual Orientation (n=46), Veteran Status (n=37), and Other (n=33). All of these aspects were funded primarily through internal base funds (Figure 21).

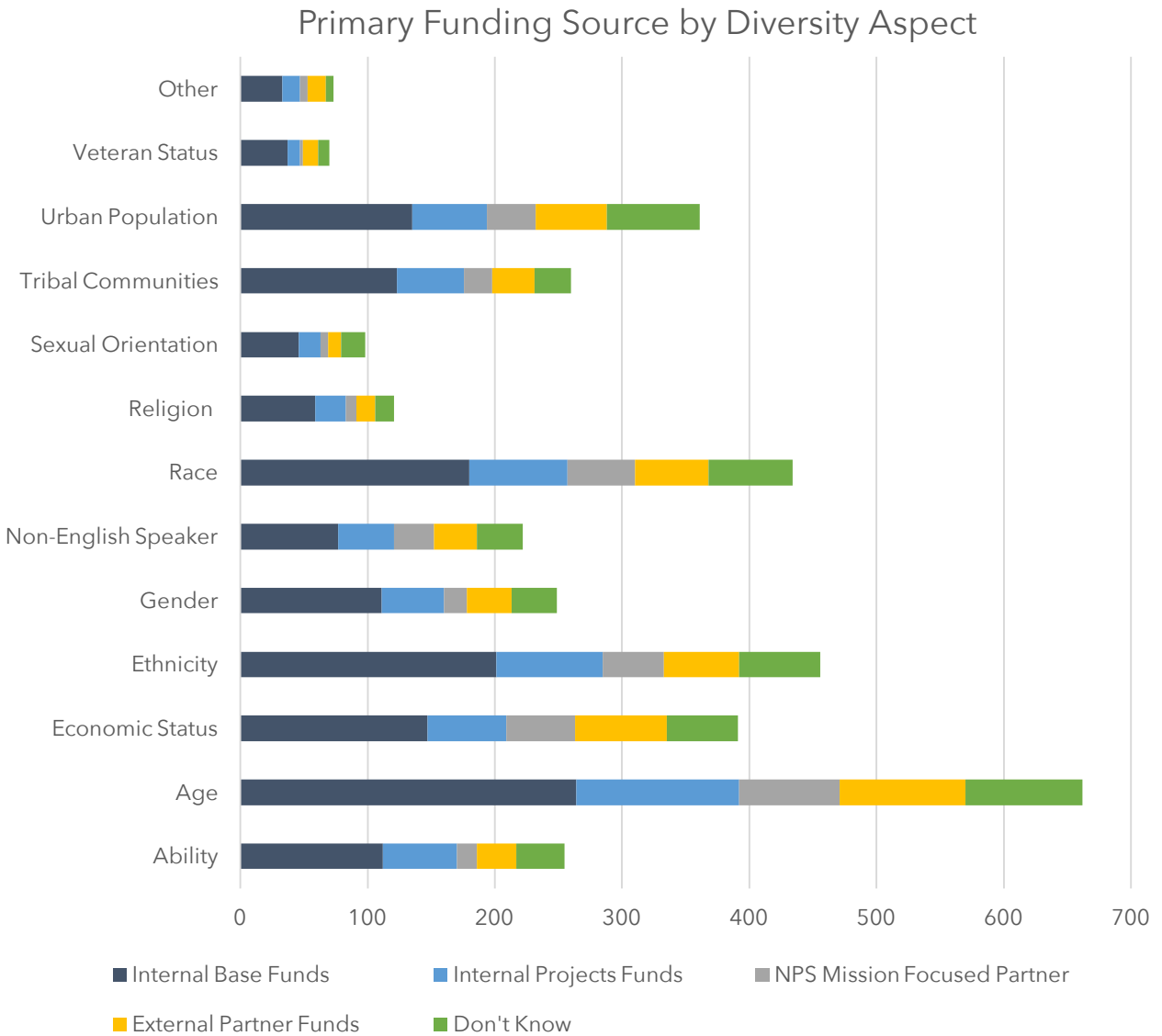


Figure 21. Sources of primary funding for RDI programs across the NPS by Diversity Aspect

7. Program Collaboration Trends

Trends of Internal Collaborations

518 programs benefited from collaboration with other NPS units/offices during the planning or implementation phase. 635 programs did not collaborate with other NPS units/offices; 143 programs did not know if internal collaboration occurred (Figure 22).

Internal Collaborations

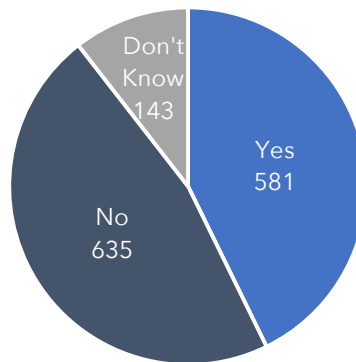


Figure 22. Internal Collaboration Trends across the NPS

Trends of Internal Collaborations among Diversity Aspects

Figure 23 shows the breakdown of internal collaborations for each occurrence of diversity aspect. For instance, slightly more than half of all programs incorporating ability were collaborating internally.

Internal Collaborations by Diversity Aspect

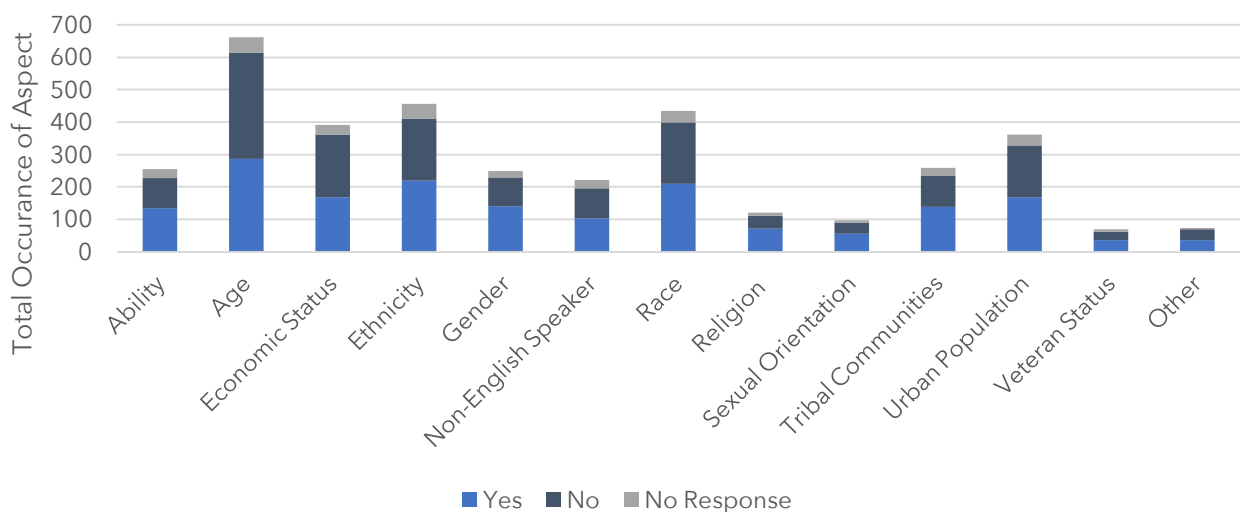


Figure 23. Internal collaboration trends by diversity aspect across the NPS

Trends of External Collaborations

733 programs collaborated with external partners during the planning or implementation phase. 416 programs did not collaborate with external partners; 209 programs did not know if external collaboration occurred (Figure 24).

External Collaborations

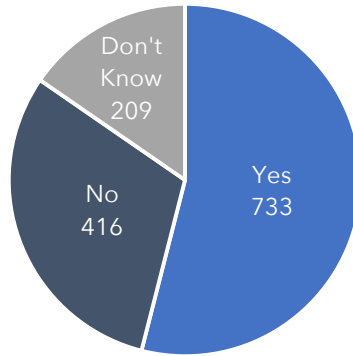


Figure 24. External Collaboration Trends across the NPS

Trends of External Collaborations among Diversity Aspects

Figure 25 shows the breakdown of external collaborations for each occurrence of diversity aspect. For instance, 62% of all programs incorporating age were collaborating with external partners.

External Collaborations by Diversity Aspect

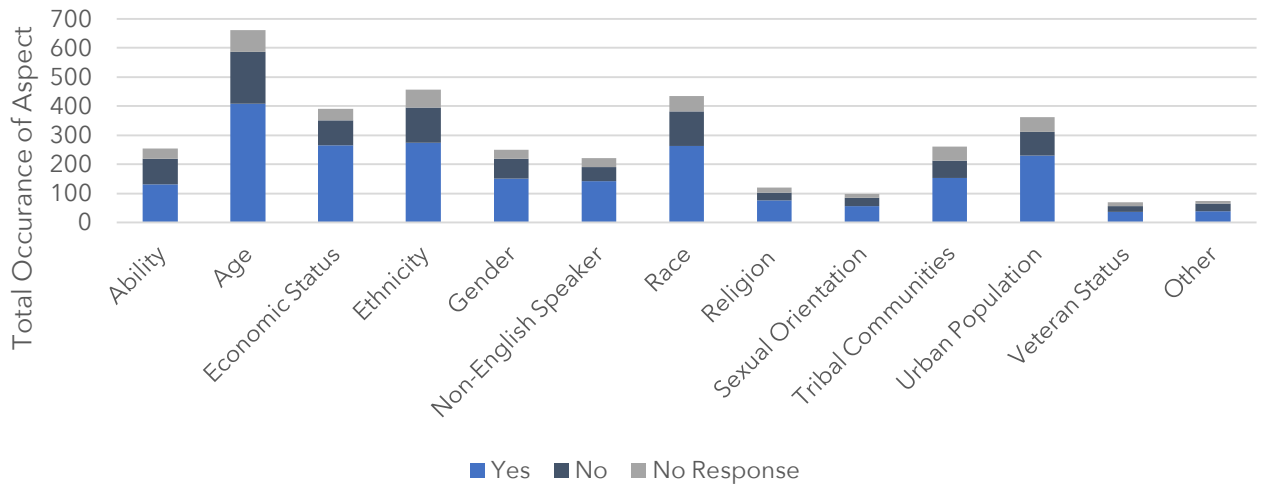


Figure 25. External collaboration trends by diversity aspect across the NPS

02

ALASKA REGION





National Park Service Regional Offices

Alaska Region Analysis

Overview of the Region

A total of 8 park units responded, for a 34.8% total response rate in the Alaska region. Within the region, a total of 87 RDI programs were reported. The units within this region that participated in the inventory are indexed below.

The following park units in the Alaska region in Category A (1 to 50 employees) include: Fairbanks Interagency Visitors Center, Gates of the Arctic, Lake Clark National Park, Sitka National Historical Park, and Western Arctic National Parklands.

The following park units in the Alaska region in Category B (51 to 100 employees) include: Glacier Bay National Park.

The following park units in the Alaska region in Category C (101 or more employees) include: Denali National Park, and the Alaska Regional Office. See Appendix B for a listing of RDI programs by park unit.

In the following seven sections, trends in RDI programs will be examined in detail for the Alaska region.

1. RDI Emphasis Areas

A majority of programs reported within the Alaska region were focused on Co-creation and Community Engagement (Table 4). Half of all reported programs were focused on either Co-creation and Community Engagement or Connecting Youth with Our Mission. Interpretation Programs and Other Programs were the lowest reported RDI emphasis areas.

Table 4. RDI Emphasis Areas in the Alaska Region

Emphasis Area	Frequency	Percentage
Co-Creation and Community Engagement	25	28.7
Connecting Youth with our Mission	18	20.7
Visitor Services	11	14.9
Cultural and Natural Resources Stewardship	10	11.5
Interpretation Programs	7	12.6
Workforce-centered Systems and Processes	13	8.0
Other	3	3.4
Total	87	100

2. Program Audience

The majority of programs (n=41) within the Alaska region were focused on an external audience. 39 programs were focused on both external and internal programs. Only 7 programs were focused on an internal audience (Figure 26).

Program Target Audience

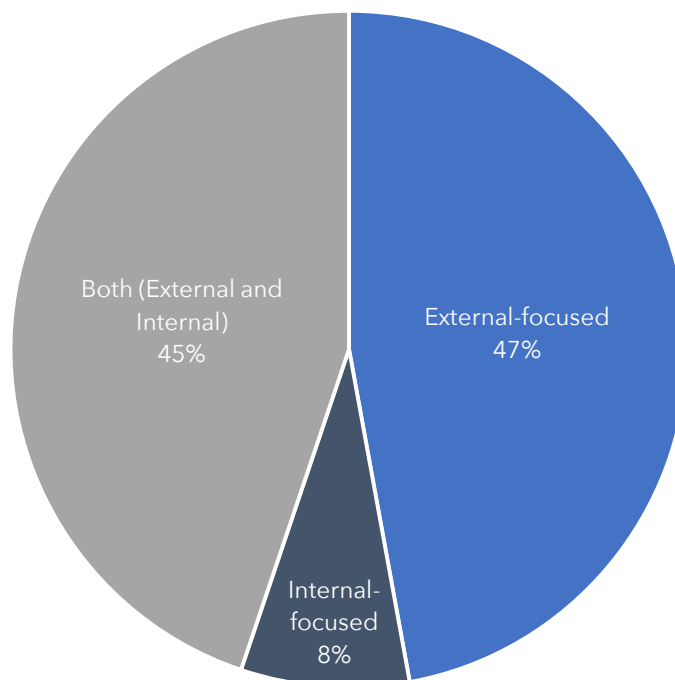


Figure 26. Target audience for RDI programs in the Alaska Region

3. Program Diversity Aspects

Within the Alaska region, Tribal Community, Ethnicity, and Age were the top reported aspects of diversity (Table 5). Several aspects, such as Religion and Sexual Orientation, were reported fewer than 10 times. Fewer than 2% of all occurrence of diversity aspects in the Alaska region are focused on Sexual Orientation. Religion, Non-English Speaker, Gender, and Veteran Status respectively, occur in fewer than 4% of the total diversity aspect occurrences.

Table 5. Aspects of Diversity in the Alaska Region

Rank	Diversity Aspect	Frequency	Percentage
1	Tribal Community	38	17.5
2	Ethnicity	37	17.1
3	Age	31	14.3
4	Race	22	10.1
5	Urban Population	19	8.8
6	Ability	17	7.8
7	Economic Status	11	5.1
8	Veteran Status	8	3.7
9	Other	8	3.7
10	Gender	7	3.2
11	Non-English Speaker	7	3.2
12	Religion	5	2.3
13	Sexual Orientation	4	1.8
14	Not Applicable	3	1.4
	Total	217	100

Trends of Total Aspects of Diversity in Alaska Region RDI Programs

Further examination of the reported programs shows that 68% of the reported programs have two or more diversity aspects targeted by the program while 28% of the programs had one aspect of diversity (Figure 27).

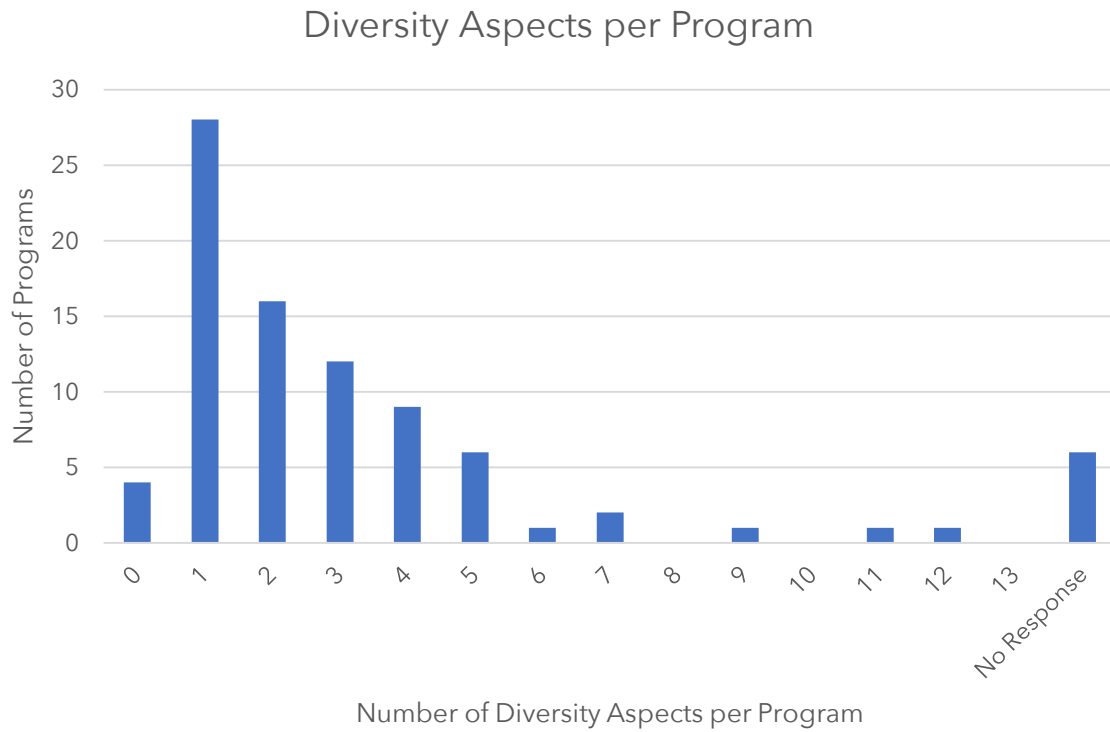


Figure 27. Number of Diversity Aspects Per Program in the Alaska Region

4. Program Start and End Dates

The RDI inventory asked respondents to report RDI programs that occurred between 2005 to 2016. The majority of programs reported in the Alaska Region started in either 2005 or 2016 (Figure 28). Between 2006 and 2012, fewer than 10% of programs were started each year. Beginning 2014, there is an increase of RDI programs initiated each year.

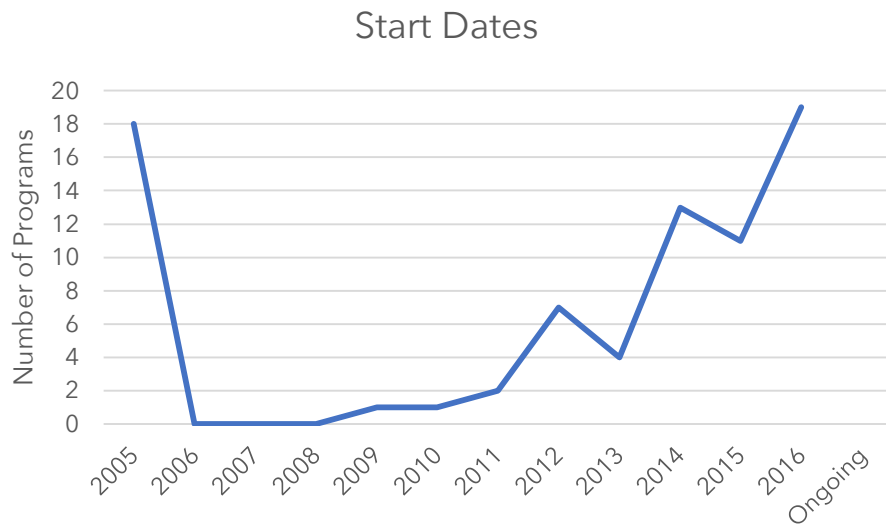


Figure 28. Start dates for reported RDI programs in the Alaska Region

Of all the programs reported, 71 RDI programs are ongoing and continue to be offered (Figure 29). Between 2005 and 2008, no programs ended. Beginning in 2009 and continuing through 2016 there was an increase in the number of RDI programs being discontinued. In 2012, 1 program ended. By 2015, that annual number had reached 5 RDI programs.

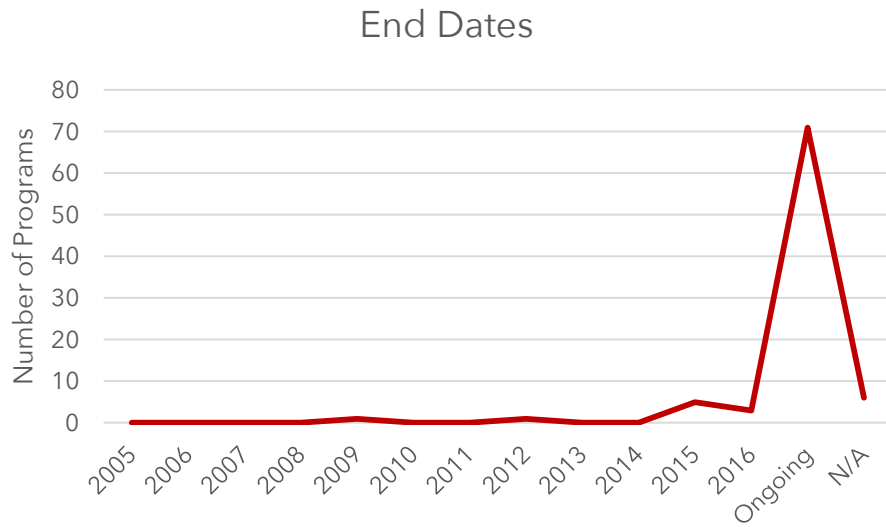


Figure 29. End dates for reported RDI programs in the Alaska Region.

Trends in RDI Program Length

An examination of the program start and end dates reveals that 75% of all Alaska RDI programs are currently ongoing. Of the programs that have ended, five of them ran for less than a year (Table 6). Three programs ran for two years, and one program ran for one year. There were no program length responses for 13 programs.

Table 6. RDI Program Lengths in the Alaska Region

Program Length (Years)	Frequency	Percentage
Less than 1 year	5	5.7
1	1	1.1
2	3	3.4
Ongoing	65	74.7
No Response	13	14.9
Total	87	99.8

5. Program Frequency

Of the 87 RDI programs, 20% are conducted seasonally (Figure 30). 18% are run periodically as determined by the park, while 17% of RDI programs are conducted annually. 15% of the RDI programs were run daily, while 13% were conducted monthly. Respectively, approximately 7% of RDI programs are either run weekly or as a one-time event. There was 1 program that did not specify the frequency, and 2 programs that did not select any of the listed frequency categories on the inventory.

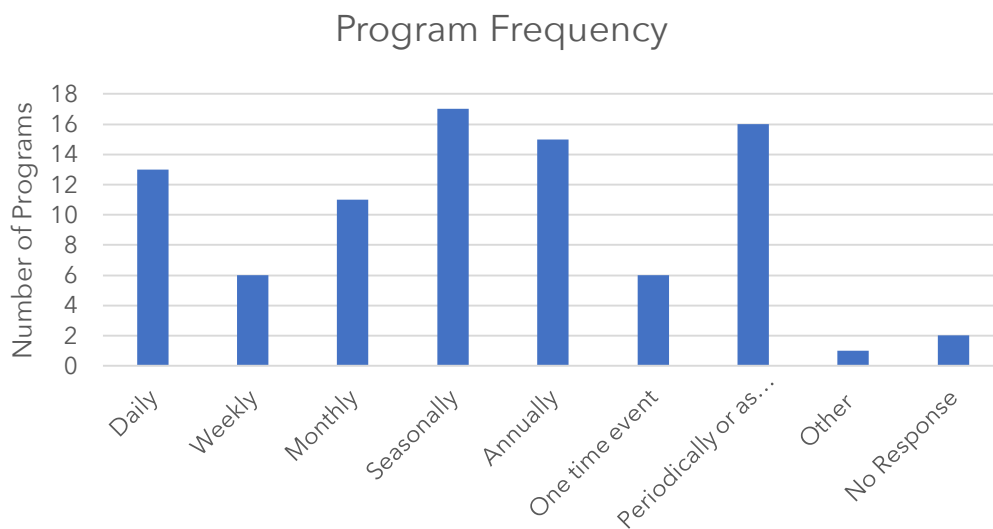


Figure 30. Frequency of reported RDI programs in the Alaska Region

6. Primary Program Funding Sources

Internal base funds are the most common source of RDI programs in the Alaska region, supporting 55 programs (Figure 31). Internal project funds support an additional 20 RDI programs. Only 2 programs are funded externally. Of the 87 total programs, 10 were uncertain of the primary source of funding.

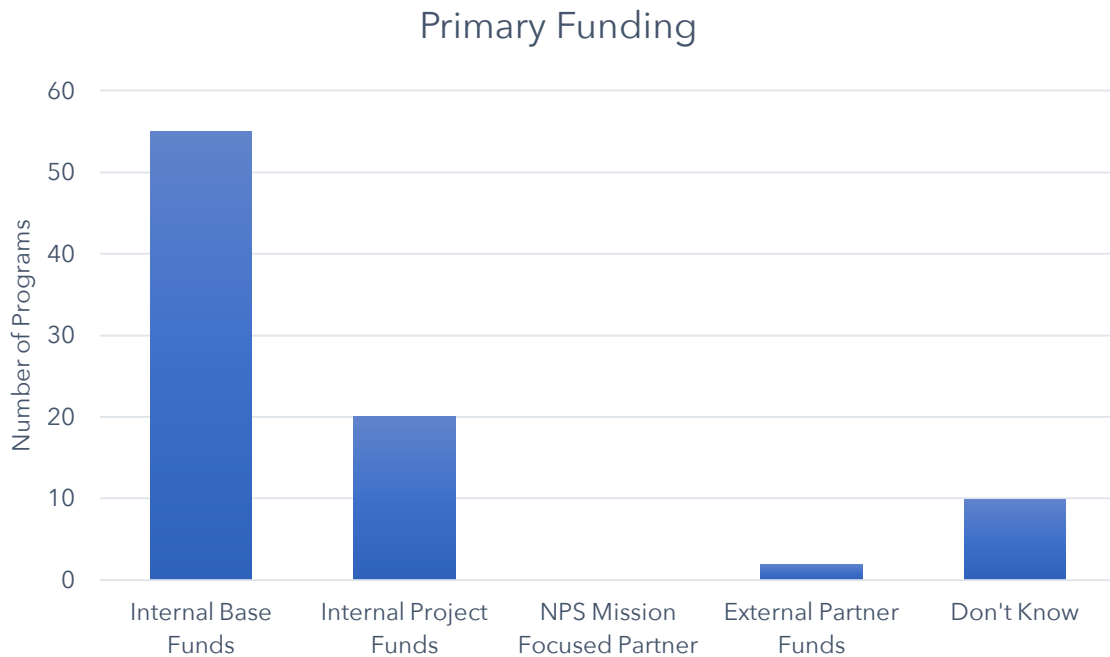


Figure 31. Sources of primary funding for RDI programs in the Alaska Region

7. Program Collaboration Trends

Internal collaborations were present in 43 programs. Of the 87 total programs, 31 RDI programs did not collaborate with another NPS unit/park (Figure 32).

Internal Collaboration

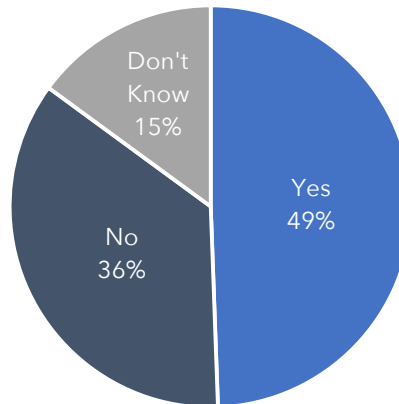


Figure 32. Internal Collaboration Trends in the Alaska Region

External collaborations were present in 44 programs. Of the 87 total programs, 25 RDI programs did not collaborate with an external partner (Figure 33).

External Collaboration

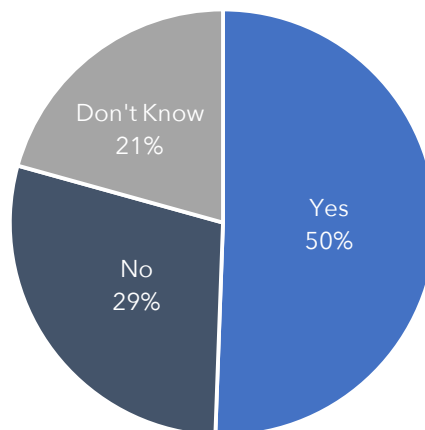


Figure 33. External Collaboration Trends in the Alaska Region



03

INTERMOUNTAIN
REGION



Intermountain Region Analysis

Overview of the Region

A total of 31 park units responded, for a 36.9% total response rate in the Intermountain region. Within the region, a total of 225 RDI programs were reported. The units within this region that participated in the inventory are indexed below.

The following park units in the Intermountain region in Category A (1 to 50 employees) include: Arches National Park, Bent's Old Fort National Historic Site, Bighorn Canyon National Recreation Area, Chamizal National Memorial, Chaco Culture National Historical Park, Chiricahua National Monument, Colorado National Monument, Curecanti National Recreation Area, Dinosaur National Monument, El Malpais National Monument, El Morro National Monument, Fort Laramie National Historic Monument, Gila Cliff Dwellings National Monument, Great Sand Dunes National Park, Organ Pipe Cactus National Monument, Palo Alto Battlefield National Historic Park, Padre Island National Seashore, San Antonio Missions National Historical Park, Salinas Pueblo Missions National Monument, Valles Caldera National Preserve, and Washita Battlefield National Historic Site.

The following park units in the Intermountain region in Category B (51 to 100 employees) include: Bandelier National Monument, Carlsbad Caverns National Park, Petrified Forest National Park, and Saguaro National Park.

The following park units in the Intermountain region in Category C (100 or more employees) include: Big Bend National Park, Grand Canyon National Park, Grand Teton National Park, Rocky Mountain National Park, Yellowstone National Park, and Intermountain Regional Office.

In the following seven sections, trends in RDI programs will be examined in detail for the Intermountain region.

1. RDI Emphasis Areas

A majority of programs reported within the Intermountain region were focused on Co-creation and Community Engagement (Table 7). Almost 67% of all programs were focused on either Co-creation and Community Engagement or Connecting Youth with Our Mission. The RDI emphasis areas of Cultural and Natural Resources Stewardship, Workforce-centered Systems and Process, and Visitor Services respectively represented less than 8% of all reported RDI programs in the Intermountain region.

Table 7. RDI Emphasis Areas in the Intermountain Region

Emphasis Area	Frequency	Percentage
Co-Creation and Community Engagement	106	47.1
Connecting Youth with our Mission	45	20
Visitor Services	16	7.1
Cultural and Natural Resources Stewardship	14	6.2
Interpretation Programs	26	11.6
Workforce-centered Systems and Processes	16	7.1
Other	2	0.9
Total	225	100

2. Program Audience

The majority of programs (n=102) within the Intermountain region were focused on both external and internal programs. There were 91 External-focused programs and 32 Internal-focused programs (Figure 34).

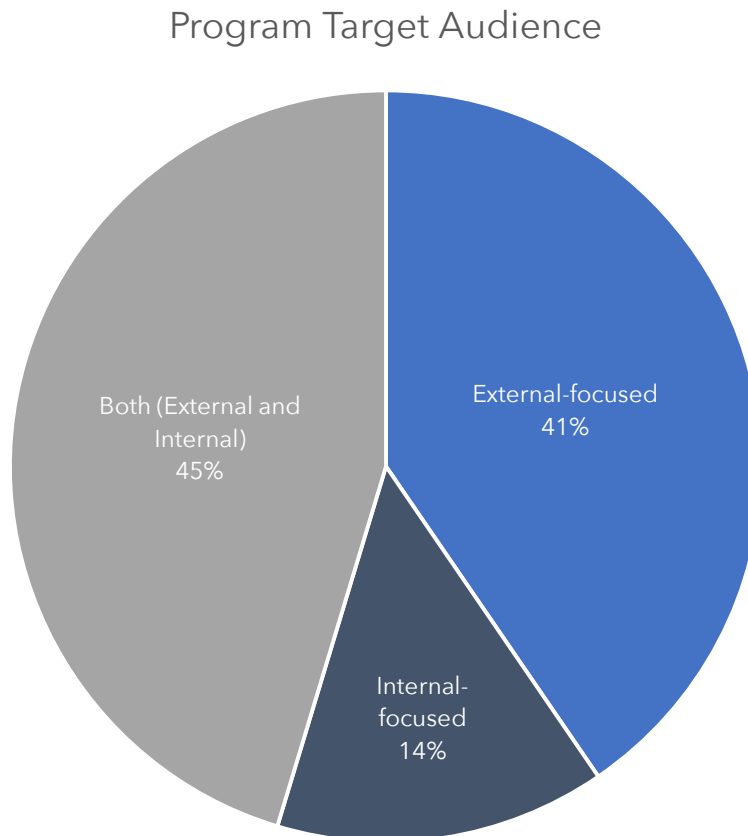


Figure 34. Target audience for RDI programs in the Intermountain Region

3. Program Diversity Aspects

The most reported diversity aspects in the Intermountain Region were: Age, Ethnicity, Race, Economic Status, and Tribal Communities. Several aspects, such as Non-English Speaker, Religion, and Sexual Orientation, were reported fewer than 10 times. Veteran Status is found in less than 2% of the total occurrence of diversity aspects in the Intermountain region.

Table 8. Ranking of Aspects of Diversity in the Intermountain Region

Rank	Diversity Aspect	Frequency	Percentage
1	Age	114	17.6
2	Ethnicity	75	11.6
3	Race	74	11.4
4	Economic Status	71	10.9
5	Tribal Communities	64	9.9
6	Gender	45	6.9
7	Urban Population	44	6.8
8	Non-English Speaker	39	6.0
9	Religion	30	4.6
10	Ability	28	4.3
11	Sexual Orientation	25	3.9
12	Not applicable	20	3.1
13	Veteran Status	9	1.4
14	Other	11	1.7
	Total	649	100

Trends of Total Aspects of Diversity in RDI Programs

Further examination of the reported programs shows that 69% of the reported programs have 2 or more diversity aspects targeted by the program while 23% of the programs had only 1 aspect of diversity (Figure 35). 52 programs reported one diversity aspect, 32 programs reported two diversity aspects, 26 reported three diversity aspects, and 15 reported four diversity aspects. There were 17 programs that did not specify any diversity aspects and 33 programs did not select any of the listed diversity aspects categories on the inventory.

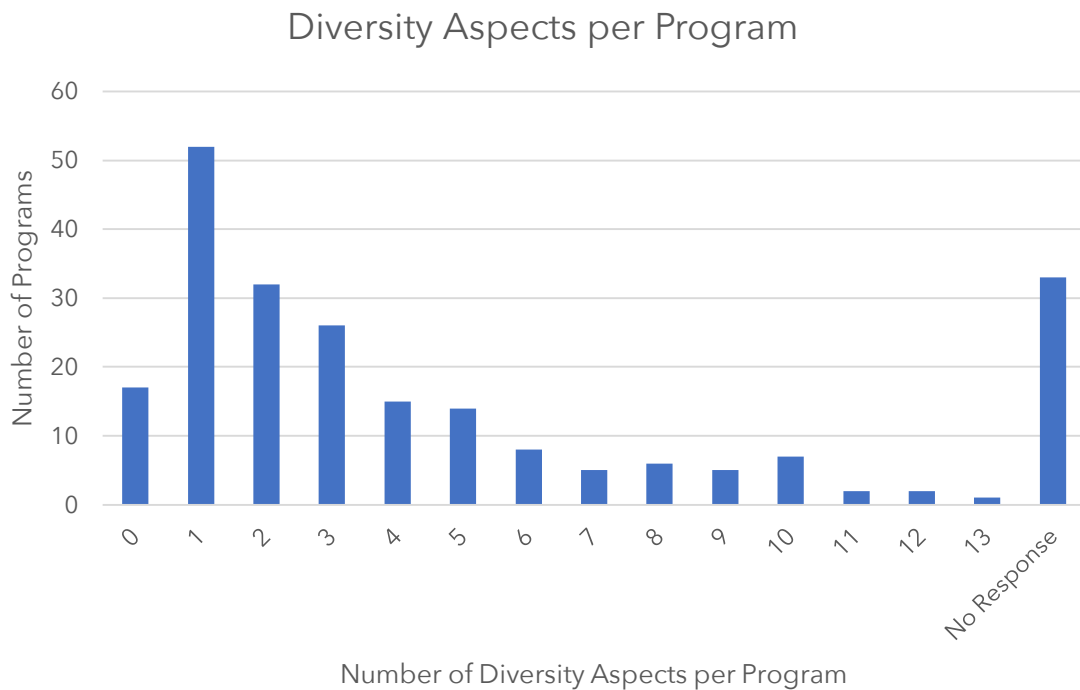


Figure 35. Number of Diversity Aspects Per Program in the Intermountain Region

4. Program Start and End Dates

The RDI inventory asked respondents to report RDI programs that occurred between 2005 to 2016. According to respondents, 38 programs began in 2005 (Figure 36). Between 2006 and 2016, there was an overall upward trend in the number of RDI programs started each year. In 2011 and 2013 the trend dips slightly but the overall affect is a steady increase in the number of RDI programs.

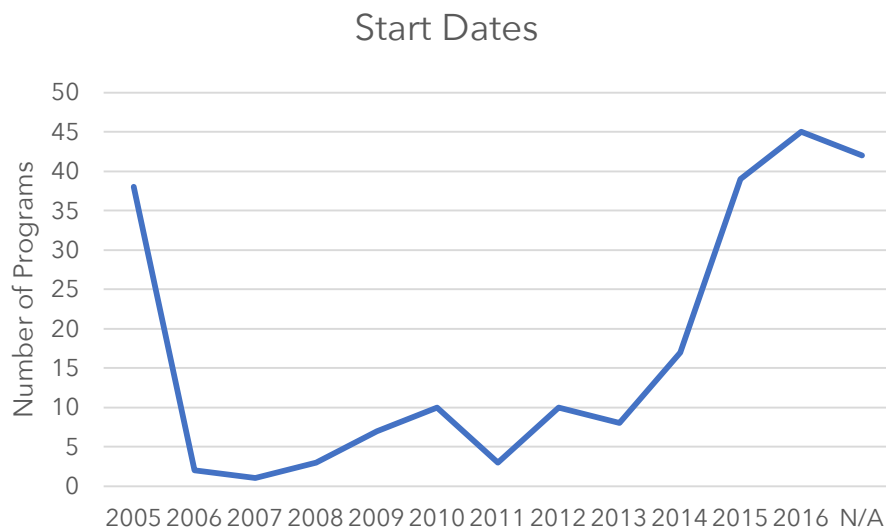


Figure 36. Starts dates for reported RDI programs in the Intermountain Region

Of all the programs reported, 139 RDI programs are ongoing and continue to be offered (Figure 37). Between 2005 and 2009, 3 programs were ended. Beginning in 2011 and continuing through 2016 there is an increase in the number of RDI programs being discontinued. In 2011, 2 programs ended. By 2016, that annual number had reached 28 RDI programs.

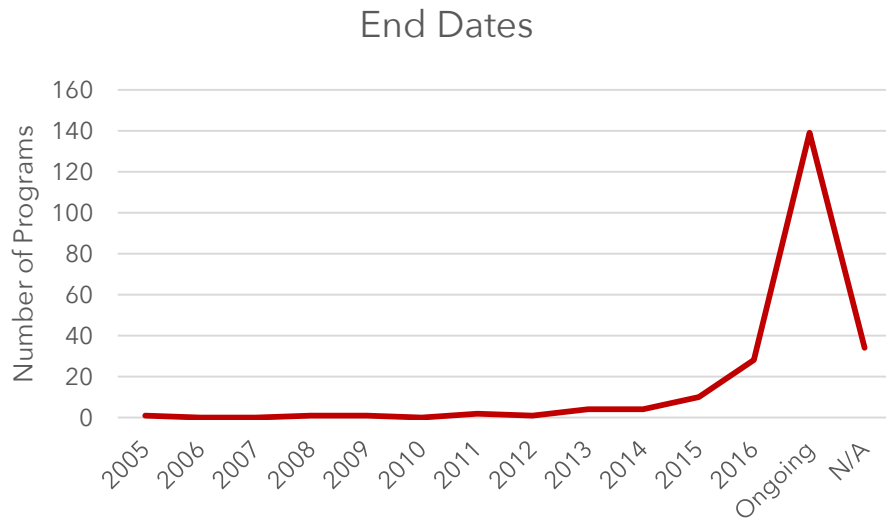


Figure 37. End dates for reported RDI programs in the Intermountain Region

Trends in RDI Program Length

An examination of the program start and end dates reveals that 51% of all Intermountain region RDI programs are currently ongoing. Of the programs that have ended, 35 of them ran for less than a year (Table 9). 5 programs ran for one year; 4 programs ran for two years. Few reported programs were longer than four years.

Table 9. RDI Program Lengths in the Intermountain Region

Program Length (Years)	Frequency	Percentage
Less than 1 year	35	15.6
1	5	2.2
2	4	1.8
3	3	1.3
4	2	0.9
8	1	0.4
9	2	0.9
Ongoing	114	50.7
No response	59	26.2
Total	225	100

5. Program Frequency

Of the 225 RDI programs, 19% are conducted seasonally (Figure 38). 16% of the reported programs are run daily. Approximately 14% of RDI programs are conducted either annually, or periodically as determined by the park. An additional 13% are run as a one-time event. 5% of the RDI programs are run weekly, while 4% are conducted monthly. There were 25 programs that did not specify the frequency, and 9 programs that did not select any of the listed frequency categories on the inventory.

