



FISCAL YEAR 2025

Congressional Justification

MARCH 2024

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Introduction

As my tenure as the Director of the Institute of Museum and Library Services (IMLS) comes to a close, I hope to reflect in this introduction on how far the Agency has come as we look to an even more positive future. IMLS is strongly committed to the Administration's goal of a more equitable America. As research by Raj Chetty and others state, social mobility within communities can be tied to the proximity of cultural institutions and particularly libraries. Therefore, the initiatives provided are endorsed by research and support the Administration.

In the second year of the pandemic, the work of community institutions at the local level helped reverse the long-term negative health outcomes. During the depths of the pandemic, and now as we continue to remove ourselves from its grip, IMLS took a leadership role through our REopening Archives, Libraries, and Museums (REALM) initiative (significantly privately funded), Communities for Immunity, Grants to States, and our discretionary grant programs, providing an equity and social wellbeing lens and evaluation for the distribution of our grant money.

Our Tribal Broadband Summit, Native American/Native Hawaiian, HBCU, African American History and Culture, and National Museum of the American Latino programs are all focused on providing a pathway to cultural equity.

Our Museums for All program includes over 1,000 museums making free or discounted museum visits possible for over 5,000,000 American children and families. We are currently in the pilot stage of a museum survey, after years of studying the possibility. The survey, with a full launch planned for 2025, will be both a considerable information tool in understanding the social and economic power of our cultural universe and an underpinning of equitable reach of all our discretionary grants.

We continue to stress literacy and digital inclusion as two of the most powerful tools of advancement. We followed up on our Citizens and Readers convening in March 2022 with a convening at the New York Public Library in September 2023 to share our research on literacy, health, and wellbeing and link the civic engagement of libraries and museums to social mobility as well as the traditional importance of cultural and educational institutions to their communities.

IMLS's Office of Research and Evaluation (ORE) is leading the development of the Agency's first Learning Agenda, which is organized around actionable learnings from three research and evaluation priorities: child reading literacy, future of museums, and equity grantmaking. Each strives to establish and advance credible, relevant, and actionable information to better meet the needs of our nation's museums and libraries and their communities, especially those in underserved locales. The formal plan for the [Learning Agenda](#) was released in December 2023.

New initiatives promoted by the White House and Congress such as the President's Committee on the Arts and the Humanities and the Information Literacy Taskforce continue to reinforce and provide new avenues for our other efforts. The IMLS as the nation's largest cultural agency is being placed in newly important leadership roles in all these areas.

In addition, our engagement with America250 and the Semiquincentennial Commission, of which the IMLS Director is an ex officio member, and through our own IMLS250: All Stories, All People, All Places initiative, including educational efforts and grantmaking, gives IMLS another leadership role in Administration efforts.

Finally, we believe a dedicated focus on equitable professional development through paid internships, fellowships, scholarships, early and mid-career opportunities and certifications, and programmatic focus on professional education opportunities at all levels will create new pathways for leadership guaranteeing more diversity and access for all. Combining this with a focus on the grantmaking process itself and eliminating barriers to institutional access makes IMLS a model federal agency in support of the Administration's goals.

Respectfully submitted,

A handwritten signature in black ink that reads "Crosby Kemper". The signature is written in a cursive, slightly slanted style.

Crosby Kemper, Director

I. FY 2025 Appropriations Request

SUMMARY OF APPROPRIATIONS REQUEST

The FY 2025 IMLS budget request is \$280,000,000. This amount includes: \$271,900,000 for programs and administrative costs authorized by the Museum and Library Services Act (MLSA), which includes the Library Services and Technology Act (LSTA) and the Museum Services Act (MSA); \$4,200,000 for a grants program authorized by the African American History and Culture Act (AAHCA); and \$3,900,000 for a grants program authorized by the National Museum of the American Latino Act (NMALA).

LIBRARY SERVICES

IMLS requests \$203,250,000 for the following library grant programs authorized by the LSTA:

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

MUSEUM SERVICES

IMLS requests \$38,620,000 for the following museum grants and related programs authorized by the MSA:

- Museums for America
- Museum Empowered
- Inspire! Museum Grants for Small Museums
- Native American and Native Hawaiian Museum Services
- National Leadership Grants for Museums
- 21st Century Museum Professional

AFRICAN AMERICAN MUSEUM SERVICES

IMLS requests \$4,200,000 for the grant program authorized by the AAHCA.

AMERICAN LATINO MUSEUM SERVICES

IMLS requests \$3,900,000 for the grant program authorized by the NMALA.

DATA COLLECTION, RESEARCH, AND EVALUATION

IMLS requests \$5,500,000 to support and conduct policy research, data collection, analysis and modeling, evaluation, and dissemination of information to extend and improve the nation's museum, library, and information services.

ADMINISTRATION

IMLS requests \$24,530,000 for its administrative expenses, including acquisition functions and financial reporting; human capital management; grants management; information technology, including data, cybersecurity, and AI; and communications. This amount includes \$2.5M for space relocation contracts that General Services Administration (GSA) has estimated IMLS will need based on their response to our formal submission of space location criteria.