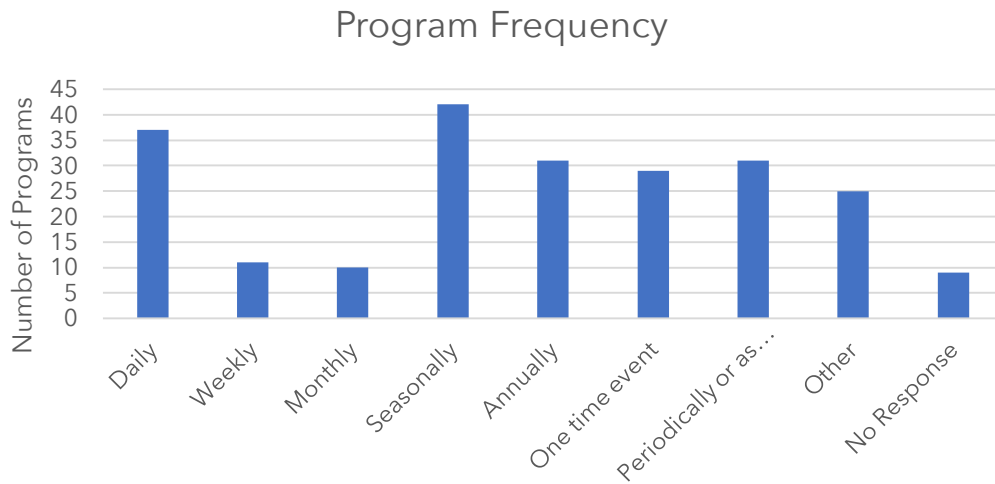


Figure 38. Frequency of reported RDI programs in the Intermountain Region

6. Primary Program Funding Sources

Internal base funds are the most common source of 82 RDI programs in the Intermountain Region (Figure 39). Internal project funds support an additional 37 RDI programs. 25 programs were funded by NPS Mission Focused Partners while an additional 23 programs were funded by other External Partner funds. Of the 225 total programs, 50 were uncertain of the primary source of funding.

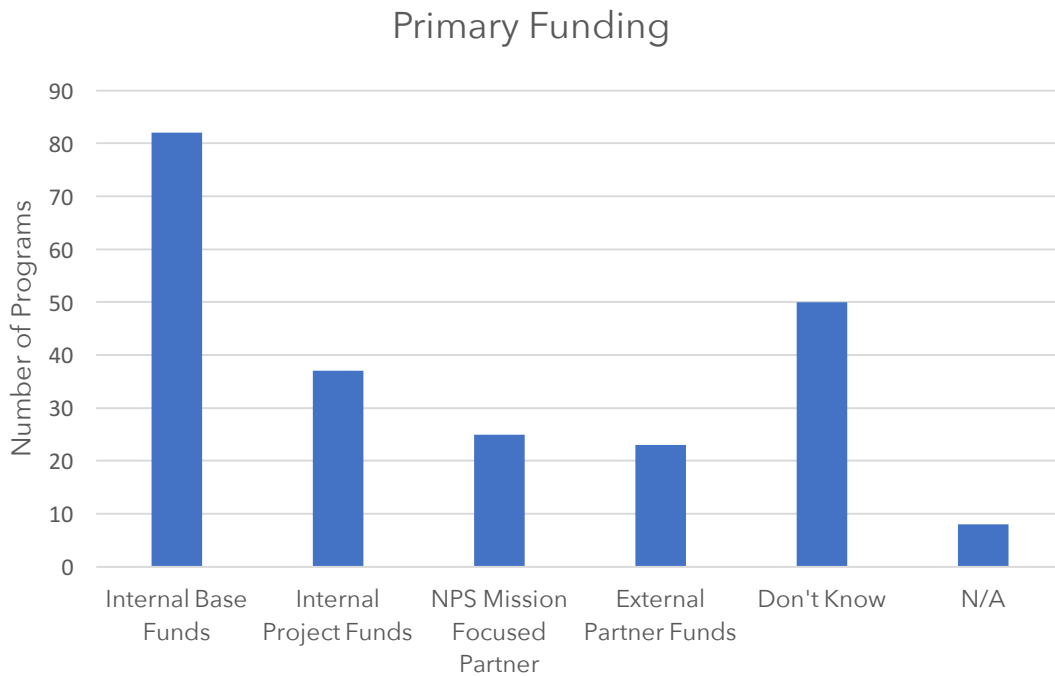


Figure 39. Sources of primary funding for RDI programs in the Intermountain Region

7. Program Collaboration Trends

Internal collaborations were present in 76 programs. Of the 225 total programs, 108 RDI programs did not collaborate with another NPS unit/park (Figure 40).

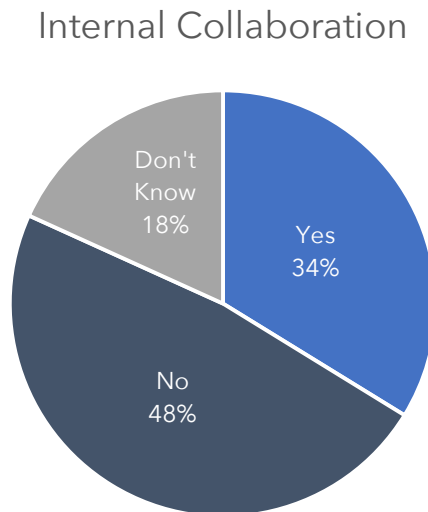


Figure 40. Internal Collaboration Trends in the Intermountain Region

External collaborations were present in 101 programs. Of the 225 total programs, 70 RDI programs did not collaborate with an external partner (Figure 41).

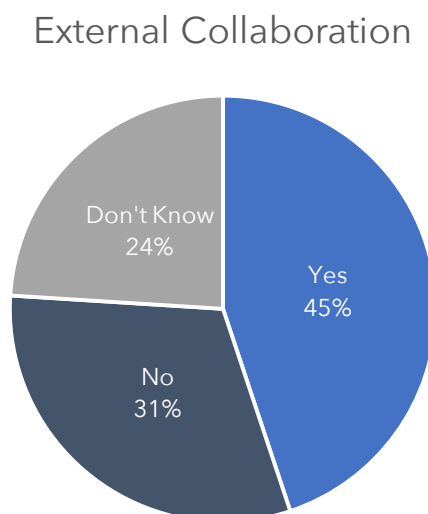


Figure 41. External Collaboration Trends in the Intermountain Region

A blue-tinted landscape photograph showing a field of tall grass in the foreground and rolling hills in the background under a clear blue sky. The text is overlaid on the right side of the image.

04

MIDWEST

REGION



Midwest Region Analysis

Overview of the Region

A total of 27 park units responded, for a 36.9% total response rate in the Midwest region. Within the region, a total of 247 RDI programs were reported. The units within this region that participated in the inventory are indexed below.

The following park units in the Midwest region in Category A (1 to 50 employees) include: Apostle Islands National Lakeshore, Brown v. Board of Education National Historic Site, Fort Larned National Historic Site, Fort Smith National Historic Site, Fort Union Trading Post National Historic Site, George Rogers Clark National Historic Site, George Washington Carver National Monument, Harry S Truman National Historic Site, Isle Royale National Park, James A Garfield National Historic Site, Jewel Cave National Monument, Knife River Indian Villages National Historic Site, Lewis & Clark National Historic Trail, Lincoln Boyhood National Memorial, Minuteman Missile National Historic Site, Mississippi National River and Recreation Areas, Missouri National Recreation River, Niobrara National Scenic River, Pictured Rocks National Lakeshore, Theodore Roosevelt National Park, Ulysses S Grant National Historic Site, Wind Cave National Park, and William Howard Taft National Historic Site.

The following park units in the Midwest region in Category B (51 to 100 employees) include: Mount Rushmore National Memorial, and Ozark National Scenic Riverways.

The following park units in the Midwest region in Category C (100 or more employees) include: Cuyahoga Valley National Park, and Indiana Dunes National Lakeshore.

In the following seven sections, trends in RDI programs will be examined in detail for the Midwest region.

1. RDI Emphasis Areas

A majority of programs reported within the Midwest region were focused on Co-creation and Community Engagement (Table A). Slightly more than half of all reported programs were focused on either Co-creation and Community Engagement or Connecting Youth with Our Mission. Cultural and Natural Resources Stewardship, Workforce-centered Systems and Process, Visitor Services, and Other Programs were the lowest reported RDI emphasis areas.

Table 10. RDI Emphasis Areas in the Midwest Region

Emphasis Area	Frequency	Percentage
Co-Creation and Community Engagement	94	38.1
Connecting Youth with our Mission	44	17.8
Visitor Services	15	6.1
Cultural and Natural Resources Stewardship	23	9.3
Interpretation Programs	42	17
Workforce-centered Systems and Processes	23	9.3
Other	6	2.4
Total	247	100

2. Program Audience

The majority of programs (n=127) within the Midwest region were focused on an external audience. 76 programs were focused on both external and internal programs. Only 44 programs were focused on an internal audience (Figure 42).

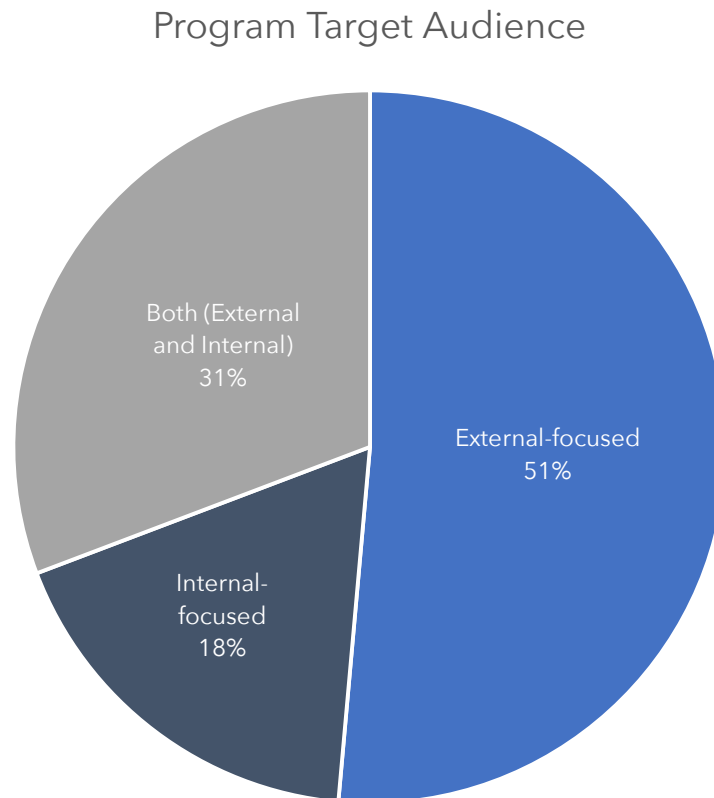


Figure 42. Target audience for RDI programs in the Midwest Region

3. Program Diversity Aspects

In the Midwest region, Age, Ability, Ethnicity, Tribal Communities, and Race were the top reported aspects of diversity. Several aspects, such as Religion and Sexual Orientation, were reported fewer than 20 times. Fewer than 3% of all occurrences of diversity aspects in the Midwest region are focused on Non-English Speakers, Religion, Other, and Sexual Orientation. Veteran status was reported 6 times less than Age.

Table 11. Ranking of Aspects of Diversity in the Midwest Region

Rank	Diversity Aspect	Frequency	Percentage
1	Age	110	19.7
2	Ability	64	11.4
3	Ethnicity	62	11.1
4	Tribal Communities	56	10.0
5	Race	55	9.8
6	Economic Status	48	8.6
7	Gender	38	6.8
8	Urban Population	31	5.5
9	Not applicable	24	4.3
10	Veteran Status	18	3.2
11	Non-English Speaker	16	2.9
12	Religion	14	2.5
13	Other	13	2.3
14	Sexual Orientation	10	1.8
	Total	559	100

Trends of Total Aspects of Diversity in Midwest Region RDI Programs

Further examination of the reported programs shows that 51% of the reported programs have 2 or more diversity aspects targeted by the program while 34% of the programs incorporated only one aspect of diversity (Figure 43).

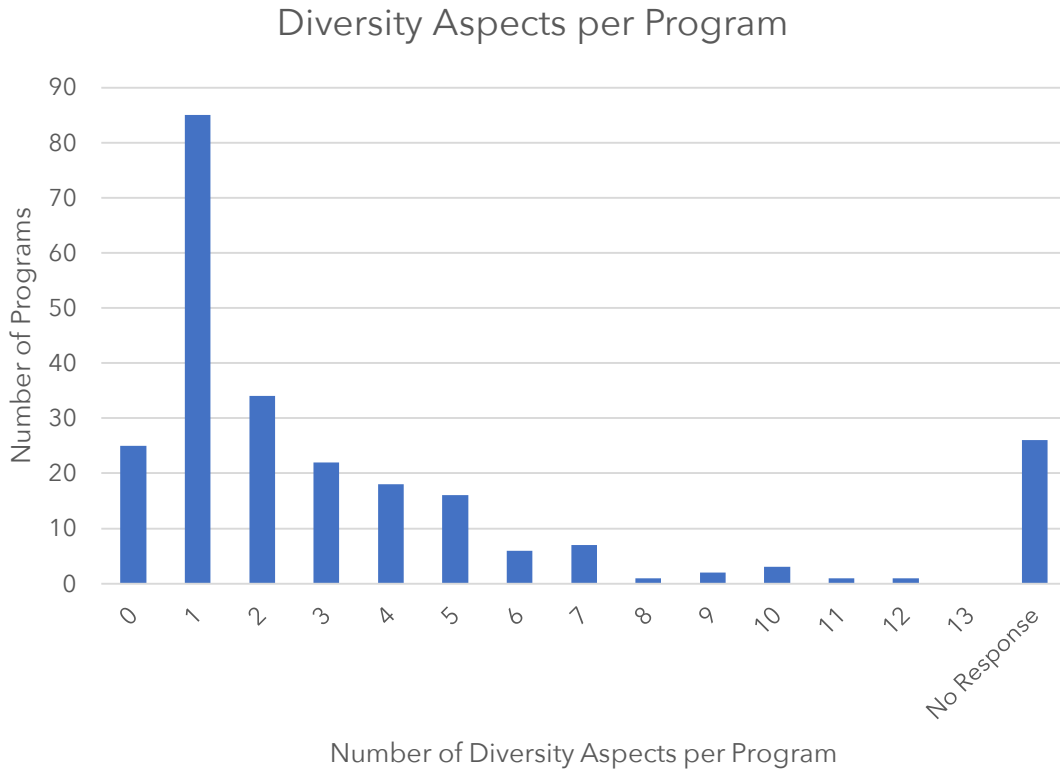


Figure 43. Number of Diversity Aspects Per Program in the Midwest Region

4. Program Start and End Dates

The majority of programs reported were started in either 2014 or 2016 (Figure 44). Between 2006 and 2013, fewer than 10% of programs were started each year. Beginning 2006, there was an increase of RDI programs initiated each year. There were significant increases in RDI programs in 2010 and 2014.

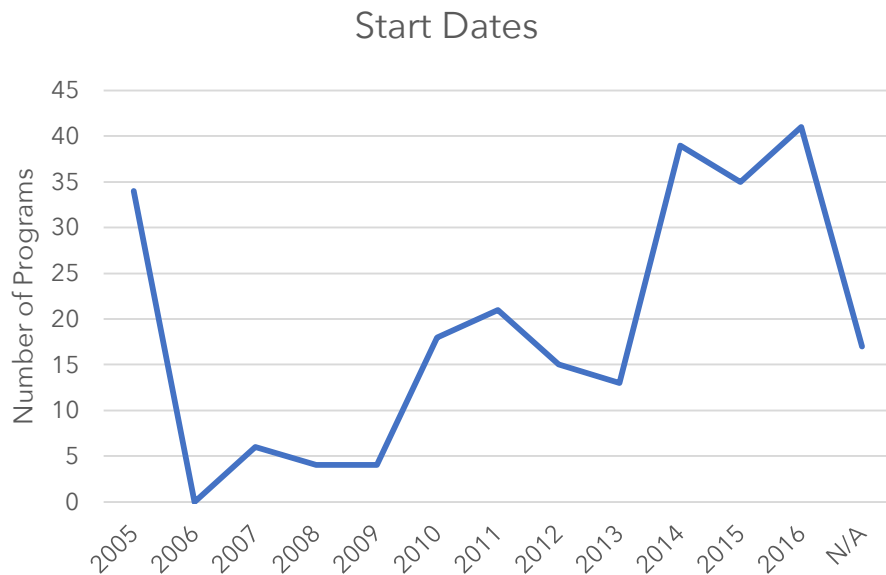


Figure 44. Start dates for reported RDI programs in the Midwest Region

Of all the programs reported, 168 RDI programs are ongoing and continue to be offered (Figure 45). Between 2005 and 2008, 2 programs were ended. Beginning in 2009 and continuing through 2016, there is an increase in the number of RDI programs being discontinued. In 2010, 6 programs ended. By 2016, that annual number had reached 28 RDI programs being discontinued.

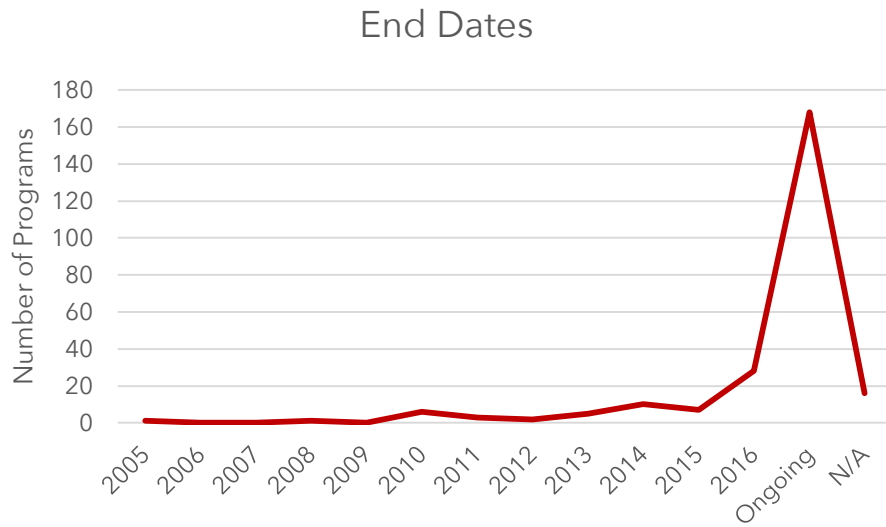


Figure 45. End dates for reported RDI programs in the Midwest Region

Trends RDI Program Length

An examination of the program start and end dates reveals that 67% of all Midwest RDI programs are currently ongoing. Of the programs that have ended, 35 of them ran for less than a year (Table 12). Five programs ran for two years, and 11 programs ran for one year. There were no program length responses for 18 programs.

Table 12. RDI Program Lengths in the Midwest Region

Program Length (Years)	Frequency	Percentage
Less than 1 year	35	14.2
1	11	4.5
2	5	2
3	7	2.8
5	3	1.2
9	1	0.4
11	1	0.4
Ongoing	166	67.1
No Response	18	7.3
Total	247	100

5. Program Frequency

Of the 247 RDI programs, 19% are run periodically as determined by the park (Figure 46). 16% of RDI programs are conducted annually, while 15% are conducted seasonally. 14% of the reported RDI programs were run as a one-time event, while 13% are run daily. Approximately 4% of RDI programs are conducted either weekly or monthly, respectively. There were 39 programs that did not specify the frequency, and 3 programs that did not select any of the listed frequency categories on the inventory.

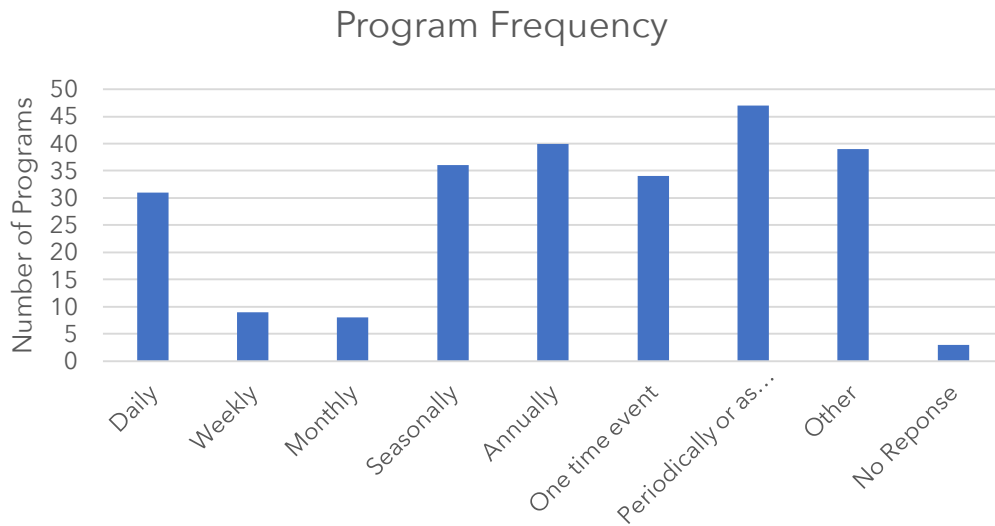


Figure 46. Frequency of reported RDI programs in the Midwest Region

6. Primary Program Funding Sources

Internal base funds (n=143), are the most common source of RDI programs in the Midwest region (Figure 47). Internal project funds support an additional 33 RDI programs. External funding through a mission focused partner supports 24 programs while other external partner funds primarily fund 23 programs. Of the 247 total programs, 24 were uncertain what was the primary source of funding.

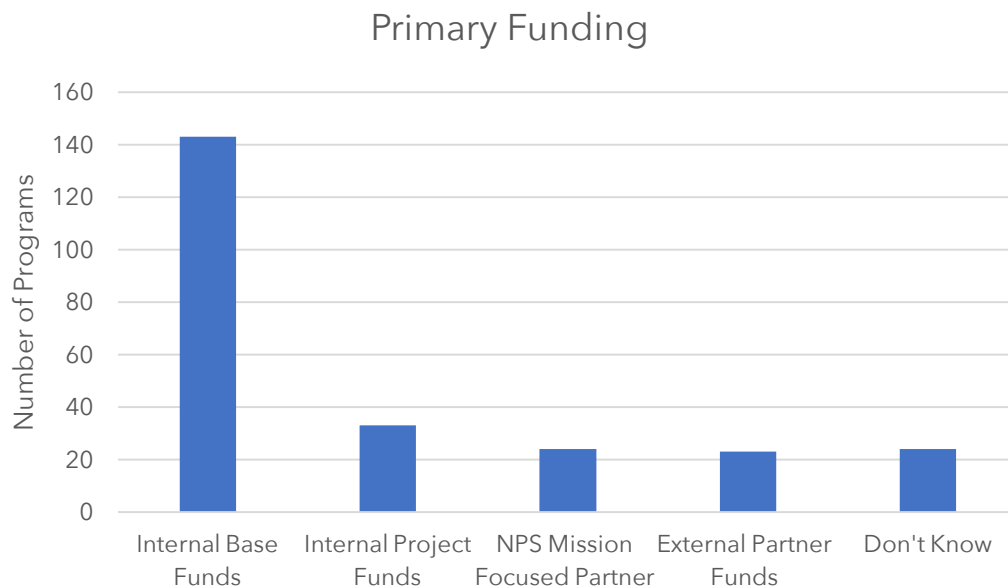


Figure 47. Sources of primary funding for RDI programs in the Midwest Region

7. Program Collaboration Trends

Internal collaborations were present in 105 programs. Of the 247 total programs, 134 RDI programs did not collaborate with another NPS unit/park (Figure 48).

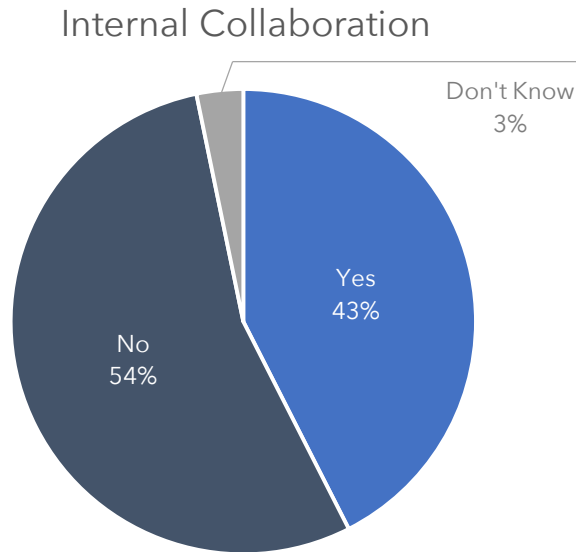


Figure 48. Internal Collaboration Trends in the Midwest Region

External collaborations were present in 143 programs. Of the 247 total programs, 89 RDI programs did not collaborate with an external partner (Figure 49).

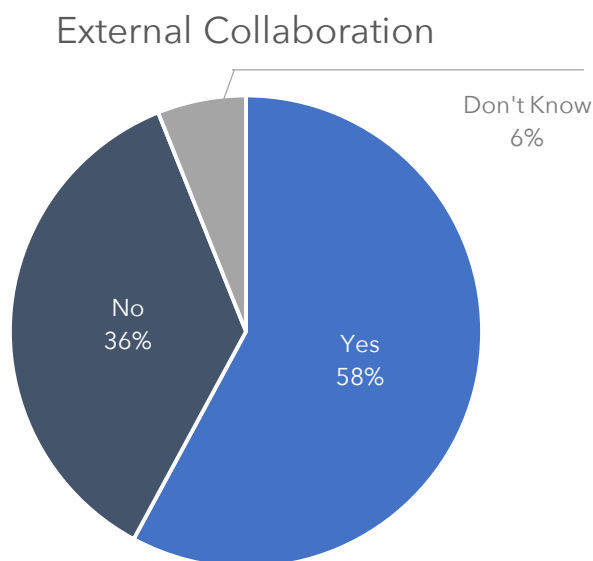


Figure 49. External Collaboration Trends in the Midwest Region



05

NATIONAL
CAPITAL
REGION



National Park Service Regional Offices

National Capital Region Analysis

Overview of the Region

A total of 9 park units responded, for a 25% total response rate in the National Capital region. Within the region, a total of 85 RDI programs were reported. In the following seven sections, trends in RDI programs will be examined in detail for the National Capital region. The units within this region that participated in the inventory are indexed below.

The following park units in the National Capital region in Category A (1 to 50 employees) include: Antietam National Battlefield, Frederick Douglass National Historic Site, and Manassas National Battlefield Park.

The following park units in the National Capital region in Category B (51 to 100 employees) include: Chesapeake and Ohio Canal National Historical Park, Harpers Ferry National Historical Park, Rock Creek Park, and the White House.

The following park units in the National Capital region in Category C (100 or more employees) include: National Mall and Memorial Parks, and Wolf Trap National Park for the Performing Arts.

1. RDI Emphasis Areas

A majority of programs reported within the National Capital region were focused on Co-creation and Community Engagement (Table 13). Almost 70% of National Capital Region programs were focused on either Co-creation and Community Engagement or Connecting Youth with Our Mission. Cultural and Natural Resources Stewardship, Visitor Services, and Workforce-centered Systems and Processes respectively represented less than 10% of the total RDI programs.

Table 13. RDI Emphasis Areas in the National Capital Region

Emphasis Area	Frequency	Percentage
Co-Creation and Community Engagement	36	42.4
Connecting Youth with our Mission	21	24.7
Visitor Services	6	7.1
Cultural and Natural Resources Stewardship	5	5.9
Interpretation Programs	9	10.5
Workforce-centered Systems and Processes	7	8.2
Other	1	1.2
Total	85	100

2. Program Audience

The majority of programs (n=59) within the National Capital region were focused on an external audience. 18 programs were focused on both external and internal programs. Only 7 programs were focused on an internal audience (Figure 50).

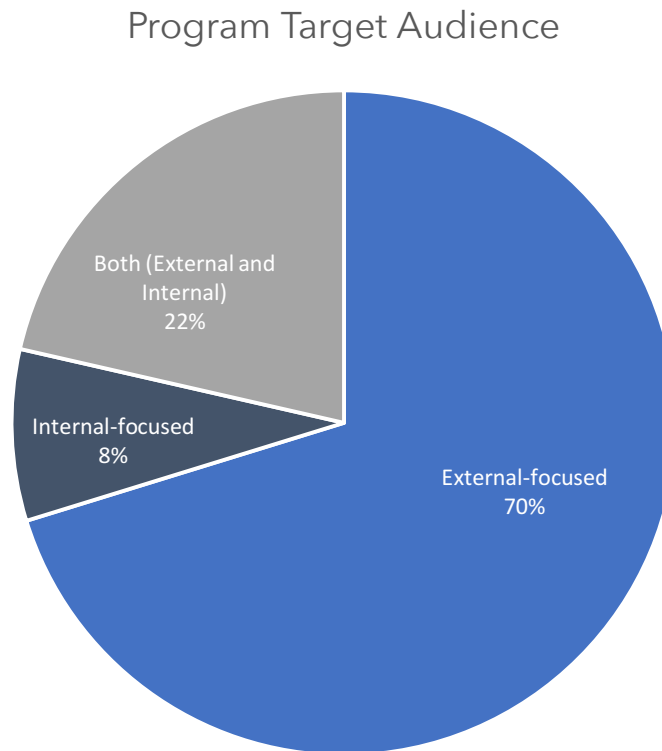


Figure 50. Target audience for RDI programs in the National Capital Region

3. Program Diversity Aspects

In the National Capital region, the most reported diversity aspects were: Age, Urban Populations, Ethnicity, Gender, and Race. Four aspects – Tribal communities, Religion, Sexual Orientation, and Veteran Status – respectively represented less than 2% of the total RDI aspects in the National Capital region (Table 14).

Table 14. Ranking of Aspects of Diversity in the National Capital Region

Rank	Diversity Aspect	Frequency	Percentage
1	Age	50	28.4
2	Urban Population	30	17.0
3	Ethnicity	18	10.2
4	Gender	17	9.7
5	Race	14	8.0
6	Economic Status	12	6.8
7	Ability	10	5.7
8	Non-English Speaker	9	5.1
9	Other	6	3.4
10	Not applicable	4	2.3
11	Tribal Communities	3	1.7
12	Religion	1	0.6
13	Sexual Orientation	1	0.6
14	Veteran Status	1	0.6
	Total	176	100

Trends of Total Aspects of Diversity in National Capital Region RDI Programs

Further examination of the reported programs shows that 62% of the reported programs have 2 or more diversity aspects targeted by the program while 35% of the programs had only 1 aspect of diversity (Figure 51).

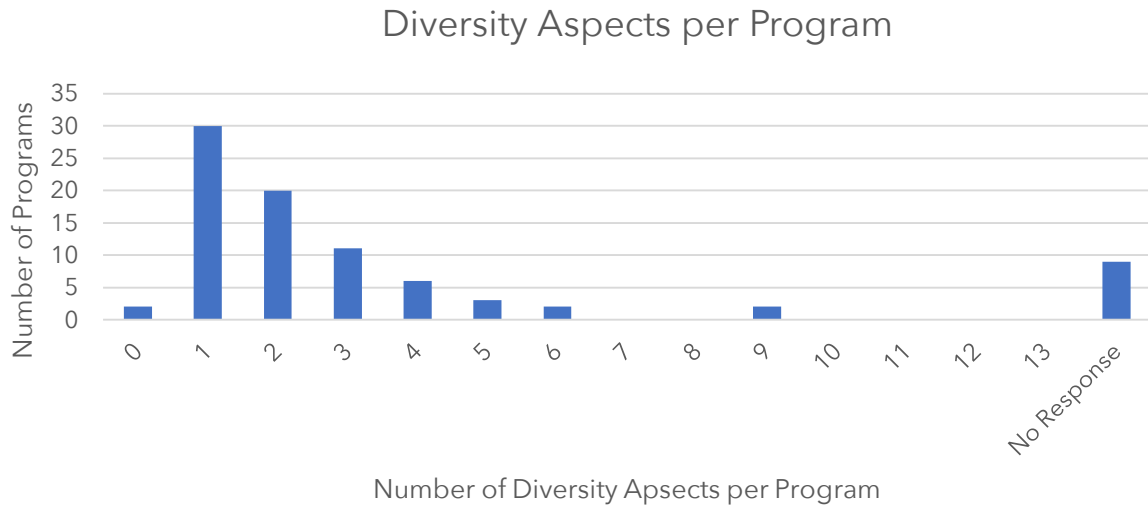


Figure 51. Number of Diversity Aspects Per Program in the National Capital Region

4. Program Start and End Dates

The RDI inventory asked respondents to report RDI programs that occurred between 2005 to 2016. The majority of programs reported in the National Capital region were started in either 2005, 2013, or 2016 (Figure 52). Between 2006 and 2012, fewer than 10% of programs were started each year. Beginning in 2014, there is an increase of RDI programs initiated each year.

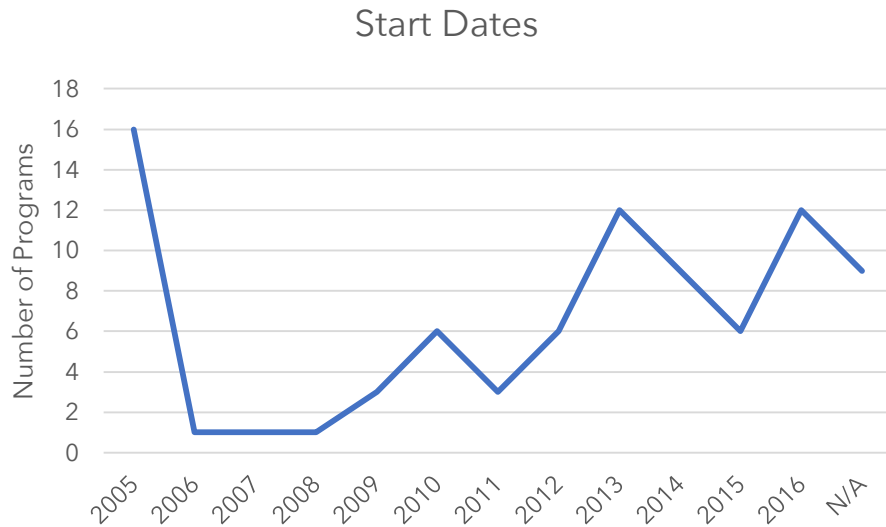


Figure 52. Start dates for reported RDI programs in the National Capital Region

Of all the programs reported, 58 RDI programs are ongoing and continue to be offered (Figure 53). Between 2005 and 2008, no programs ended. Beginning in 2009 and continuing through 2016, there was an increase in the number of RDI programs being discontinued. In 2009, 1 program ended. By 2016, that annual number had reached 6 RDI programs.

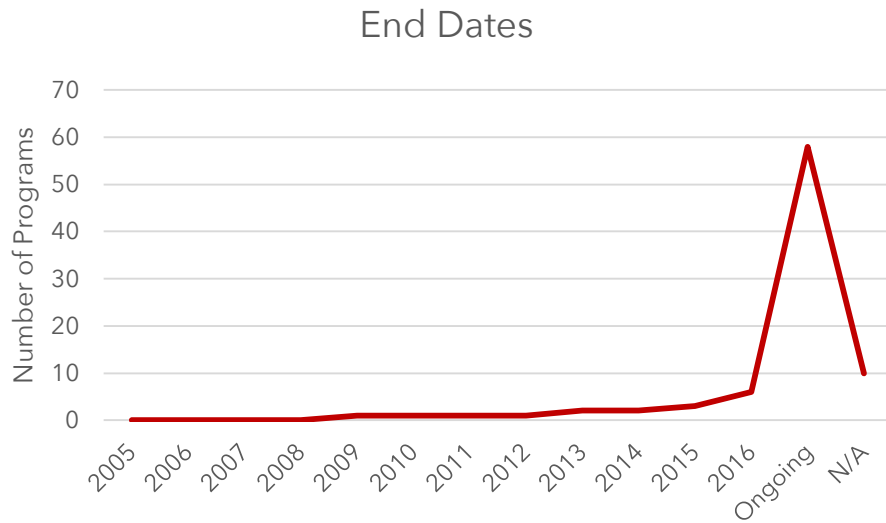


Figure 53. End dates for reported RDI programs in the National Capital Region

Trends RDI Program Length

Further analysis of the program start and end dates reveals that 68% of all National Capital RDI programs are currently ongoing. Of the programs that have ended, 2 of them ran for less than a year (Table 15). Five programs ended after one year. Four programs ended after two years. There were no program length responses for 10 programs.

Table 15. RDI Program Lengths in the National Capital Region

Program Length (Years)	Frequency	Percentage
Less than 1 year	2	2.4
1	5	5.9
2	4	4.7
4	1	1.2
5	2	2.4
6	2	2.4
9	1	1.2
Ongoing	58	68.4
No Response	10	11.8
Total	85	100

5. Program Frequency

Of all the RDI programs reported, 27% are run annually (Figure 54). 18% are run periodically as determined by the park, while 13% of RDI programs are conducted seasonally. 8% are conducted weekly, and 7% are conducted daily. Approximately 5% of reported RDI programs are run as a one-time event or monthly, respectively. There were 15 programs that did not specify the frequency, and 1 program that did not select any of the listed frequency categories on the inventory.

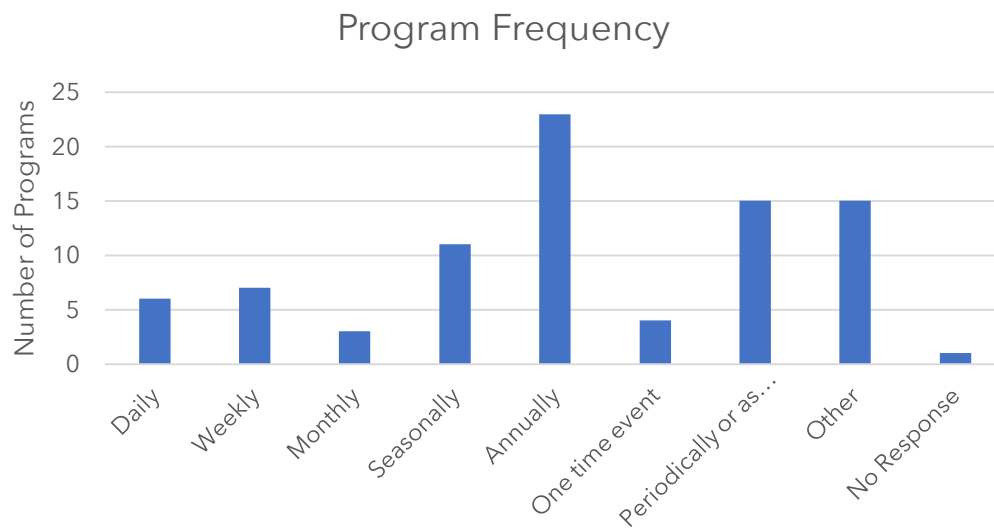


Figure 54. Frequency of reported RDI programs in the National Capital Region

6. Primary Program Funding Sources

Internal base funds (n=40), are the most common source of RDI programs in the National Capital region (Figure 55). Internal project funds support an additional 5 RDI programs. Only 7 programs are funded externally through a mission focused partner; 13 programs were funded by other external partner funds. Of the 85 total programs, 20 were uncertain of the primary source of funding.

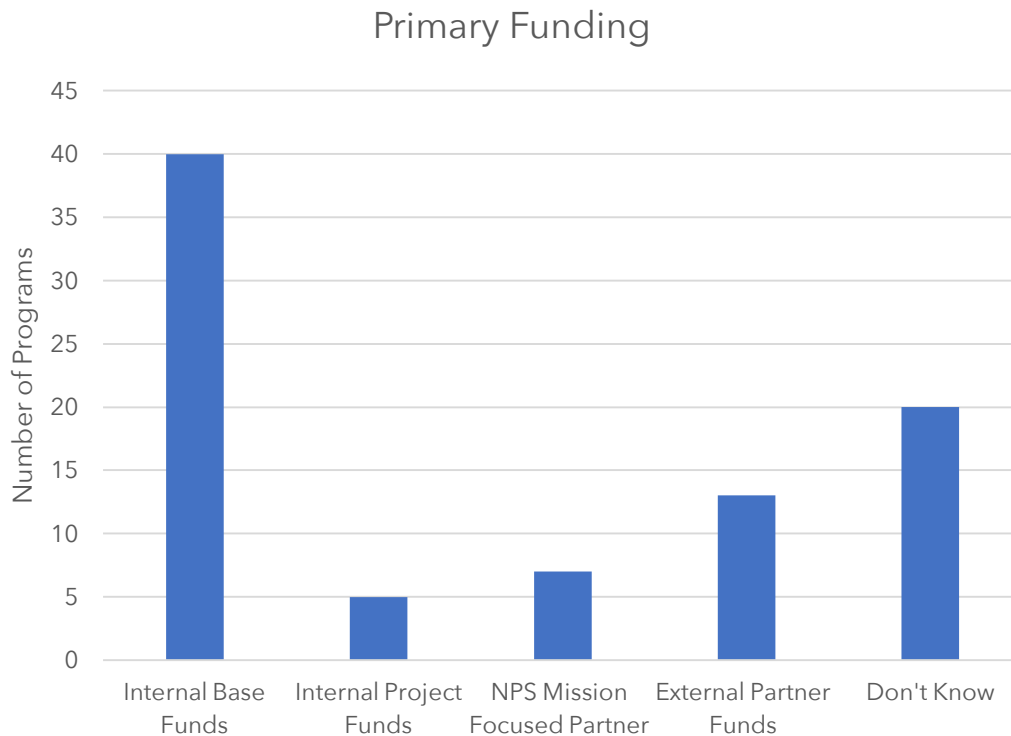


Figure 55. Sources of primary funding for RDI programs in the National Capital Region

7. Program Collaboration Trends

Internal collaborations were present in 45 programs. Of the 85 total programs, 29 RDI programs did not collaborate with another NPS unit/park (Figure 56).

Internal Collaboration

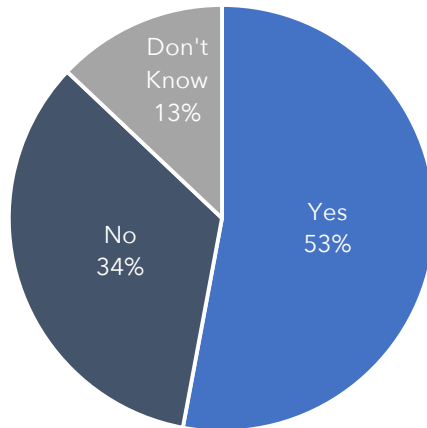


Figure 56. Internal Collaboration Trends in the National Capital Region

External collaborations were present in 54 programs. Of the 85 total programs, 19 RDI programs did not collaborate with an external partner (Figure 57).

External Collaboration

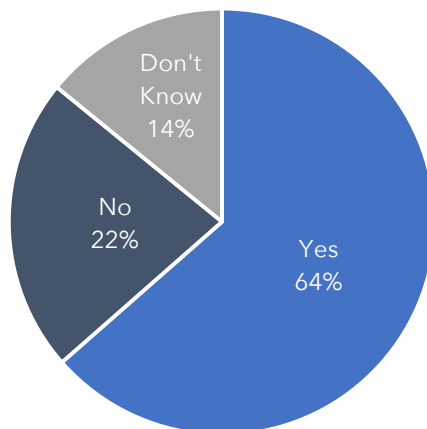


Figure 57. External Collaboration Trends in the National Capital Region

A photograph of a white lighthouse with a black lantern room, situated on a rocky cliff overlooking the ocean. The scene is overlaid with a semi-transparent blue filter. The lighthouse is on the left side of the frame, and the ocean is visible in the lower right. The sky is a pale blue with some light clouds.

06

NORTHEAST
REGION



Northeast Region Analysis

Overview of the Region

A total of 38 park units responded for a 47.6% total response rate in the Northeast region. Within the region, a total of 364 RDI programs were reported. In the following seven sections, trends in RDI programs will be examined in detail for the Northeast region. The units within this region that participated in the inventory are indexed below.

The following park units in the Northeast region in Category A (1 to 50 employees) include: Allegheny Portage Railroad National Historic Site, Boston African American National Historic Site, Thomas Edison National Historical Park, Eisenhower National Historic Site, Fort McHenry National Monument and Historic Shrine, Fort Necessity National Battlefield, Fort Stanwix National Monument, Frederick Law Olmstead National Historic Site, Fredericksburg and Spotsylvania County Battlefields Memorial National Military Park, Hopewell Furnace National Historic Site, General Grant National Memorial, Manhattan Sites, Martin Van Buren National Historic Site, National Parks of New York Harbor, Paterson Great Falls National Historic Park, Petersburg National Battlefield, Richmond National Battlefield Park, Sagamore Hill National Historic Site, Saugus Iron Works National Historic Site, Salem Maritime National Historic Site, Steamtown National Historic Site, Upper Delaware Scenic and Recreation River, Weir Farm National Historic Site, and Women's Rights National Historical Park.

The following park units in the Northeast region in Category B (51 to 100 employees) include: Acadia National Park, Assateague Island National Seashore, Boston National Historic Park, Cape Cod National Seashore, Colonial National Historical Park, Gettysburg National Military Park, Lowell National Historical Park, New River Gorge National River, and Valley Forge National Historical Park.

The following park units in the Northeast region in Category C (100 or more employees) include: Delaware Water Gap National Recreation Area, Gateway National Recreation Area, Independence National Historical Park, Statue of Liberty National Monument, and Northeast Regional Office.

1. RDI Emphasis Areas

A majority of programs reported within the Northeast region were focused on Co-creation and Community Engagement (Table 16). Connecting Youth with Our Mission captured 16% of the RDI programs. Workforce-centered Systems and Processes represented another 11% of the RDI programs. Visitor Services and Other Programs were the fewest reported RDI emphasis area in the Northeast region.

Table 16. RDI Emphasis Areas in the Northeast Region

Emphasis Area	Frequency	Percentage
Co-Creation and Community Engagement	157	43.1
Connecting Youth with our Mission	58	15.9
Visitor Services	29	8
Cultural and Natural Resources Stewardship	36	9.9
Interpretation Programs	40	11
Workforce-centered Systems and Processes	39	10.7
Other	5	1.4
Total	364	100

2. Program Audience

The majority of programs (n=192) within the Northeast region were focused on an external audience. 116 programs were focused on both external and internal programs. Only 55 programs were focused on an internal audience (Figure 58).

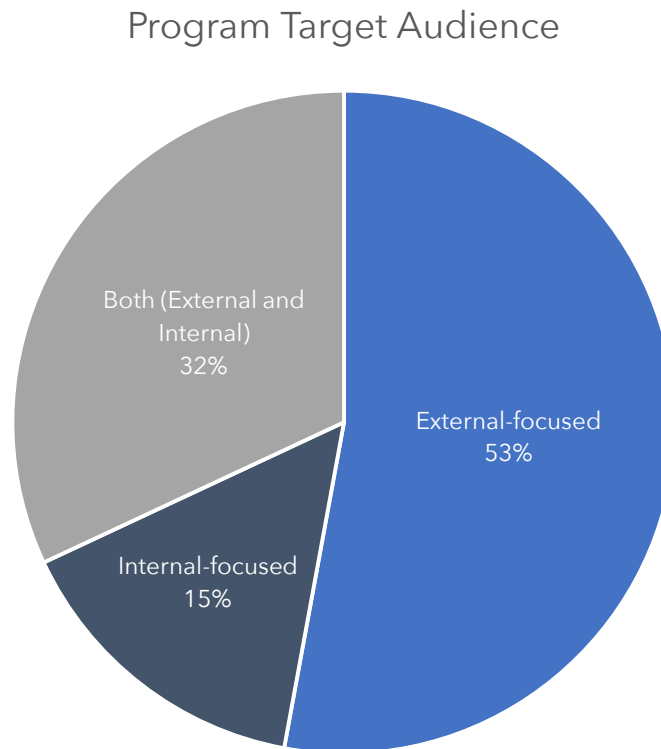


Figure 58. Target audience for RDI programs in the Northeast Region

3. Program Diversity Aspects

Within the Northeast region, Age, Race, Urban Populations, Ethnicity, and Economic Status were the top reported aspects of diversity (Table 17). Five aspects, including Religion, Sexual Orientation, Tribal Communities, Veteran Status, and Other respectively represented less than 4% of the total diversity aspects in the Northeast region.

Table 17. Ranking of Aspects of Diversity in the Northeast Region

Rank	Diversity Aspect	Frequency	Percentage
1	Age	178	16.0
2	Race	153	13.8
3	Urban Population	153	13.8
4	Ethnicity	131	11.8
5	Economic Status	127	11.4
6	Gender	81	7.3
7	Ability	76	6.8
8	Non-English Speaker	69	6.2
9	Religion	40	3.6
10	Sexual Orientation	36	3.2
11	Tribal Communities	26	2.3
12	Not applicable	16	1.4
13	Veteran Status	13	1.2
14	Other	13	1.2
	Total	1112	100

Trends of Total Aspects of Diversity in Northeast Region RDI Programs

Further examination of the reported programs shows that 69% of the reported programs have 2 or more diversity aspects targeted by the program while 26% of the programs had only 1 aspect of diversity (Figure 59).

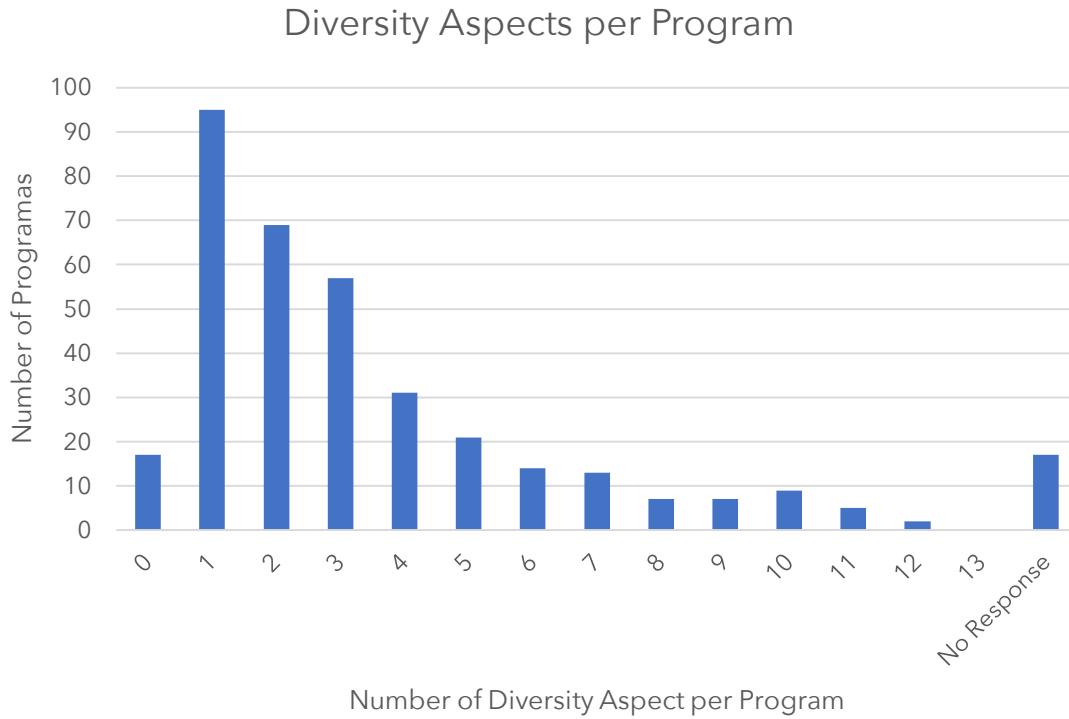


Figure 59. Number of Diversity Aspects Per Program in the Northeast Region

4. Program Start and End Dates

The RDI inventory asked respondents to report RDI programs that occurred between 2005 to 2016. The majority of programs reported were started in either 2005 or 2016 (Figure 60). Between 2006 and 2012, fewer than 10% of programs were started each year. Beginning in 2012, there was an increase of RDI programs initiated each year. In 2013, 24 RDI programs were initiated in the Northeast region. By 2016, that number had risen to 82 new programs.

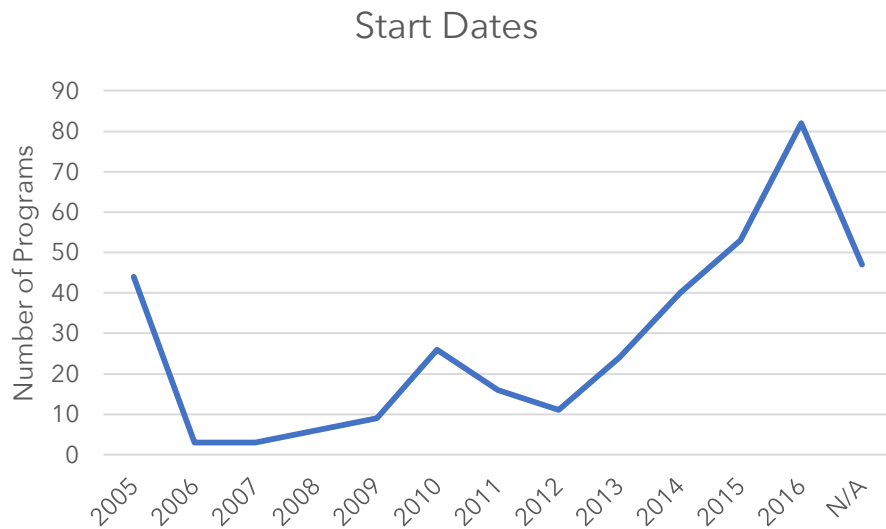


Figure 60. Start dates for reported RDI programs in the Northeast Region

Of all the programs reported, 237 RDI programs are ongoing and continue to be offered (Figure 61). Between 2005 and 2007, 1 program ended. Beginning in 2008 and continuing through 2016 there was an increase in the number of RDI programs being discontinued. In 2008, 3 programs ended. By 2016, that annual number had reached 45 RDI programs.

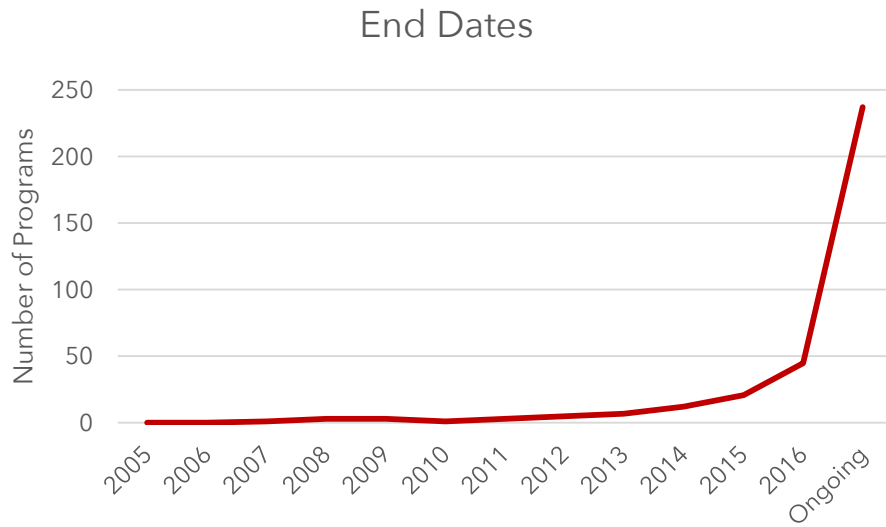


Figure 61. End dates for reported RDI programs in the Northeast Region

Trends in RDI Program Length

An examination of the program start and end dates reveals that 59% of all Northeast RDI programs are currently ongoing. Of the programs that have ended, 67 of them ran for less than a year (Table 18). Eight programs ran for two years, and 14 programs ran for one year. No program has run for more than 6 years. There were no program length responses for 52 programs.

Table 18. RDI Program Lengths in the Northeast Region

Program Length (Years)	Frequency	Percentage
Less than 1 year	67	18.4
1	14	3.8
2	8	2.2
3	4	1.1
4	2	0.5
6	3	0.8
Ongoing	214	58.7
No Response	52	14.3
Total	364	100

5. Program Frequency

Of all the RDI programs reported, 19% are run seasonally (Figure 62). 17% are run periodically as determined by the park, while 16% of reported RDI programs are conducted annually. 15% of RDI programs were conducted as one-time events. 11% of the RDI programs are run daily. Less than 3% of programs are run either weekly or monthly, respectively. There were 48 programs that did not specify the frequency, and 9 programs that did not select any of the listed frequency categories on the inventory.

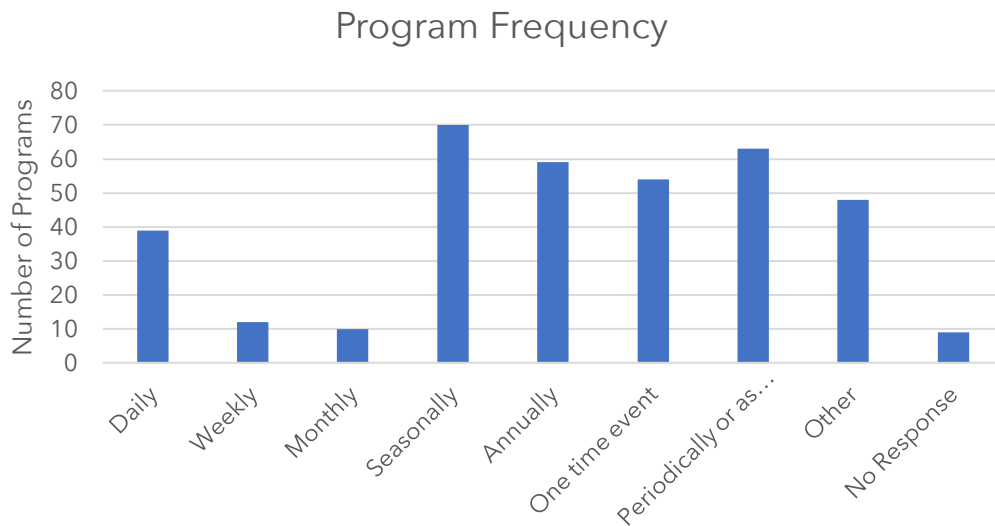


Figure 62. Frequency of reported RDI programs in the Northeast Region

6. Primary Program Funding Sources

Internal base funds (n=161), are the most common source of RDI programs in the Northeast region (Figure 63). Internal project funds support an additional 59 RDI programs. NPS mission focused partner programs are funded 14 programs; other external partner funds supported 37 programs. Of the 364 total programs, 93 were uncertain of the primary source of funding.

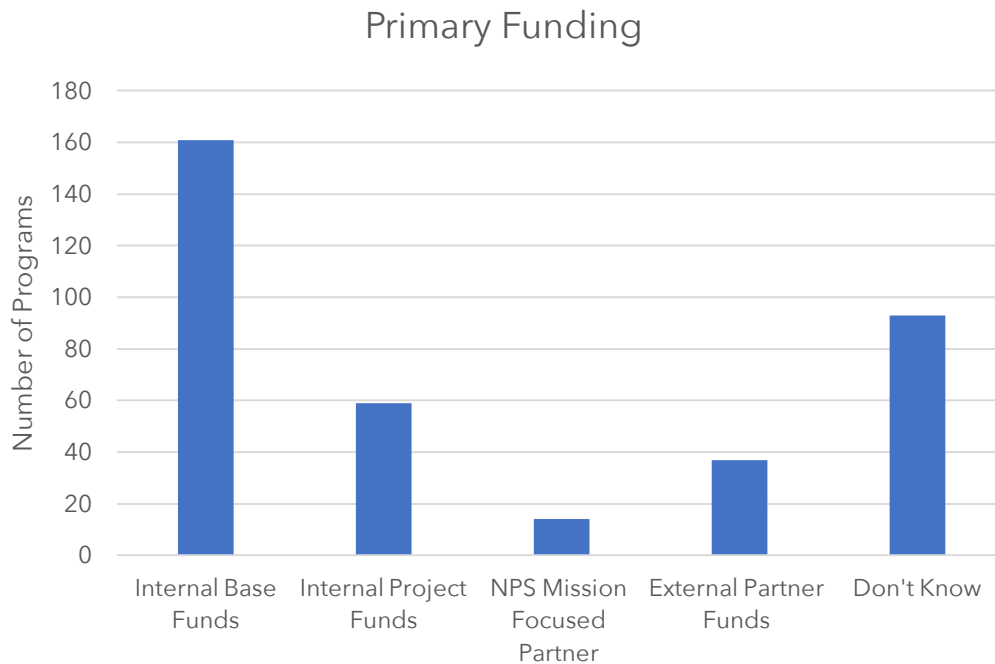


Figure 63. Sources of primary funding for RDI programs within the Northeast Region

7. Program Collaboration Trends

Internal collaborations were present in 138 programs. Of the 364 total programs in the Northeast region, 182 RDI programs did not collaborate with another NPS unit/park (Figure 64).

Internal Collaborations

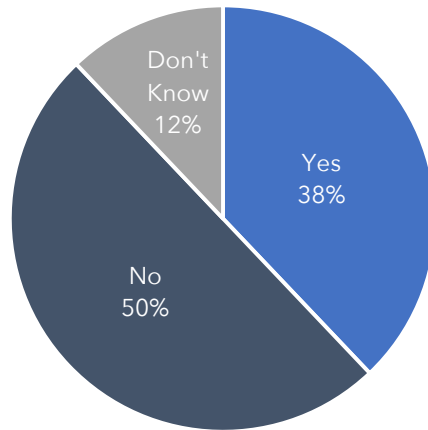


Figure 64. Internal Collaboration Trends in the Northeast Region

External collaborations were present in 167 programs. Of the 364 total programs in the Northeast region, 133 RDI programs did not collaborate with an external partner (Figure 65).

External Collaborations

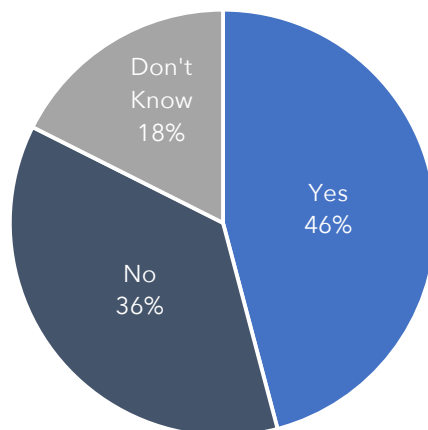


Figure 65. External Collaboration Trends in the Northeast Region



07

PACIFIC WEST
REGION



National Park Service Regional Offices

Pacific West Region Analysis

Overview of the Region

A total of 21 park units responded, for a 35% total response rate in the Pacific West region. Within the region, a total of 161 RDI programs were reported. In the following seven sections, trends in RDI programs will be examined in detail for the Pacific West region. The units within this region that participated in the inventory are indexed below.

The following park units in the Pacific West region in Category A (1 to 50 employees) include: American Memorial Park, Craters of the Moon National Monument, Fort Vancouver National Historic Site, Hagerman Fossil Beds National Monument, John Day Fossil Beds National Monument, Lake Roosevelt National Recreation Area, Mojave National Preserve, Muir Woods National Monument, Pinnacles National Monument, Pu'ukohola Heiau National Historic Site, War in the Pacific National Historical Park, and Whitman Mission National Historic Site.

The following park units in the Pacific West region in Category B (51 to 100 employees) include: Channel Islands National Park, North Cascades National Park, and Santa Monica Mountains National Recreation Area.

The following park units in the Pacific West region in Category C (100 or more employees) include: Joshua Tree National Park, Lake Mead National Recreation Area, and Sequoia & Kings Canyon National Parks.

1. RDI Emphasis Areas

Within the Pacific West region, a majority of programs were focused on either Co-creation and Community Engagement, and Connecting Youth with Our Mission (Table 19). Interpretation Programs, Workforce-centered Systems and Processes and Other were the least reported RDI emphasis areas. Visitor Services and Cultural and Natural Resources Stewardship respectively represent 12% of the RDI programs.

Table 19. RDI Emphasis Areas in the Pacific West Region

Emphasis Area	Frequency	Percentage
Co-Creation and Community Engagement	66	41
Connecting Youth with our Mission	26	16.1
Visitor Services	19	11.8
Cultural and Natural Resources Stewardship	19	11.8
Interpretation Programs	15	9.3
Workforce-centered Systems and Processes	13	8.1
Other	3	1.9
Total	161	100

2. Program Audience

The majority of programs (n=73) within the Pacific West region were focused on an external audience. 52 programs were focused on both external and internal programs. Only 36 programs were focused on an internal audience (Figure 66).

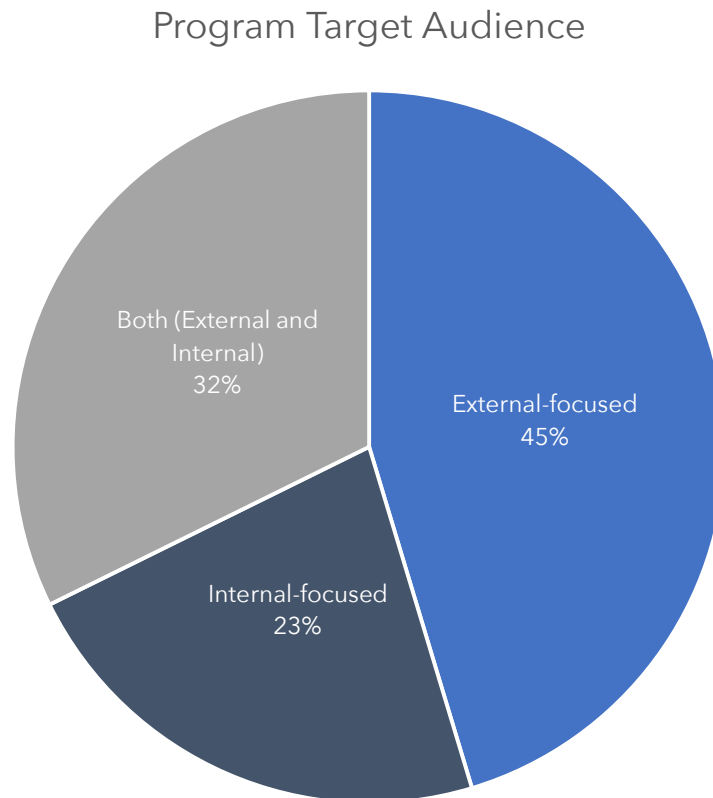


Figure 66. Target audience for RDI programs in the Pacific West Region

3. Program Diversity Aspects

Within the Pacific West region, Age, Ethnicity, and Economic Status were the top reported aspects of diversity (Table 20). Several aspects respectively represented less than 9% of the diversity aspects including: Tribal Communities, Urban Population, Ability, and Gender. Fewer than 3% of all occurrences of diversity aspects in the Pacific West region are focused on Sexual Orientation, Other, and Veteran Status respectively.

Table 20. Ranking of Aspects of Diversity in the Pacific West Region

Rank	Aspect	Frequency	Percentage
1	Age	78	15.5
2	Ethnicity	65	12.9
3	Economic Status	59	11.7
4	Non-English Speaker	51	10.1
5	Race	47	9.3
6	Tribal Communities	44	8.7
7	Urban Population	34	6.7
8	Ability	31	6.2
9	Gender	30	6.0
10	Religion	19	3.8
11	Sexual Orientation	14	2.8
12	Other	13	2.6
13	Veteran Status	10	2.0
14	Not applicable	9	1.8
	Total	504	100

Trends of Total Aspects of Diversity in Pacific West Region RDI Programs

Further examination of the reported programs shows that 75% of the reported programs have 2 or more diversity aspects targeted by the program while 19% of the programs had only 1 aspect of diversity (Figure 67).

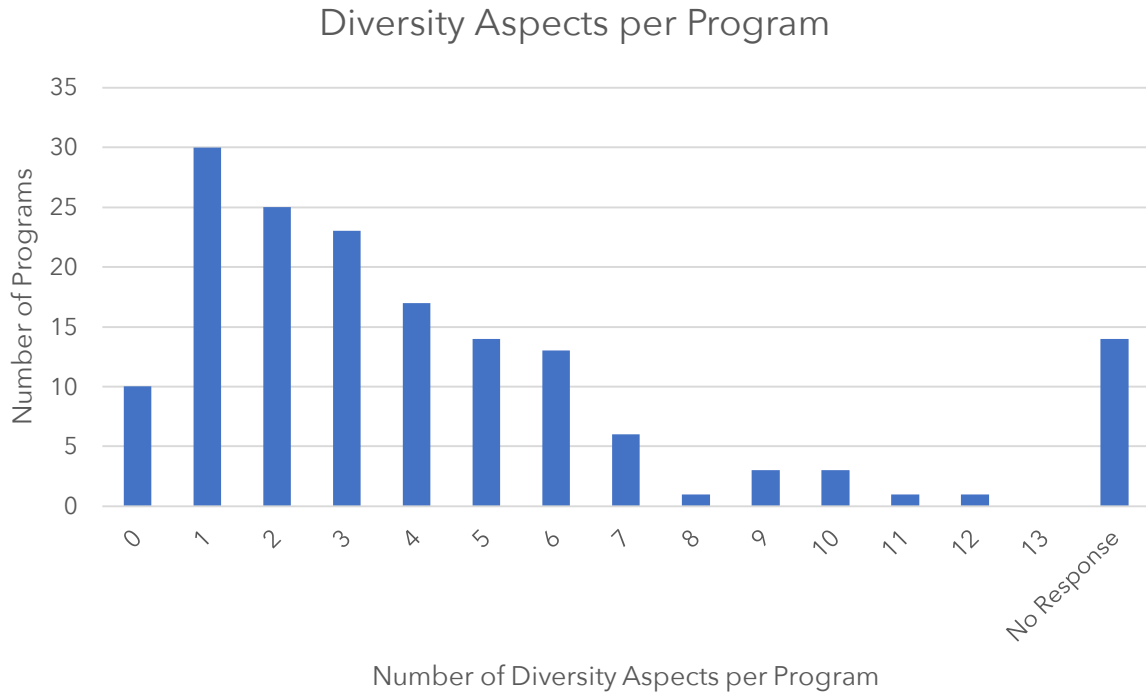


Figure 67. Number of Diversity Aspects Per Program in the Pacific West Region

4. Program Start and End Dates

The RDI inventory asked respondents to report RDI programs that occurred between 2005 to 2016. The majority of programs reported in the Pacific West Region were started in either 2005, 2012, or 2016 (Figure 68). Between 2006 and 2011, there was little change in the number of RDI programs. Beginning in 2012, there was a significant increase in the number of RDI programs. This was followed by a decline between 2013 to 2015. However, by 2016, the number of RDI programs has increased, back to the original high reported in 2012.

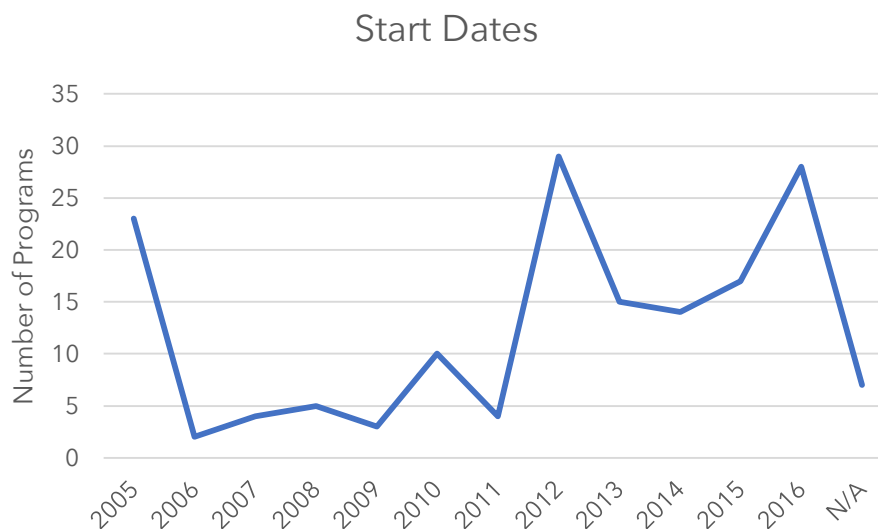


Figure 68. Start dates for reported RDI programs in the Pacific West Region

Of all the programs reported, 122 RDI programs are ongoing and continue to be offered (Figure 69). Between 2005 and 2008, no programs ended. Beginning in 2009 and continuing through 2016 there was an increase in the number of RDI programs being discontinued. In 2009, 1 program ended. By 2016, the number of programs that ended had reached 12.

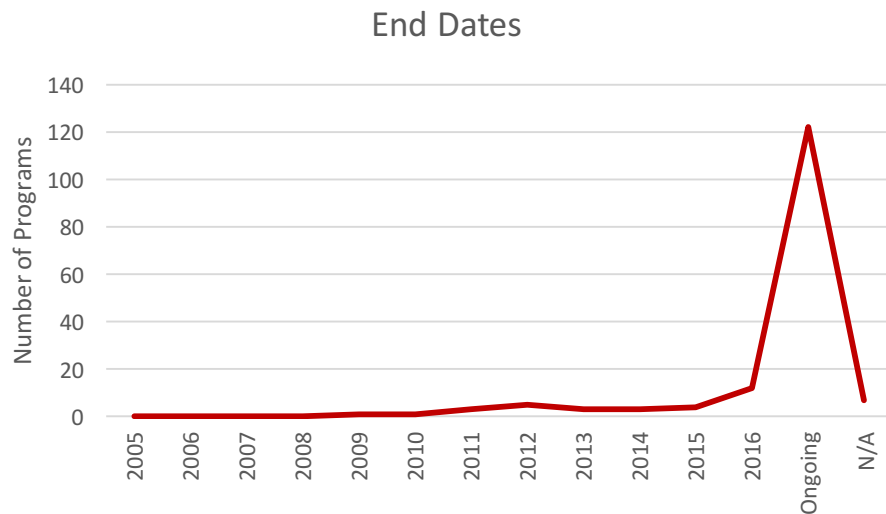


Figure 69. End dates for reported RDI programs in the Pacific West Region

Trends in RDI Program Length

Further analysis of the program start and end dates reveals that 75% of all Pacific West RDI programs are currently ongoing. Of the programs that have ended, 20 of them ran for less than a year (Table 21). Three programs lasted one year. One program lasted up to nine years. There were no program length responses for 9 programs.

Table 21. RDI Program Lengths in the Pacific West Region

Program Length (Years)	Frequency	Percentage
Less than 1 year	20	12.4
1	3	1.9
2	2	1.2
3	2	1.2
4	2	1.2
7	1	0.6
9	1	0.6
Ongoing	121	75.2
No Response	9	5.6
Total	161	100

5. Program Frequency

Of all the RDI programs reported, 20% are run annually (Figure 70). 16% of the RDI programs are run daily. 14% are run periodically as determined by the park. Respectively, 10% of the programs are conducted seasonally, or as a one-time event. 9% of the reported programs are run monthly, while 5% are conducted weekly. There were 19 programs that did not specify the frequency, and 5 programs that did not select any of the listed frequency categories on the inventory.

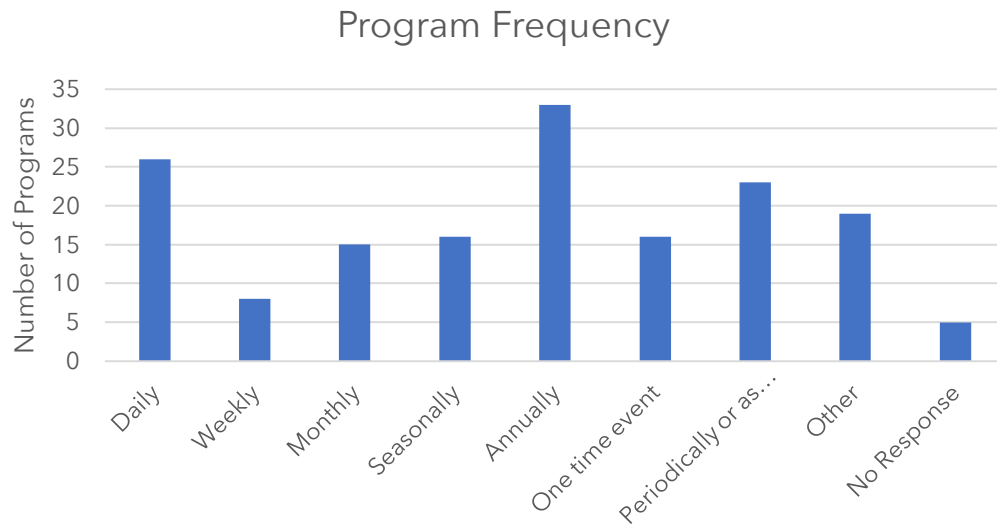


Figure 70. Frequency of reported RDI programs in the Pacific West Region

6. Primary Program Funding Sources

Internal base funds (n=64), are the most common source of RDI programs in the Pacific West region (Figure 71). Internal project funds support an additional 27 RDI programs. NPS mission focused partners funded 35 programs; only 20 programs are funded by other external partner funds. Of the 161 total programs, 15 were uncertain of the primary source of funding.

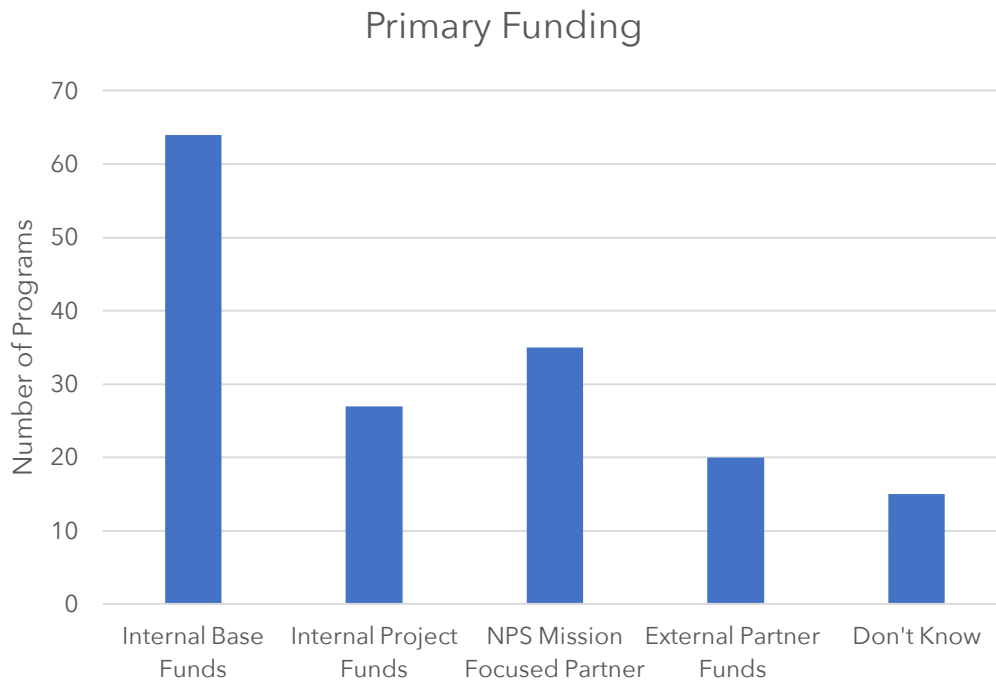


Figure 71. Sources of primary funding for RDI programs in the Pacific West Region

7. Program Collaboration Trends

Internal collaborations were present in 83 programs. Of the 161 total programs in the Pacific West region, 64 RDI programs did not collaborate with another NPS unit/park (Figure 72).

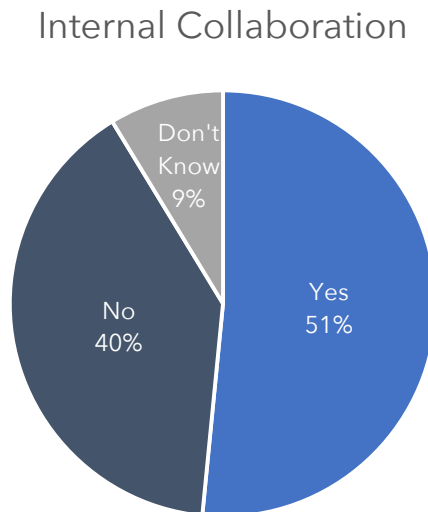


Figure 72. Internal Collaboration Trends in the Pacific West Region

External collaborations were present in 115 programs. Of the 161 total programs in the Pacific West region, 34 RDI programs did not collaborate with an external partner (Figure 73).

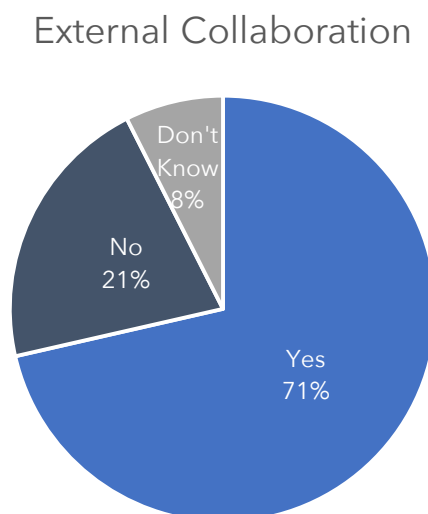


Figure 73. External Collaboration Trends in the Pacific West Region

A blue-tinted landscape photograph of a forested valley. In the background, a sun or moon is visible on the horizon, partially obscured by a thin layer of clouds. The foreground and middle ground are filled with dense evergreen trees covering rolling hills and valleys. The overall color palette is a range of blues, from light sky blues to deep forest blues.

08

SOUTHEAST
REGION



Southeast Region Analysis

Overview of the Region

A total of 24 park units responded, for a 37.9% total response rate in the Southeast region. Within the region, a total of 185 RDI programs were reported. In the following seven sections, trends in RDI programs will be examined in detail for the Southeast region. The units within this region that participated in the inventory are indexed below.

The following park units in the Southeast region in Category A (1 to 50 employees) include: Abraham Lincoln Birthplace National Historical Park, Biscayne National Park, Big South Fork National River & Recreation Area, Canaveral National Seashore, Chickamauga and Chattanooga National Military Park, Congaree National Park, Dry Tortugas National Park, Fort Donelson National Battlefield, Fort Frederica National Monument, New Orleans Jazz National Historical Park, Kennesaw Mountain National Battlefield Park, Kings Mountain National Military Park, Little River Canyon National Preserve, Martin Luther King, Jr. National Historic Site, Ocmulgee National Monument, and Tuskegee Institute National Historic Site.