Table 1: IMLS Appropriations History, FY 2019–FY 2025

\$ in Thousands

Statutory Authority	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 request
CARES ACT							
CARES Act	--	50,000	--	--	--	--	--
Subtotal, CARES Act		50,000					
AMERICAN RESCUE PLAN (ARP) ACT							
Discretionary and Administration	--	--	22,000	--	--	--	--
Grants to States	--	--	178,000	--	--	--	--
Subtotal, ARP Act			200,000				
LIBRARY SERVICES TECHNOLOGY ACT (LSTA)							
Grants to States	160,803	166,803	168,803	168,803	180,000	180,000	177,200
Native American Library Services	5,063	5,263	5,263	5,263	5,763	5,763	5,263
National Leadership: Libraries	13,406	13,406	13,406	13,406	15,287	15,287	12,787
Laura Bush 21st Century Librarian	10,000	10,000	10,000	10,000	10,000	10,000	8,000
Subtotal, LSTA	189,272	195,472	197,472	197,472	211,050	211,050	203,250
MUSEUM SERVICES ACT (MSA)							
Museums for America	22,899	25,899	26,899	27,899	30,330	27,330	26,000
Native American/Native Hawaiian Museum Services	1,472	1,772	2,272	2,272	3,772	3,772	2,772
National Leadership: Museums	8,113	8,113	8,113	8,113	9,348	10,348	8,848
21st Century Museum Professional	--	--	--	--	--	2,000	1,000
Subtotal, MSA	32,484	35,784	37,284	38,284	43,450	43,450	38,620
AFRICAN AMERICAN HISTORY AND CULTURE ACT							
Museum Grants for African American History and Culture	2,231	2,731	3,231	5,231	6,000	6,000	4,200
NATIONAL MUSEUM OF THE AMERICAN LATINO ACT							
Museum Grants for American Latino History and Culture	--	--	--	4,000	6,000	6,000	3,900

Statutory Authority	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 request
MUSEUM AND LIBRARY SERVICES ACT (MLSA) GENERAL PROVISIONS							
Research, Evaluation, and Data Collection	3,013	3,013	3,513	4,513	5,650	5,650	5,500
AGENCY WIDE							
Administration	15,000	15,000	15,500	18,500	22,650	22,650	24,530
Total, IMLS Programs and Administration	242,000	302,000	457,000	268,000	294,800	294,800	280,000

IMLS OVERVIEW

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

The Agency helps to ensure that all Americans have access to museum, library, and information services, and invests in new and exploratory approaches, as well as proven and tested methods. IMLS funds work that advances collective knowledge, lifelong learning, and cultural and civic engagement. The Agency also builds capacity within the museum and library fields by sharing trends and data to enable better service to communities and to enhance community decision making.

SCOPE OF FUNDING IMPACT

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

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

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

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

The Agency developed its [FY 2022–2026 Strategic Plan](#) with goals and objectives reflected below that frame how the Agency envisions meeting the essential information, education, research, economic, cultural, and civic needs of the American public over the next five years.

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

FY 2022–2026 Strategic Goals and Objectives

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

CONTINUED SUPPORT FOR SIGNATURE GRANTMAKING AND INITIATIVES

The COVID-19 pandemic elevated the recognition that libraries and museums are trusted and relied on local institutions. Today, these institutions are being asked by their local communities to take on a more diverse role to support their individualized needs. IMLS, through its research and data collection, has long known and prepared its effective grant programs to be steps ahead of the ever-expanding, evolving, and priority-driven needs of these communities. Our grantmaking performance to date exemplifies how the Federal Government supports funding that demonstrates outcomes-based results that supports and improves differing facets of local communities.

However, to truly illustrate the impact that museums and libraries make, the following selected data outlines the real investment benefits these institutions bring:

MUSEUMS:

- US museums support more than 726,000 jobs, which is enough to employ all of Washington, DC.¹
- Every job created at a museum results in two additional jobs being created elsewhere in the economy.²
- Every dollar of revenue created at a museum generates \$2.20 in other areas of the economy.³
- The result is a contribution of \$50 billion to the American gross domestic product. That's roughly the GDP of the entire state of Alaska.⁴

LIBRARIES:⁵

- Libraries promote access to healthcare for communities in at least three ways, including provision of direct healthcare services, health information, and linkage to services.
- An estimated 95 percent of libraries in the US offer summer reading programs to prevent the “summer slide” in reading achievement.
- Libraries also support human capital development by offering specific courses such as English as a Second Language (ESL), General Educational Development (GED), and citizenship classes.
- An estimated 90 percent of public libraries provide services for job seekers, making them a crucial labor market access point. One national survey found that 92 percent of libraries help people access online job databases and resources, 78 percent help them create resumes, and 76 percent assist with online job applications.

Through our research, IMLS has established momentum in community investment and support in **literacy in its many forms; digital access and inclusion; equity; workforce and professional development; small, rural, and under-resourced communities; and meeting the needs of people with disabilities**, ensuring full access and participation in our nation’s information and educational infrastructures. In addition, IMLS has met the Congressional statutory mandates and directives, supporting America250 and Information Literacy.

The post-pandemic future will bring new and complex challenges, and it is essential that our museums and libraries have the resources they need to respond effectively. These **trusted, dynamic public spaces** respond to community needs, preserve diverse history and culture, and create a sense of belonging for all Americans.