The following park units in the Southeast region in Category B (51 to 100 employees) include: Big Cypress National Preserve, Cape Hatteras National Seashore, and Gulf Islands National Seashore.

The following park units in the Northeast region in Category C (1 to 50 employees) include: Blue Ridge Parkway, Everglades National Park, Great Smoky Mountains National Park, Natchez Trace Parkway, and San Juan National Historic Site.

1. RDI Emphasis Areas

A majority of programs reported within the Southeast region were focused on Co-creation and Community Engagement and Connecting Youth with Our Mission. Workforce-centered Systems and Processes (9%), and Visitor Services (12%) were reported more than 10 times. Interpretation Programs, and Cultural and Natural Resources Stewardship represented less than 8% of the total RDI programs and were the lowest reported RDI emphasis areas apart from Other.

Table 22. RDI Emphasis Areas in the Southeast Region

Emphasis Area	Frequency	Percentage
Co-Creation and Community Engagement	79	42.7
Connecting Youth with our Mission	37	20
Visitor Services	23	12.4
Cultural and Natural Resources Stewardship	12	6.5
Interpretation Programs	15	8.1
Workforce-centered Systems and Processes	17	9.2
Other	2	1.1
Total	185	100

2. Program Audience

The majority of programs in the Southeast region were focused on both external and internal programs (94). 60 programs were focused externally, while only 28 programs were focused on an internal audience (Figure 74).

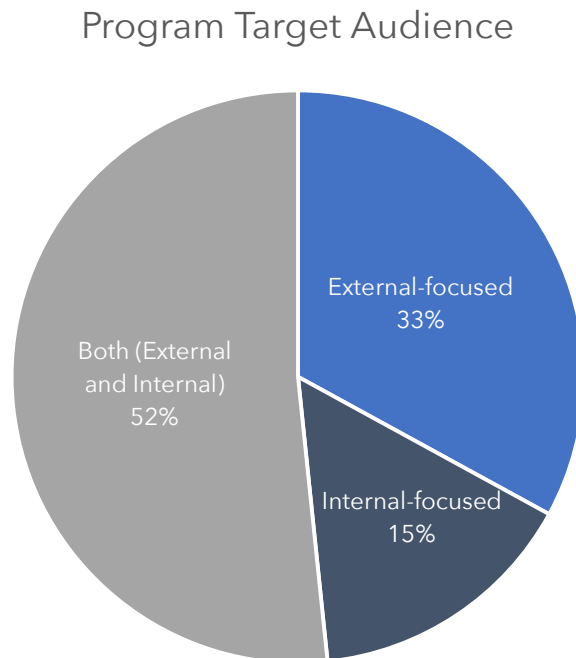


Figure 74. Target audience for RDI programs in the Southeast Region

3. Program Diversity Aspects

Within the Southeast region, Age, Race, Ethnicity, and Economic Status were the top reported aspects of diversity (Table 23). Several aspects, such as Urban Population, Gender, Non-English Speaker, Ability, and Tribal Communities were reported between 5% and 10% of the time. Fewer than 3% of all occurrences of diversity aspects in the Southeast region are focused on Religion, Sexual Orientation, Other, and Veteran Status respectively.

Table 23. Ranking of Aspects of Diversity in the Southeast Region

Rank	Diversity Aspect	Frequency	Percentage
1	Age	99	18.8
2	Race	69	13.1
3	Ethnicity	68	12.9
4	Economic Status	63	11.9
5	Urban Population	49	9.3
6	Gender	31	5.9
7	Non-English Speaker	31	5.9
8	Ability	29	5.5
9	Tribal Communities	29	5.5
10	Not applicable	20	3.8
11	Religion	12	2.3
12	Veteran Status	11	2.1
13	Other	9	1.7
14	Sexual Orientation	8	1.5
	Total	528	100

Trends of Total Aspects of Diversity in Southeast Region RDI Programs

Further examination of the reported programs shows that 65% of the reported programs have 2 or more diversity aspects targeted by the program while 24% of the programs had only 1 aspect of diversity (Figure 75).

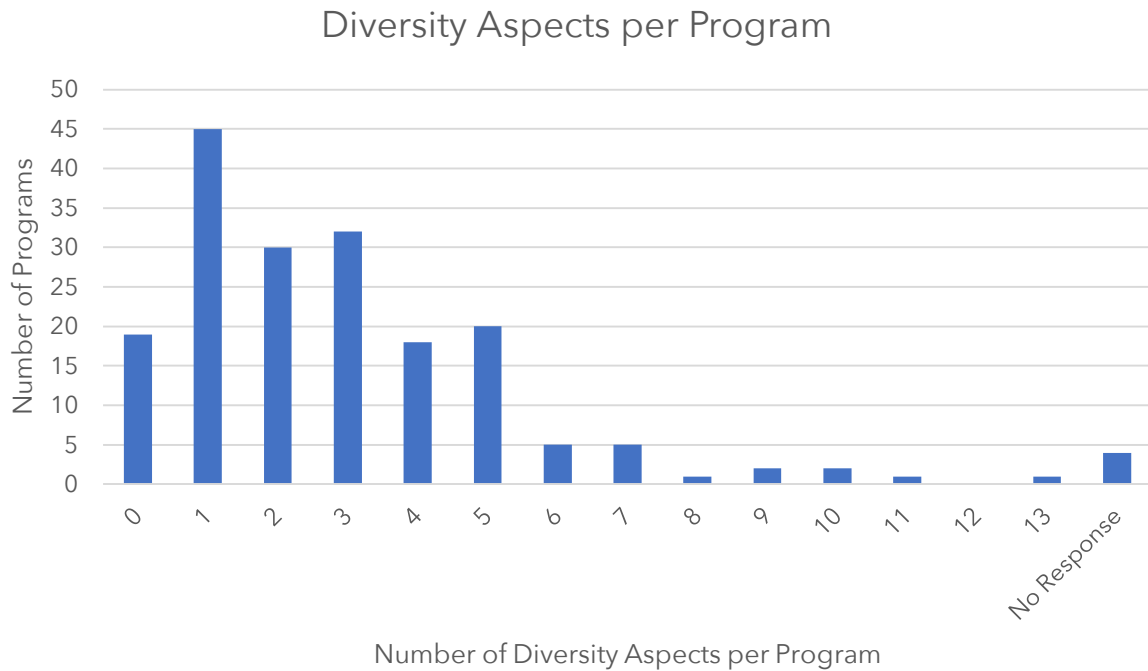


Figure 75. Number of Diversity Aspects Per Program in Southeast Region

4. Program Start and End Dates

The RDI inventory asked respondents to report RDI programs that occurred between 2005 to 2016. The majority of programs reported were started in either 2005 or 2016 (Figure 76). Between 2007 and 2016 there was a steady increase of RDI programs initiated each year.

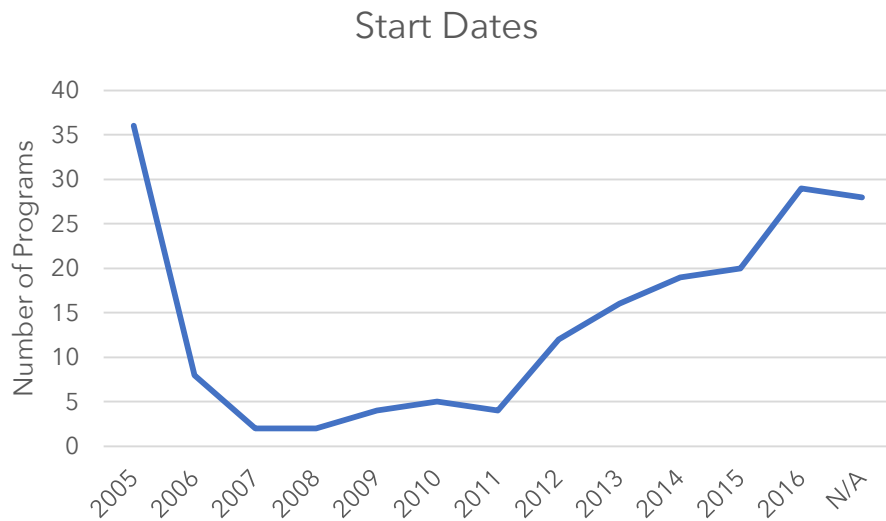


Figure 76. Start dates for reported RDI programs in the Southeast Region

Of all the programs reported, 131 RDI programs are ongoing and continue to be offered in the Southeast region (Figure 77). Between 2005 and 2009, 2 programs were ended. Beginning in 2009 and continuing through 2016 there is an increase in the number of RDI programs being discontinued. In 2009, 1 program ended. By 2016, that annual number had reached 18 RDI programs.

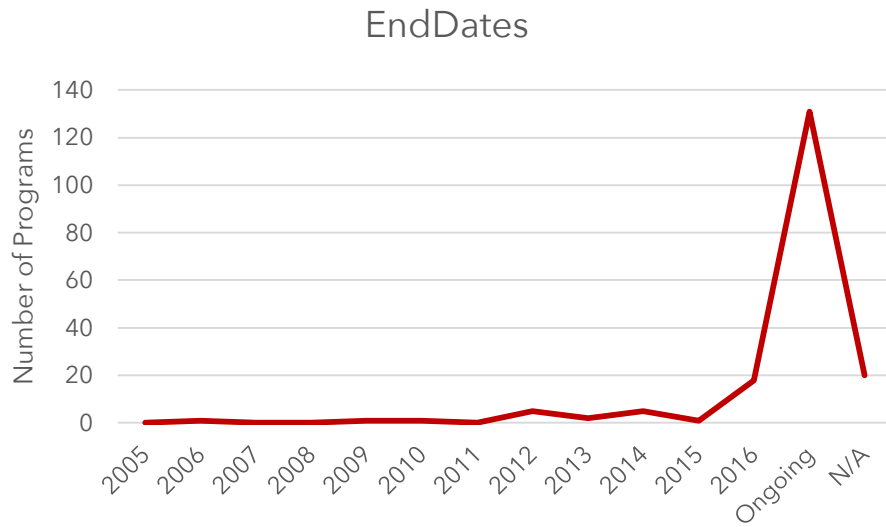


Figure 77. End dates for reported RDI programs in the Southeast Region

Trends in RDI Program Length

An examination of the program start and end dates reveals that 63% of all Southeast region RDI programs are currently ongoing. Of the programs that have ended, 15 of them ran for less than a year (Table 24). Four programs ran for two years, and four programs ran for one year. There were no program length responses for 34 programs. The longest running program ended after nine years.

Table 24. RDI Program Lengths in the Southeast Region

Program Length (Years)	Frequency	Percentage
Less than 1 year	15	8.1
1	4	2.2
2	4	2.2
3	3	1.6
4	3	1.6
5	2	1.1
7	1	0.5
8	1	0.5
9	1	0.5
Ongoing	117	63
No Response	34	18.4
Total	185	100

5. Program Frequency

Of all the RDI programs reported, 20% are conducted annually. 16% are run seasonally. Respectively, 15% of the reported RDI programs are run daily, or periodically as determined by the park. 10% of programs were conducted as one-time events. 4% of programs are run weekly or monthly, respectively. There were 17 programs that did not specify the frequency, and 12 programs that did not select any of the listed frequency categories on the inventory.

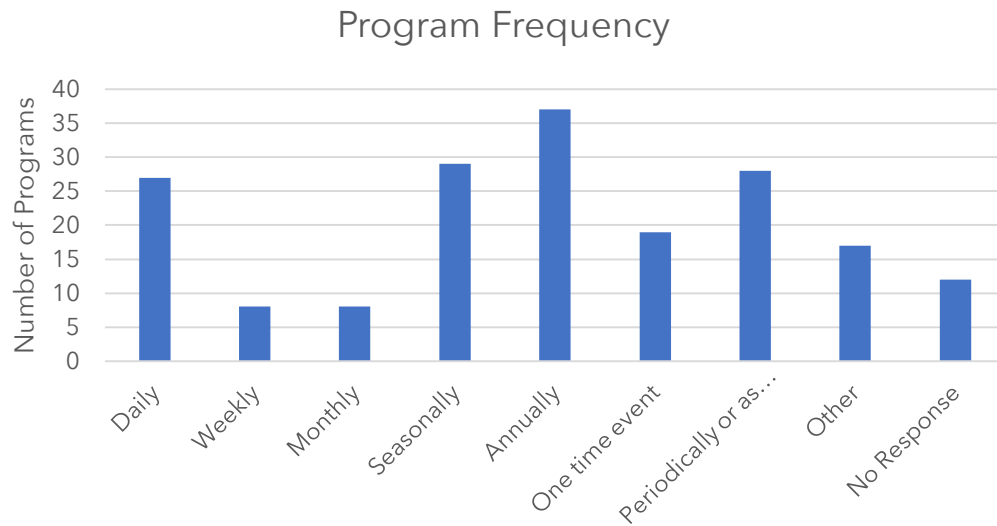


Figure 78. Frequency of reported RDI programs in the Southeast Region

6. Primary Program Funding Sources

Internal base funds (n=69), are the most common source of RDI programs in the Southeast region (Figure 79). Internal project funds support an additional 39 RDI programs. 36 programs are funded through external partner funds; an additional 24 programs are primarily funded through NPS Mission Focuses Partners. Of the 185 total programs in the Southeast region, 17 were uncertain of the primary source of funding.

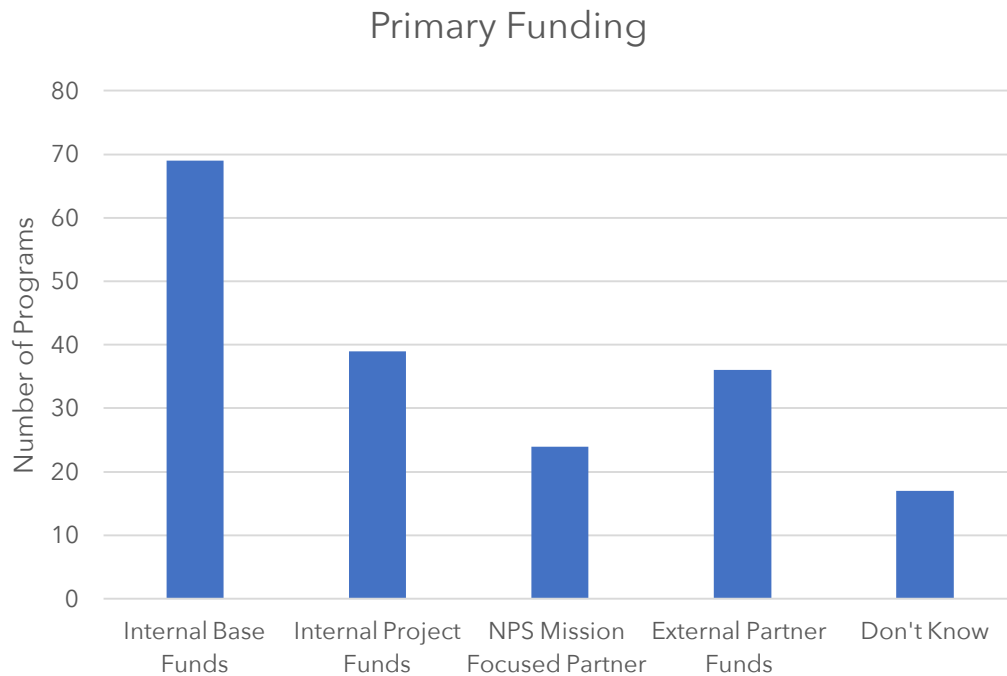


Figure 79. Sources of primary funding for RDI programs in the Southeast Region

7. Program Collaboration Trends

Internal collaborations were present in 90 programs. Of the 185 total programs in the Southeast region, 83 RDI programs did not collaborate with another NPS unit/park (Figure 80).

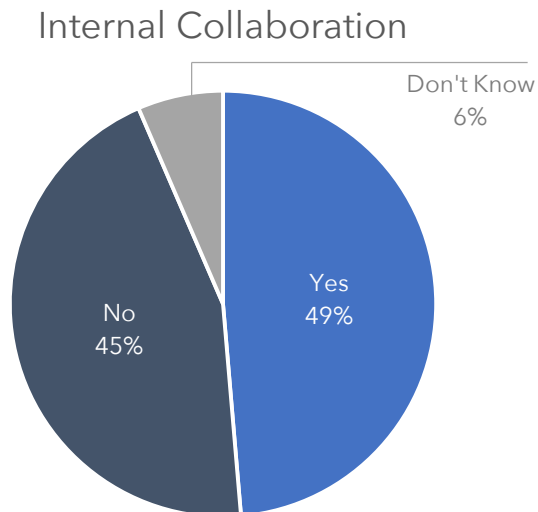


Figure 80. Internal Collaboration Trends in the Southeast Region

External collaborations were present in 109 programs. Of the 185 total programs in the Southeast region, 41 RDI programs did not collaborate with an external partner (Figure 81).

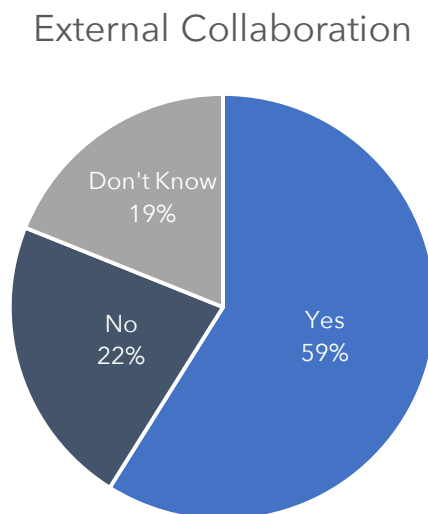


Figure 81. External Collaboration Trends in the Southeast Region



09

WASHINGTON
OFFICE



Washington Office Analysis

Overview of the Region

A total of 5 programs were reported from the Washington Office Directorates. In the following seven sections, trends in RDI programs will be examined in detail for the Washington Office Directorates.

1. RDI Emphasis Areas

A majority of programs reported within the Washington Office were Connecting Youth with Our Mission. Three programs were focused on Cultural and Natural Resources Stewardship (Table 25).

Table 25. RDI Emphasis Areas in the Washington Office

Emphasis Area	Frequency	Percentage
Connecting Youth with our Mission	2	40
Cultural and Natural Resources Stewardship	3	60
Total	5	100

2. Program Audience

The majority of programs (n=3) within the Washington Office were focused on an internal audience. Two programs were focused on both external programs (Figure 82).

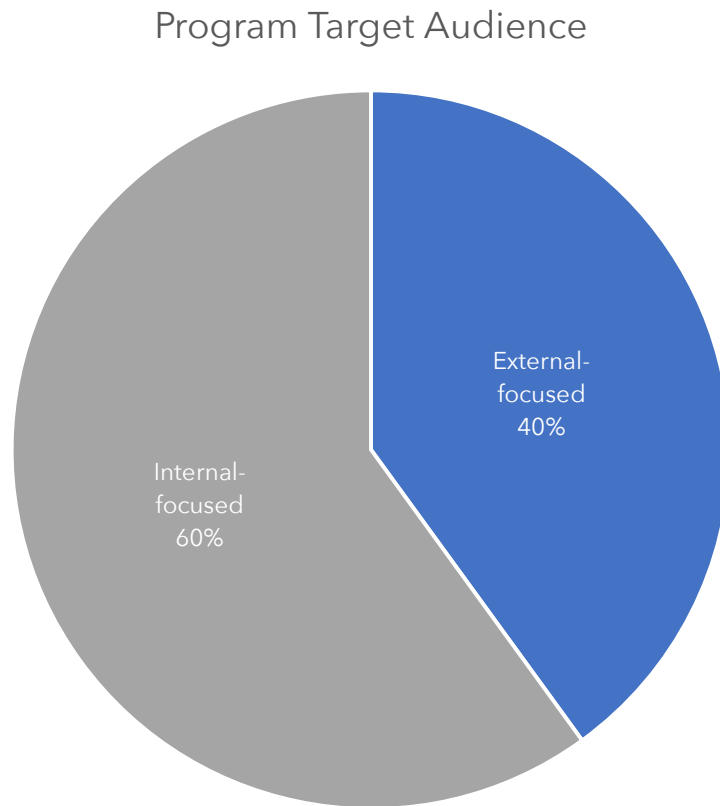


Figure 82. Target audience for RDI programs in the Washington Office

3. Program Diversity Aspects

The most reported diversity aspects were Age and Urban Population.

Table 26. Ranking of the Aspects of Diversity in the Washington Office

Rank	Aspect	Frequency	Percentage
1	Age	2	66.6
2	Urban Population	1	33.4
	Total	3	100

Trends of Total Aspects of Diversity in Washington Office RDI Programs

Further examination of the reported programs shows that none of the reported programs have 2 or more diversity aspects targeted by the program while 1 program had only 1 aspect of diversity (Figure 83).

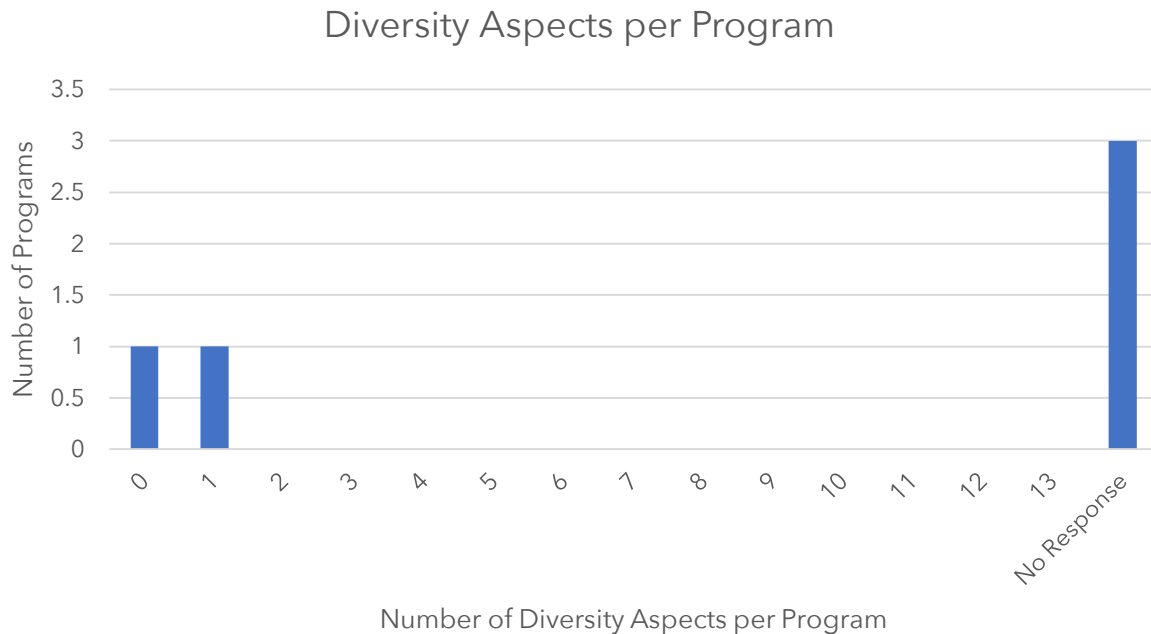


Figure 83. Number of Diversity Aspects Per Program in Washington Office Region

4. Program Start and End Dates

The RDI inventory asked respondents to report RDI programs that occurred between 2005 to 2016. Reported programs in the Washington Office were started in 2008, 2010, and 2015 (Figure 84).

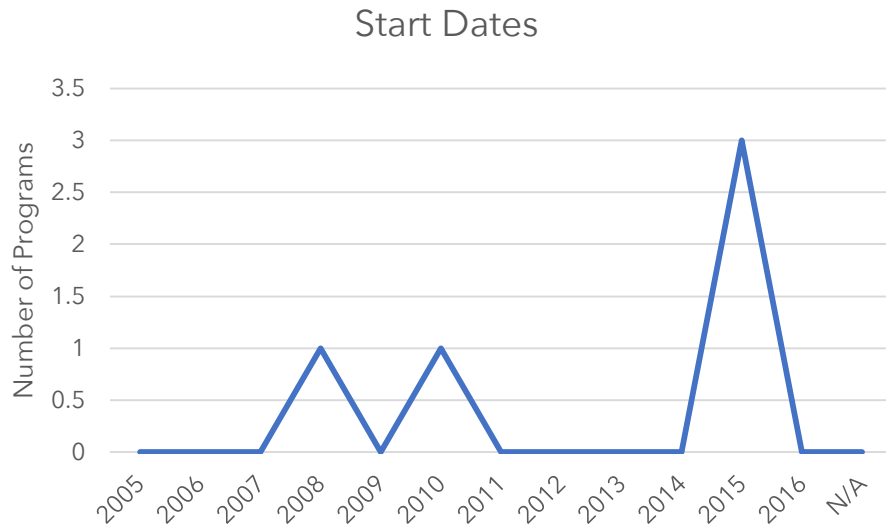


Figure 84. Start dates for reported RDI programs in the Washington Office

Of all the programs reported, 4 RDI programs are ongoing and continue to be offered (Figure 85). One program did not report an end date.

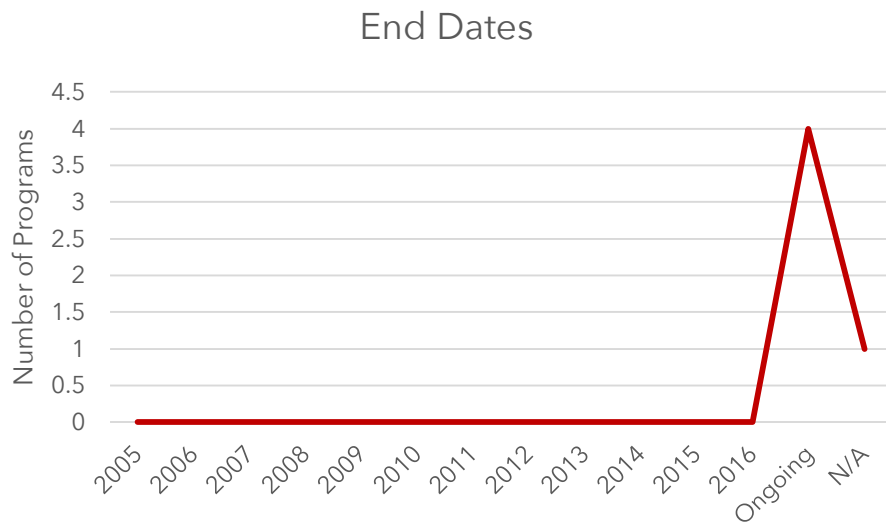


Figure 85. End dates for reported RDI programs in the Washington Office

Trends in RDI Program Length

Further analysis of the program start and end dates reveals that 80% of all Washington Office RDI programs are currently ongoing. One program did not provide a response to program length (Table 27).

Table 27. RDI Program Lengths in the Washington Office

Program Length (Years)	Frequency	Percentage
Ongoing	4	80
No Response	1	20
Total	5	100

5. Program Frequency

Of the reported RDI programs, two are conducted annually (Figure 86). While one program, respectively, is conducted daily, seasonally and periodically as needed.

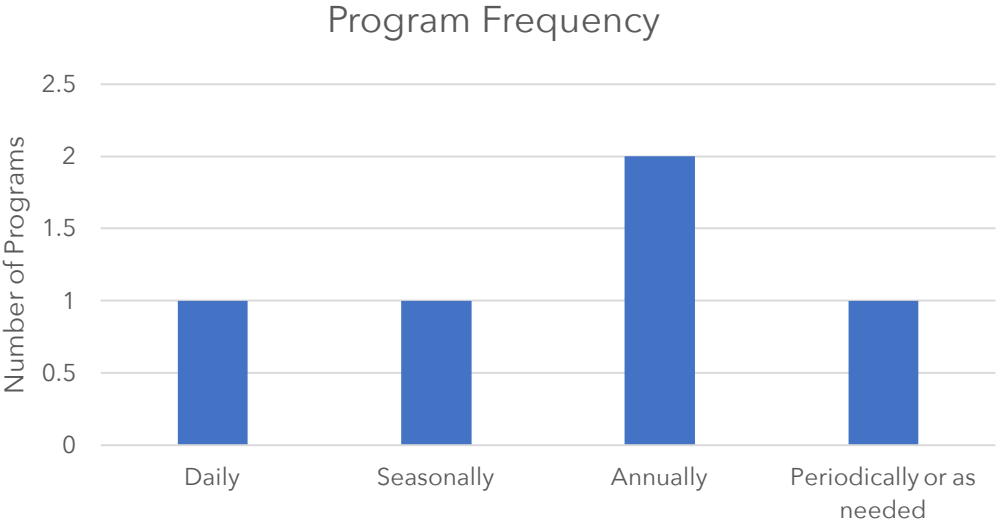


Figure 86. Frequency of reported RDI programs in the Washington Office

6. Primary Program Funding Sources

Internal base funds (n=4), are the most common source of RDI programs in the Washington Office region (Figure 87). Of the 5 total programs, 1 was uncertain of the primary source of funding.

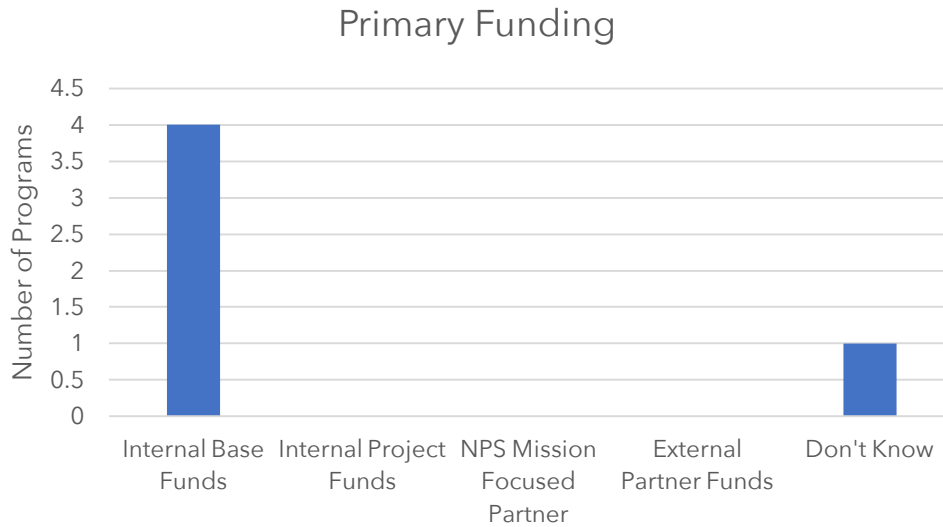


Figure 87. Sources of primary funding for RDI programs in the Washington Office

7. Program Collaboration Trends

Internal collaborations were present in 1 program. Of the 5 total programs reported in the Washington Office, 4 RDI programs did not collaborate with another NPS unit/park (Figure 88).

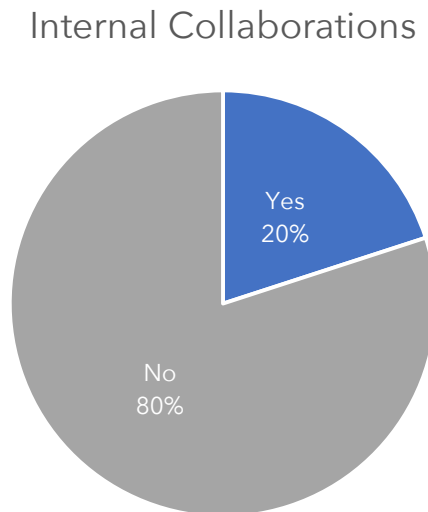


Figure 88. Internal Collaboration Trends in the Washington Office Region

External collaborations were present in none of the Washington Office RDI programs. Of the 5 total programs, 5 RDI programs did not collaborate with an external partner (Figure 89).

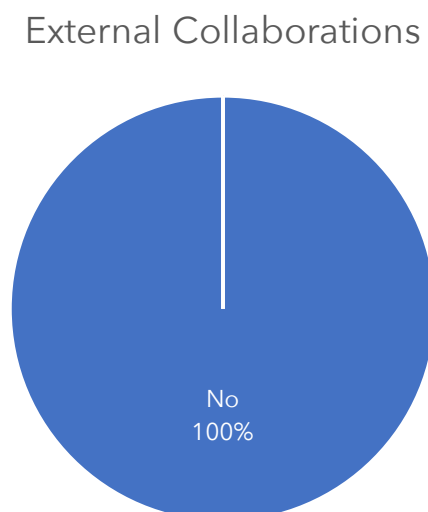


Figure 89. External Collaboration Trends in the Washington Office Region

Findings

Where are RDI programs occurring?

Of the 1,359 programs reported, 61.6% are located in three regions: Northeast (26.8%), Midwest (18.2%), and Intermountain (16.6%). These three regions also account for the most park units reported. The remaining 38.4% of programs are scattered across the Southeast (13.6%), Pacific West (11.8%), Alaska (6.4%), National Capital (6.3%), and Washington Office (0.4%).

The response rate of the park units ranges from 25% to 47.6%. As such, caution should be taken when assessing the trends by park unit. For instance, the National Capital Regions had the lowest response rate (25%); trends within this park unit are likely to fluctuate as participation in the inventory increases and becomes more complete. In comparison, the Northeast Regions has a 47.6% park unit participation rate.

What are the most popular types of RDI programs?

Only 15.6% of RDI programs are focused on an internal audience. 47.5% of programs are focused on an external (visitor) audience, and 36.6% of programs are focused on both an external and internal audience.

When assessing the distribution of RDI programs among the RDI emphasis areas, a similar trend arises. Nearly 60% of RDI programs reported were focused on either Co-creation and Community Engagement (41.4%) or Connecting Youth with Our Mission (18.4%). The majority of RDI programs were reported as falling under RDI emphasis areas focused on visitors. Only 9% of the reported programs were focused on Workforce-centered Systems and Processes. This trend of RDI programs focused on external audiences indicates that the NPS has begun to intentionally build programs that embrace the meaningful participation of all Americans.

In total, 3,653 aspects of diversity were reported for the 1,359 total programs, resulting in an average of 2.68 diversity aspects per program. Age (n=662; 18.1%), Ethnicity (n=456; 11.9%), Race (n=434; 11.9%), Economic Status (n=391; 10.7%) and Urban Population (n=361; 9.9%) were the dominant aspects of diversity reported. Meanwhile, Religion, Sexual Orientation, and Veteran Status were among the least reported aspects of diversity.

As Religion, Sexual Orientation, and Veteran Status continue gaining public awareness, the NPS will need to invest more time and effort in these diversity aspects to reach higher levels of inclusion. Program managers have an opportunity to incorporate more

intersectionality between Religion, Sexual Orientation, and Veteran Status with other dominant diversity aspects.

In recent years, neighboring communities across the U.S. have grown increasingly diverse. That diversification reaches beyond Age, Race, and Economic Status; it includes other elements of diversity such as Religion, Non-English Speakers, and Sexual Orientation. Therefore, there is a unique opportunity for Co-creation and Community Engagement Programs, as well as Connecting Youth with Our Mission Programs, to expand their current vision of diversity and incorporate the emerging diversity in their neighboring communities.

How long have RDI programs existed?

Nearly 70% of the RDI programs reported are still ongoing. This trend suggests that there is both agency will and determination to institute RDI programs and sustain them long-term. However, this finding should be tempered by acknowledging a potential recall bias among respondents. The relatively limited number of programs reported that had an end date prior to 2015 compared to many ongoing programs may indicate that respondents were likely to favor reporting programs that have endured and continue to be offered, then to report on programs that have ended or lasted only a short time. Interestingly, there is a strong surge of programs begun in 2016, coinciding with the NPS Centennial celebration. It appears that the current social focus of the agency throughout the Centennial year including the media campaign to “Find Your Park” led to increasing RDI programs throughout the NPS.

What funding sources and collaborations facilitate RDI programs?

Internal funding (either base or project funding) supported nearly 62% of the reported RDI programs. External funding (external partner or mission-focused partner) supported nearly 21% of the programs. However, 17% of respondents were either unsure or did not respond to the funding question.

There were no clear trends when examining the presence of internal collaborations with other NPS units/programs; 43% did internally collaborate, while 48% did not engage in internal collaboration. However, a strong trend did emerge when examining external collaborations. 54% of RDI programs relied upon external collaborations while only 31% of programs did not engage in external collaborations.

Discussion

Limitations

Several challenges were encountered in conducting a Service-wide inventory of this scale. First, since no previous unified records existed regarding RDI programs, respondents were asked to recall park unit/program history that existed in various states of size and scope. Furthermore, NPS employees who remain in the service often are required to move parks to advance their careers. This continuous transition weakens the historical knowledge within the respective park units/programs as managers often spend several years learning the history before being relocated. As such, when asked to specify how many RDI programs existed within the respondent's park unit/program, a total of 7,658 RDI programs were identified. However, once respondents began listing those programs for the Qualtrics inventory that number decreased to a more conservative estimate of 3,473 RDI programs. Only 1,359 programs were fully reported and eligible for this baseline dataset. The discrepancy in perceived number of programs versus actual reported programs points to the inherent difficulties in constructing a comprehensive dataset considering high employee turnover and limited historical knowledge retained within the park unit/program. By creating a centralized data repository, the Office of Relevancy, Diversity, and Inclusion and the Office of Interpretation, Education, and Volunteers can improve its ability to track RDI programs by allowing for a continuous rolling collection of data to ensure a comprehensive database of RDI programs.

Second, some logistical barriers should be considered when evaluating the trends in this report. Data for this project were collected through the online survey management program Qualtrics. During follow-up emails, phone conversations, and conference calls, several NPS employees described difficulties with responding to and completing the inventory. Reasons given included limited internet access within their park unit, insufficient time in the office, lack of computer access, as well as challenges loading the inventory due to slow internet speeds within the park.

Third, the timeframe of the data collection was a concern. NPS employees found it challenging to collect comprehensive data on RDI programs between 2005 and 2016. Park units/programs that were early adopters of RDI programs and/or offer many programs were overwhelmed by the burden to report a decade worth of data for hundreds of programs. Furthermore, for other large NPS programs such as the Rivers, Trails, and Conservation Assistance Program which estimate more than 4,000 RDI programs having taken place between 2005 and 2016, the cost to participate in the RDI inventory was prohibitive within the four-month data collection period. Providing

an open, rolling data collection would allow RDI active park units/programs to slowly dedicate staff hours to document and report their extensive RDI efforts.

Finally, while the RDI inventory was launched in November 2016 and remained open through the end of February 2017, the project was slow to gain acceptance across the NPS, which limited overall participation. The release of office memorandums, combined with target phone calls, and personalized email correspondence slowly began to build trust and interest in the project. By the end of January, a communications plan had been identified that began to reach important gatekeepers within the park units/programs that quickly increased participation numbers. Due to the high volume of survey and inventory data requests that are released throughout the NPS, many superintendents have instructed their staff to ignore requests unless formally instructed to participate by a higher authority. As such, future attempts to collect data should note that at least three months should be dedicated to building interest in the project and allow for additional time beyond traditional 6 to 8-week data collection periods. Given the resource constraints of the NPS, providing a rolling online data collection would likely best assist with the negotiation of constraints faced by participants.

NPS Interpretation and Operationalization of RDI

An examination of the park unit programs demonstrates a wide-continuum of RDI programming that ranges from meeting basic ADA compliance to intersectional programming that examines several aspects of diversity. There is evidence to suggest that one-dimensional conversations around RDI continue to guide the interpretation and application of RDI programs within park units/programs. For instance, within the Visitor Services section, participants often reported RDI programs that focused on multilingual brochures and publications, provision of hearing assistance, wheelchair accessibility, and general ADA compliance. Whereas within the Co-creation and Community Engagement emphasis area, RDI programs are reported that are more intersectional and targeted to broader aspects of diversity. These findings highlight how institutional culture may be continuing to shape how RDI is defined and implemented within various strategic agency goals. Moving forward, it will be possible based on the finding of this initial report, to inform RDI strategic plans based on what RDI programs exist and what those programs encompass.

Next Steps

This inventory provides the Office of Relevancy, Diversity, and Inclusion and the Office of Interpretation, Education, and Volunteers with a first-time baseline assessment of RDI programs. The usefulness of this initial inventory is in some ways contingent upon

how the data are used to foster additional studies and deeper understanding of RDI in the NPS. To that end, we recommend two initial next steps:

1. This initial inventory of RDI programs represents 30% of all NPS park units. Overall, it was successful in identifying and collectively assembling the first ever RDI informational database. However, moving forward, it is important to transform this initial database into a useful and interactive platform. It is our recommendation to convert this database into an interactive GIS platform that can be accessed and edited by all NPS employees. A mapping of the results by park unit and program would allow service members to see where RDI efforts occur and what they consist of, facilitating collaboration and learning from one another. Regions and programs could use this data to examine their efforts towards RDI and inform their strategic initiatives moving forward by learning from what RDI work currently exists in the NPS. Furthermore, by mapping these results geographically it would allow for service members to access their park unit and continue to provide information on non-represented programs and emerging programs through an editable, interactive attributes table. Such an approach would facilitate further data collection and ensure that the Office of Relevancy, Diversity, and Inclusion and the Office of Interpretation, Education, and Volunteers have the most accurate and up-to-date information to guide their creation of materials and policy.
2. This study has shown what RDI programs exist and where they exist. This baseline data was a critical starting point that will allow for further examinations into the specifics of how culture shapes the success of RDI programs. The baseline data, while useful in identify the initial scope of RDI programs, fails to uncover why such programs exist in certain regions, and how organization culture either supports or dissuades the growth of RDI programs. Moving forward, case studies could be used to identify both specific park units and RDI programs to begin assessing how culture, staff dedication, availability of resources, and other social influences dictate the emergence and success of RDI programs across the service. The data in this study points to several regions and park units that have grown numerous RDI programs. Further examination of these programs, and the selection of non-represented parks, could add valuable depth to understanding what drives the creation and success of RDI programs and what prevents its growth.

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Appendix A: External Funding Sources

Examples of External Funding Sources

Presidio Trust
450+ organizations and individuals got together to fund the year-long event.
PMIS project had been approved prior to collaborating with the Groundwell Mural Project
A grant to support for Internship from the Dwight D Eisenhower Program
Acadia Centennial Task Force, Friends of Acadia
Active Southern West Virginia grants
Alice Ferguson Foundation
Americorps
Amtrak Railroad Corporation of America
Appalachian Mountain Club
Art Council of Fairfax County
Art Place America and American Indian Alaska Native Tourism Association
Assistance from the South Florida National Parks Trust
AZ Conservation Corp
Big Bend Conservancy
Big Bend Natural History Association
Black Hills Area Council
Boston City Council; South Boston Historical Society; City of Boston
Boys and Girls Clubs of America
Boy Scouts
Bunker Hill Parade Committee and Charlestown Historical Society
Canyonlands Natural History Association
Carver Birthplace Assoc.
CESU Funding
Cherokee Preservation Foundation, Eastern Band of Cherokee
Chickasaw Inkana Foundation
City Library budgets
City of Homestead, Miami-Dade County,
City of Salem
City of Wilton Manors
Civil War to Civil Rights
Collaborative funding from multiple NPS sources, National Trust for Historic Preservation, NY Department of Education
Conservancy for CVNP received grants

Cooperating Association and Friends Group

Cooperative Agreement with Dixie State University in Utah through a CESU

County Schools & County Park Staff

Custer County SO

DC Promise Neighborhood Initiative, the Friends of Kenilworth Aquatic Gardens

DC Schools

Donations

Done on volunteer basis - no funds

Dwight D Eisenhower Society pays for instructors and busing through a grant request from the site.

Self-Funding

Eagle Scout project

Eastern National

EKIP grant

EPI Endowment and support

Event was coordinated by Greater Lowell Health Alliance, who worked with the Park through a Special Use Permit for the space

Federal Courts

Federal Highway Administration (FHA)

Federal Lands Highway Funds

FEW

AZ State Parks major partner, also City of Coolidge

Fort Laramie Historical Association

Friends Groups

Friends of Acadia

Friends of Apostle Islands National Lakeshore

Friends of Great Smoky Mountains and Great Smoky Mountains Association

Friends of Kenilworth Aquatic Gardens and DC Promise Neighborhood Initiative

Friends of VI National Park

Friends of Virgin Islands National Park

Friends of Wolf Trap

Georgia Conservancy supports students with travel and food

Golden Gate National Parks Conservancy

Grand Teton Association

Grand Teton National Park Foundation

Grant from ArtPlace America through partnership with AIANTA,

Grant funding secured by Center for Diversity in the Environment

Grant funding, and support from Columbia Museum of Art

Grant funds
Great Smoky Mountains Association
GSA, Greening Youth Foundation
Harpers Ferry Center
Hawaii Pacific Parks Assn.
Hispanic Access Foundation
House of 7 Gables and Essex Heritage now run the program.
Immigration Service
IMR Centennial Grant for small park
Indiana State Grant (Office of Community Relations Administration)
Individual business involvement
Jefferson National Parks Association
Kanu o ka 'Aina Charter School
KY State, extension cooperative, through 4-H funds
Lackawanna Heritage Valley Association
Latino Heritage Internship Program
Mahogany Youth
Mass Humanities
Mather High School
MD Coastal Bays
Medicine Wheel
Middle Delaware Mitigation Fund
Middle Tennessee State University
Mississippi Park Connection
Mostly via volunteer plans
Mount Rushmore Bookstore Aid to the Park Funds
Mount Rushmore Bookstores; Cooperating Association
Mount Rushmore Society
Mountains Restoration Trust & Santa Monica Mountains Fund
MRS funding
Mundo Verde School
Muscogee (Creek) Nation
Museum of Chincoteague Island
NASA & NASA grant, FWS
National Environmental Education Foundation
National Fish and Wildlife Foundation
National Marine Sanctuary
National Marine Sanctuary Foundation - Hollings Grant

National Park Foundation
National Park Foundation and Great Lakes Restoration Initiative
National Park Foundation and University of Maine
National Park Foundation, American Conservation Experience
National Park Foundation, Save the Redwoods League
National Park Trust and a grant they secured from REI
National Parks Foundation
National Trust for Historic Preservation
National Woman's Party
Natural Resources
NEEF
New York City dept. of education
Niobrara Council
NOAA
Northland College
NPCA & Arrowhead Water
NPCA & YMCA
NPF
NPF, CIPF
NPLSF donations
NPLSF donations for work product
Ocmulgee National Monument Association
OMSI
Our boat concessionaires, Statue Cruises, and food concessionaires
Outside police departments
Pacific historic Parks
Passaic County Community College
Perdido Key Chamber of Commerce
ProRanger Program
Puerto Rico Tourism Company (State Government)
Rocky Mountain Conservancy
Rotary Club
SAGU Friends group, WNPA
SCA
Scenic Lincoln Way
Sitka Native Education Program funds
South Florida National Parks Trust and the Everglades Association
Southwest Conservation Corp

Southwestern Oklahoma State Park
State-funded through university and grants
Sun Valley Center for the Arts
Supported by a grant from our concessionaires to our community partners. the Abbe Museum
Sweet Auburn Works
SYEP program
Canalway partners
The Journey Museum
Funding/ in-kind support from the school district.
Transportation funds provided by the school
U.S. Border Patrol
United States Geological Survey
University of Florida/IFAS
University of West Florida
US Air Force
USFS, City of Vancouver, City and County Parks Foundation
USS Constitution
Van Buren School
Washington office
WASO support for NPS Academy
Western Governors Conference
Western National Parks and Monuments
Western National Parks Association
Whitman College
WNPA
Wolf Trap Foundation, Fairfax County Schools, Montgomery County Schools
WY Humanities Council
YMCA
YPP funds
Zion Natural History Association

Appendix B: Park Unit Analysis

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Antietam National Battlefield	CNMI Humanities Council	Workforce-centered systems and processes	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	2014	Ongoing	External Partner Funds	Yes	Yes
	Operational Leadership	Cultural and natural resources stewardship	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	2014	Ongoing	Internal Base Funds	Yes	Yes
	Interpretation Park Rangers	Visitor services	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Internal Base Funds	Yes	Yes
	Protection Rangers	Visitor services	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Internal Base Funds	Yes	Yes
	Handicap accessibility	Visitor services	Internal-focused	✓												2005	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Apostle Islands School	Connecting youth with our mission	Both	✓												2005	Ongoing	External Partner Funds	No	Yes
	Creating positive visitor experiences through proactive, positive, and educational encounters with park staff	Visitor services	Both	✓	✓											2005	Ongoing	Internal Base Funds	Yes	Yes
	Youth Partnership Program	Cultural and natural resources stewardship	Both	✓												2011	Ongoing	Internal Project Funds	Yes	No
	Contiguous Hiring Authority	Cultural and natural resources stewardship	Both								✓					-	Ongoing	Don't Know	No	Yes
	Park Ranger - Cultural Educator	Interpretive programs	Both								✓					2005	Ongoing	Internal Base Funds	No	Yes
Apostle Islands National Lakeshore	GWOW, Changing Climate Changing Cultures Workshop	Co-creation and community engagement	Both								✓				2012	Ongoing	External Partner Funds	No	Yes	
	Apostle Islands Experiential Learning Partnership	Interpretive programs	Both	✓	✓							✓			2011	2016	External Partner Funds	Yes	Yes	
	Braille copy of visitor information brochure	Visitor services	Internal-focused	✓											2016	Ongoing	Internal Base Funds	Yes	No	
	Self Evaluation and Transition Plan for Accessibility	Visitor services	Internal-focused	✓											2011	Ongoing	Internal Base Funds	No	Yes	
	Assistive listening devices and audio description for presentations and programs	Visitor services	Internal-focused	✓											2011	Ongoing	Internal Project Funds	Yes	No	
	Fourth Graders - Giving a Voice to Water	Co-creation and community engagement	External-focused	✓											2016	Ongoing	External Partner Funds	No	Yes	
	National Marine Sanctuary Grant 4th Grade Education	Co-creation and community engagement	External-focused	✓											2016	Ongoing	External Partner Funds	No	Yes	
	Participation at Canoeopia	Co-creation and community engagement	External-focused												2010	Ongoing	NPS Mission Focused Partner	Yes	Yes	
	Midwest Mountaineering Outdoor Adventure Expo	Co-creation and community engagement	External-focused												2016	Ongoing	NPS Mission Focused Partner	No	Yes	
	Staff booth at Moab Pride festival	Co-creation and community engagement	External-focused												2014	2015	Don't Know	Don't Know	Don't Know	
Apostle Islands National Lakeshore	Outreach program	Connecting youth with our mission	External-focused								✓				2008	2009	Don't Know	Don't Know	Don't Know	
	Translations of Map and Guide	Visitor services	External-focused								✓				-	Ongoing	NPS Mission Focused Partner	Don't Know	Yes	
	Summer School Lunch program	Co-creation and community engagement	External-focused	✓	✓										2010	Ongoing	Don't Know	Don't Know	Don't Know	
	Large print, braille and audio versions of Map and Guide	Visitor services	External-focused	✓											-	Ongoing	Don't Know	Yes	No	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Arches National Park	Accessibility upgrades of Visitor center media including open captioning and audio description of VC media	Visitor services	External-focused	✓													Ongoing	Don't Know	Yes	Don't Know
	EKIP event	Connecting youth with our mission	External-focused	✓													2016	Don't Know	Don't Know	Don't Know
	Booth at farmers market	Co-creation and community engagement	External-focused											✓			2010	Don't Know	Don't Know	Don't Know
	Added climate change, air quality and night sky to themes	Interpretive programs	External-focused											✓			2015	Don't Know	Don't Know	Don't Know
	Implemented audience centered techniques to all interpretive programs	Interpretive programs	External-focused											✓			2016	Don't Know	Don't Know	Don't Know
	RM Student Internship with JUMES, our local HBCU	Connecting youth with our mission	External-focused	✓									✓				2016	NPS Mission Focused Partner	Yes	Yes
	Coastal Stewards	Connecting youth with our mission	External-focused	✓									✓				2009	NPS Mission Focused Partner	No	Yes
	Bilingual brochures	Visitor services	Internal-focused											✓			2009	NPS Mission Focused Partner	Yes	Don't Know
	Germentown School Community Heritage Center partnership	Connecting youth with our mission	External-focused											✓			2005	Don't Know	No	Yes
	Upward Bound	Connecting youth with our mission	External-focused											✓			2005	Internal Base Funds	No	No
Asateague Island National Seashore	Bring Asateague to Your Classroom!	Connecting youth with our mission	External-focused	✓										✓			2015	Internal Base Funds	No	No
	Beach Wheelchairs for mobility impaired visitors	Visitor services	Both	✓													2005	Don't Know	Don't Know	Don't Know
	Accessible Interpretive programs for mobility impaired visitors	Interpretive programs	Both	✓													2005	Don't Know	No	Don't Know
	Partnership with NASA, FWS and DSSF - Astronomy Night Sky Series	Co-creation and community engagement	Both	✓											✓		2015	External Partner Funds	Yes	Yes
	STEP Program to hire youth for work in visitor centers	Visitor services	Internal-focused	✓													2005	Internal Base Funds	No	No
	High School Apprentice	Workforce-centered systems and processes	Both	✓													2011	Internal Base Funds	No	No
	YCC Program	Visitor services	Internal-focused	✓													2007	Internal Base Funds	No	No
	Youth Conservation Corps hiring	Connecting youth with our mission	Both	✓													2014	Don't Know	Yes	Don't Know
	Resource Management Student Intern Program with SCA	Workforce-centered systems and processes	External-focused														2013	NPS Mission Focused Partner	No	Yes
	Partnering on Park Events with our Friends Group	Co-creation and community engagement	Both														2014	External Partner Funds	No	Yes
Community Feedback on planning issues (Chincoteague New Beach)	Co-creation and community engagement	Both														2016	Internal Project Funds	No	Yes	
Partnership with Museum of Chincoteague Island	Co-creation and community engagement	Both														2015	External Partner Funds	No	Yes	
Opera on the Rocks	Co-creation and community engagement	Both														2012	Internal Base Funds	No	No	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Bandelier National Monument	Ensure that park programming engages communities	Interpretive programs	External-focused													2005	Ongoing	Internal Base Funds	No	No
	Fall Fiesta	Co-creation and community engagement	Both													2005	Ongoing	Internal Base Funds	No	No
	Cultural Demonstrations	Co-creation and community engagement	Both													2005	Ongoing	Internal Base Funds	No	No
	Naturalization Ceremony	Co-creation and community engagement	Both													2012	Ongoing	Internal Base Funds	No	No
	Diversity Recruitment	Cultural and natural resources stewardship	Internal-focused													2016	2016	Internal Base Funds	No	No
	Bandelier Day Camp	Connecting youth with our mission	Both													-	-	Internal Base Funds	No	No
	Park unigrid in braile	Cultural and natural resources stewardship	External-focused													2013	2013	Don't Know	Don't Know	Don't Know
	Bioblitz	Co-creation and community engagement	Both													2016	2016	Internal Base Funds	Yes	Yes
	Park brochure in large print	Cultural and natural resources stewardship	Internal-focused													2016	2016	NPS Mission Focused Partner	Yes	Yes
	Seasonal employee training	Visitor services	Internal-focused													2005	Ongoing	Internal Base Funds	No	No
Bent's Old Fort National Historic Site	Native American Graves Protection and Repatriation	Co-creation and community engagement	Both												-	-	Don't Know	Yes	Don't Know	
	Collaboration on planning of museum exhibits	Co-creation and community engagement	Both												-	-	Don't Know	Yes	Don't Know	
	Cultural (craft) Demonstrations and Fall Fiesta	Co-creation and community engagement	Both												-	-	Don't Know	Don't Know	Don't Know	
	Bandelier Preservation Corps (and other names in various years)	Co-creation and community engagement	Both												-	-	Don't Know	Don't Know	Don't Know	
	La Junta/Arkansas Valley Trails System	Co-creation and community engagement	Both												2015	Ongoing	Internal Base Funds	Yes	Yes	
	Minecraft Project with Immersive Education Initiative, Otero Junior College and East Otero School District	Co-creation and community engagement	Both												2014	Ongoing	Internal Base Funds	No	Yes	
	Big Bend National Park	Big Bend Instameet	Interpretive programs	External-focused												2016	2016	NPS Mission Focused Partner	Yes	Yes
		Service learning opportunities with high school students	Co-creation and community engagement	External-focused												2016	Ongoing	NPS Mission Focused Partner	No	Yes
		No Name - 2 Service Learning Trips from San Antonio East Central ISD	Connecting youth with our mission	External-focused												2015	Ongoing	External Partner Funds	No	No
		Wellness Committee	Co-creation and community engagement	Internal-focused												-	-	Don't Know	No	No
Casa Grande		Co-creation and community engagement	Internal-focused												-	-	Don't Know	No	No	
Fossil Discovery Exhibit		Co-creation and community engagement	Both												2014	2016	External Partner Funds	Yes	Yes	
YCC programming		Co-creation and community engagement	External-focused												2016	Ongoing	Internal Base Funds	No	No	
USA-Jobs Training		Co-creation and community engagement	External-focused												2015	Ongoing	Internal Base Funds	No	No	
Three Touch School programming		Co-creation and community engagement	External-focused												2014	Ongoing	Internal Base Funds	No	No	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Big Cypress National Preserve	Artist In Residence	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	No	No	
	Swamp, Water and Me Program	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Big Cypress Swamp Heritage Festival	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	NPS Mission Focused Partner	No	Yes
	Artist in Residency Program	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	Yes	Yes
Biscayne National Park	All interpretive programs address a range of stories that include Latinx, Black and LGBTQ references.	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Internal Base Funds	Yes	Yes
	Outreach to LGBTQ community	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	External Partner Funds	No	No
	Mahogany Youth Fishing Camps	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	External Partner Funds	No	No
	Youth Diving with a Purpose	Workforce-centered systems and processes	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	Internal Base Funds	Yes	Yes
	Hispanic-Access Foundation Intern	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	External Partner Funds	Yes	No
	Bilingual signage and brochures, bilingual website	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Internal Base Funds	Yes	Yes
	Family Fun Fest	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Internal Base Funds	Yes	Yes
	Homestead National Parks Trolley	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	External Partner Funds	Yes	Yes
	Environmental Education Program that morphed into Ekip	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Internal Base Funds	Yes	Yes
	National Marine Educators Association Maritime Heritage Education Session	Workforce-centered systems and processes	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	Yes
Big South Fork National River & Recreation Area	-	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	Don't Know	Don't Know
	youth fishing day	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Don't Know	No	Don't Know
Blue Ridge Parkway	-	Visitor services	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Don't Know	No	No
	union representation NAGE and AFGE	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	No	No
	annual online training for all staff	Visitor services	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Don't Know	Yes	Don't Know
	The Middle Passage and Port Markers Project	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Internal Base Funds	Yes	Don't Know
Boston African American National Historic Site	Beacon Hill Scholars	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2006	Ongoing	Don't Know	Yes	Don't Know
	Paint Your Park	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	Yes	No
	Senior Citizen Center Outreach	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	No	No
	Reading Frederick Douglass	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2009	Ongoing	External Partner Funds	No	No
	Abolition in Black and White: The Abolitionist Community of Boston and Cambridge	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2009	2009	Don't Know	Yes	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Boston National Historic Park	Congregational Library - History Matters Series	Co-creation and community engagement	External-focused														2016	2016	Don't Know	No	No
	Boston African American National Historic Site Special Themed Tours and Talks	Interpretive programs	External-focused														2008	Ongoing	Don't Know	No	No
	Freedom Rising: The Sesquicentennial of the Emancipation Proclamation and African American Military Service	Co-creation and community engagement	Both														2013	2013	Internal Project Funds	Yes	Yes
	National Registry Documentation	Workforce-centered systems and processes	Both														2016	Ongoing	Don't Know	Yes	Don't Know
	Boys and Girls Club Mentoring	Connecting youth with our mission	External-focused														2005	Ongoing	Don't Know	Don't Know	Don't Know
	Bunker Hill Week	Co-creation and community engagement	Both														-	-	External Partner Funds	Yes	Yes
	RevWar 250	Co-creation and community engagement	Both														2014	Ongoing	Internal Base Funds	Yes	Yes
	Evacuation Day Ceremony	Co-creation and community engagement	Both														-	-	External Partner Funds	No	No
	First Bloom	Connecting youth with our mission	External-focused														2008	2009	NPS Mission Focused Partner	Yes	Yes
	Evening tours	Co-creation and community engagement	Both														2016	Ongoing	Internal Base Funds	No	Yes
	Daily operations	Visitor services	Both														-	Ongoing	Internal Base Funds	Yes	Yes
	Concerts in the Park	Co-creation and community engagement	External-focused														2013	Ongoing	Don't Know	Don't Know	Don't Know
	Roxbury Civic Engagement	Workforce-centered systems and processes	Both														2007	2008	Internal Project Funds	Yes	Yes
	Middle Passage	Other actions and efforts	External-focused														2015	2015	Internal Base Funds	Yes	Yes
	Bunker Hill Project Development	Co-creation and community engagement	External-focused														2016	Ongoing	Don't Know	No	Don't Know
	Swinging Summer Nights Concert Series	Co-creation and community engagement	Both														2013	Ongoing	Internal Base Funds	No	Yes
	First Day Hike	Co-creation and community engagement	External-focused														2016	Ongoing	Don't Know	Yes	Yes
	EKIP: Revolutionary Saturdays	Connecting youth with our mission	Both														2016	2016	Internal Base Funds	Yes	Yes
	Swinging Summer Nights	Co-creation and community engagement	Both														2014	Ongoing	Internal Base Funds	No	Yes
	Revolutionary Town Meeting	Interpretive programs	Both														2013	Ongoing	Internal Base Funds	No	Yes
	Training	Other actions and efforts	Internal-focused														-	Ongoing	Internal Base Funds	Yes	Yes
	Muskets, Men and Liberty	Interpretive programs	Internal-focused														2014	Ongoing	Internal Base Funds	No	No
	Freedom Trail Tours: Enemies to this Country, Meetings Mobs and Martyrs, Taking the High Ground	Interpretive programs	Both														-	Ongoing	Internal Base Funds	No	Yes
	Talks in Faneuil Hall and Bunker Hill	Interpretive programs	Both														-	Ongoing	Internal Base Funds	No	Yes
	Off Site programs	Co-creation and community engagement	External-focused														2015	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Visit of the Charles W Morgan	Co-creation and community engagement	Both														2014	2014	Internal Base Funds	Yes	Yes
	Harborfest	Co-creation and community engagement	Both														2005	Ongoing	Internal Base Funds	Yes	Don't Know
EKIP: Discovery Camp	Co-creation and community engagement	Both														2015	2016	Internal Project Funds	Yes	Yes	

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Brown v. Board Of Education National Historic Site	Rosie Invades the Yard	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	Yes	Yes
	School vacation Programs for Families with Children	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	No	Yes
	Bunker Hill Family Day	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	No	Yes
	EKIP : Discovery Camp	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	2015	2016	NPS Mission Focused Partner	Yes	Yes
	YCC hire	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	No
	YCC - youth hire	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	No
	Bringing Your Park to You	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Don't Know	Don't Know	Don't Know
	EKIP: Revolutionary Saturdays	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	Yes	Don't Know
	Digital foot print that is accessible	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Education Programs	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	No	Yes
	Pearl Harbor Day	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	NPS Mission Focused Partner	No	Yes
	Interpretive Roundtable Discussions to Bring Relevancy to BOST	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	2013	2013	Don't Know	Don't Know	Don't Know
	Facilitated Dialogue	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	Yes
	Youth Leadership Academy	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	No	No
	Little Women's Book Club: Reading with a Ranger	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	NPS Mission Focused Partner	No	No
	Read with a Ranger Program	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Don't Know	No	No
	Monroe School Tours	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	No	No
Holiday Program	Visitor services	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	2008	Ongoing	Internal Base Funds	No	No	
Trail Project with Groundworks USA	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Project Funds	Yes	Yes	
Cape Cod National Seashore	Expansion of interpretive programming to include diverse audiences, including urban youth and LGBT families	Interpretive programs	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	Yes
	Outreach to Federally Recognized Tribes	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	No	No
	Integrating story of Wampanoag (Native People) into interpretive media and programs	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	2006	Ongoing	Internal Base Funds	No	Yes
	Internships in natural and cultural resource protection	Workforce-centered systems and processes	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	Junior Lifeguard Program	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	No	No
	Nauset High School Key Club	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	No	No
	Groundworks USA trail crew	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	Yes	Yes
	Junior Lifeguard Program	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	No	No

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓	✓
Cape Hatteras National Seashore	Outreach to urban colleges	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	Yes	Yes	
	Facilitated dialogue training with the Coalition of International Sites of Conscience, and ongoing efforts to build this skill in staff	Visitor services	Internal-focused	✓												2015	Ongoing	Internal Base Funds	Yes	Don't Know
	Nauset Regional High School Key Club	Co-creation and community engagement	Both	✓												2015	Ongoing	Internal Base Funds	No	No
	Workforce enrichment and engagement committee	Cultural and natural resources stewardship	Internal-focused	✓										✓		2013	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Provide Curriculum Based Education Experiences for Youth, including service projects	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		2005	Ongoing	Internal Base Funds	Yes	Yes
	Citizen Science	Workforce-centered systems and processes	External-focused												✓	2010	Ongoing	Internal Base Funds	No	Yes
	Emerging Leaders Community of Practice	Cultural and natural resources stewardship	Internal-focused											✓		2016	Ongoing	Internal Base Funds	No	No
	Wright Brothers Visitor Center Exhibits	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		2016	Ongoing	Internal Project Funds	Yes	Yes
	Purchases	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		2015	Ongoing	Internal Base Funds	No	No
	National Aviation Day	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		-	Ongoing	Internal Base Funds	No	Yes
	Park apps	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		2015	Ongoing	Internal Project Funds	Yes	No
	Braille brochures	Cultural and natural resources stewardship	External-focused	✓												2015	2016	Internal Base Funds	Yes	No
	Canaveral National Seashore	Music in Canaveral	Co-creation and community engagement	Both										✓		2014	Ongoing	Internal Project Funds	Yes	No
Partnership with Bethune Cookman College for Music Festival		Co-creation and community engagement	Both											✓		2014	Ongoing	External Partner Funds	Yes	No
Education Programs		Connecting youth with our mission	Both	✓												2005	Ongoing	Internal Base Funds	No	No
Education Program		Connecting youth with our mission	Both	✓												2005	Ongoing	Internal Base Funds	Yes	No
Teacher-Ranger-Teacher		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		2005	2013	Internal Base Funds	No	Yes
JASON Project		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		2005	Ongoing	Internal Base Funds	Yes	Yes
Chaco National Memorial	Thicket of Diversity	Co-creation and community engagement	Internal-focused											✓	2009	Ongoing	Internal Project Funds	Yes	Yes	
	Performing and visual arts, symposiums and seminars, and a variety of indoor and outdoor events.	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Don't Know	Don't Know	Don't Know	
	-	Co-creation and community engagement	Both											✓	-	-	Don't Know	Don't Know	Don't Know	
Chickamauga and Chattanooga National Military Park	Interpretation has a summer youth program/camp. Not sure of the specifics.	Connecting youth with our mission	Both											✓	-	-	Don't Know	Don't Know	Don't Know	
	You would have to check with Interpretation	Interpretive programs	Both											✓	-	-	Don't Know	Don't Know	Don't Know	
Chaco Culture National Historical Park	Youth conservation corps Native conservation corps	Connecting youth with our mission	External-focused	✓									✓		2010	Ongoing	Don't Know	Don't Know	Don't Know	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Chiricahua National Monument	Borderlands Festival	Co-creation and community engagement	External-focused	✓	2016	2016	NPS Mission Focused Partner	Yes	Yes
	Coronado National Monument Visitor Center renovation and new exhibits	Visitor services	Internal-focused	✓	2014	2016	Internal Project Funds	Yes	Yes
	Faraway Ranch tours	Interpretive programs	Internal-focused	✓	2005	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Youth Summit	Co-creation and community engagement	Both	✓	2016	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Jr Cave Scientist	Interpretive programs	Internal-focused	✓	2015	Ongoing	Internal Project Funds	Yes	Don't Know
	Ticket to Ride	Co-creation and community engagement	External-focused	✓	2015	Ongoing	External Partner Funds	No	Yes
Chesapeake and Ohio Canal National Historical Park	Provide rangers who speak a multiple languages.	Co-creation and community engagement	External-focused	✓	-	-	Don't Know	Don't Know	Don't Know
Colorado National Monument	-	Co-creation and community engagement	Both	✓	2015	Ongoing	NPS Mission Focused Partner	Yes	Don't Know
	2015 YMCA- NPS Summer Camps	Connecting youth with our mission	External-focused	✓	2015	2015	External Partner Funds	Yes	Yes
	Summer Youth Camps	Connecting youth with our mission	Both	✓	-	Ongoing	Don't Know	No	Yes
	Summer Institute and Art Camp	Connecting youth with our mission	External-focused	✓	2016	2016	Internal Project Funds	No	Yes
	Volunteer Program	Co-creation and community engagement	Both	✓	2015	Ongoing	Internal Base Funds	No	No
	Education programs	Connecting youth with our mission	Both	✓	-	Ongoing	Internal Base Funds	No	Yes
	Various collaborative efforts with Colorado Mesa University	Connecting youth with our mission	Both	✓	-	Ongoing	Don't Know	No	Yes
	Listening Sessions	Co-creation and community engagement	External-focused	✓	2015	2015	Internal Base Funds	No	Yes
	Creating positive visitor experience through proactive, positive and educational encounters with park rangers/park police	Visitor services	External-focused	- - - - -	2005	Ongoing	Internal Base Funds	Yes	No
	Incorporating Facilitated Dialog into Interpretive programs	Interpretive programs	External-focused	✓	2010	Ongoing	Internal Base Funds	Yes	Yes
	ProRanger Program	Co-creation and community engagement	Both	✓	2011	Ongoing	Don't Know	No	No
	Ongoing monitoring of archaeological sites and focused enforcement activity of resource violations.	Workforce-centered systems and processes	Both	- - - - -	-	Ongoing	Internal Base Funds	No	Yes
Colonial National Historical Park	ProRanger	Cultural and natural resources stewardship	External-focused	✓	2010	Ongoing	Internal Base Funds	No	Don't Know
Chiricahua National Monument	Proactively utilize diversity internship programs (MOSAICS in Science, Cultural Resource Diversity Internship, local HBCU interns, etc.)	Co-creation and community engagement	Both	✓	2013	Ongoing	Internal Base Funds	No	Yes
	LEAF - Linking Ecology and Art of the Floodplain	Connecting youth with our mission	External-focused	✓	2005	Ongoing	External Partner Funds	No	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Congaree National Park	Improve accessibility of park infrastructure and interpretive media	Cultural and natural resources stewardship	Both	✓	2013	Ongoing	Internal Project Funds	Yes	No
	Staff training on RDI	Cultural and natural resources stewardship	Internal-focused	✓	2014	Ongoing	Internal Base Funds	No	No
	Improve research and interpretive planning/programming to provide public with more information on diverse cultural stories of the park	Workforce-centered systems and processes	Both	✓	2013	Ongoing	Internal Base Funds	No	Yes
Craters of the Moon National Monument	Teacher-Ranger-Teachers	Connecting youth with our mission	Both	✓	2012	Ongoing	External Partner Funds	Yes	Yes
	Outreach	Co-creation and community engagement	External-focused	✓	-	-	NPS Mission Focused Partner	No	Yes
	Interns	Connecting youth with our mission	Both	✓	2016	Ongoing	NPS Mission Focused Partner	No	No
	Geologist in Park interns	Workforce-centered systems and processes	Internal-focused	✓	2005	Ongoing	Internal Base Funds	No	Yes
	NASA Community Day	Co-creation and community engagement	External-focused	✓	2016	Ongoing	NPS Mission Focused Partner	No	Yes
	Trail accessibility	Visitor services	Both	✓	2005	Ongoing	Internal Base Funds	No	No
	Partnering to expand recreational activities	Co-creation and community engagement	External-focused	✓	2005	Ongoing	NPS Mission Focused Partner	No	Yes
	Art in the Park	Co-creation and community engagement	External-focused	✓	2010	Ongoing	External Partner Funds	No	Yes
	Bilingual Rangers	Visitor services	External-focused	✓	2016	Ongoing	Internal Base Funds	No	No
	Internship offered with local University	Co-creation and community engagement	External-focused	✓	2005	Ongoing	Internal Base Funds	No	No
Curecanti National Recreation Area	Public Safety Expo	Co-creation and community engagement	External-focused	-	2005	2014	Internal Base Funds	No	Yes
	Training with cooperating agencies	Co-creation and community engagement	External-focused	-	2005	Ongoing	Internal Base Funds	No	Yes
	Homecoming Parade	Connecting youth with our mission	External-focused	-	2014	Ongoing	Internal Base Funds	No	Yes
	Keeping reservoir open longer	Visitor services	External-focused	-	2009	Ongoing	Internal Base Funds	No	No
	Kids Program	Co-creation and community engagement	External-focused	✓	2009	Ongoing	Internal Project Funds	No	No
	New Canal Exploration Center exhibits	Visitor services	External-focused	✓	2013	2015	Don't Know	Yes	No
	Canalway Questing	Co-creation and community engagement	External-focused	✓	2010	Ongoing	External Partner Funds	Yes	No
	Cuyahoga Valley Environmental Education Center curriculum development	Co-creation and community engagement	External-focused	✓	2005	2008	External Partner Funds	No	No
	Towpath Wayside replacement project	Co-creation and community engagement	External-focused	✓	2014	Ongoing	Internal Project Funds	Yes	No
	CUVA Junior Ranger handbook	Co-creation and community engagement	External-focused	✓	2014	2015	Internal Project Funds	No	No
Hunt House accessibility	large print versions of Schedule of Events and Valley Volunteer	Visitor services	External-focused	✓	-	-	Internal Base Funds	No	No
	Brandywine Falls viewshed	Visitor services	External-focused	✓	2016	2016	Internal Base Funds	No	No
	Hunt House accessibility	Other actions and efforts	External-focused	✓	2014	Ongoing	Internal Base Funds	No	No

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration	
Cuyahoga Valley National Park	These include hosting monthly outing for the Cleveland Sight Center, annual Ohio Winter Special Olympics, seasonal hikes on accessible trails, seasonal hikes with assistive listening devices, off-site community programs, volunteer activities, and seasonal programs aboard a scenic railroad that has a lift/car for wheelchairs. We provide a sign language interpreter upon request. We have a Park for All volunteer position to help involve people with special needs and people with expertise in working with special needs. We advertise the phone number of the park accessibility coordinator so she can provide additional trip planning assistance when needed.	Visitor services	External-focused	✓		2005	Ongoing	Internal Base Funds	No	No
	Voice of the Valley audio tour	Visitor services	External-focused	✓		-	Ongoing	Internal Project Funds	Yes	No
	Meeting Your Special Needs brochure staff and volunteer training	Visitor services	External-focused	✓		2008	Ongoing	Internal Base Funds	No	No
	Improving accessibility re CUYA's NPS website	Visitor services	Internal-focused	✓		2013	Ongoing	Internal Base Funds	Yes	No
	Farming in the Valley project	Visitor services	External-focused	✓		2014	Ongoing	Internal Base Funds	No	No
	Numerous outreach series for urban youth and families	Co-creation and community engagement	External-focused	✓	✓	2011	Ongoing	Internal Project Funds	No	No
	Working with inner city church organizations to create a candidate pool for potential employment.	Co-creation and community engagement	External-focused	-	-	2005	Ongoing	Don't Know	No	No
	Visiting local Native community for various projects	Connecting youth with our mission	External-focused	✓	✓	2007	2010	-	No	Yes
	Outreach to local businesses	Workforce-centered systems and processes	External-focused	✓	✓	2011	Ongoing	Internal Base Funds	Yes	No
	Schedule A hiring	Co-creation and community engagement	External-focused	✓	✓	-	-	Internal Project Funds	Yes	Don't Know
Denali National Park	Providing hiking opportunity to local youth	Co-creation and community engagement	External-focused	✓	2014	Ongoing	Internal Project Funds	No	Yes	
	No official name.	Cultural and natural resources stewardship	Both	✓	2012	Ongoing	Internal Base Funds	No	No	
		Connecting youth with our mission	External-focused	✓	2016	Ongoing	Internal Base Funds	No	No	
		Connecting youth with our mission	External-focused	✓	2005	Ongoing	Internal Base Funds	No	No	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
	—	Co-creation and community engagement	Both													Don't Know	Don't Know	Don't Know
	Historic Opportunity for Preservation Efforts	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	Yes	Yes
	Student Conservation Association camps	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	No	Yes
	Women on the Water	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NPS Mission Focused Partner	Yes	Yes
	Women on the Water	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Project Funds	No	No
	Partnership with Appalachian Mountain Club	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	No	No
	Partnership with Appalachian Mountain Club	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	No	No
	Native American Youth Camp at DEWA	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	No	Yes
	Expanding interpretive themes to include broader and diverse stories	Interpretive programs	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	No
	Education and Protection of Threatened and Endangered Coral Reefs	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	No	Yes
	Threatened and Endangered Coral Reefs Marine Internships	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	No	Yes
	Recruit Spanish-speaking staff	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	Yes	No
	Partner with local groups to develop events	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	No
	Providing multiple delivery techniques to connect to diverse audiences	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	No
	Training staff on inclusive customer service practices	Visitor services	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	No
	Centennial Events at Dinosaur National Monument	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	Yes
	Teacher Ranger training	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Project Funds	No	Yes
	Children's Events at the Quarry Visitor Center and Quarry Exhibit Hall	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	Yes
	Job Fair at Salish and Kootenai Reservation	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	Yes
	ProRanger Blackfeet	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	Yes	Yes
	Job fair on the Blackfeet Nation	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	Yes
	Skype in the Classroom Sessions	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	Yes
	Paleontologist and the Make a Wish Foundation	Workforce-centered systems and processes	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	No	Yes
	Building and retrofitting facilities for visitors and employees with disabilities	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Project Funds	No	No