GRANTS TO STATES

IMLS works with all states and territories, administered through State Library Administrative Agencies (SLAAs), a direct funding program based on need/population, and not related to the amount of tax revenue support. They address gaps in state funding in a wide variety of areas, going to local communities. The program also covers priorities and needs at a local level, and continues to address a variety of ongoing types of Agency and Administration priorities, including:

- **Learning and education:** Several lifelong learning themes emerged in the SLAAs’ 2023–2027 five-year plans, with 52 states and territories (88 percent) citing **reading** as a topic and 37 states and territories (63 percent) indicating that they intended to coordinate with **elementary or secondary education** agencies.
- **Civic engagement:** 30 out of 59 states and territories (50 percent) invoked civil engagement as a focal area in their 2023–2027 five-year plans. For example:
 - » In the District of Columbia, the DC Public Library partnered with Neighborhood Legal Services Program, a nonprofit law firm, to provide **free walk-in legal clinics** at four branches as well as legal education programs for consumers. The firm triaged concerns

¹ https://www.aam-us.org/programs/about-museums/museum-facts-data/#_edn9

² <https://indianahistory.org/blog/the-economic-impact-of-museums/>

³ <https://indianahistory.org/blog/the-economic-impact-of-museums/>

⁴ https://www.aam-us.org/programs/about-museums/museum-facts-data/#_edn9

⁵ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6329675/>

at the walk-in clinics through information and referrals, and even took on six cases pro-bono. Topics included criminal records, employment background checks, licenses, student loans, credit reports, debt collection, recovery of security deposits, and more. The education programs focused on topics such as debt collection and rights related to fair credit reporting. It was the first year since the pandemic that the partnership resumed in-person clinics and programs.

- » The Massachusetts Board of Library Commissioners facilitated Civic Hub projects that were carried out in two different libraries: the Reading Public Library and the Shrewsbury Public Library. Both libraries developed programs that invited patrons to participate in nonpartisan information sessions around civic issues. The Shrewsbury Library created a program called Radical Empathy. The Reading Public Library supported learning and engagement on social justice topics through the art of storytelling. A key focus was to diversify representation among presenters and subject matters.
- **Workforce and skills development:** In their five-year plans, 26 states and territories (44 percent) indicated plans to coordinate with **workforce agencies** and 56 states and territories (95 percent) included goals or projects related to the **library workforce**.
 - » The Maryland State Library Agency provided **free training to library staff** in all of the state's 23 county systems, one city system, and three regional library systems. Among other activities, they administered the Library Associate Training Institute (LATI), which responds to the Maryland legal requirement for library associates to complete 90 hours of **approved in-service training** within the first two years of their appointment to a library associate position. With a blend of online and in-person classes, LATI provides the tools, ideas, and practice opportunities for library staff to develop their professional competencies.
 - » The Pennsylvania Office of Commonwealth Libraries **offered interactive educational sessions and other training resources for library directors, library trustees, volunteers, and seasoned staff members**. It was the first year their new director orientation went hybrid with required and voluntary sessions on a learning platform, which 34 directors completed. Pennsylvania also **offered a workshop** on building inclusive environments in libraries, multiple board retreats to improve library board governance practices, and other statewide trainings and consultations. They used evaluations and feedback from the field to ensure that the trainings met the emergent needs of public libraries of all sizes.
- **Broadband access and advancing digital inclusion:** To address the nationwide gaps in critical digital capacity, SLAAs **expand access to digital content**, hotspot and device lending, **digital programming support** for libraries and communities of various sizes and types, and **advance digital literacy**, especially for historically underserved and underrepresented communities. Sustaining and advancing digital capacity has not diminished. For example:
 - » To address childhood obesity and lack of nutrition standards, libraries in Shreveport, Louisiana, provided children from low-income families with a web portal, activities, books, and story hour with themes such as general wellness, germ prevention, nutrition, and exercise.

- Literacy and access to information/information literacy:** SLAAs are critical in advancing literacy and social wellbeing; 49 of the 59 SLAAs reported developing and deploying statewide **summer learning and reading programs**. More than 50 percent of SLAAs reported providing broader statewide reading programs and literacy programs. Learning and literacy programs are essential to sustaining students' academic gains, addressing gaps in adult literacy, and improving educational attainment, employment opportunities, and socioeconomic status overtime. Libraries serving **small, rural, and under-resourced communities** rely on statewide programs to bolster capacity and resources to fill critical basic literacy and learning gaps in their communities. The communities that receive the greatest benefit from SLAA literacy programs would be greatly supported by further funding the Grants to States program.
- Services that address historic and growing inequities and create opportunities for all:** SLAAs are a pivotal partner in providing library services to **individuals with print and other disabilities**. Grants to States funding supports SLAAs' role as regional libraries in the National Library Service network to enable access to services and resources in local communities in all 50 states, the District of Columbia, and the US territories. SLAAs are often a primary source of library services in many states. Seventy-three percent of SLAAs indicate library services to individuals with print and other disabilities to be a priority. In recent years more than 10 percent of Grants to States funding has been used to support these services. A decrease in funding would adversely impact SLAAs' capacity to maintain service levels and meet the needs of individuals with disabilities across the nation.