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Dry Tortugas National Park	Youth training for cultural resource restoration at Dinosaur National Monument	Workforce-centered systems and processes	External-focused	✓													2016	2016	Internal Project Funds	Yes	Yes
	Youth project work on trails and fences	Connecting youth with our mission	External-focused	✓													2013	Ongoing	Internal Project Funds	No	Yes
	Visitor Services	Visitor services	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2014	Ongoing	Internal Base Funds	No	No
	Create inclusive work environment with employee-centered committees	Cultural and natural resources stewardship	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2014	Ongoing	Internal Base Funds	No	No
	Fire Science Symposium	Workforce-centered systems and processes	Both	-	-	-	-	-	-	-	-	-	-	-	-	-	2014	2014	Internal Base Funds	Yes	Yes
Thomas Edison National Historical Park	River Science Symposium for Dinosaur National Monument	Workforce-centered systems and processes	Both	-	-	-	-	-	-	-	-	-	-	-	-	2015	2015	Internal Base Funds	Yes	Yes	
	Program with the Key West Rotary Club	Co-creation and community engagement	External-focused	✓												-	-	External Partner Funds	Don't Know	Don't Know	
Eisenhower National Historic Site	Hispanic Art Display, Pocket Park Installation, Seton Hall Prep Internship Program, Hiring Initiatives	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Don't Know	Don't Know	Yes	
	Agricultural Science and Education: Field Studies at Eisenhower Farm	Connecting youth with our mission	Both	✓												2011	Ongoing	External Partner Funds	No	No	
	"The Moanays" Exploring Eisenhower Program	Interpretive programs	Internal-focused													2016	2016	External Partner Funds	No	No	
	Assisted Listening Devices	Visitor services	Internal-focused	✓												2016	Ongoing	Internal Project Funds	Yes	No	
	Wayside Accessibility	Visitor services	Internal-focused	✓												-	Ongoing	Internal Project Funds	Yes	No	
El Morro National Monument	Accessibility Video for Second Floor of the Eisenhower Home	Visitor services	Both	✓												2016	Ongoing	Internal Base Funds	Yes	No	
	Pueblo of Acoma Public Safety Day	Co-creation and community engagement	External-focused		✓											2016	2016	Internal Base Funds	No	No	
	Camel Corps	Co-creation and community engagement	Internal-focused	✓												2016	2016	Don't Know	Yes	Don't Know	
	Farmers Market	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	2016	Ongoing	Internal Base Funds	Don't Know	Don't Know	
	El Morro Fire Department Open-house	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	2016	2016	Don't Know	No	No	
El Morro National Monument	Grants Public Safety Day	Co-creation and community engagement	Both	-	-	-	-	-	-	-	-	-	-	-	-	2016	2016	Internal Base Funds	No	No	
	Southwest Conservation Corp	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	-	-	No	No	
Everglades National Park	while I do not have an actual program to point to, my division is absolutely embracing diversity in hiring	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	No	
	MBP Mobile Bicycle Volunteer Patrol	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	Don't Know	
	Military Outreach	Co-creation and community engagement	External-focused													2014	Ongoing	Internal Base Funds	No	No	
	Youth Conservation Corps	Connecting youth with our mission	Internal-focused	✓												2014	Ongoing	Internal Project Funds	No	No	
	Every Kid in a Park Outreach	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	No	No	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Fairbanks Interagency Visitors Center	Family Camp	Co-creation and community engagement	External-focused	✓	✓									2012	Ongoing	Internal Base Funds	Yes	No
	Accessibility Upgrades to Interpretive Services	Visitor services	External-focused	✓										2014	Ongoing	Internal Project Funds	Yes	Yes
	Formal and Informal Interpretive Programming	Interpretive programs	External-focused		✓									2016	-	Internal Base Funds	No	No
	healthy people Healthy Parks: Health Fair Participation	Co-creation and community engagement	External-focused	✓	✓									2014	Ongoing	Internal Base Funds	No	Yes
	Seasonal Employee Recruitment	Cultural and natural resources stewardship	Internal-focused	✓	✓									2013	Ongoing	Don't Know	No	No
	Documentation of Archaeological and Historic Sites	Workforce-centered systems and processes	Both	✓	✓									-	-	Internal Base Funds	Don't Know	Don't Know
	Alaska Native Recruitment	Workforce-centered systems and processes	Both	✓	✓									-	-	Internal Base Funds	Don't Know	Don't Know
	508 Compliance	Cultural and natural resources stewardship	Internal-focused	✓										2014	Ongoing	Internal Project Funds	No	Don't Know
	Accessible Media	Visitor services	External-focused	✓										2014	Ongoing	Internal Base Funds	No	No
	Fort Donelson National Battlefield	Youth program at Fort Donelson	Workforce-centered systems and processes	External-focused	✓	✓								-	-	External Partner Funds	No	Don't Know
	Environmental Stewardship projects with 4th grade youth in Calloway Co KY	Connecting youth with our mission	Both	✓	✓								2016	2016	External Partner Funds	No	No	
	teacher workshop	Interpretive programs	Both	✓	✓								-	-	External Partner Funds	Don't Know	No	
Fort Frederica National Monument	Hosting the Geechee-Gullah Ring Shouters	Co-creation and community engagement	Both	✓										2009	Ongoing	Internal Base Funds	Yes	Yes
	Installation of wayside exhibit on Robert Abbott	Co-creation and community engagement	Both	✓	✓									2015	Ongoing	Internal Base Funds	No	Yes
	Robert Abbott Site Bulletin	Co-creation and community engagement	Both	✓	✓									2008	Ongoing	Internal Base Funds	No	Yes
	Fort Laramie National Historic Site TRACK Trail (Kids in Parks program)	Co-creation and community engagement	Internal-focused	✓	✓									2016	Ongoing	NPS Mission Focused Partner	No	Yes
Fort Laramie National Historic Site	Kawenaw Heritage Sites	Co-creation and community engagement	Both	✓	✓									2005	Ongoing	External Partner Funds	No	Yes
	Copper Country Trail National Byway	Co-creation and community engagement	Both	✓	✓									2007	Ongoing	External Partner Funds	No	Yes
	Main Street Calumet	Co-creation and community engagement	Both	✓	✓									2005	Ongoing	External Partner Funds	No	Yes
	Buffalo Soldiers in Museum exhibits, AV programs, interpretive talks and building furnishings	Co-creation and community engagement	Both	✓	✓	✓								2005	Ongoing	Internal Base Funds	Yes	Yes
	Plains Indian	Co-creation and community engagement	Both	✓	✓	✓								2005	Ongoing	Internal Base Funds	Yes	Yes
	Hispanics	Co-creation and community engagement	Both	✓	✓									2005	2005	Internal Base Funds	Yes	Yes
	Hispanic Outreach	Co-creation and community engagement	External-focused	✓	✓									2016	Ongoing	External Partner Funds	No	Yes
	Interpretive programs	Connecting youth with our mission	External-focused	✓	✓									2005	Ongoing	Internal Base Funds	Yes	Yes
	Furnished structured	Connecting youth with our mission	Both	✓	✓									2005	Ongoing	Internal Base Funds	Yes	Yes
	Visitor Center exhibits	Connecting youth with our mission	Both	✓	✓									2005	Ongoing	Internal Base Funds	Yes	Yes
	Women in the West-	Co-creation and community engagement	Both	✓	✓	✓								2005	Ongoing	Internal Base Funds	Yes	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration				
Fort Larned National Historic Site	Cultural inclusion of all cultures at the Fort and on the Santa Fe Trail	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	Yes	
	Captioning for park video.	Visitor services	External-focused	✓													2012	Ongoing	Internal Base Funds	No	No	
	Provide wheelchairs and on-site transportation for park visitors.	Visitor services	External-focused	✓													2014	Ongoing	Internal Base Funds	No	No	
	Exhibits and interpretive programs	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	Yes	
	Providing park information in foreign languages	Visitor services	External-focused														2008	Ongoing	Internal Base Funds	No	No	
	Conquer the Prairie	Connecting youth with our mission	External-focused	✓													2015	Ongoing	Internal Base Funds	No	No	
	Youth Baking Day	Connecting youth with our mission	External-focused	✓													2016	Ongoing	Internal Base Funds	No	No	
	Naturalization Ceremony	Co-creation and community engagement	External-focused		✓												2016	2016	Internal Base Funds	No	No	
	New Museum exhibits highlighting the cultural diversity at Fort Larned.	Interpretive programs	External-focused														2016	Ongoing	Internal Project Funds	Yes	No	
	Off site programs and special events	Other actions and efforts	External-focused														2005	Ongoing	Internal Base Funds	Yes	Yes	
Fort McHenry National Monument and Historic Shrine	VC/exhibits	Visitor services	Both													2005	Ongoing	Internal Base Funds	Yes	Yes		
	Furnished structures	Visitor services	Both													2005	Ongoing	Internal Base Funds	Yes	Yes		
	Interpretive programs	Interpretive programs	Both													2005	Ongoing	Internal Base Funds	Yes	Yes		
	Ranger talks and demonstrations	Interpretive programs	Both	✓													2005	Ongoing	Internal Base Funds	Yes	Yes	
	—	Co-creation and community engagement	Both		✓												-	-	Don't Know	Yes	Don't Know	
	American Indian consultation with Odawa, Cherokee, Seneca & Abenaki	Workforce-centered systems and processes	External-focused														2010	Ongoing	Internal Project Funds	Yes	No	
	Native American consultation & partnership	Co-creation and community engagement	External-focused														2010	Ongoing	Internal Project Funds	Yes	No	
	Native Amer consultation/partnership	Co-creation and community engagement	External-focused														2010	Ongoing	Internal Project Funds	Yes	No	
	Cultural weekend events	Interpretive programs	External-focused														2010	Ongoing	Internal Project Funds	Yes	No	
	Temporary exhibits on Native Groups	Visitor services	External-focused														2010	Ongoing	Internal Project Funds	Yes	No	
Fort Necessity National Battlefield	Writing a Comprehensive Interpretive Plan	Interpretive programs	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	Yes		
	Accessing Your Parks	Connecting youth with our mission	External-focused	✓													2016	2016	Internal Project Funds	No	Yes	
	updated visitor services standards	Visitor services	External-focused														2016	Ongoing	Don't Know	No	No	
	Delivery style of all interpretive programs	Interpretive programs	Both	-	-	-	-	-	-	-	-	-	-	-	-	-	2015	Ongoing	Don't Know	No	No	
	—	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Museum interns through SCA	Connecting youth with our mission	Internal-focused	✓													2013	2016	NPS Mission Focused Partner	No	No	
	Kids day events	Connecting youth with our mission	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2011	Ongoing	External Partner Funds	No	No	
	School outreach	Connecting youth with our mission	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2010	Ongoing	Internal Base Funds	No	No	
	Fort Stanwix National Monument	—	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Museum interns through SCA	Connecting youth with our mission	Internal-focused	✓													2013	2016	NPS Mission Focused Partner	No	No
Kids day events		Connecting youth with our mission	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2011	Ongoing	External Partner Funds	No	No	
School outreach		Connecting youth with our mission	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2010	Ongoing	Internal Base Funds	No	No	
—		Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Museum interns through SCA		Connecting youth with our mission	Internal-focused	✓													2013	2016	NPS Mission Focused Partner	No	No	
Kids day events		Connecting youth with our mission	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2011	Ongoing	External Partner Funds	No	No	
School outreach		Connecting youth with our mission	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2010	Ongoing	Internal Base Funds	No	No	
—		Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
—		Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Fort Vancouver National Historic Site	Visitor Contact, we make an effort to talk to every visitor	Visitor services	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	2005	Ongoing	Internal Base Funds	No	No
	Naturalization Ceremony	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	External Partner Funds	No	No
	Get Outdoors and Brigade Encampment	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	External Partner Funds	No	Yes
	Canoe Journey	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	External Partner Funds	No	No
	Overnight and Day Archaeological Camps	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	External Partner Funds	No	Yes
	Yuri's Night	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	Internal Base Funds	No	Yes
	Chkalov Special Event	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	Internal Base Funds	No	Yes
	Naturefest	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	External Partner Funds	No	Yes
	Urban Archaeology Program	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Base Funds	Yes	Yes
	Feet in the Street	Co-creation and community engagement	-	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	2012	Internal Base Funds	No	Yes
Frederick Douglass National Historic Site	Frederick Douglass Birthday https://www.nps.gov/frdo/birthdaycelebration.htm	Co-creation and community engagement	External-focused											✓		2005	Ongoing	Internal Base Funds	Yes	Yes
	Ranger Fitness Challenge	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	2014	Internal Base Funds	Yes	No
	Microadventures	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2015	Internal Base Funds	Yes	Yes
	National Night Out	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	Internal Base Funds	Yes	Yes
	Naturefest	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	NPS Mission Focused Partner	No	Yes
	Every Kid in a Park	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Watershed Stewardship Academy	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	2011	Internal Base Funds	Don't Know	Yes
	Kanilworth Aquatic Gardens Lotus and Water Lily Festival	Co-creation and community engagement	External-focused													2005	Ongoing	Internal Base Funds	No	Yes
	DC Summer Youth Employment Program	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	External Partner Funds	No	Yes
	Art in the Park	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	2015	Internal Base Funds	No	No
Frederick Law Olmsted National Historic Site	Wellness Wednesdays	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	2014	Internal Base Funds	No	Yes
	Good Neighbors	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Base Funds	Yes	Yes
	Stewards of the Future	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Project Funds	Yes	No
	New sign plan	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	Yes	No
	Diversity and Inclusion Training by Health Resources in Action	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	No	No
	ProRanger Philadelphia Program	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	Yes	Don't Know
	Mysteries and Conundrums blog	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Base Funds	Don't Know	Yes
	Community at War Virtual Classroom to cover diverse topics	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Don't Know	Yes	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Fredericksburg and Spotsylvania County Battlefields Memorial National Military Park	ProRanger Philadelphia Program	Cultural and natural resources stewardship	External-focused	✓	2015	Ongoing	Internal Project Funds	Yes	Don't Know
	Trail to Freedom program	Co-creation and community engagement	External-focused	✓	2014	2014	Don't Know	No	Yes
	"To Freedom"	Co-creation and community engagement	External-focused	✓	2012	2012	Don't Know	No	Yes
	Purchasing wheelchairs for visitor centers to increase accessibility	Visitor services	External-focused	✓	2016	Ongoing	Don't Know	No	No
	App for virtual experience of downstairs exhibits	Visitor services	External-focused	✓	2016	Ongoing	Don't Know	No	No
	Visitor center movie listening devices	Visitor services	External-focused	✓	2014	Ongoing	Don't Know	Don't Know	No
	Artifact Preservation Workshop at Library STEAM Program	Co-creation and community engagement	External-focused	✓	2016	2016	Internal Base Funds	No	Yes
	School Out-Reach	Connecting youth with our mission	External-focused	✓	2010	Ongoing	Internal Base Funds	No	No
	National Park Service Centennial Program	Connecting youth with our mission	External-focused	✓	2016	Ongoing	Internal Base Funds	No	Don't Know
	Junior Ranger Day	Interpretive programs	External-focused	✓	2016	2016	Internal Base Funds	No	No
	Mammoth Cave NP/ Great Onyx Job Corps Wildland Fire Crew	Connecting youth with our mission	External-focused	✓	2005	2008	Internal Base Funds	No	No
	Open House	Interpretive programs	External-focused	✓	2016	2016	Internal Base Funds	No	No
	Community Engagement	Co-creation and community engagement	External-focused	✓	-	-	Internal Base Funds	No	No
	Civil War genealogy workshop	Co-creation and community engagement	External-focused	- - - - -	2016	2016	Don't Know	No	Yes
	Positive Experiences with Law Enforcement Rangers	Visitor services	External-focused	- - - - -	2005	Ongoing	Internal Base Funds	No	No
	Regular interpretive programs	Interpretive programs	External-focused	- - - - -	-	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Ellwood Cultural Landscape Report	Workforce-centered systems and processes	Internal-focused	✓	-	2010	Internal Project Funds	Yes	Yes
	Ghatham Cultural Landscape Report	Workforce-centered systems and processes	Internal-focused	- - - - -	2016	Ongoing	Internal Project Funds	Yes	Yes
	Administrative History of Fredericksburg and Spotsylvania National Military Park	Workforce-centered systems and processes	Internal-focused	- - - - -	-	2011	Don't Know	Don't Know	Don't Know
	Law Enforcement Patrols	Co-creation and community engagement	Both	✓	-	-	Internal Base Funds	Yes	Yes
	A Call to Action item #15 "A Class Act"	Connecting youth with our mission	External-focused	✓ ✓ ✓ ✓ ✓	2014	Ongoing	Internal Project Funds	No	Yes
	Wilderness Walk	Co-creation and community engagement	External-focused	✓	2012	Ongoing	Internal Project Funds	No	Yes
	Bioblitz at Anaktuwuk Pass	Workforce-centered systems and processes	Both	✓	2016	Ongoing	Internal Project Funds	Yes	No
	Eagle School Field Trip to Yukon-Charley Rivers National Preserve	Co-creation and community engagement	Both	✓	2016	Ongoing	Internal Project Funds	No	Yes
	repatiation of native knowledge collected by archaeologists and anthropologists	Workforce-centered systems and processes	Both	✓	-	Ongoing	Don't Know	Don't Know	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity								Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Gates of the Arctic National Park	School visits to local native communities	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	-	Yes	
	Communicating regularly with local native communities/subsistence board and incorporating their wishes into our policies.	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	-	Yes	
	Language translation on interpretive products and signs	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	Don't Know	Don't Know	
	working through SCA and YCC to hire local Alaskan youth	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	No	Yes	
	SCA and YCC hires	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Don't Know	No	Yes	
	Hiring seasonal staff through SCA and YCC programs.	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Don't Know	No	Yes	
	Visitor Centers are handicapped accessible	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	Don't Know	Don't Know	
	-	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	Yes	No	
	Military families in parks	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Project Funds	No	Yes	
	Interpretive programs include a variety of engagement techniques and are often about the local native and Alaskan cultures.	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Internal Base Funds	Yes	Yes	
	Engage visitors with climate change issues impacting parks	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	-	2015	Internal Base Funds	Yes	Yes	
	Non-personal and personal services are geared to reach non-traditional communities and audiences	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	-	-	Internal Base Funds	Yes	Yes	
	enhancing web to provide better access	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	No	
	enhanced community outreach	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	Yes	
	-	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	Yes	
Gateway National Recreation Area	Educational Programming	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	2009	Ongoing	Internal Base Funds	No	No	
	Internship program	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	-	-	-	
	Park and partner offered interpretive programming	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	2009	Ongoing	Internal Base Funds	No	Yes	
	social media presence - (Your Park! Your Health! program)	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	Internal Base Funds	No	No	
	Education programs - Ecology Village, ECOlife and partner programs	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No	
	Junior Ranger programming	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	2009	Ongoing	Internal Base Funds	No	No	
	Your Park! Your Health! community outreach and fitness program;	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	Internal Base Funds	Yes	Don't Know	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
	partnership with Sadhana: Coalition of Progressive Hindus	Co-creation and community engagement	Both	✓	2011	Ongoing	Internal Base Funds	No	No
	Water Safety Interns at Sandy Hook	Co-creation and community engagement	External-focused	✓	2012	Ongoing	Internal Base Funds	No	Don't Know
	Host college age interns	Connecting youth with our mission	Both	✓	2011	Ongoing	Internal Base Funds	No	No
General Grant National Memorial	Ranger program on the Birth of First Lady Julia D. Grant	Interpretive programs	External-focused	✓	2016	2016	Don't Know	No	No
	Youth Internships	Connecting youth with our mission	External-focused	✓	2015	2015	Don't Know	No	Don't Know
	NYC Mission Society	Connecting youth with our mission	External-focused	✓	2015	2015	Don't Know	Yes	No
	Ranger program on the anniversary of the 15th amendment.	Interpretive programs	External-focused	✓	2015	2015	Don't Know	No	No
	Audio Tours*	Visitor services	External-focused	✓	-	-	Internal Base Funds	Yes	Don't Know
George Rogers Clark National Historical Park	Partnership with Vincennes Lincoln High School and have built a volunteer program using students from the school	Connecting youth with our mission	External-focused	✓	-	-	Don't Know	No	Don't Know
	George Rogers Clark: Native American Perspective*	Interpretive programs	External-focused	✓	-	-	Internal Base Funds	No	Don't Know
	Accessibility to Park and Resources*	Cultural and natural resources stewardship	Internal-focused	✓	-	-	Internal Base Funds	No	Don't Know
	Student Education Programming	Connecting youth with our mission	Both	✓	2005	Ongoing	Don't Know	Don't Know	Don't Know
Gettysburg National Military Park	Adherence to ADA guidelines	Visitor services	Both	-	-	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Interpretive Programming	Interpretive programs	Both	✓	-	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Local school outreach and on site park visits with focused-relevance tours or educational programs.	Connecting youth with our mission	Both	✓	2015	2016	Internal Base Funds	No	No
Gila Cliff Dwellings National Monument	Arizona Conservation Corps	Connecting youth with our mission	External-focused	✓	2015	Ongoing	Internal Project Funds	Yes	No
	Zuni Conservation Corps	Connecting youth with our mission	External-focused	✓	2015	Ongoing	Internal Base Funds	No	No
	NOLS- National Outdoor Leadership School - high school and undergraduate college students	Connecting youth with our mission	External-focused	✓	2015	Ongoing	Internal Base Funds	Yes	No
	Tribal consultation for resource interpretation	Workforce-centered systems and processes	Both	✓	2015	Ongoing	Internal Base Funds	Yes	No
	Affiliated Tribal Consultation	Co-creation and community engagement	External-focused	✓	2015	-	Internal Base Funds	Yes	Don't Know
	Educational classroom programs and Adopt a 4th Grade Class for local under-served communities.	Co-creation and community engagement	Both	✓	2015	-	NPS Mission Focused Partner	-	No
	Language translation brochures	Visitor services	Internal-focused	✓	2006	Ongoing	Internal Base Funds	No	No
	National Park Service Centennial Fair-Silver City NM	Co-creation and community engagement	External-focused	✓	2016	2016	NPS Mission Focused Partner	Yes	No

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Glacier Bay National Park	Purchasing through GSA diversity sources	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	No	Yes
	Accessibility for online sites and services; and onsite services for visually impaired.	Cultural and natural resources stewardship	Both	✓												2015	Ongoing	Internal Base Funds	No	No
	Accessible museums and exhibits	Visitor services	Internal-focused	✓												2015	Ongoing	Internal Base Funds	No	No
	Adopt a 4th Grade Class	Connecting youth with our mission	External-focused	✓												2016	2016	External Partner Funds	-	Yes
	Social Media interactions	Co-creation and community engagement	External-focused													2015	-	Internal Base Funds	No	No
	Diversity and inclusion training for staff	Visitor services	External-focused													2015	Ongoing	Internal Base Funds	No	No
	Diverse Interpretation*	Interpretive programs	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	2015	Ongoing	Internal Base Funds	No	No
	Visitor feedback at special park programs	Co-creation and community engagement	Both													2016	-	Internal Base Funds	No	No
	YCC	Cultural and natural resources stewardship	External-focused	✓												2005	Ongoing	Internal Base Funds	Yes	No
	Yakutat Youth/Elder Gunaaxhoo Visit	Connecting youth with our mission	External-focused	✓												2015	2015	Internal Project Funds	No	Don't Know
	Youth Work	Co-creation and community engagement	External-focused													2005	Ongoing	Internal Base Funds	Yes	No
	Opportunities Outreach* Gunaaxhoo (Dry Bay) Celebration	Connecting youth with our mission	External-focused													2009	2009	Internal Project Funds	No	Don't Know
	Assistance to local school district and home school students	Other actions and efforts	External-focused	✓												2005	Ongoing	Internal Base Funds	No	No
	Marine debris Clean up	Connecting youth with our mission	External-focused	✓												2015	2015	Internal Project Funds	Yes	Don't Know
	Golden Gate App	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2016	Internal Project Funds	Yes	Yes
	Jr. Lifeguard Program	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Ranger Cadet Program	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	Yes	Yes
Park Youth Collaborative	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	NPS Mission Focused Partner	No	Yes	
Working with outside Police Departments bringing kids of color to the park for a day.	Workforce-centered systems and processes	Both		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	External Partner Funds	Yes	Yes	
employ services of professional historian to conduct research	Workforce-centered systems and processes	External-focused		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	NPS Mission Focused Partner	Yes	Yes	
Dissonant Voices	Co-creation and community engagement	External-focused		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2009	Ongoing	NPS Mission Focused Partner	Yes	Yes	
Diversity and Inclusion Committee	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	NPS Mission Focused Partner	Yes	Yes	
Homeless Connect/ Homeless Outreach	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	-	Don't Know	Yes	Yes	
Parks as Classrooms stewardship programs	Workforce-centered systems and processes	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	No	Yes	
Parks As Classrooms education programs	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	No	Yes	
Every Kid in the Park	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	External Partner Funds	Yes	Yes	
Spoke with a pre school class in Oakland California	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Internal Base Funds	Yes	No	
Specific research into untold stories	Co-creation and community engagement	Both		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	NPS Mission Focused Partner	Yes	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓	✓
Golden Gate National Recreation Area	Interpretive Media new Presidio Visitor Center	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2008	Ongoing	Internal Project Funds	No	No
	Interpretive programs	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	Yes	Yes
	The effort is a law enforcement app that was created to put out real time information	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Don't Know	Don't Know	Don't Know
	Education VIP Intern Recruitment and Professional Development	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	No	Yes
	recruitment	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	Yes	Yes
	Inclusion*	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	Yes
	Leadership Luncheon	Workforce-centered systems and processes	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	Yes
	1. Ranger Law Enforcement smartphone APP. I do not have a government smartphone and do not wish to install a work APP onto my personal smart phone.	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Don't Know	No	No
	training	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	Yes
	I attended a relevancy, diversity and inclusion discussion within the park. The discussion/ involvement over the course of several weeks.	Other actions and efforts	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	NPS Mission Focused Partner	Yes	Yes
	Presentations to Community Non-Profits	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	External Partner Funds	Yes	Don't Know
	Concrete Preservation Institute	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	2013	Internal Project Funds	Don't Know	Yes
	Golden Gate NRA sharepoint site.	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Don't Know	No	No
	Relevancy Project	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	NPS Mission Focused Partner	Yes	Yes
	These are primary education, mentoring, and employment opportunities.	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	Yes	Yes
	These are primary education, mentoring, and employment opportunities.	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	Yes	Yes
	Career Intake Program: Internship / hiring program.	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Project Funds	Yes	Yes
Ancestral Lands program through AZ Conservation Corp	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	External Partner Funds	Yes	Don't Know	
Distance Learning: https://www.nps.gov/grca/learn/education/learning/index.htm	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Don't Know	Yes	Yes	
Grand Canyon Field Schools	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Don't Know	Don't Know	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity												Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration	
				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						
Grand Canyon National Park	Native American Cultural Demonstrations at Desert View	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	External Partner Funds	Yes	Yes
	Interpretation and Education Division	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	Inter-tribal Advisory Council	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Project Funds	Don't Know	Don't Know
	Ancestral Lands Interns	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Don't Know	No	Don't Know
	AZCC Internship in Interpretation at Desert View	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	External Partner Funds	Don't Know	Don't Know
	AZCC Internship Step Off Tour, Ancient Pueblo Ruins Tours, AZCC Internship Watchtower Tour, AZCC Internship Children's Program, Cultural Demonstrator's Program	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	NPS Mission Focused Partner	Yes	Yes
	Cultural Demonstrations by members of traditionally associated tribes	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	External Partner Funds	Yes	Don't Know
	Native American Indian Heritage Month	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	Don't Know	Don't Know
	LGBTQ Month	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Don't Know	Yes	Don't Know
	Youth programs	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	-	-	Yes	Yes
	Grand Canyon National Park has 40% of its visitation from visitors from outside the United States.	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	Yes	Yes
	Reorganize a district to achieve all mentioned goals.	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	-	Internal Project Funds	Yes	-
	Desert Interpretive Program	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Internal Base Funds	Yes	Yes
	Desert View Interpretation	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Internal Base Funds	Yes	Yes
	Desert View Interpretive Program	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Internal Base Funds	Yes	-
	ALEADS is an FBI leadership program for youth offered by Northern Arizona University. The Pro-Ranger Program is an NPS program to bring diverse candidates into Law Enforcement	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	-	External Partner Funds	No	No
	Hire interns from GRCA's 11 traditionally associated tribes	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Don't Know	Don't Know	Don't Know
Classroom visits	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	Don't Know	Don't Know	
Distance Learning	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	Don't Know	Don't Know	
Field trips	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	Don't Know	Don't Know	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Great Sand Dunes National Park	SCA	Workforce-centered systems and processes	Both	✓													Ongoing	Don't Know	Don't Know		
	Community relations	Co-creation and community engagement	External-focused														2012	-	Yes	No	
	http://www.usconservation.org/	Workforce-centered systems and processes	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Don't Know	Don't Know	Don't Know
	ASL coordinator in park	Visitor services	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Don't Know	Don't Know	Don't Know
	Cell phone tour	Visitor services	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Don't Know	Don't Know	Don't Know
	Multi-language visitor brochures	Visitor services	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Don't Know	Don't Know	Don't Know
	Orientation film in multiple languages and closed captioning	Interpretive programs	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Don't Know	Don't Know	Don't Know
	ASL and foreign language programs offered	Interpretive programs	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Don't Know	Don't Know	Don't Know
	Allies for Inclusion	Co-creation and community engagement	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2016	Don't Know	Don't Know	Don't Know	
	EEO	Cultural and natural resources stewardship	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Community policing/visitor services	Visitor services	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2012	-	Yes	-	
	African American Heritage Month	Co-creation and community engagement	Both	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Don't Know	Don't Know	Don't Know
	-	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	-	No	No	
	Accessible information (website, orientation film, publications, etc)	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	Don't Know	Don't Know
	ADA accessible buildings	Visitor services	Both	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Ongoing	Don't Know	Don't Know	Don't Know
	ambassadors for wilderness	Connecting youth with our mission	Both	✓													2009	2013	Don't Know	No	Don't Know
	winter jr. ranger	Connecting youth with our mission	Both	✓													2005	2005	Internal Base Funds	No	Don't Know
	Great Smoky Mountains National Park	Cherokee Friends	Co-creation and community engagement	Both													2014	Ongoing	External Partner Funds	No	Yes
		Student Internships	Connecting youth with our mission	Both	✓												2005	Ongoing	NPS Mission Focused Partner	No	Yes
		Mountain Farm Museum	Workforce-centered systems and processes	Internal-focused													2005	Ongoing	NPS Mission Focused Partner	No	Yes
Outreach Program & Festivals		Co-creation and community engagement	Both													2007	Ongoing	NPS Mission Focused Partner	No	Yes	
https://www.youtube.com/watch?v=E59BsUvuJ5c		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	Yes	Yes	
GroundworkUSA		Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	Yes	Yes	
Ticket to Ride		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	External Partner Funds	No	Yes	
Tribal Youth Corps		Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	No	Yes	
City Kids Wilderness Project		Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	No	Yes	
https://www.theca.org/npsa		Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	Internal Project Funds	Yes	Yes	
Roll into Readiness	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	External Partner Funds	No	No		
http://latinoutdoors.org	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	NPS Mission Focused Partner	No	Yes		

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Grand Teton National Park	Young Stewards and Leaders http://www.thinkwyoming.com/jackson	Connecting youth with our mission Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Project Funds	Yes	Yes
	http://www.gmpf.org/pura-vida-engaging-latino-youth-in-grand-teton/	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	NPS Mission Focused Partner	No	Yes
	Active Trails http://www.greenlatinos.org/2016_greenlatinos_summit	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	2015	External Partner Funds	No	Yes
	Latino Heritage Intern Program	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Don't Know	Yes	Yes
	Great Outdoors Western Governors Camp Out https://www.facebook.com/Great-Outdoors-Western-Campout-282705622060969/	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	Yes	Yes
	NPS Academy (SCA), Mountains to Mainstreet, Youth Conservation Program, Pura Vida, Latino Heritage Program, Tribal Youth	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	External Partner Funds	No	Yes
	Youth Conservation Program http://www.gmpf.org/initiatives/youth-engagement-initiative/	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2006	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Programs - Field Trips, Distance Learning, Classroom Visits	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2008	Ongoing	External Partner Funds	No	Yes
	Summer camps various	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	-	Internal Project Funds	Yes	Yes
	—	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	2016	Internal Project Funds	No	Yes
	—	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	External Partner Funds	Don't Know	Yes
	Tribal Youth Corps, see earlier entry	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	-
	Untold Stories	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	-
	Ticket to Ride	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Project Funds	No	Yes
	Turtle T.H.I.S. (Teens Helping in the Seashore)	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	No	Yes
	Dragon Fly citizen science project	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	Internal Project Funds	Yes	Yes
	Youth Conservation Corps	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2016	External Partner Funds	Yes	Yes
	Civil War Boot Camp	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Internal Project Funds	Yes	Yes
	International Coastal Clean-up	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	External Partner Funds	Yes	Yes
	Rosamond Johnson Event	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	External Partner Funds	No	Yes
	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	External Partner Funds	No	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Gulf Islands National Seashore	Every Kid in a Park	Connecting youth with our mission	Both	✓	✓										2015	Ongoing	NPS Mission Focused Partner	No	#NULL!	
	Ancestral Lands Internships	Workforce-centered systems and processes	Both	✓											2016	Ongoing	Internal Project Funds	Yes	Yes	
	Mosquito survey and collections	Connecting youth with our mission	Both	✓	✓										2016	Ongoing	External Partner Funds	No	Yes	
	Youth Ambassadors and Leadership Interns	Workforce-centered systems and processes	Both	✓	✓										2013	Ongoing	Internal Project Funds	Yes	Yes	
	Rosamond Johnson Way side	Interpretive programs	Both			✓									-	Ongoing	Internal Base Funds	No	Yes	
	Native Guard Annual Event	Co-creation and community engagement	External-focused			✓									2013	Ongoing	Internal Project Funds	Yes	Yes	
	Skilled Slaves built Fort Pickens	Interpretive programs	Internal-focused			✓									-	Ongoing	Internal Base Funds	No	Yes	
	Louisiana Native Guard Exhibits, Event, and Sentinels in the Sand programs.	Interpretive programs	Both			✓									-	Ongoing	Internal Base Funds	No	Yes	
	Gulf Islands Research and Education Center Work Study Internships																			
	The goals of this program are to provide employment, build leadership skills, provide training in interpretive methods and build confidence, and promote stewardship in socio-economically disadvantaged youth. The youth serve as interns in the resourced education division, lead citizen scientist research project surveys, and become ambassadors for park resources. Another goal is to create positive visitor experience through proactive, positive and educational encounters with park staff.	Interpretive programs	Both			✓									2015	Ongoing	External Partner Funds	No	Yes	
	Gulf Islands Research and Education Center Work Study Internships	Workforce-centered systems and processes	Both			✓									2015	Ongoing	External Partner Funds	No	Yes	
	National Native Bee Project	Workforce-centered systems and processes	Both			✓									2013	2016	External Partner Funds	Yes	Yes	
	Study - Heritage Tourism at George Washington Carver NM																			
	https://www.nps.gov/gwca/learn/management/upload/GWCA-FOCUS-GROUP-FINAL-REPORT-2014.pdf	Co-creation and community engagement	Both			✓									2014	Ongoing	Internal Base Funds	Yes	No	
"NPS Centennial: Stories from the Midwest" partnership project with StoryCorps	Co-creation and community engagement	Internal-focused			✓									2015	Ongoing	Internal Base Funds	Yes	Don't Know		

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration	
Cavern National Monument	"Lift Every Voice: The Black Experience in the Heartland" traveling play https://www.youtube.com/watch?v=mpy?list=PLbJGk1872caivschool.worldpress.com/	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2016	Internal Base Funds	Yes	No
	http://www.1872caivschool.worldpress.com/	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	No	Yes
	Greening Youth HBCUI program http://serve.gyfoundation.org/	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	Yes	Yes
	https://www.harperferryhistory.org/category/workshops	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Archeology Month https://www.nps.gov/cagr/learn/kidseyouth/teens.htm YCC and NACC	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	External Partner Funds	Yes	Yes
	most have been detailed in previous responses, however, major partnership efforts related to the NPS Centennial occurred and will hopefully continue https://www.nps.gov/cagr/learn/education/index.htm Education Programs	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	2012	Internal Project Funds	Yes	Yes
	New Park Film https://www.nps.gov/cagr/learn/management/park-film.htm	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	No	Yes
	https://www.nps.gov/cagr/learn/visit/american-indian-music-fest.htm	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	NPS Mission Focused Partner	Yes	Yes
	https://www.nps.gov/cagr/learn/management/park-film.htm	Workforce-centered systems and processes	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Project Funds	Yes	Yes
	Hagerman Fossil Beds National Monument	https://www.nps.gov/cagr/plan/visit/american-indian-music-fest.htm	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2009	2016	NPS Mission Focused Partner	No	Yes
Native American Conservation Corps		Workforce-centered systems and processes	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	2012	Internal Project Funds	Yes	Yes	
Weekend Demonstrations		Workforce-centered systems and processes	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Base Funds	Yes	Yes	
Sister Park with Casas Grandes, Paquime		Other actions and efforts	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Base Funds	Yes	Yes	
some materials offered in primarily English, other languages, Spanish, French, German		Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	Yes	Yes	
use of iPads for alternative programming		Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	Yes	Yes	
awareness training and assistance for hearing impaired		Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	Yes	
https://www.nps.gov/cagr/explorer.htm		Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	2014	External Partner Funds	No	Yes	
attempted establishment of Explorer Post		Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	2014	External Partner Funds	No	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Harpers Ferry Center	Participants in Long-Range Interpretive Plan workshops	Co-creation and community engagement	Both	✓	2005	Ongoing	Internal Project Funds	Yes	Don't Know
	Community programming with the Schuylkill River Heritage Area	Co-creation and community engagement	External-focused	✓	2016	Ongoing	Internal Base Funds	No	No
Hopewell Furnace National Historic Site	http://www.cdu-pott.org/hopewell_furnace.php	Co-creation and community engagement	External-focused	✓	2010	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Development of a smart phone app -- "Ranger in Your Pocket" -- that is accessible to a wide audience. Each resource can be audio described to visitors with visual impairments.	Cultural and natural resources stewardship	External-focused	- - - - -	2015	Ongoing	Internal Project Funds	Yes	No
	Interpretive brochures available in other languages	Visitor services	External-focused	- - - - -	2005	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Provide access to new park movie through captions and audio description	Visitor services	External-focused	- - - - -	2014	Ongoing	Internal Project Funds	Don't Know	Don't Know
Harry S Truman National Historic Site	Park Brochure Redesign*	Cultural and natural resources stewardship	External-focused	✓	2016	Ongoing	Internal Base Funds	Yes	No
	We obtained braille and audio versions of our park brochure.	Cultural and natural resources stewardship	External-focused	✓	2015	Ongoing	Internal Base Funds	Yes	No
	HSTR adopted a local middle school as part of the director's Call to Action program. The program followed the same class through five years. Each year, the park presented the class an in-depth look at each of the park's divisions: interpretation, curatorial, maintenance, administration. The final year involved the class presenting a program to the rest of their school about what they learned.	Connecting youth with our mission	Both	✓	2011	2016	Internal Base Funds	Yes	No
Intermountain Region	1. IMR VRP Website https://sites.google.com/a/nps.gov/imro-le-ranger-activities/home?pli=1	Cultural and natural resources stewardship	Internal-focused	✓	-	Ongoing	Internal Base Funds	Yes	No
	2. Uniform Allowance Authorization Sharepoint - access limited to UAA Coordinators 3. IMR Messenger: https://sites.google.com/a/nps.gov/imro-visitor-and-resource-prtection/home/imr-messenger	Co-creation and community engagement	Both	✓	2016	2016	Don't Know	Yes	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Independence National Historical Park	Spring Garden Junior Ranger Program	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Don't Know	Yes	Yes	
	tour of Independence Hall	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	Internal Base Funds	Yes	No	
	K-9 Interaction*	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	No	No	
	Incorporating accessibility into maintenance, design - our buildings are mostly handicapped accessible. If they are not a picture book and be looked at to see what it looks like	Visitor services	-	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	-	-	-	-
	Facilitated Dialog tour of Independence Hall for Monticello docents	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Don't Know	No	Don't Know	
	interpretation at the Liberty Bell	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No	
	interpretive tours of Independence Hall	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No	
	Douglas Center for Environmental Education open house weekly	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Base Funds	No	Yes	
	The Mosaics in Science Program provides minority youth that are under-represented in STEM fields with on-the-ground, science-based, work experience with the National Park Service. https://sites.google.com/ainps.gov/nrssiinternships/mosaics-in-science-diverity-internship-program-1	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Don't Know	Yes	Yes	
	Indiana Dunes National Lakeshore	Developed videos with captioning and audio description to reach people with auditory and visual impairments with videos about research projects in national parks. Intentional recruiting to attract diverse candidates by attending job fairs and talking to students at universities likely to have underserved, minority students.	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2015	Internal Project Funds	Yes	Yes	
Isle Royale National Park	Isle Royale Institute	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	Don't Know	Don't Know	
	Local native tribes	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	Yes	Don't Know	
	Junior artist in residence	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	Don't Know	Don't Know	
	Partnership with local high school science teacher	Workforce-centered systems and processes	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	Don't Know	Don't Know	
	Job fair attendance at Michigan Tech	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	Don't Know	Don't Know	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
James A. Garfield National Historic Site	Interns for visitor centers Programs presented by interns	Visitor services	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	Don't Know	Don't Know	Don't Know	
	Veterans	Interpretive programs	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	Don't Know	Don't Know	Don't Know	
	Tour for students with Autism	Co-creation and community engagement	Both	-	-	-	-	-	-	-	-	-	-	-	-	-	Don't Know	Don't Know	Don't Know	
	Centennial Band NPS https://www.nps.gov/jazz/index.htm	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	No	No
	Live Musical Performance	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	Yes	Yes
	Black History Musical Performance at Historic Asbury Church	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	No
	NPS Website https://www.nps.gov/jazz/index.htm	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Base Funds	No	No
	Junior Ranger Music Vol 1 and Vol 2	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Base Funds	No	No
	Staff Education* https://www.nps.gov/jazz/index.htm	Workforce-centered systems and processes	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	2016	Internal Base Funds	Yes	No
	Creating Music and Lesson Plans for Educational purposes	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	No
Workplace Inclusion	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	No	
Workplace Inclusion https://www.nps.gov/jazz/index.htm	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No	
NPS schedule of events	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	Yes	Yes	
Cub Scout Adventures	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	External Partner Funds	No	Yes	
National Park Week at the Journey Museum	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	Internal Base Funds	Yes	Yes	
Customer Service Training - Pine Ridge Indian Reservation	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2014	Internal Base Funds	Yes	Yes	
Working in Indian Country Workshop	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Base Funds	Yes	Yes	
Custer Trade Show	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	No	Yes	
After-School Library Programs	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	2013	External Partner Funds	Yes	Yes	
Cub Scout Belt Loopaloza	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	NPS Mission Focused Partner	Yes	Yes	
Jewel Cave National Monument Unigrid (Park Brochure)	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Project Funds	Yes	Yes	
Interpretive HandWands at Visitor Center	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	External Partner Funds	No	Yes	
Working with the local law enforcement agency to teach school age children (5th graders) the Drug Abuse Resistance Education (DARE) program.	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	External Partner Funds	No	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
	Drug Abuse Resistance Education (DARE) program.	Connecting youth with our mission	Both	✓												2013	Ongoing	External Partner Funds	No	Yes
	Visitor Protection	Visitor services	Internal-focused													2015	Ongoing	Internal Base Funds	Yes	No
	Deputized with the local LE	Co-creation and community engagement	Both													2005	Ongoing	Don't Know	Yes	Yes
	Emergency related incidents	Other actions and efforts	Both													2015	Ongoing	Internal Base Funds	Yes	Yes
John Day Fossil Beds National Monument	http://www.mosaicscience.org/	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	NPS Mission Focused Partner	Yes	Yes
	http://www.latinoheritageintern.com/	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	NPS Mission Focused Partner	Yes	Yes
	This was already answered in the http://www.latinoheritageintern.com/ .	Visitor services	Both													2016	2016	NPS Mission Focused Partner	Yes	Yes
	http://www.thesca.org/serve/program/sca-nps-centennial-volunteer-ambassadors	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Oregon Caves National Monument and Preserve www.nps.gov/orca	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	2011	NPS Mission Focused Partner	No	No
	https://www.facebook.com/IdahoFallsPride/	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	No	No
	Resume Workshops* www.nps.gov/otr	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2008	Ongoing	Internal Base Funds	Yes	No
	Usajobs.gov	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Project Funds	Yes	Yes
	Bringing inner city kids from LA out to our park	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	No	Don't Know
	NFCA & YMCA	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	External Partner Funds	No	No
Joshua Tree National Park	NPCA, Boys and Girls Club, United States Marine Corps Trailhead redesign	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	2010	External Partner Funds	No	Yes	
	Marine Corps Spouse Visits	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Base Funds	No	No	
	Active Trails grant - second portion	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	No	Yes	
	Active Trails Grant	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	NPS Mission Focused Partner	No	Yes	
	Summer feeding program	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Don't Know	No	Yes	
	Summer Camps	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	No	Yes	
	Every Kid in a Park - Fulton County	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	No	Yes	
	Every Kid in a Park - Cobb County	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	No	Yes	
	Greening Youth internship	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	No	No	
	Ticket to Ride grant	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2016	NPS Mission Focused Partner	No	Yes	
Kennesaw Mountain National Battlefield Park	Colonial Adventure Camp	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Project Funds	Yes	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Lincoln Boyhood National Memorial	Relevancy based employee communication standards.	Co-creation and community engagement	Both	✓	2014	Ongoing	Internal Base Funds	Yes	Yes
	Cushaw Lincoln Squash Educational Program (B)Centennial Garden https://www.nps.gov/libo/planyourvisit/event-details.htm?event=DBF9A739-1DD8-B71B-0BF25694B7359670	Co-creation and community engagement	External-focused	✓	2014	Ongoing	Internal Project Funds	Yes	Yes
Lincoln Boyhood National Memorial	Trail of Tears Junior Ranger Booklet	Co-creation and community engagement	External-focused	✓	2013	Ongoing	Internal Project Funds	Yes	Don't Know
	Native American Storytelling Event	Co-creation and community engagement	Both	✓	2016	Ongoing	External Partner Funds	No	Don't Know
	Annual commemoration with tribes	Co-creation and community engagement	Both	✓	-	Ongoing	Internal Base Funds	Yes	No
	Latinos on Trail of Tears	Co-creation and community engagement	Both	✓	2013	2015	Internal Project Funds	Yes	Don't Know
	Trail of Tears event	Co-creation and community engagement	External-focused	✓	2006	2006	Internal Base Funds	No	Don't Know
	Native American Storytelling Festival	Visitor services	Both	✓	2016	2016	External Partner Funds	Yes	Don't Know
	Working with CIRCLE on recruitment	Co-creation and community engagement	Both	✓	2016	Ongoing	Internal Base Funds	Yes	Don't Know
	Having Latino churches and community spread the word about our NPS openings	Co-creation and community engagement	Internal-focused	✓	2005	2014	Internal Project Funds	Don't Know	Don't Know
	Almost all the park programs are either on Natural Resources or Cultural Resources. This answer focuses on Cultural Resources. This includes Trail of Tears, history, archeology and oral history/archival resources.	Workforce-centered systems and processes	Internal-focused	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	Camping 101 04H	Connecting youth with our mission	Both	✓	2012	Ongoing	Internal Project Funds	Yes	No
	General interpretive programs	Interpretive programs	External-focused	✓	2005	Ongoing	Internal Base Funds	Yes	Don't Know
	The park has presented programs targeting minority students, underserved audiences and regular schools.	Connecting youth with our mission	External-focused	✓	2005	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Seeking program relationships with Fort Payne, Collinsville, Crossville, and Howard Schools	Co-creation and community engagement	Both	✓	2014	2016	Internal Base Funds	No	Yes
	Job Fairs at Fort Payne School for Seniors (and to a lesser extent Rainsville, and Collinsville)	Co-creation and community engagement	Both	✓	2005	2012	Internal Project Funds	Don't Know	Don't Know