Continued funding will make it possible for SLAAs to maintain these post-pandemic services, resources, and supports, allowing libraries that support communities that lack the local funding and capacity to **shrink the digital divide, advance digital literacy, sustain workforce development, and provide related services that address historic and growing inequities**.

DISCRETIONARY GRANT PROGRAMS

Museum Programs

There has been a year-over-year increase in applications in most of the Office of Museum Services (OMS) programs over the last several years. IMLS's average awarding percentage across Museum Services Act programs is only 38.4 percent, with high-quality applications not awarded due to limited funding. Our funding enables us to support innovation in service to the American public.

Museums for America (MFA)—Community Investment

Museums for America supports projects that strengthen the ability of individual museums to benefit the public by providing high-quality, inclusive learning experiences, maximizing resources to address local community needs through partnerships and collaborations, and by preserving and providing access to the collections entrusted to their care.

The MFA program represents more than 50 percent of OMS funding to the museum field and is the largest mechanism for ensuring a healthy and thriving national cultural landscape, which includes museums, aquariums, zoos, and public gardens for the American public. This program not only builds institutional capacity, but also is a significant driver of philanthropic investment in the museum field, leveraging 150 percent dollar-for-dollar investment via match/cost share. Our funding supports IMLS's ability to serve all states and territories, and is an important vehicle for museums pursuing community investment and support.

21st Century Museum Professional (21MP)—Workforce Development

The purpose of this program is to develop and enhance the **diverse workforce** of museum professionals to best anticipate and serve the needs of their local communities and the public. In addition to supporting the museum field, 21MP aims to spur economic growth through workforce development in the post-pandemic environment, especially for cultural institutions in rural and economically distressed communities.

IMLS recognizes the important role of strong local and regional networks as an essential tool for providing peer-to-peer learning, training, and mentoring opportunities. This program is designed to reach broad groups of museum professionals throughout a city, county, state, region, or the nation. Investments to increase capacity to build the museum workforce are a critical necessity to help the field recover from the impact of the pandemic. Also, the 21MP program provides opportunity for IMLS to make targeted investments for modern museum workforce development.

National Leadership Grants for Museums (NLG-M)—Improving Museums/Improving Communities

The National Leadership Grants for Museums (NLG-M) program is designed to support projects that address critical needs of the museum field and that have the potential to advance practice in the profession so that museums can strengthen service for the American public. NLG-M enables new research to improve museum capacity to preserve collections and build evidence for effective educational practice, as well as broad dissemination of these practices so that museums of all sizes, geographies, and disciplines can benefit and improve capacity.

Library Programs—Communities and People

National Leadership Grants for Libraries (NLG-L) and Laura Bush 21st Century Librarian (LB21)—Improving Libraries/Improving Communities

The National Leadership Grants for Libraries (NLG-L) and Laura Bush 21st Century Librarian (LB21) programs support **innovation and**

ingenuity in the library profession and its diffusion across communities, especially communities and individuals that benefit the most from the **technology, literacy, professional development, and social and community wellbeing work** advanced through these programs.

For example, the [School of Information Sciences at the University of Tennessee at Knoxville](#), in partnership with the University of Tennessee Institute of Agriculture, rural public libraries in Tennessee, and statewide 4-H network agents, is collecting and analyzing information and technology needs of farming communities. Project activities include gathering and assessing the willingness, capabilities, needs, and challenges of rural public libraries to meet the information technology needs of farming communities in Tennessee; identifying challenges and solutions for rural public libraries to collaborate with 4-H networks to better serve farming communities; and identifying interdisciplinary courses, guest speakers, and practicum opportunities as part of building a certificate program. This project helps rural libraries better articulate their significance and value for local communities.

Demand for these programs has consistently increased. Since FY 2020 the number of applications has consistently exceeded 240 with a **record 299 applications** received in FY 2021. At the requested level, IMLS will be able to make between 70–78 awards each year, which is slightly less than one-third of the applications received annually. Ongoing funding in these competitive programs will **support the Agency's effort to meet demand.**

Native American and Native Hawaiian Library and Museum Services

Information needs and approaches to meeting them are evolving at an unprecedented pace in all communities, and to operate within this environment effectively for the benefit of their users, libraries and museums must be able to both strengthen existing services and move quickly to adopt new and emerging technologies. The programs developed to support Native American, Alaska Native, and

Native Hawaiian communities are a reliable stream of financial support that sustains the baseline services. Through ongoing engagement with the Tribes and community organizations through the Nation-to-Nation consultations, site visits, and regular outreach, IMLS hopes to reach additional federally recognized Tribes and Native Hawaiian-serving nonprofits that could benefit from this funding.

Native American and Native Hawaiian Library Services

IMLS's Office of Library Services (OLS) has created three library services programs designed to assist Native American Tribes and Native Hawaiian libraries in improving core services for their communities: Native American Library Services: Basic Grant, Native American Library Services: Enhancement Grant, and Native Hawaiian Library Services Grant Program.

The Native American Library Services: Basic (NAB) grant program began in 1998 and resonated immediately with 48 percent of the 574 federally recognized Tribes applying the first year of the program. NAB has consistently supported core library services. Funds awarded through this non-competitive program enable Tribes to purchase materials and shelving, provide computers and Internet, literacy programs, educational programming, professional development, and part-time staff to assist library users. Tribal library staff have credited the NAB grant program funding with offering needed capacity building to help Tribes establish and develop spaces that affirm each community's knowledge systems and cultural identity to develop library services most needed by their community members. In FY 2023, **NAB had a 22 percent growth in applicants** from the previous year, illustrating how the program continues to resonate with Tribes.

The Native American Library Services: Enhancement (NAE) and Native Hawaiian (NH) grant funding allows Tribal communities to identify a scope of work for the enrichment of:

1. **Digital services** to support needs for education, workforce development, economic and business development, health information, critical thinking skills, and digital literacy skills;
2. **Educational programs** related to specific topics and content areas of interest to library patrons and community-based users; and
3. **Preservation and revitalization of Native American and Native Hawaiian cultures and languages** within libraries across the United States.

NAE and NH projects innovate in the areas of workforce, economic, and business development services, extend the classroom through afterschool literacy, homework programs, and STEM/STEAM programs, as well as support communities as they preserve and teach cultural heritage and language. The programs have also been integral in developing staff skills and knowledge in the provision of library services and grantsmanship. Successful NAE and NH grantees have developed competitive NLG and LB21 proposals. In FY 2023, there was a **10 percent increase in applicants** to both programs with 35 percent as first-time applicants. As we continue to outreach and build relationships, we look to continued growth for FY 2024.

Over 25 funding cycles (1998–2023), the OLS has awarded \$100,133,953.18 in support of 5,607 projects through the three grant programs discussed above. Our funding to these programs provides stable library services in many communities and support capacity building, helping to narrow digital inequities and gaps in literacy and academic achievement and de-accelerating cultural work at a critical time.

Native American/Native Hawaiian Museum Services

OMS administers the Native American/Native Hawaiian Museum Services (NANH) grant program. The overall goal of the NANH program is to "Build the capacity of Native American Tribes and Native Hawaiian

organizations to provide museum services to their communities.” Applicants are asked to explain how they will meet this goal, as well as one to three program objectives, which are:

1. Support the preservation and perpetuation of **Indigenous languages and traditional cultural practices**;
2. Support the **professional development** of the workforce of Indigenous museums; and
3. Support the **management and care of Indigenous collections** and their associated documentation.

As a result, the NANH program has significant potential to generate positive societal impact through project activities undertaken as part of the grant-funded work and activities that may be complementary to the project. IMLS does not prescribe the type, focus, reach, or scale of societal impact required for each project, but the questions to be addressed in the application narrative and the review criteria reflect the Agency’s commitment to both advancing knowledge and understanding and to ensuring that the federal investment made through grants generates benefits to society.

Over 19 annual funding cycles (2005–2023), the NANH program has awarded \$25,481,867.00 in support of 452 projects made to 160 grantees in 31 states. This includes 125 federally recognized Tribes in 29 states, 14 Alaska Native Villages and Corporations, and 21 Native Hawaiian organizations. Awardees have used federal funds to support **educational programming** for all ages; **exhibition development, design, fabrication, and interpretation; oral history collection and documentation; digital media and technology enhancements**; institutional planning and policy development; **professional training, internships, and mentorships**; supporting and engaging with cultural practitioners and scholars; collections information management, research, and planning; **digitization and digital asset management**; and conservation surveys, treatments, and environmental improvements.

In FY 2024, the program received a 149 percent increase in applications compared to FY 2023, requesting a record high amount of federal funds (\$11.486 million). Since its inception, the program has continuously received requests for federal funding that exceed its annual appropriations, with over \$51 million requested. Native American, Alaska Native, and Native Hawaiian communities have consistently reported that additional funding will promote providing essential cultural heritage programming, language preservation, and collections care needs.

African American History and Culture Act Museums Grants for African American History and Culture (AAHC)

The AAHC grant program supports the unique mission of these museums by funding a range of activities to advance **professional development, build organizational capacity, and increase public access to collections**. Since its establishment, IMLS has supported 110 organizations in 31 states. While appropriations for AAHC grants are statutorily authorized at \$15 million per year, under P.L. 108-84, the Agency has only been able to carry out a small part of the statutorily authorized activities with its limited funding. Although the Agency is aware of significant need for internship and fellowship opportunities, and scholarship support for individuals who are pursuing the study of African American life, art, history, and culture, the Agency’s program has not been able to meet this need nor enhanced educational programming.

A 2020 program evaluation report done in collaboration with the Urban Institute has shown the need for **continued strengthening of African American museum operations**, especially given the effects of the pandemic. Our funding supports progress toward the goals highlighted by African American museum stakeholders and realization of the full spectrum of activities in the African American History and Culture Act.

National Museum of the American Latino Act

Museum Grants for American Latino History and Culture (ALHC)

The ALHC grant program is designed to **build the capacity** of American Latino museums; support the **growth and development of students** studying American Latino life culture, arts, and sciences in pursuing museum **careers**; and increase access to collections, archives, and programming to **promote understanding** of the Latin American diaspora in the United States. IMLS received inaugural funding for this program in FY 2022, with funds focused on deep engagement with the appropriate stakeholders to inform the design of the full grant program. The first ALHC initiative—the **American Latino Museum Internship and Fellowship Initiative (ALMIFI)**—was launched in FY 2023 as the first standalone funding opportunity in this program. It is focused on supporting partnerships between museums and institutions of higher education to advance the careers of individuals in the study of American Latino life, art, history, and culture. In its inaugural year, approximately \$4.1M of funding was available for the ALMIFI program, and the Agency received a total of \$12.1M in requests from 21 proposals. This funding request is what is minimally required to continue implementation of the ALMIFI initiative.