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Little River Canyon National Preserve	Used Spanish Speaking Pathways Students (including a teacher going for their masters) to present Junior Ranger programs and facilitate Latino use of the park.	Co-creation and community engagement	Both	✓ ✓ ✓	2005	2013	Internal Project Funds	Don't Know	Don't Know
	Making connections with Indigenous people through CIRCLE for recruitment and engagement.	Co-creation and community engagement	Both	✓	2016	Ongoing	Internal Base Funds	Yes	Yes
	Partnerships with other organizations. Jacksonville State University, DeSoto State Park, and the Top of Alabama Council of Regional Governments partner to present programs in the park and host our programs on diverse and inclusive subjects.	Other actions and efforts	External-focused	✓ ✓ ✓	2005	Ongoing	External Partner Funds	Yes	Yes
	Providing multiple delivery techniques to connect to diverse audiences	Interpretive programs	External-focused	✓	-	-	Internal Base Funds	No	Yes
	Partnering with diverse youth-serving organizations (SCA, YCC, ACE), Working on DeSoto Scout Trail, Canyon Mouth Trail and Martha's Falls Trail.	Connecting youth with our mission	Both	✓ ✓ ✓	2012	2016	NPS Mission Focused Partner	Don't Know	Yes
	Programs presented by the one interpreter expand interpretive themes to include broader and diverse stories. History Day event builds archives of the people who were in the park area including oral history, genealogy, and photographic records. Nature ad Scenic Beauty programs attract different clientele. Recreational programs and information facilitate other groups.	Interpretive programs	External-focused	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	Freedmen's village project	Co-creation and community engagement	-	✓	2014	2014	External Partner Funds	Yes	Don't Know
	Non-personal and personal services are geared to reach non-traditional communities and audiences through kayaking programs.	Interpretive programs	External-focused	✓	2012	Ongoing	Internal Base Funds	No	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
	Almost all the park programs are either on Cultural Resources or Natural Resources. This answer focuses on Cultural Resources. This includes wildflower walks and presentations on natural resources.	Workforce-centered systems and processes	External-focused	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	Built boardwalk to make the iconic Little River Falls area accessible.	Co-creation and community engagement	Internal-focused	✓	2010	Ongoing	Internal Project Funds	Yes	Yes
	Better web presence	Cultural and natural resources stewardship	External-focused	✓	2005	Ongoing	Internal Base Funds	Yes	Don't Know
	Youth Conservation Corps	Co-creation and community engagement	Internal-focused	✓	2016	Ongoing	Internal Project Funds	No	Don't Know
	YCC	Workforce-centered systems and processes	Both	✓	2016	Ongoing	Internal Project Funds	Yes	Don't Know
	Weekly Meeting Minutes	Cultural and natural resources stewardship	Internal-focused	✓	2015	Ongoing	Internal Base Funds	No	Don't Know
	Lowell Women's Week https://lowellwomensweek.org/	Co-creation and community engagement	External-focused	✓	2005	Ongoing	Don't Know	No	Yes
	Promotional park videos on YouTube in Spanish (https://www.youtube.com/watch?v=MUGc_hgEUY ; https://www.youtube.com/watch?v=qVfQ0Y7rC0)	Co-creation and community engagement	External-focused	✓	2015	2016	Don't Know	No	Yes
	Bringing the Park to the People	Co-creation and community engagement	External-focused	✓	2016	Ongoing	Don't Know	No	Yes
	Park(ing)Day	Co-creation and community engagement	External-focused	✓	2016	2016	Don't Know	No	Yes
	Harvest Fest http://www.milcitygrows.org/events/harvest-festival/	Co-creation and community engagement	External-focused	✓	2012	Ongoing	Don't Know	No	Yes
	Southeast Asian Water Festival	Co-creation and community engagement	External-focused	✓	-	Ongoing	Don't Know	No	Yes
	Lowell Farmers Markets	Co-creation and community engagement	External-focused	✓	-	Ongoing	Don't Know	Don't Know	Yes
	Slavery in New England: Traces of the Trade film showing and discussion	Co-creation and community engagement	External-focused	✓	2016	2016	Don't Know	Yes	Yes
	Lowell Kids Week lowellkidsweek.org	Co-creation and community engagement	External-focused	✓	-	Ongoing	Don't Know	No	Yes
	Acre Fest	Co-creation and community engagement	External-focused	✓	-	Ongoing	Don't Know	No	Yes
	Lowell's Cloth Traditions: a Global Cloth Fair	Co-creation and community engagement	External-focused	✓	2013	2014	Don't Know	No	Yes
	Unigrd translations	Co-creation and community engagement	External-focused	✓	2013	2014	External Partner Funds	Yes	Yes
	Lowell Public Schools Civic's Day	Co-creation and community engagement	External-focused	✓	-	Ongoing	Don't Know	No	Yes
	Meet Us on the Merrimack	Co-creation and community engagement	External-focused	✓	2014	2016	Don't Know	No	Yes
	African Festival	Co-creation and community engagement	External-focused	✓	-	Ongoing	Don't Know	No	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity							Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration	
Lowell National Historical Park	Spring Fling Pop-Up Museum at Middlesex Community College	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2015	2015	Don't Know	No	Yes	
	UMass Lowell orientation tours	Co-creation and community engagement	External-focused	✓							-	Ongoing	Don't Know	No	Yes	
	UMass Lowell First Year Seminar Lowell as a Classroom	Co-creation and community engagement	External-focused	✓							-	Ongoing	Don't Know	No	Yes	
	Junior Ranger redesign	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Project Funds	No	Yes	
	Lowell Folk Festival http://lowellfolkfestival.org/	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Don't Know	Yes	Yes	
	JAMBRAreer Neighborhood Festival	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	No	Yes	
	Centennial Celebration	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2016	2016	Don't Know	No	Yes	
	LGBTQ Pride Picnic	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	External Partner Funds	No	Yes	
	Lowell Walks	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Don't Know	No	Yes	
	Make, Glaze, Fire! Ceramic workshops with community Cambodian kiln	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Don't Know	No	Yes	
	Free Family Fun at Lowell Summer Music Series	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	No	Yes	
	"What Makes an 'American'?"	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2014	2014	Internal Base Funds	No	Yes	
	Acre brochure	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Project Funds	No	Yes	
	Your City Summer / Your City Saturday	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	Don't Know	No	Yes	
	So what about those mill girls? A quick primer on early LGBT history ... (interpretive writing)	Interpretive programs	External-focused							✓		-	Ongoing	Don't Know	No	No
	Providing brochures in multiple languages	Visitor services	Both							✓		2010	Ongoing	Internal Base Funds	No	No
	Park promotional video produced "in house" for accessibility, and promo video produced in Spanish; Social/Web efforts to attract diverse audiences	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓		-		Internal Base Funds	No	No
	Lowell Offering brochure translations	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Don't Know	No	Yes	
	Primer on gender-inclusive language for use with visitors	Visitor services	Internal-focused							✓		2016	Ongoing	Internal Base Funds	No	Yes
	Gender diversity and inclusive language - a quick primer	Other actions and efforts	Both	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Don't Know	No	Yes	
Girl Power! Female Engineers in Lowell	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2016	2016	Don't Know	No	Yes		
gender-neutral restroom signs for staff bathrooms in park visitor center offices	Other actions and efforts	Internal-focused							✓		2016	Ongoing	Don't Know	No	No	
Taking the Risk exhibit	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2014	2016	Don't Know	No	No		

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
	Every Kid in a Park days	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Project Funds	Yes	Yes
	Free Programs at Your National Park rack card	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Don't Know	No	Yes
	Incorporating accessibility into programming	Visitor services	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	-	No	No
	Translate Unigrid into multiple languages; ensure all publications are accessible	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Spindle City Corps - Maintenance Team	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2008	Ongoing	Internal Project Funds	Yes	Don't Know
	Labor History	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	2013	Internal Base Funds	-	No
	Coffee with a Cop	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2014	Don't Know	No	Yes
	Spindle City Corps - Community Action Team	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Project Funds	No	Don't Know
	Recruitment Strategy	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	Recruitment through local Greater Lowell Workforce Investment Board	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	No	No
	Charter School/Innovation Academy	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	No	No
	Immigration in Lowell	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Internal Base Funds	No	Yes
	"Golden Door"	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Don't Know	No	No
	What Does a Feminist "look like"?	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Internal Base Funds	No	No
	Bringing the Park to the People	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	No	No
	Meet Us on the Merrimack	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Base Funds	No	No
	Spanish-language promotional video for local Cable-Access TV	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Internal Base Funds	No	Yes
	Moving Conversations	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2014	Don't Know	Yes	Yes
	Special session for English-language learners at Middlesex Community College	Other actions and efforts	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Internal Base Funds	No	No
	Staff Training - Cultural Sensitivity/Gender Awareness	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	Internal Base Funds	No	No
	Workforce Enrichment Committee	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	No	No
	Customer Service training for staff	Visitor services	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Base Funds	Yes	No
	Rad American Women A-Z	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Internal Base Funds	No	No
	Innovator's Workshop	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	-	Don't Know	Don't Know	Don't Know
	Interpretive Themes rewritten as part of Park's Foundation Document process	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2016	Don't Know	Don't Know	Don't Know
	Park Tours on boats/trolleys	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Martin Luther King, Jr. National Historic Site	Every kid in a park campout	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	Yes	Yes
	50th Anniversary of Dr. Martin Luther King, Jr. Assassination	Co-creation and community engagement	Both												✓	External Partner Funds	Yes	Yes
	Legacy Campout	Co-creation and community engagement	Both	✓											✓	-	-	-
	International World Peace Rose Garden Messages of Peace Social Media YPP and YCC	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	Yes	-
		Interpretive programs	-	-	-	-	-	-	-	-	-	-	-	-	-	Internal Base Funds	No	No
		Interpretive programs	-	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Base Funds	Yes	Yes
	Sweet Auburn Works	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	Yes	Yes
	Greening Youth Foundation	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NPS Mission Focused Partner	Yes	Yes
	Volunteer service	Visitor services	External-focused	✓											✓	Internal Base Funds	Yes	Yes
	Veteran hiring authority	Workforce-centered systems and processes	Internal-focused	✓											✓	Internal Base Funds	No	Yes
		Incorporating accessibility into maintenance, design and programming	Visitor services	Internal-focused	✓											Internal Base Funds	No	No
		Training staff on inclusive customer service practices	Visitor services	Internal-focused											✓	Internal Base Funds	Yes	Yes
		Creating positive visitor experience through proactive, positive and educational encounters with park rangers	Visitor services	Internal-focused											✓	Internal Base Funds	No	No
		Expanding interpretive themes to include broader and diverse stories	Interpretive programs	Internal-focused											✓	Internal Base Funds	No	No
	Manassas National Battlefield Park	International Rose Garden Program	Co-creation and community engagement	Both	✓											Internal Base Funds	No	No
Fire Fuels reduction		Workforce-centered systems and processes	Internal-focused		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Project Funds	Yes	No	
Prince William County Public Schools Education Days		Connecting youth with our mission	Both	✓											External Partner Funds	No	Don't Know	
Mounted Horse activity at events; Honor Guard		Visitor services	Internal-focused												Internal Base Funds	No	No	
School programs		Visitor services	External-focused	-	-	-	-	-	-	-	-	-	-	-	Internal Base Funds	No	No	
Pro Ranger intern		Connecting youth with our mission	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	Don't Know	Yes	No	
Daily Law Enforcement contacts		Visitor services	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	Internal Base Funds	No	No	
Santa Monica Mountains NRA		Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NPS Mission Focused Partner	Yes	Yes	
Ecohelpers		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Internal Project Funds	Yes	Yes	
Satiwa Native American Indian Culture Center		Co-creation and community engagement	Both												Internal Base Funds	Yes	Yes	
Hudson Outside of School Time (HOST) program participant/planner		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	External Partner Funds	Yes	Yes	
YCC Employment		Connecting youth with our mission	Both	✓											Internal Base Funds	No	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration	
Minuteman Missile National Historic Site	Amendment to National Register Nomination	Workforce-centered systems and processes	External-focused	✓	✓	✓										Internal Base Funds	No	No	
	Permanent Exhibit in Lindenwald Interpreting Slavery	Workforce-centered systems and processes	External-focused	✓	✓											Internal Base Funds	No	Yes	
	Oral History Interviews	Co-creation and community engagement	Both			✓	✓									Internal Project Funds	Yes	No	
	Junior Missiler Program	Workforce-centered systems and processes	External-focused	✓												Internal Base Funds	No	No	
	New Park Film	Co-creation and community engagement	External-focused				✓									Internal Project Funds	Yes	No	
	New visitor center exhibits	Co-creation and community engagement	External-focused				✓									Internal Project Funds	Yes	Yes	
Mississippi National River and Recreation Areas	Public Programs exploring anti-nuclear movement	Interpretive programs	Both	-	-	-	-	-	-	-	-	-	-	-	-	Internal Base Funds	No	No	
	https://www.wildernessinquiry.org/programs/canoemobile/	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓							NPS Mission Focused Partner	Don't Know	Yes	
Missouri National Recreational River	Targeted Outreach to Traditionally Associated Tribes	Interpretive programs	External-focused	✓												Internal Base Funds	Yes	Yes	
	ROSCOE - River Odyssey for School and Community Outreach and Education	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓								Internal Base Funds	No	No	
	Tribal Collaboration	Co-creation and community engagement	Both	✓	✓	✓										Internal Base Funds	No	Yes	
	Traditional Cultural Property (TCP) Study	Workforce-centered systems and processes	External-focused				✓									Internal Project Funds	Yes	Yes	
	Bioblitz	Co-creation and community engagement	Both	✓	✓	✓	✓	✓								Internal Project Funds	Yes	Yes	
	Career Fairs and Expos	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓									Internal Base Funds	Yes	Yes	
	Enhanced Accessibility @ Mulberry Bend Overlook	Visitor services	External-focused									✓				Internal Base Funds	Yes	Yes	
	Bring Kids to Parks*	Co-creation and community engagement	Both	-	-	-	-	-	-	-	-	-	-	-	-	Don't Know	No	No	
	Mount Rainier National Park	Collaboration on site monitoring and active criminal investigations with Tolowa Tribes and Yurok Tribes repatriation of human remains post criminal actions per NAGPRA, hiring VRA candidates, Operation Alliance	Co-creation and community engagement	Both	✓	✓											Don't Know	Don't Know	Don't Know
		Youth Education Programs-Residential Facility*	Connecting youth with our mission	External-focused	✓	✓											Internal Base Funds	No	Yes
The Santee Uprising: Lincoln's Other Civil War Winter and Summer, Lakota Cultural Interpretation at Mount Rushmore National Memorial		Interpretive programs	External-focused				✓									NPS Mission Focused Partner	No	Yes	
Seasonal Staff Cultural Sensitivity Training	Co-creation and community engagement	Both				✓									Internal Project Funds	No	No		
	Visitor services	Visitor services	Internal-focused												Internal Project Funds	No	No		

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Mount Rushmore National Memorial	Plains Indian Cultural Program*	Co-creation and community engagement	Both														2010	Ongoing	NPS Mission Focused Partner	No	Yes
	Lakota, Nakota & Dakota Historic Village	Workforce-centered systems and processes	Both														2012	Ongoing	NPS Mission Focused Partner	No	Yes
	Youth Education Programs-Local Community*	Connecting youth with our mission	External-focused														2005	Ongoing	NPS Mission Focused Partner	No	Yes
	American's Broken Promises to the Lakota Nation	Interpretive programs	External-focused														2014	2014	NPS Mission Focused Partner	No	Yes
	Starr Chief Eagle and Darrell Red Cloud Lakota Dancers and Storytellers	Interpretive programs	External-focused														2014	Ongoing	NPS Mission Focused Partner	No	Yes
	MLK Jr. Youth Theatre Program*	Co-creation and community engagement	External-focused														2016	2016	Internal Base Funds	No	No
	Bright Star Youth Theatre Program*	Connecting youth with our mission	External-focused														2016	2016	-	Yes	Yes
	50th Anniversary of the I Have a Dream Speech	Co-creation and community engagement	Both														2013	2013	NPS Mission Focused Partner	No	Yes
	Multi-lingual access to park information	Visitor services	External-focused														2005	Ongoing	NPS Mission Focused Partner	No	Yes
	Lakota speaking selective factor used during recruitment of staff	Cultural and natural resources stewardship	External-focused														2015	Ongoing	Internal Base Funds	Yes	No
	Latino & Hispanic Heritage Internship Program*	Workforce-centered systems and processes	Both														2016	2016	NPS Mission Focused Partner	Yes	Yes
	Operation Warfighter	Cultural and natural resources stewardship	Internal-focused														2015	Ongoing	External Partner Funds	No	Yes
	Hearing Impaired implements: Audio enhancement during programming, Audio Description, Captioning, Personal Speaker systems	Interpretive programs	External-focused														2008	Ongoing	Internal Base Funds	Yes	No
	Youth Exploration Area and Presidential Trail accessibility	Visitor services	External-focused														2015	Ongoing	NPS Mission Focused Partner	No	Yes
	Junior Ranger Program*	Connecting youth with our mission	External-focused														2012	Ongoing	NPS Mission Focused Partner	No	Yes
	Lakota Programming on and off site	Connecting youth with our mission	Both														2015	Ongoing	Internal Base Funds	No	No
	Presidential Trail accessibility	Cultural and natural resources stewardship	External-focused														2015	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Braille brochure	Visitor services	External-focused														2005	Ongoing	Internal Base Funds	No	No
	National Register Update*	Workforce-centered systems and processes	Internal-focused														2014	2014	Internal Base Funds	Yes	No
	Physically challenged staff	Other actions and efforts	Internal-focused														2011	Ongoing	Internal Base Funds	No	No
	Public Outreach*	Co-creation and community engagement	Both														2010	Ongoing	Internal Base Funds	Yes	Yes
	Wildfire Awareness Week	Visitor services	Both														2014	2016	Internal Base Funds	No	Yes
	Reinterpreting William Kent's Legacy	Interpretive programs	Both														2016	Ongoing	Internal Project Funds	Yes	Yes
	Junior Ranger initiatives at Golden Gate National Recreation Area	Connecting youth with our mission	External-focused														2014	Ongoing	Internal Project Funds	No	Yes
	Friendship Mural: Kids Outreach*	Co-creation and community engagement	External-focused														2005	Ongoing	Don't Know	Don't Know	Don't Know
	Friendship Mural	Co-creation and community engagement	External-focused														2012	Ongoing	Internal Base Funds	Yes	Yes

Muir Woods National Monument

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
National Mall and Memorial Parks	Bridging the Watershed	Workforce-centered systems and processes	External-focused																		
	I Have a Dream	Connecting youth with our mission	External-focused	✓																Don't Know	
	Youth Programming*	Connecting youth with our mission	External-focused	✓																Don't Know	Don't Know
	Lincoln Memorial Virtual Tour	Co-creation and community engagement	External-focused	✓	✓															Don't Know	Don't Know
	Materials are provided in multiple languages.	Visitor services	External-focused	✓																Don't Know	Don't Know
	NAMA Latino Outreach Team	Co-creation and community engagement	Both		✓															Don't Know	Don't Know
	Hispanic Outreach program: Mike.Balis@nps.gov	Co-creation and community engagement	Both		✓															Yes	Yes
	Accessibility is considered in planning all projects	Visitor services	Both	✓																Don't Know	Don't Know
	American Express Volunteers*: http://www.youtube.com/watch?v=gYzhkBJrS4&sns=em	Co-creation and community engagement	External-focused	✓																Don't Know	Yes
	Hired interns	Connecting youth with our mission	External-focused	✓																Yes	Don't Know
	Volunteer Coordinator	Co-creation and community engagement	Both																	Yes	Yes
	Black Family Reunion representation; Hispanic outreach program; Mongolian Embassy/Peace Corps outreach; Tour programs connected to Latin-American military cadets associated with DOD programs.	Co-creation and community engagement	External-focused																	No	Yes
	Paddles the Beaver	Workforce-centered systems and processes	External-focused																	No	Yes
	Planting for Pollinators	Workforce-centered systems and processes	Both	✓																No	Yes
	Outreach Education	Connecting youth with our mission	External-focused	✓																No	Yes
	Chickasaw Heritage Center	Co-creation and community engagement	Both	✓	✓															Yes	Yes
	Educational Outreach - Junior Ranger programs, Read with a Ranger, Bioblitz and Wildlife Festival, Battle of Ackia and Pioneer Days	Workforce-centered systems and processes	External-focused	✓																No	Yes
	Enhance Parkway Safety	Co-creation and community engagement	Both	✓																Yes	Yes
	Long Range Interpretive Plan	Co-creation and community engagement	Both	✓	✓															Yes	Yes
	Trail Maintenance and Old Trace Rehabilitation	Workforce-centered systems and processes	Both	✓	✓															No	Yes
Non-personal interpretation	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				Yes	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
	Strategic Plan	Cultural and natural resources stewardship	Both	✓	2014	Ongoing	Internal Base Funds	Yes	Yes
	Safety	Cultural and natural resources stewardship	Both	✓	2013	Ongoing	Internal Base Funds	Yes	Yes
	grandview festive day	Interpretive programs	Both	✓	-	Ongoing	Don't Know	Don't Know	Don't Know
	It's very difficult to answer this question because RDI efforts are an APPROACH, not a program. It is the way you are; not a thing you do. This has been where the NPS has gotten stuck. We think RDI is a program to check off a list. //I don't think this s what you want, but for this exercise, I'll include park and interpretation and interpretation planning. We advocate in parks to use community-centered, inclusive, and diverse approaches to our work.	Visitor services	Both	✓	-	-	Internal Project Funds	Yes	Yes
	Civil War to Civil Rights Trading Cards Flickr Site: https://www.flickr.com/photos/tradingcardsnpsyahooocm/	Interpretive programs	External-focused	✓	2011	2015	Internal Project Funds	Yes	Yes
	InsideNPS Civil War to Civil Rights Trading Card Website (somewhat dated , but contains some good information) : http://inside.nps.gov/waso/custommenu.cfm?lv=38&prg=1050&id=10677	Interpretive programs	External-focused	✓	2011	2015	Internal Project Funds	Yes	Yes
	Katahdin Area Schools outreach	Co-creation and community engagement	Both	✓	2016	Ongoing	Internal Base Funds	Yes	Yes
	Katahdin Chamber of Commerce	Co-creation and community engagement	Both	✓	2016	Ongoing	Internal Base Funds	No	Yes
	Scholars' Roundtables used in park planning	Workforce-centered systems and processes	Internal-focused	✓	-	-	Internal Base Funds	Yes	Yes
	Eye of the Storm: A historic documentary viewing and and exercise on privilege and justice https://drive.google.com/drive/folders/0B_hiu62akMscbzVoc0JqajR5DA?usp=sharing	Cultural and natural resources stewardship	Internal-focused	✓	2013	2013	-	Yes	No
Northeast Region	Founder's Day 2013 + Anniversary of March on Washington	Cultural and natural resources stewardship	Internal-focused	✓	2013	2013	-	Yes	No

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
	Facilitated Dialogue around the question "what does inclusion in the workplace mean?" (Viewing of Race the Power of an Illusion Parts 2 & 3 + discussion)	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	2013	Internal Project Funds	Yes	No
	Bringing the Headlines Home: workshop 1 Workshop 1 of 3: History + Healing Workshop 2: Individual Power (March 1 2016) History + Healing Workshop 3: Patterns of Diversity- Stepping Out of the Script	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Internal Base Funds	Yes	No
	SAWA BONA: Reminder Day Event 2015	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	Yes	No
	Workshop 3: Patterns of Diversity- Stepping Out of the Script	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	Yes	No
	Sawa Bona Brown Bag Presentation in Honor of LGBT Pride Month: Panel Discussion with Co-Workers	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	-	Yes	No
	Civility Training	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2014	Don't Know	Don't Know	-
	Elliottsville Planation	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	External Partner Funds	Yes	Yes
	park programs which took place in 2016 involving communities to make successful	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Don't Know	Yes	Yes
	Park and interpretation planning - long range interpretation plans, exhibits, other interpretation programming, Interpretation Leadership and Business Skills Training (all regions)	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	Yes	Yes
	New Recruitment Strategy, 2015	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	No
	various programs, Todd County Schools	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	No	No
	Rosebud Boys & Girls Club Campout	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2015	Internal Base Funds	No	Yes
	Outdoor Family Fun Day	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	Internal Base Funds	No	Yes
	Todd County Envirofair	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	Internal Base Funds	No	Yes
	Saint Francis Indian School, various programs	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	Internal Base Funds	No	No
	Niobrara NSR film	Workforce-centered systems and processes	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Project Funds	Yes	Yes
	Cub Scouts	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2014	Internal Base Funds	No	Yes
	Various programs for Girl Scouts of America	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	2010	Internal Base Funds	No	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Niobrara National Scenic River	NIOD Visitor Center exhibits	Workforce-centered systems and processes	Internal-focused	✓													2014	2015	Internal Project Funds	Yes	Yes
	New accessible media (accessible professional film, webshorts, exhibits)	Cultural and natural resources stewardship	Internal-focused	✓													2014	Ongoing	Internal Project Funds	Yes	Yes
	Accessibility of building, exhibits, film, and webshorts	Visitor services	Internal-focused	✓													2012	Ongoing	Internal Project Funds	Yes	Yes
	Training on inclusive practices	Visitor services	Internal-focused	✓													2014	Ongoing	Internal Base Funds	No	No
	various programs at Cherry Hills Estates	Co-creation and community engagement	External-focused	✓													2012	2014	Internal Base Funds	No	Yes
	Kids' Fishing Day	Co-creation and community engagement	External-focused	✓													2012	2015	Internal Base Funds	No	Yes
	Valentine Summer Reading Program	Co-creation and community engagement	External-focused	✓													2010	Ongoing	Internal Base Funds	No	Yes
	Rock County Library Reading Program	Co-creation and community engagement	External-focused	✓													2011	2011	Internal Base Funds	No	Yes
	Nebraska Water Leaders' Academy	Co-creation and community engagement	Internal-focused	✓													2013	Ongoing	Don't Know	No	Yes
	Moonlight Madness	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2010	2010	Don't Know	No	Yes
	National Trails Day	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2010	Ongoing	Internal Base Funds	No	Yes
	Sandhills Discovery Conference	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2011	2011	Internal Base Funds	No	Yes
	Delta Kappa Gamma (teacher sorority) events	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2012	Ongoing	Internal Base Funds	No	Yes
	Niobrara Council Day	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2013	2013	Internal Base Funds	No	Yes
	Old West Nature Day	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2014	Ongoing	External Partner Funds	No	Yes
	National Public Lands Day	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2015	Ongoing	Internal Base Funds	No	Yes
	4-H Skills Day	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2015	Ongoing	Internal Base Funds	No	Yes
	International Master Gardeners program	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2015	2015	Internal Base Funds	No	Yes
	Nebraska Master Naturalists	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2013	Ongoing	Internal Base Funds	No	Yes
	Naturefest	Connecting youth with our mission	External-focused	✓													2011	Ongoing	Internal Base Funds	No	Yes
	Girl Scout Camp Adventure	Connecting youth with our mission	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2012	2012	-	No	Yes
	GSA Advantage	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No
	Use a variety of media to deliver non-personal services, including traditional non-digital, webpages, social media, etc to provide information, orientation, and interpretation.	Interpretive programs	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	No	Yes
	Valentine Rotary	Co-creation and community engagement	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2011	Ongoing	Internal Base Funds	No	Yes
	EEO training for all employees, zero tolerance for intolerant behavior.	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	No

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
	Proactive, positive, and educational encounters with park rangers.	Visitor services	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	2011	Ongoing	Internal Base Funds	Yes	Yes
	Including multiple perspectives in all interpretive and educational programs.	Interpretive programs	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	No	No
	Incorporating multiple learning styles into interpretive and educational programming.	Interpretive programs	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	No	No
North Cascades National Park	We have a lot. Working with African American Universities to recruit applicants, working with Native American school groups, teacher ranger teacher on the local reservation, participating in Seattle Pride events, Ranger Read program, using the social media platform of Snapchat etc.	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	Internal Base Funds	Yes	No
	Youth Partnership Program: internships throughout NPNH	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	Yes	Yes
	http://www.mathersnyc.org/index.html	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	External Partner Funds	Yes	Don't Know
National Parks of New York Harbor	Mather High School	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	NPS Mission Focused Partner	Yes	Don't Know
	www.mathersnyc.org/	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	2012	External Partner Funds	Yes	Yes
	Ocmulgee to Ocmulgee Bike Ride	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	External Partner Funds	No	No
Ocmulgee National Monument	Ocmulgee Indian Celebration	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2009	2009	External Partner Funds	Yes	Yes
	75th anniversary of CCC company 1426, Camp NM-4	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	NPS Mission Focused Partner	No	Yes
	Ocmulgee Bio-Blitz	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	2014	NPS Mission Focused Partner	Yes	Yes
Ocmulgee National Monument	Civil War Sesquicentennial Event	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	External Partner Funds	No	Yes
	Ocmulgee Lantern Light Tours	Workforce-centered systems and processes	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	2012	2012	Don't Know	Yes	Don't Know
	Ocmulgee National Monument 75th Anniversary	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	Yes	Yes
Organ Pipe Cactus National Monument	Ocmulgee National Monument National Register Nomination	Workforce-centered systems and processes	Both	-	-	-	-	-	-	-	-	-	-	-	-	2015	2015	Don't Know	No	No
	Assisted in training of a ProfRanger: Grand Canyon.	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	External Partner Funds	No	No
	Seasonal Ranger trainer: ProfRanger: Grand Canyon.	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Don't Know	No	No
Organ Pipe Cactus National Monument	Assisted in training of a ProfRanger: Organ Pipe.	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Don't Know	No	No

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Ozark National Scenic Riverways	Sgt. Graham Memorial cross country district meet	Co-creation and community engagement	External-focused	✓	2013	Ongoing	External Partner Funds	No	No
	Creating various evening programs	Interpretive programs	External-focused	✓	2005	2016	Internal Base Funds	No	No
	River and Trails clean-up	Co-creation and community engagement	External-focused	✓	2016	Ongoing	External Partner Funds	Yes	Yes
	Ozark heritage days	Co-creation and community engagement	External-focused	✓	2011	Ongoing	Internal Base Funds	No	No
	Wounded Warrior Mobility Impaired Hunt	Co-creation and community engagement	Both	✓	2013	Ongoing	External Partner Funds	No	Yes
	Wounded Warrior Hunt	Co-creation and community engagement	External-focused	✓	2013	Ongoing	Internal Base Funds	No	No
	Created several Interpretative waysides	Visitor services	External-focused	✓	2007	2016	Don't Know	No	No
	Junior Ranger Day	Connecting youth with our mission	Internal-focused	✓	2007	Ongoing	Internal Project Funds	Yes	Yes
	Career program for Jr. High and High School students	Cultural and natural resources stewardship	External-focused	✓	2012	Ongoing	Internal Base Funds	No	No
	Jr. ranger day	Co-creation and community engagement	External-focused	✓	2012	Ongoing	Internal Base Funds	No	No
	Christmas events. Big Spring and Alley Spring	Connecting youth with our mission	External-focused	✓	2009	Ongoing	Internal Base Funds	No	No
	2016 River Clean Up	Co-creation and community engagement	External-focused	✓	2016	2016	Internal Base Funds	No	No
	Heritage Day	Workforce-centered systems and processes	External-focused	✓	2005	Ongoing	Internal Base Funds	No	Don't Know
	Cultural exhibit in the HQ Visitor Center	Other actions and efforts	External-focused	✓	2012	2014	Internal Base Funds	No	No
	360 degree evaluations- very little support outside of the district level. I find that many supervisors within the NPS do not want to know what their employees think about their leadership. https://en.wikipedia.org/wiki/360-degree_feedback	Cultural and natural resources stewardship	Internal-focused	✓	2015	Ongoing	Internal Base Funds	No	No
	Diversity in hiring processes	Cultural and natural resources stewardship	Internal-focused	✓	2016	Ongoing	Internal Base Funds	Yes	No
	Youth Advisory Board	Connecting youth with our mission	Both	✓	2012	2012	NPS Mission Focused Partner	No	No
	Community outreach	Co-creation and community engagement	External-focused	✓	2013	Ongoing	Internal Project Funds	No	Yes
	Minority recruitment	Cultural and natural resources stewardship	Both	✓	2005	Ongoing	Internal Base Funds	No	Yes
	Student Rangers	Connecting youth with our mission	Both	✓	2005	2008	NPS Mission Focused Partner	No	No
Ticket to Ride	Co-creation and community engagement	Both	✓	2012	2015	NPS Mission Focused Partner	No	No	
Summer outreach	Co-creation and community engagement	Both	✓	2010	2011	NPS Mission Focused Partner	No	Yes	
Conference with professional presentations about the U.S.-Mexican War	Workforce-centered systems and processes	Both	✓	2013	2013	Internal Project Funds	No	Yes	
Every Kid in a Park	Co-creation and community engagement	Both	✓	2013	-	NPS Mission Focused Partner	No	No	
Bilingual	Visitor services	Both	✓	2005	-	Internal Base Funds	Yes	Yes	

Palo Alto Battlefield National Historical Park

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Paterson Great Falls National Historical Park	Accessibility	Visitor services	Both	✓													2005	Ongoing	Internal Project Funds	Yes	Yes
	Balanced U.S. and Mexican perspectives	Interpretive programs	Both														2005	Ongoing	Internal Base Funds	Yes	Yes
	Teacher-Ranger-Teacher	Other actions and efforts	Both														2005	Ongoing	Internal Project Funds	No	Yes
	Savor Paterson: Great Falls, Great Food.	Co-creation and community engagement	External-focused		✓												2016	2016	External Partner Funds	No	Yes
	Grow Our Own: Youth Corps to Seasonal Employment	Cultural and natural resources stewardship	Internal-focused		✓												2014	Ongoing	Internal Base Funds	No	No
	Planning newsletters in multiple languages	Visitor services	External-focused		✓												2012	2015	Internal Project Funds	Yes	No
	Art Showcase	Co-creation and community engagement	External-focused		✓												2016	2016	External Partner Funds	No	Yes
	Native American Indian programs	Interpretive programs	External-focused								✓						2014	Ongoing	Internal Base Funds	No	No
	Day of Innovation High School Business Competition	Connecting youth with our mission	External-focused		✓												2016	2016	Internal Project Funds	No	Yes
	Day of Innovation	Co-creation and community engagement	External-focused		✓												2016	Ongoing	Internal Project Funds	No	Yes
Great Falls Youth Corps	Connecting youth with our mission	External-focused		✓												-	-	Internal Project Funds	No	Yes	
Native American Heritage Festival	Co-creation and community engagement	External-focused														2016	Ongoing	Internal Base Funds	No	No	
Veterans Recruitment Authority	Cultural and natural resources stewardship	Internal-focused												✓		2015	2015	Internal Base Funds	Yes	No	
NHL nomination: Hinchliffe Stadium, for its use as Negro League venue	Workforce-centered systems and processes	Both														2014	2014	Internal Project Funds	Yes	No	
Padre Island National Seashore	Urban Outreach*	Co-creation and community engagement	Internal-focused													-	-	Internal Base Funds	No	No	
	Public Awareness*	Co-creation and community engagement	External-focused													2015	-	Internal Base Funds	No	No	
	Boy Scout Events*	Connecting youth with our mission	Both													2012	-	Internal Base Funds	No	No	
Petrified Forest National Park	Green team?	Co-creation and community engagement	Internal-focused													-	-	Don't Know	Don't Know	Don't Know	
	Outreach to Native Americans	Workforce-centered systems and processes	External-focused													2010	2011	Don't Know	Don't Know	Don't Know	
Petersburg National Battlefield	Interpretive programming: United States Colored Troops at the Battle of the Crater	Co-creation and community engagement	External-focused													2016	Ongoing	Internal Base Funds	No	No	
	Interpretive Program: From Slavery to Freedom	Co-creation and community engagement	External-focused													2010	Ongoing	Internal Base Funds	No	No	
	Interpretive Program: African Americans in the Civil War	Co-creation and community engagement	External-focused													2010	Ongoing	Internal Base Funds	No	No	
	Hiring Practices: Involvement with STEP/SCEP program	Workforce-centered systems and processes	Internal-focused													2005	2009	Don't Know	Don't Know	Don't Know	
	Annual Event: Park Day	Connecting youth with our mission	Both													2008	Ongoing	Internal Base Funds	No	No	
Petersburg National Battlefield	Outreach: Rangers visiting local schools	Connecting youth with our mission	External-focused													2005	Ongoing	Internal Base Funds	No	No	
	Education: Hosting Field Trips	Connecting youth with our mission	Internal-focused													2005	Ongoing	Internal Base Funds	No	No	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Pinnacles National Monument	Interpretive Program: United States Colored Troops in the Siege of Petersburg	Co-creation and community engagement	External-focused														2010	Ongoing	Internal Base Funds	No	No
	Project: Research of enslaved population at Appomattox Plantation	Workforce-centered systems and processes	External-focused														2010	Ongoing	Don't Know	Don't Know	Don't Know
	Interpretive Program: Role of Women in the Civil War	Co-creation and community engagement	External-focused														2010	Ongoing	Internal Base Funds	No	No
	Junior Ranger Program - Online and within park	Connecting youth with our mission	Both														2005	Ongoing	Internal Base Funds	No	No
	Mt Planeta	Co-creation and community engagement	External-focused														2016	2016	Internal Project Funds	No	No
	Carleton College Wilderness Class field visit to Grand Canyon, through Albright Training Center	Connecting youth with our mission	External-focused														2014	2014	Internal Base Funds	Yes	Yes
	naturalization event	Co-creation and community engagement	Both														2016	2016	NPS Mission Focused Partner	No	Yes
	SEEDS, LLC building a tribal trail crew	Connecting youth with our mission	Both														2016	Ongoing	External Partner Funds	Yes	Yes
	to amend HSR and CLR's to include tribal sites of significance	Workforce-centered systems and processes	Both														2015	Ongoing	Internal Base Funds	Yes	Yes
	water users safety workgroup	Co-creation and community engagement	Both														2015	Ongoing	External Partner Funds	Yes	Yes
Pictured Rocks National Lakeshore	Repair Earthquake Damage to Temples Project	Workforce-centered systems and processes	Both													2007	2011	Internal Project Funds	Yes	Yes	
	Annual Ho'ou'ika'i Pu'ukohola Establishment Day Ceremonies & Cultural Festival	Co-creation and community engagement	Both													2005	Ongoing	NPS Mission Focused Partner	Yes	Yes	
	Repair Earthquake Damage to Temples Project	Co-creation and community engagement	Both													2007	2011	Internal Project Funds	Yes	Yes	
	Acquire TTY (Text Telephone) surplus equipment from another park	Cultural and natural resources stewardship	Both													2014	2014	Internal Base Funds	Yes	No	
	Produce ADA Compliant Park Orientation Videos	Cultural and natural resources stewardship	External-focused													2015	Ongoing	Internal Project Funds	Yes	Yes	
	Developed Recruitment Strategy targeting Skilled Hawaiian Dry Stone masons for Repair	Cultural and natural resources stewardship	Internal-focused													2006	2009	Internal Project Funds	Yes	Yes	
	Earthquake Damage to Temples Project	Connecting youth with our mission	External-focused													2005	Ongoing	Internal Base Funds	No	Yes	
	Special Educational Programs & Activities / Ranger Led Guided Tours	Connecting youth with our mission	External-focused													2008	Ongoing	Internal Base Funds	Yes	Yes	
	Park Jr. Ranger Program	Connecting youth with our mission	External-focused													2016	Ongoing	Internal Project Funds	Yes	Yes	
	Hawaii Island Youth Park Ranger Program	Connecting youth with our mission	External-focused													2005	Ongoing	Internal Project Funds	No	Yes	
Pu'ukohola Heiau National Historic Site	Youth Conservation Corp (YCC) Program	Connecting youth with our mission	Both													2005	Ongoing	Internal Project Funds	No	Yes	
	Volunteer-in-Parks Program	Co-creation and community engagement	Both													2005	Ongoing	Internal Project Funds	Yes	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Richmond National Battlefield Park	Kanu o Ka' Aina Charter School - Outdoor Classroom Program	Connecting youth with our mission	External-focused	✓											2005	Ongoing	External Partner Funds	No	Yes	
	Park Kupuna Ranger Program	Connecting youth with our mission	External-focused	✓											2014	Ongoing	Internal Base Funds	No	Yes	
	Asian / Pacific Islander American Heritage Day	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	2005	Ongoing	NPS Mission Focused Partner	No	Yes	
	O Lono 'Oe i Pū'ukohala (Makahiki Ceremonies & Games)	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	2016	Ongoing	NPS Mission Focused Partner	No	Yes	
	Hawaiian Flag Day	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	2016	Ongoing	External Partner Funds	Yes	Yes	
	Whale Watching Program	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	2009	Ongoing	NPS Mission Focused Partner	No	Yes	
	Accessibility Assessment conducted by the National Center on Accessibility / Indiana University conducted at Pū'ukohala Heiau NHS	Cultural and natural resources stewardship	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	2012	2012	Internal Project Funds	Yes	Yes	
	Maia Kalo (Dry Farm Taro) Repository Project	Workforce-centered systems and processes	Both	-	-	-	-	-	-	-	-	-	-	-	2013	Ongoing	NPS Mission Focused Partner	Yes	Yes	
	Engaging Park Partners & Local Community	Cultural and natural resources stewardship	Both	-	-	-	-	-	-	-	-	-	-	-	2005	Ongoing	Internal Base Funds	Yes	Yes	
	Organizations to Increase Awareness of Hawaii NPS Employment Opportunities																			
	Maggie Walker Summer Youth Leadership Institute	Connecting youth with our mission	External-focused	✓											2008	Ongoing	Internal Project Funds	No	Yes	
	Urban Archeology Corps	Workforce-centered systems and processes	External-focused	✓											2015	Ongoing	Internal Project Funds	Yes	Yes	
	NPS Centennial Community Mural at MAWA	Co-creation and community engagement	External-focused	✓											2016	2016	Internal Project Funds	No	Yes	
	career fairs at HBCUs	Cultural and natural resources stewardship	External-focused	✓											2016	Ongoing	Internal Base Funds	Don't Know	Yes	
	Highlighting Reconstruction Era stories at Civil War sites in Richmond, VA	Visitor services	External-focused												2012	Ongoing	Internal Base Funds	Yes	Yes	
	Expanding interpretive programs at Chimbrazo	Interpretive programs	External-focused												2011	Ongoing	Internal Base Funds	Yes	Yes	
	International Migratory Bird Day Festival.	Co-creation and community engagement	External-focused	✓											2012	Ongoing	Don't Know	Yes	Yes	
Summer Concert at Fort Dupont	Connecting youth with our mission	External-focused	✓											2005	Ongoing	Internal Project Funds	Yes	Yes		
African American the Civil War	Co-creation and community engagement	External-focused	✓											2013	Ongoing	Internal Base Funds	Yes	Yes		
African American spies in the civil war	Interpretive programs	External-focused	✓											2015	2016	Internal Base Funds	No	No		
Natives Americans in the Civil War	Co-creation and community engagement	External-focused	✓											2013	Ongoing	Internal Base Funds	Yes	Yes		
Diverse planetarium programs	Interpretive programs	External-focused	✓											2013	Ongoing	Internal Base Funds	No	No		
Hiring interns from GIP and Mosaics	Connecting youth with our mission	Internal-focused	✓											2013	Ongoing	Don't Know	Yes	Yes		
Lincoln-Thomas Day	Workforce-centered systems and processes	External-focused	✓											2013	Ongoing	Internal Base Funds	Yes	Yes		
Latinos Americans in the Civil War	Co-creation and community engagement	External-focused	✓											2013	Ongoing	Internal Base Funds	Yes	Yes		