CONGRESSIONAL STATUTORY MANDATES AND DIRECTIVES: INFORMATION LITERACY AND AMERICA'S SEMIQUINCENTENNIAL

Information Literacy

IMLS has been tasked with establishing an **Information Literacy Taskforce** and creating an online portal (website) to disseminate best practices on information literacy and toolkits. The website will be public in FY 2024, and IMLS plans to continue engagement with the Taskforce and support updates and improvements to the website. FY 2025 funding will allow IMLS to continue to support updates and improvements that are essential to fulfilling IMLS's statutory mandate.

IMLS250

As we approach the US semiquincentennial, IMLS continues to build on its decades of work to lift all American stories through museums, libraries, and archives by engaging the whole of the nation in projects and activities that reflect the depth and breadth of the American experience with a focus on local histories. IMLS recognizes the continuing need for conservation of the nation's collections for the future of civic engagement. Preparatory efforts from FY 2022 and FY 2023 have been pushing the field to mobilize for their planning and programming. In FY 2024, IMLS prioritized, through our existing discretionary programs, the development and implementation of semiquincentennial programming across the country, bolstered by the launch of the Agency's signature partnership with PBS Books to launch the Visions of America: All People, All Stories, All Places web series. Funding in FY 2025 will support the ability of IMLS to make strategic investments to ensure that museums, libraries, and archives across the nation are able to participate in this important commemoration.

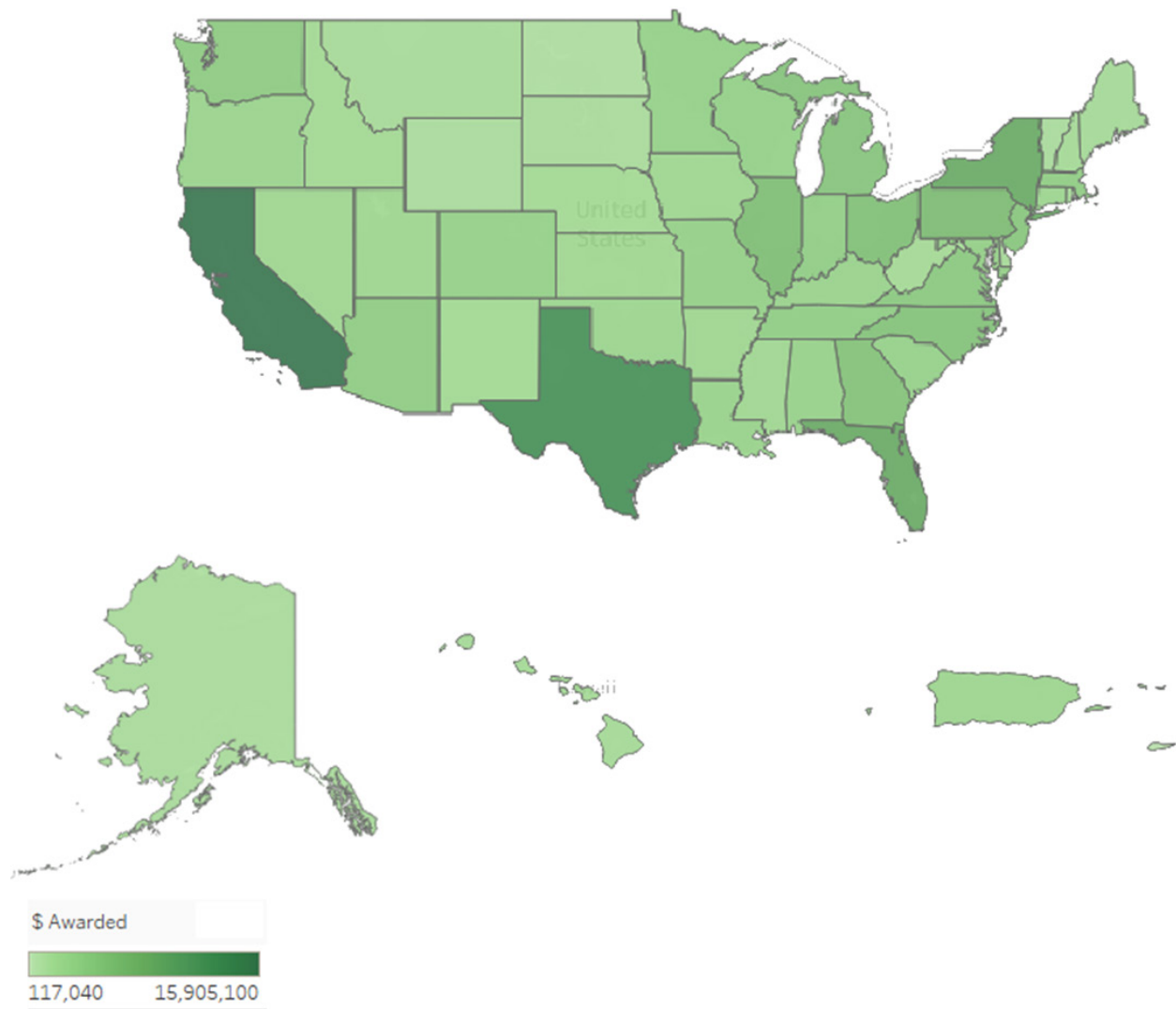
II. Program Descriptions

LIBRARY SERVICES

GRANTS TO STATES

FY 2025 Budget Request: \$177,200,000

Map 1: FY 2023 Library Grants to States Distribution



Please visit [IMLS State Allotment Table FY 2023](#) to explore state allotments in more detail.

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

Awards Based Upon State Plan and Population-Based Formula

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

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

The Museum and Library Services Act of 2018 increased minimum allotments for states from \$680,000 to \$1,000,000, and for Pacific territories and Freely Associated States from \$60,000 to \$100,000. With an increase of \$11,197,000 in 2023 for a total program budget of \$180,000,000, the new minimum allotments were fully met for the first time, following several years of incremental increases. The Act limits administrative costs at the state level to 4 percent and requires a 34 percent match from non-federal state or local funds.

Grants to States: FY 2023		
Number of Awards	Funds Awarded	Match/Cost Share
59	\$180,000,000	\$92,448,390*

**Only includes match from the states, DC, PR, and Freely Associated States; no match is required from the territories.*

Planning and Reporting

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

States submitted their Five-Year Evaluations of the 2018–2022 Five-Year Plans at the end of March 2022 and submitted new Five-Year Plans for the 2023–2027 cycle at the end of June 2022. The new FY 2023 cycle began on October 1, 2022. States continued to manage their funds from the 2018–2022 cycle through the end of 2023.

Significant program priorities outlined in the plans include the following:

Libraries for the Blind and Print Disabled

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

Broadband

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

Rural Populations

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

Workforce Development

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

Early Learning

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

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

Table 2: State Allotments for FY 2019–FY 2023*

State	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Alabama	\$2,561,123	\$2,661,980	\$2,695,292	\$2,715,590	\$2,937,847
Alaska	\$963,807	\$1,073,876	\$1,110,387	\$1,108,522	\$1,280,152
American Samoa	\$79,295	\$78,820	\$77,537	\$78,618	\$117,040
Arizona	\$3,440,045	\$3,566,322	\$3,640,805	\$3,512,300	\$3,810,439
Arkansas	\$1,839,886	\$1,944,233	\$1,980,065	\$1,961,752	\$2,163,113
California	\$15,903,734	\$15,837,311	\$15,723,840	\$15,642,110	\$15,905,100
Colorado	\$2,871,967	\$2,987,680	\$3,030,470	\$2,996,276	\$3,230,237
Connecticut	\$2,054,959	\$2,152,655	\$2,142,520	\$2,089,045	\$2,384,829
Delaware	\$1,052,221	\$1,166,087	\$1,207,081	\$1,204,611	\$1,388,921
District of Columbia	\$950,343	\$1,064,056	\$1,103,450	\$1,092,101	\$1,256,558
Federated States of Micronesia	\$0	\$98,996	\$98,456	\$97,831	\$138,311
Florida	\$8,877,156	\$8,971,754	\$9,053,930	\$8,900,550	\$8,478,750
Georgia	\$4,728,475	\$4,837,336	\$4,884,643	\$4,845,780	\$5,167,570