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration	
Rocky Mountain National Park	Women in civil war	Interpretive programs	External-focused	✓	2013	Ongoing	Internal Base Funds	Yes	No	
	Bring the Civil War to your community	Co-creation and community engagement	External-focused	✓	2013	Ongoing	Internal Base Funds	Yes	Yes	
	Fort Dupont Park Community Garden	Other actions and efforts	External-focused	✓	-	-	Internal Base Funds	Yes	Yes	
	Edge of the Woods accessible walk	Visitor services	External-focused	✓	2010	2015	External Partner Funds	No	Yes	
	Children in civil war	Interpretive programs	External-focused	✓	2014	Ongoing	Internal Base Funds	Yes	No	
	Slavery	Interpretive programs	External-focused	✓	2015	Ongoing	Internal Base Funds	Yes	No	
	Soldiers' Life in the Forts	Interpretive programs	External-focused	✓	2014	Ongoing	Internal Base Funds	No	No	
	Wreaths Across America	Connecting youth with our mission	External-focused	✓	2015	Ongoing	Internal Base Funds	Yes	Yes	
	Remembrance Ceremony	Connecting youth with our mission	External-focused	✓	2012	2013	External Partner Funds	No	No	
	Rock Creek Treasure Hunt	Workforce-centered systems and processes	External-focused	✓	2014	Ongoing	Internal Project Funds	Yes	Yes	
	Fort Stevens Day	Cultural and natural resources stewardship	External-focused	✓	2014	Ongoing	Internal Base Funds	Yes	No	
	Website accessibility	Co-creation and community engagement	External-focused	✓	2016	Ongoing	Internal Base Funds	Yes	Yes	
	Spanish Outreach programs	Co-creation and community engagement	External-focused	✓	2005	Ongoing	Internal Base Funds	Yes	Yes	
	Environmental Education Programs for intercity schools	Co-creation and community engagement	External-focused	✓	2005	Ongoing	NPS Mission Focused Partner	Yes	Yes	
San Antonio Missions National Historical Park	Interpretive Internships	Co-creation and community engagement	Internal-focused	✓	2005	Ongoing	Internal Project Funds	Yes	Yes	
	Highschool Internship Program	Co-creation and community engagement	Internal-focused	✓	2008	Ongoing	Internal Project Funds	Yes	Yes	
	Urban Ranger program, San Antonio Missions NHP	Co-creation and community engagement	External-focused	✓	2015	Ongoing	Internal Base Funds	Yes	Yes	
	Engaging Communities for Success; Kettering project	Co-creation and community engagement	External-focused	✓	2015	Ongoing	Internal Base Funds	Yes	Yes	
	San Antonio Housing Authority Outreach	Co-creation and community engagement	External-focused	✓	2015	Ongoing	Internal Base Funds	No	Yes	
	World heritage nomination	Co-creation and community engagement	Both	-	-	-	-	Yes	-	
	Lunadas... no website as of yet. Cafecito and a Hike... no website as of yet	Co-creation and community engagement	External-focused	✓	-	-	External Partner Funds	Yes	Don't Know	
	Saguaro National Park	Cross Island YMCA	Co-creation and community engagement	External-focused	✓	2016	Ongoing	External Partner Funds	Yes	No
		Long Island, For the Birds!	Connecting youth with our mission	Both	✓	2010	Ongoing	Internal Project Funds	No	Yes
		Boys and Girls Clubs of America:	Co-creation and community engagement	External-focused	✓	2014	Ongoing	External Partner Funds	Yes	No
		Mather Building Arts and Craftmanship High School	Co-creation and community engagement	Both	✓	2016	Ongoing	External Partner Funds	Yes	Yes
		savingplaces.org/hopecrew	Co-creation and community engagement	Both	✓	2016	2016	External Partner Funds	Yes	Yes
		Naturalization Ceremony/Federal Courts Youth Intervention	Co-creation and community engagement	Both	✓	2016	Ongoing	External Partner Funds	No	Yes
		Student Conservation Association Internships	Connecting youth with our mission	Both	✓	2011	Ongoing	Internal Project Funds	No	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Saugus Iron Works National Historic Site	Providing vision and audio program alternatives, including visual and audio device assistance.	Interpretive programs	Internal-focused	✓	2011	Ongoing	Internal Project Funds	Yes	Yes
	Physical and web compliance with ADA regulations.	Visitor services	Internal-focused	✓	2011	Ongoing	Internal Project Funds	Yes	Yes
	Ongoing research and scholarship development with many researchers, educational institutions, museums, authors/writers, film makers.	Workforce-centered systems and processes	Both	✓	2005	Ongoing	Don't Know	Yes	Yes
	Scholar In-Residence	Workforce-centered systems and processes	Both	✓	2015	Ongoing	External Partner Funds	Yes	No
	Expanding interpretive themes to include broader and diverse stories	Interpretive programs	Both	✓	2016	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Caribbean Connections http://www.essexheritage.org/making-caribbean-connection	Co-creation and community engagement	External-focused	✓	2012	Ongoing	External Partner Funds	Yes	Yes
	Integrating relevancy, diversity, and inclusion into developmental opportunities for employees	Cultural and natural resources stewardship	Internal-focused	✓	2012	-	Internal Base Funds	Yes	Yes
	Research on African heritage on the Puerto Rican militia	Workforce-centered systems and processes	Both	✓	2014	2014	Internal Project Funds	No	No
	Women contributions to the park	Co-creation and community engagement	Internal-focused	✓	2009	2012	Internal Project Funds	No	Yes
	Le Lo Lai Festival	Co-creation and community engagement	External-focused	✓	2007	2012	External Partner Funds	No	Yes
San Juan National Historic Site	Annual Kite Festival	Co-creation and community engagement	Both	✓	2006	Ongoing	NPS Mission Focused Partner	No	Yes
	La Perla Summer Camp	Connecting youth with our mission	External-focused	✓	2010	2013	NPS Mission Focused Partner	No	Yes
	Patrimonitos, UNESCO program dedicated to youth	Connecting youth with our mission	Both	✓	2005	2010	Internal Project Funds	No	Yes
	Cultural Resources Management Internship Program	Connecting youth with our mission	External-focused	✓	-	-	Internal Base Funds	No	Yes
	African-American Ethnohistory of Essex County Project	Workforce-centered systems and processes	External-focused	✓	2016	Ongoing	Internal Project Funds	Yes	Yes
	Salem Maritime festival	Co-creation and community engagement	Both	✓	2005	-	Internal Base Funds	Yes	Yes
	Polish Community volunteer program	Co-creation and community engagement	Both	✓	2010	2012	Internal Base Funds	No	No
	July 4 celebration	Co-creation and community engagement	External-focused	✓	2005	-	External Partner Funds	Yes	No
	Living History Programming	Interpretive programs	External-focused	✓	2012	Ongoing	Internal Base Funds	Yes	No
	National Register update	Workforce-centered systems and processes	Internal-focused	✓	2011	2014	Internal Project Funds	Yes	No
Salem Maritime National Historic Site	Cultural Resource Intern Program	Cultural and natural resources stewardship	Internal-focused	✓	2014	Ongoing	Internal Base Funds	No	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity								Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Santa Monica Mountains National Recreation Area	SAMO Youth	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Don't Know	Yes	Yes	
	Community Engagement Office in Downtown Los Angeles	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2013	Ongoing	Internal Base Funds	Yes	Yes	
	Pura Vida en Grand Teton National Park	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	2010	Ongoing	NPS Mission Focused Partner	No	Yes	
	USCIS Naturalization Ceremonies	Other actions and efforts	External-focused	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	Yes	
	Naturalization Ceremony	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	No	Yes	
	The interpretive signs are bilingual. All maintenance and construction projects incorporate disability design.	Visitor services	Internal-focused	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	Yes	Yes	
	YCC Hiring for Historic Preservation stabilization at Quarai	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Project Funds	Yes	Yes	
	Pathways student hiring	Connecting youth with our mission	Internal-focused	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	No	No	
	Geologist in the Park (GIP) Program	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	NPS Mission Focused Partner	Yes	Yes	
	Salt Missions Scholars Program	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	Yes	
Salinas Pueblo Missions National Monument	Annual Car Show	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2009	Ongoing	NPS Mission Focused Partner	No	No	
	Annual Lecture Series	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2009	Ongoing	NPS Mission Focused Partner	No	No	
	International Dark Sky project and designation	Workforce-centered systems and processes	Both	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	Yes	
	Historic Preservation Work. Utilizing youth through the Pathways Program and YCC.	Cultural and natural resources stewardship	Both	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	Yes	Yes	
	Bi-lingual signs, handouts and newspapers	Visitor services	External-focused	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Don't Know	Don't Know	Don't Know	
	LMWFA to hire good diverse candidates	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Don't Know	Don't Know	Don't Know	
	Junior Ranger Program - additional events	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2012	2012	Internal Base Funds	No	No	
	Recruitment	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	2006	-	Internal Base Funds	No	Yes	
	Rangers in schools?	Connecting youth with our mission	External-focused	✓	✓	✓	✓	✓	✓	✓	-	Ongoing	Don't Know	Don't Know	Don't Know	
	SEKI Allies for inclusion	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Don't Know	Don't Know	Don't Know	
Sequoia & Kings Canyon National Parks	outward bound adventures	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2009	-	Internal Project Funds	Yes	Yes	
	Cumberland Island MLK	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	External Partner Funds	No	Yes	
	HBCU experience	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	External Partner Funds	No	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration		
Southeast Region	Publications of booklets and posters during the Civil War	Co-creation and community engagement	Both	✓	2010	2014	NPS Mission Focused Partner	Yes	Yes		
	Sequicentennial. We published booklets: Slavery - Cause and Catalyst of the Civil War, Hispanics in the Civil War, American Indians and the Civil War, Asian Americans and Pacific Islanders and the Civil War			✓							
	Amtrak Trails & Rails Partnership Program. nps.gov/trailsandrails			External-focused	✓	2005		Ongoing	External Partner Funds	Yes	Yes
	SCA			Both	✓	2005		Ongoing	Internal Project Funds	No	Yes
	Coastal Annual clean up at Olympic National Park			Both	✓	2005		Ongoing	Don't Know	No	Yes
	Girl Scouts of Western Washington			Both	✓	2006		-	Don't Know	No	Yes
	Elwha Dam Removal https://www.nps.gov/olymp/learn/nature/damremovalblog.htm			Both	✓	2005		2005	Internal Project Funds	No	Yes
	Cumberland Island accessibility			Internal-focused	✓	2011		-	Don't Know	Yes	Yes
	implementation of the Lands and Legacies tour. Interpretation prior to this had focused on the dominate culture Carnegie story.			Both	✓	2011		Ongoing	Don't Know	Yes	Yes
	Implementation allowed for multiple points of view of enslavement, workers, pre industrial history.			Both	✓						
	Totem Pole display and preservation is one of the park's main themes. The park has an extensive collection of original, re-carved and modern totems requiring conservation, display and interpretation.			Both	✓	2005		Ongoing	Internal Base Funds	Yes	Yes
	Canoe carving project that has been a months long full-sized traditional carving, steaming and painting done on site to both offer an interpretive opportunity and a training opportunity for young artisans in canoe making.			Both	✓	2015		2016	Internal Project Funds	Yes	Yes
Battlefield Restoration Efforts	Both	✓	2015	Ongoing	Internal Base Funds	Yes	Yes				

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Sitka National Historical Park	Cultural Demonstrations are offered by native artists who depict and demonstrate traditional skills with weaving, carving, fabrics, painting, jewelry and metal work. The artists demonstrate on site in the cultural center and offer perspective and demonstrations to park visitors.	Visitor services	Both														2005	Ongoing	Internal Base Funds	Yes	Yes
	Local Hiring Authorities	Connecting youth with our mission	Both														2005	Ongoing	Internal Base Funds	Yes	Yes
	Diversity Training was attended by two park staff with a goal of hiring and recruiting a more diverse workforce for the park.	Cultural and natural resources stewardship	Both														2016	Ongoing	Internal Base Funds	Yes	Yes
	Proactive protection function seeking to provide proactive, upfront enforcement information to park visitors to allow for compatible use in a cultural sensitive park trail system.	Visitor services	Both														2005	Ongoing	Internal Base Funds	Yes	Yes
	Consultation Efforts with the Sika Tribe of Alaska	Co-creation and community engagement	Both														2016	Ongoing	Internal Base Funds	Yes	Yes
	Partnerships with the Sika Native Education Program	Co-creation and community engagement	External-focused														2012	Ongoing	External Partner Funds	No	Yes
	Cultural programming with the Sika Native Education Program	Connecting youth with our mission	Both														2005	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Northwest Coast Canoe Project	Co-creation and community engagement	External-focused														2016	2016	Internal Base Funds	No	Yes
	Distance Learning Programming	Interpretive programs	External-focused														2015	Ongoing	Internal Base Funds	Yes	Yes
	Provide for accessibility upgrades at the Russian Bishop House and along park trails.	Visitor services	Both														2015	Ongoing	Internal Base Funds	Yes	Yes
	Employees have IDP's in place and training for the future is encouraged.	Cultural and natural resources stewardship	Both														2016	-	Internal Base Funds	Yes	Yes
	Youth programming and Outreach through a variety of in park and community offered interpretive programs, artist crafts and native craft offerings.	Connecting youth with our mission	Both														2010	Ongoing	Internal Base Funds	Yes	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
	Provide a wide range of demonstrations, school programs, and cultural knowledge programs to the Sitka school children and park visitors. This is done through an education and outreach program that seeks and sees many of the areas school kids and offers cultural appropriate programming to all park visitors.	Interpretive programs	Both	✓													2005	Ongoing	Internal Base Funds	Yes	Yes
	Native American Heritage Month Celebrations	Co-creation and community engagement	External-focused	✓													2011	Ongoing	Internal Base Funds	No	Yes
	Exchange student facilitated dialogue program on culture	Connecting youth with our mission	External-focused		✓												2014	Ongoing	Internal Base Funds	Yes	No
	Herring Camp	Connecting youth with our mission	External-focused		✓												2014	2016	Internal Project Funds	Yes	Don't Know
	Native American Heritage Month cultural programming	Connecting youth with our mission	External-focused		✓												2005	Ongoing	Internal Base Funds	Don't Know	Don't Know
	Student Art	Workforce-centered systems and processes	External-focused	✓													2012	2012	Internal Base Funds	Don't Know	Don't Know
	Ranger-led programs, special events, community events...	Visitor services	External-focused		✓												2005	Ongoing	Internal Base Funds	Yes	Yes
	Demonstration Arts Program	Visitor services	External-focused		✓												2013	Ongoing	Internal Base Funds	Yes	Don't Know
	Accessible resources developed	Interpretive programs	External-focused	✓													2014	Ongoing	Internal Project Funds	Don't Know	Don't Know
	Facilitated dialogue programs	Interpretive programs	External-focused	✓	✓												2014	Ongoing	Internal Base Funds	Yes	Don't Know
	RDI Training	Cultural and natural resources stewardship	Internal-focused	✓	✓												2016	Ongoing	Don't Know	Yes	Yes
	NPS Academy Program	Workforce-centered systems and processes	Internal-focused	✓	✓												2013	2015	Internal Project Funds	Yes	Yes
	Develop and implement a Wellness program	Cultural and natural resources stewardship	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-		2016	Ongoing	Internal Base Funds	Yes	Yes
	Community Outreach	Co-creation and community engagement	Both	-	-	-	-	-	-	-	-	-	-	-	-		2005	Ongoing	Internal Base Funds	No	Yes
	Digital Outreach	Co-creation and community engagement	Both														2016	Ongoing	Internal Base Funds	Yes	Yes
	Nomination of cultural sites at the park for national register inclusion.	Workforce-centered systems and processes	Both	-	-	-	-	-	-	-	-	-	-	-	-		2016	Ongoing	Internal Base Funds	Yes	Yes
	YCC volunteers in partnership with the Sitka Tribe of AK	Workforce-centered systems and processes	Both	✓													2013	2015	Internal Base Funds	Don't Know	Don't Know
	Increased Social media and web presence, launching of twitter for communication.	Cultural and natural resources stewardship	Both														2016	Ongoing	Internal Base Funds	Yes	Yes
	Railroads Rivers and You	Co-creation and community engagement	Internal-focused	✓	✓												-	Ongoing	NPS Mission Focused Partner	Don't Know	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Steamtown National Historic Site	Making print and digital media more accessible to internal and external customers. www.nps.gov/atea learn about th park, photos and multimedia links	Cultural and natural resources stewardship	Both	✓			Internal Base Funds	Don't Know	Don't Know
	Junior Ranger training staff on inclusive customer service practices	Visitor services	Internal-focused	✓	2005	Ongoing	Internal Base Funds	No	No
	Christmas in a Small Town Event	Visitor services	Internal-focused	✓	2005	Ongoing	Internal Base Funds	Don't Know	Don't Know
	https://www.nps.gov/elis/learn/photosmultimedia/groundswell.htm	Co-creation and community engagement	Both	✓	2006	Ongoing	Internal Base Funds	Don't Know	Yes
	https://www.doi.gov/employees/news/nps-ellis-island-college-students-engage-in-immigration-dialogue	Co-creation and community engagement	External-focused	✓	2014	2015	External Partner Funds	Yes	Don't Know
	https://www.nps.gov/ellis/planyourvisit/school-groups.htm (under "The Journey")	Interpretive programs	Both	✓	2011	Ongoing	Internal Base Funds	Don't Know	Don't Know
	https://www.nps.gov/ellis/learn/education/every-kid-in-a-park.htm	Connecting youth with our mission	Internal-focused	✓	2016	Ongoing	Internal Base Funds	No	Yes
	https://www.nps.gov/ellis/planyourvisit/school-groups.htm (under "Immigrants at Work")	Co-creation and community engagement	External-focused	✓	2016	Ongoing	NPS Mission Focused Partner	Yes	Yes
	ASL Tours*	Connecting youth with our mission	External-focused	✓	2016	Ongoing	Internal Base Funds	No	No
	Diverse Recruitment* Multi-language materials*	Interpretive programs Cultural and natural resources stewardship Visitor services	External-focused Both Both	✓ - -	2005 2005 2005	Ongoing Ongoing Ongoing	Internal Base Funds - -	No - -	Don't Know - -
Theodore Roosevelt National Park	Service Dog policy	Visitor services	External-focused	✓	2005	Ongoing	Don't Know	Yes	No
Tuskegee Institute National Historic Site	Community Gardening SEMO*	Co-creation and community engagement	Both	✓	2015	Ongoing	NPS Mission Focused Partner	Yes	Yes
	TULIP	Co-creation and community engagement	Both	✓	-	-	External Partner Funds	No	Yes
William C. Coker National Monument	Introducing National Public Lands/NPS to Recent Immigrants	Co-creation and community engagement	External-focused	✓	2009	2011	Internal Project Funds	No	Yes
	Reaching Out to Youth of Ferguson & North County	Connecting youth with our mission	External-focused	✓	2014	Ongoing	Internal Project Funds	Yes	Yes
	Ferguson-Florisant School District	Co-creation and community engagement	Both	✓	2014	Ongoing	Internal Base Funds	No	Yes
	Urban Girl Scout programming	Connecting youth with our mission	External-focused	✓	2012	2012	Internal Base Funds	No	Yes
	New Film for Ulysses S. Grant National Historic Site	Visitor services	Both	✓	2013	2014	Internal Project Funds	Yes	No
	New Interpretive Film on Slavery at White Haven	Visitor services	Both	✓	2015	2016	NPS Mission Focused Partner	Yes	Yes
	New Park Brochure for Ulysses S. Grant National Historic Site	Visitor services	Both	✓	2015	2016	Internal Base Funds	Yes	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Upper Delaware Scenic and Recreation River	Programming for Children with Special Needs and their Families	Co-creation and community engagement	External-focused	✓	2010	2013	Internal Project Funds	Yes	Yes
	Special Needs Programming for Children and their Families	Connecting youth with our mission	External-focused	✓	2010	2013	Internal Project Funds	Yes	Yes
	Ferguson Education Outreach	Co-creation and community engagement	External-focused	✓	2014	2014	Internal Base Funds	No	Yes
	Every Kid in a Park	Connecting youth with our mission	External-focused	✓	2015	Ongoing	NPS Mission Focused Partner	Yes	Yes
	Reaching Out to Youth in North County St. Louis	Co-creation and community engagement	External-focused	✓	2014	Ongoing	Internal Project Funds	Yes	Yes
	Commemoration of the 150th Anniversary of the 1866 Memphis Massacre	Co-creation and community engagement	External-focused	✓	2015	2016	Internal Base Funds	No	Yes
	Memphis Massacre Commemoration	Connecting youth with our mission	External-focused	✓	2015	2016	Internal Base Funds	No	Yes
	African American Outreach*	Co-creation and community engagement	Both	✓	2016	Ongoing	Internal Base Funds	No	No
	Career Outreach*	Connecting youth with our mission	Both	✓	2016	Ongoing	Internal Base Funds	No	No
	Incorporating accessibility into maintenance, design and programming	Visitor services	Both	✓	-	-	Internal Project Funds	Yes	No
Valles Caldera National Preserve	Volunteers-in-Parks	Visitor services	Both	✓	2005	Ongoing	Internal Project Funds	No	No
	Educational Programs for Schools	Connecting youth with our mission	External-focused	✓	2009	Ongoing	Internal Base Funds	No	No
	Youth Programs	Connecting youth with our mission	External-focused	✓	2009	Ongoing	Internal Base Funds	No	No
	Youth Conservation Corp	Cultural and natural resources stewardship	Both	✓	2005	Ongoing	Internal Project Funds	No	No
	Ticket to Ride	Connecting youth with our mission	Both	✓	2015	2015	External Partner Funds	Yes	Yes
Washita Battlefield National Historic Site	Touch and See	Co-creation and community engagement	Both	✓	2016	2016	NPS Mission Focused Partner	No	Yes
	Art Workshop	Co-creation and community engagement	Both	✓	2016	Ongoing	External Partner Funds	No	No
	Design an accessible trail at the park	Visitor services	Both	✓	2016	Ongoing	Internal Project Funds	Yes	Yes
	Hiring	Cultural and natural resources stewardship	Internal-focused	✓	2016	2016	Internal Base Funds	Yes	Don't Know
War in the Pacific National Historical Park	Our two parks do dozens each year. Every program we do with the public involves Pacific Islanders, their culture (our culture), and/or are focused on international visitors (mostly Asian visitors). www.nps.gov/wapa and / amme.	Co-creation and community engagement	Both	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	In school programs focused on Search and Rescue and Emergency Medicine	Connecting youth with our mission	External-focused	✓	2009	Ongoing	Internal Base Funds	No	No
Boy Scout Jamboree	Connecting youth with our mission	External-focused	✓	2011	Ongoing	Don't Know	Yes	No	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Office of the Director	quarterly newsletter https://sites.google.com/a/nps.gov/lesea/announcements/lesea/news	Cultural and natural resources stewardship	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2015	Ongoing	Internal Base Funds	No	No
	website https://sites.google.com/a/nps.gov/lesea/ with welcome video	Cultural and natural resources stewardship	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2015	Ongoing	Internal Base Funds	No	No
	LESEA Resources app for field rangers https://itunes.apple.com/us/app/lesea-resources/id1106947018&mt=8	Cultural and natural resources stewardship	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2015	-	Internal Base Funds	No	No
Western Arctic National Parklands	Cultural Workshops	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Project Funds	No	No	
	Local Tribal Partnerships*	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	Ongoing	External Partner Funds	Yes	No	
	Education Outreach	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No	
	Full Utilization of Local Hire	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	No	No	
	Local Hiring	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No	
	Youth Future Career*	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	No	
	SCA Academy*	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	Yes	Yes	
	Weir Farm National Historic Site	Latino Colors - collaboration with this magazine that supports artists to increase number of Latino artists creating artwork in the park. http://www.latincolorsmag.com/	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	No	Yes
		Recruitment Strategy	Cultural and natural resources stewardship	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2015	2016	Don't Know	Yes	No
		Non traditional Girl Scout troop visits	Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2010	2012	Internal Project Funds	Yes	Yes
After-school programs for underserved inner-city students in partnership with local community centers		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2009	2011	Internal Project Funds	Yes	Yes	
Groundwork USA Bridgeport Youth Green Team http://groundworkbridgeport.org/		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2008	Ongoing	Internal Project Funds	Yes	Yes	
Art Therapy Workshops with Albertus Magnus College http://www.albertus.edu/		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2009	Ongoing	Internal Base Funds	Yes	Yes	
Take Park in Art nps.gov/weifa		Co-creation and community engagement	External-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2007	Ongoing	Internal Base Funds	Yes	Yes	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
	For those employees that speak foreign languages, ensure that they have the proper name badges that include the foreign language so visitors know.	Visitor services	External-focused														2015	Ongoing	Internal Base Funds	Yes	No
	2016 Bioblitz	Workforce-centered systems and processes	External-focused														2016	2016	Internal Project Funds	Yes	Yes
	Accessible Exhibit Design	Visitor services	External-focused														2014	Ongoing	Internal Project Funds	Yes	No
	Expanded interpretation to include labor force at the park	Interpretive programs	External-focused														2015	Ongoing	Internal Base Funds	Yes	No
White House	Hosted an NPS Academy intern in summer 2016	Connecting youth with our mission	Both														2016	2016	NPS Mission Focused Partner	Yes	Yes
	Use of third party drafts	Other actions and efforts	Both														2012	Ongoing	Internal Base Funds	Yes	No
	focus on Hispanic population for education programs	Connecting youth with our mission	External-focused														2013	Ongoing	Internal Base Funds	No	No
	Education Emphasis - Increase Educational Contacts	Connecting youth with our mission	External-focused														2014	Ongoing	Internal Base Funds	No	No
	Environmental Equity Training	Co-creation and community engagement	Both														2014	2015	External Partner Funds	No	Yes
	Outreach to schools with large Latino/Hispanic populations.	Connecting youth with our mission	External-focused														2015	Ongoing	Internal Base Funds	No	No
	Summer interns from diverse backgrounds	Cultural and natural resources stewardship	Internal-focused														2011	Ongoing	Internal Base Funds	Yes	Yes
	Youth (and Young Adult) employment opportunities	Connecting youth with our mission	Internal-focused														2012	Ongoing	Internal Project Funds	No	Yes
	Revegetation to combat climate change and flat funding. Interpretation of tribal response to climate change.	Workforce-centered systems and processes	Both														2013	Ongoing	Internal Base Funds	Yes	Yes
	Diversity Recruiting - Pathways Employment Assist in Nez Perce Tribal Fisheries surveys	Co-creation and community engagement	Internal-focused														2012	Ongoing	External Partner Funds	No	Yes
	Tribal consultation	Co-creation and community engagement	External-focused														2012	Ongoing	Internal Base Funds	No	Yes
	Native bio-cultural landscape management practices brought into interpretive story and partnering at Frenchtown.	Co-creation and community engagement	Both														2013	Ongoing	Internal Base Funds	Yes	Yes
	Workforce-centered systems and processes	Workforce-centered systems and processes	Both														2014	Ongoing	Internal Base Funds	No	Yes
	WHMI Foundation Document - Redefining FRVs and Planning for Plans	Workforce-centered systems and processes	Both														2015	Ongoing	Internal Base Funds	Yes	Yes
	Tribal Consultation and Partnership in Museum Collections - NAGPRA and beyond.	Workforce-centered systems and processes	Internal-focused														2012	Ongoing	Internal Base Funds	No	Yes
	Summer outreach to tribal youth.	Connecting youth with our mission	Both														2012	2015	Internal Base Funds	No	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity	Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration
Whitman Mission National Historic Site	Inclusion (and Relevance); Tribal representatives sat down at table with entire park staff for first time to develop park's Foundation Document in October 2015. Included among discussions were tribal perspectives not currently expressed at WHMI and attempting to bring a tribal perspective to how we identify, classify, and manage fundamental resources. All such work was consciously intended to create a more global relevance to currently marginalized communities by expanding normalized white story/line.	Co-creation and community engagement	Both	<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	2015	Ongoing	Internal Base Funds	Yes	Yes
	Park Brochure in multiple languages - Spanish, French, Japanese, Braille	Interpretive programs	Internal-focused	<input checked="" type="checkbox"/>	2007	2016	Internal Base Funds	Yes	No
	Spanish subtitles in new park film	Visitor services	Internal-focused	<input checked="" type="checkbox"/>	2013	Ongoing	Internal Project Funds	No	Yes
	Elimination of Entrance Fees	Visitor services	External-focused	<input checked="" type="checkbox"/>	2011	Ongoing	Internal Base Funds	Yes	No
	replant native vegetation in park that were used by the Cayuse for food and tools	Workforce-centered systems and processes	External-focused	<input checked="" type="checkbox"/>	2015	Ongoing	Internal Base Funds	No	Yes
	Revising Exhibits - Tribally inspired exhibit on native foods; revised audio wayside presentations for 21st century appropriateness.	Interpretive programs	External-focused	<input checked="" type="checkbox"/>	2012	2014	Internal Base Funds	No	Yes
	Full staff meetings.	Cultural and natural resources stewardship management.	Internal-focused	<input checked="" type="checkbox"/>	2012	Ongoing	Internal Base Funds	No	No
	Trained approach to solution-finding and management.	Cultural and natural resources stewardship	Internal-focused	<input checked="" type="checkbox"/>	2012	Ongoing	Internal Base Funds	No	Yes
	New seating in visitor center.	Visitor services	Internal-focused	<input checked="" type="checkbox"/>	2012	Ongoing	Internal Base Funds	No	No
	Film Subtitling (2013 Film Production)	Interpretive programs	Internal-focused	<input checked="" type="checkbox"/>	2013	2013	Internal Project Funds	Yes	No
	Expand park interpretation to include multiple perspectives on site history.	Interpretive programs	Both	<input checked="" type="checkbox"/>	2011	Ongoing	Internal Base Funds	Yes	Yes
		Interpretive programs	Both	<input checked="" type="checkbox"/>	2012	Ongoing	Internal Base Funds	No	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration	
Wind Cave National Park	Offsite interpretation at Tamastsijkt Cultural Institute, Whitman College, and Wallowa Lake State Park	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	Internal Base Funds	No	Yes
	Environmental Education Program- Springs of each year for 5 weeks.	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	No	No
	Seasonal Training	Visitor services	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	Annual Sundance	Other actions and efforts	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2005	Ongoing	Internal Base Funds	Yes	Yes
	Lakota National Invitation	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	Yes	Yes
	The Origin Story	Interpretive programs	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	Yes	Yes
	Developed a multi-year plan to recruit and maintain a diverse workforce using available resources in the region that will increase the park's diversity by 30% in five years.	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Internal Base Funds	Yes	Yes
	Find Your Park Video Contest	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	No	No
	Adventures in Nature Programs for home school students in the local communities during the winter months of Dec, Jan., Feb., and March.	Connecting youth with our mission	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2007	Ongoing	Internal Base Funds	No	No
	Formation of Friends of Wind Cave National Park Develop Division Chiefs into Acting Superintendent details while the Superintendent is out on leave or training.	Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2012	Ongoing	External Partner Funds	No	Yes
	Interagency Roundtable Discussion Group Accessibility Survey	Cultural and natural resources stewardship	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2007	Ongoing	Internal Base Funds	No	No
	Centennial Celebration	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2011	Ongoing	Internal Base Funds	Yes	Yes
	Shared resources with a local National Park Unit - Jewel Cave in order to fill a position and save money.	Visitor services	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2014	Ongoing	Internal Base Funds	Yes	No
	Law Enforcement Training for Permanent and Seasonal Rangers Annual Christmas Parade with the City of Hot Springs to Celebrate the Centennial	Co-creation and community engagement	Internal-focused	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	2016	Internal Base Funds	Yes	Yes

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration			
Wolf Trap National Park for the Performing Arts	Increase opportunities for persons with disabilities to participate in programs, especially in the Filene Center.	Visitor services	Both	✓													2012	-	Internal Base Funds	No	Yes
	School partnerships	Co-creation and community engagement	Both	✓													2005	Ongoing	Don't Know	Don't Know	Don't Know
	Let's Move with Music @ WOTR	Connecting youth with our mission	External-focused	✓													2010	2016	Internal Base Funds	No	Yes
	Seasonal Hiring Job Fairs	Co-creation and community engagement	Both	✓													2008	Ongoing	Internal Base Funds	Yes	Yes
	International Children's Festival	Connecting youth with our mission	Both	✓													2005	2010	External Partner Funds	Yes	Yes
	Pedestrian Bridge	Co-creation and community engagement	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2011	2013	External Partner Funds	Don't Know	Yes
	Listing positions through schools, libraries, YMCAs, churches, colleges, Special Assistance phone number	Cultural and natural resources stewardship	External-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2005	Ongoing	Internal Base Funds	No	Yes
	Bioblitz	Visitor services	External-focused	✓													2005	Ongoing	Internal Base Funds	No	No
	Long Range Interpretive Plan	Co-creation and community engagement	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	-	2016	2016	Don't Know	Yes	Yes
	Job Fairs and workshops	Co-creation and community engagement	Both	-	-	-	-	-	-	-	-	-	-	-	-	-	2011	Ongoing	Don't Know	Yes	Yes
	Job Fairs for seasonal employment and volunteer opportunities	Cultural and natural resources stewardship	Both	Both													2005	Ongoing	Internal Base Funds	Yes	Yes
				Both													2007	2016	Internal Base Funds	Yes	Yes
	Yellowstone National Park	YCC	Connecting youth with our mission	Internal-focused	✓												2005	Ongoing	NPS Mission Focused Partner	No	No
		Centennial event	Co-creation and community engagement	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	2016	2016	Don't Know	No	No
		Compliance Work*	Visitor services	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	2005	Ongoing	Don't Know	Yes	No
		Community Photography Showcases (Spring & Fall)	Co-creation and community engagement	Both	-	-	-	-	-	-	-	-	-	-	-	-	2005	-	Internal Base Funds	No	Yes
Community Interaction*		Co-creation and community engagement	Both	Both												2012	2012	Internal Base Funds	Yes	No	
Ranger Day		Co-creation and community engagement	External-focused													2013	2013	Internal Base Funds	Yes	No	
Law Enforcement Conflict Reduction*		Co-creation and community engagement	Internal-focused	-	-	-	-	-	-	-	-	-	-	-	-	2013	Ongoing	Internal Base Funds	Yes	No	
Work Plan		Cultural and natural resources stewardship	Internal-focused	Internal-focused												2013	Ongoing	Internal Base Funds	No	No	
Daily patrol activity		Visitor services	Internal-focused	Internal-focused												2005	Ongoing	Internal Base Funds	Yes	No	
Centennial Find Your Park Community Outreach Events		Co-creation and community engagement	External-focused	External-focused												2016	Ongoing	Internal Project Funds	Yes	Yes	
DC National Parks Community Town Halls		Co-creation and community engagement	External-focused	External-focused												2010	2016	Internal Base Funds	Yes	Yes	
Researching the intersection between the African American Suffrage movement and the National Woman's Party		Interpretive programs	External-focused	External-focused												2016	Ongoing	Don't Know	Don't Know	Don't Know	
Internship at Belmont-Paul Women's Equality National Monument		Connecting youth with our mission	External-focused	External-focused												2016	Ongoing	Don't Know	No	No	

Park Unit	Program Name	Inventory Section	Audience Focus	Aspects of Diversity										Start Date	End Date	Primary Funding	Internal Collaboration	External Collaboration	
-	2 Parks in the DC area are working together to go into 4th grade classrooms in the DC in order to reach the 4,000 fourth graders in the DC area and give them EKIP Passes.	Co-creation and community engagement	External-focused	✓	✓	✓									2016	Ongoing	External Partner Funds	Yes	Yes
				✓	✓	✓													
	3 DC national parks are working with National Park Trust to bus the 4,000 4th graders to a national park. Women's History is American History	Co-creation and community engagement	External-focused	✓	✓	✓									2016	Ongoing	External Partner Funds	Yes	Yes
				✓	✓	✓													
	The EOR Environmental Education/Outdoor Adventure Partnership (EOR EEOA)	Co-creation and community engagement	External-focused				✓							2016	Ongoing	NPS Mission Focused Partner	Yes	Yes	
		Co-creation and community engagement	Both	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2016	Ongoing	Don't Know	Yes	Yes	

Notes: — Indicates missing data; * indicates researcher edited values; ✓ indicates a yes response; Blue shading indicates park size 1 to 50 total employees; Grey shading indicates park size 51 to 100 total employees; Green shading indicates park size 101 or more total employees.