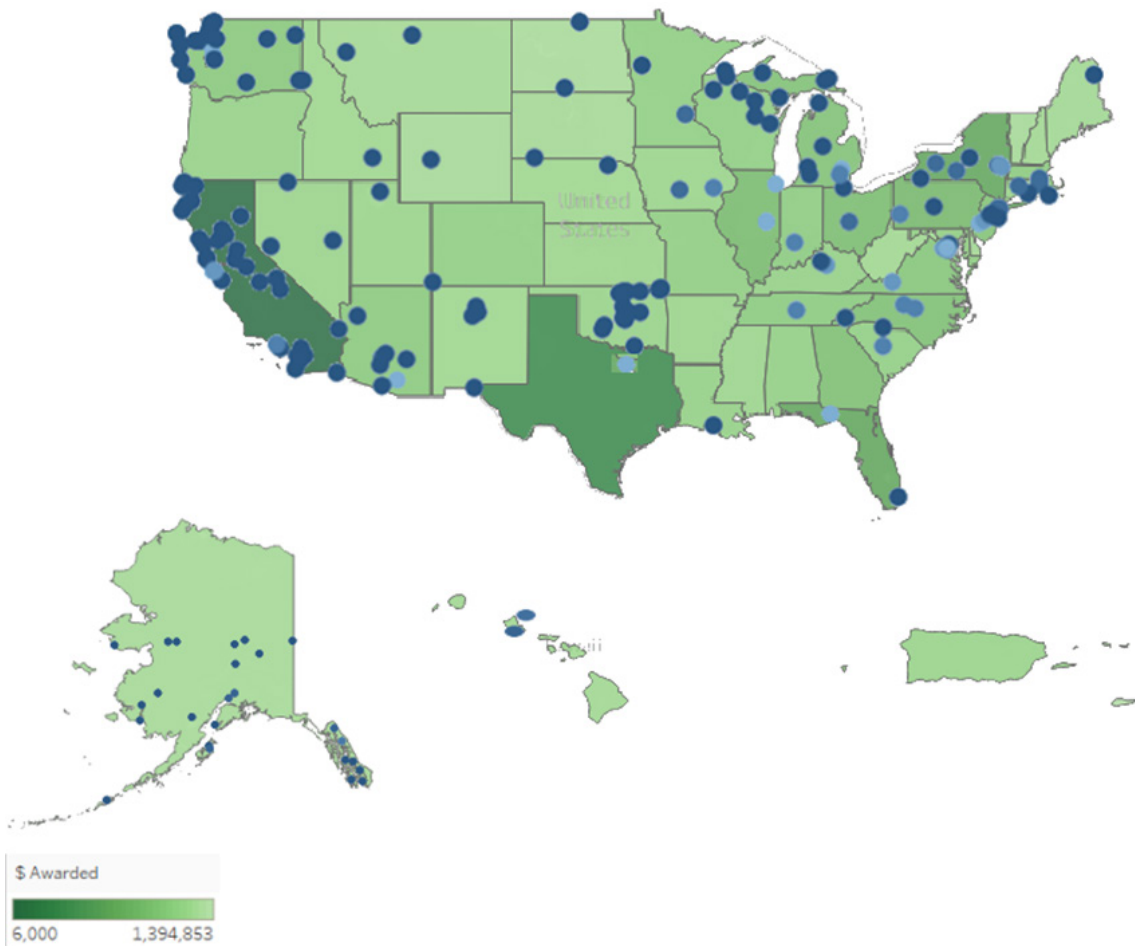
State	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Guam	\$124,712	\$124,141	\$123,845	\$117,616	\$164,666
Hawaii	\$1,226,683	\$1,334,393	\$1,366,010	\$1,378,888	\$1,550,003
Idaho	\$1,355,116	\$1,475,703	\$1,524,829	\$1,522,646	\$1,740,506
Illinois	\$4,197,554	\$5,619,426	\$5,594,765	\$5,632,518	\$5,805,012
Indiana	\$3,255,404	\$3,358,276	\$3,388,738	\$3,375,231	\$3,609,501
Iowa	\$1,816,284	\$1,996,489	\$2,030,383	\$2,028,735	\$2,222,261
Kansas	\$1,800,508	\$1,904,455	\$1,927,141	\$1,934,170	\$2,121,682
Kentucky	\$2,399,688	\$2,496,185	\$2,527,254	\$2,521,417	\$2,723,227
Louisiana	\$2,172,724	\$2,270,083	\$2,590,821	\$2,578,316	\$2,752,989
Maine	\$1,195,092	\$1,307,113	\$1,344,502	\$1,344,090	\$1,529,054
Maryland	\$3,005,571	\$3,096,917	\$3,124,301	\$3,147,403	\$3,354,251
Massachusetts	\$3,336,328	\$3,419,294	\$3,441,168	\$3,466,762	\$3,666,379
Michigan	\$4,526,980	\$4,597,286	\$4,603,447	\$4,608,111	\$4,831,975
Minnesota	\$2,839,491	\$2,727,652	\$2,945,597	\$2,971,100	\$3,183,362
Mississippi	\$1,457,232	\$1,498,515	\$1,769,132	\$1,907,865	\$2,062,606
Missouri	\$3,037,797	\$3,131,845	\$3,160,515	\$3,139,047	\$3,359,329
Montana	\$1,088,834	\$1,202,258	\$1,242,546	\$1,239,920	\$1,428,817
Nebraska	\$1,422,489	\$1,455,674	\$1,518,108	\$1,568,488	\$1,751,539
Nevada	\$1,847,802	\$1,967,970	\$2,020,813	\$1,996,617	\$2,213,574
New Hampshire	\$1,202,040	\$1,313,013	\$1,350,605	\$1,349,771	\$1,532,831
New Jersey	\$4,108,490	\$4,176,749	\$4,193,381	\$4,312,855	\$4,536,994
New Mexico	\$1,486,436	\$1,593,627	\$1,630,508	\$1,626,921	\$1,807,075
New York	\$8,200,921	\$8,201,170	\$8,147,500	\$8,399,826	\$8,514,600
North Carolina	\$4,676,190	\$4,788,098	\$4,843,343	\$4,743,713	\$5,085,881
North Dakota	\$972,520	\$1,085,494	\$1,123,304	\$1,125,639	\$1,056,326
Northern Marianas	\$79,904	\$79,580	\$79,539	\$77,726	\$119,589
Ohio	\$5,178,743	\$5,245,313	\$5,256,514	\$5,253,097	\$5,489,577
Oklahoma	\$2,006,878	\$2,040,924	\$2,065,385	\$2,211,786	\$2,501,254
Oregon	\$2,292,818	\$2,401,036	\$2,438,090	\$2,420,826	\$2,619,286
Palau	\$0	\$68,255	\$68,175	\$68,125	\$108,317
Pennsylvania	\$5,608,864	\$5,668,980	\$5,668,793	\$5,703,751	\$5,953,942
Puerto Rico	\$1,909,671	\$1,917,413	\$1,614,152	\$1,751,966	\$2,230,384
Republic of the Marshall Islands	\$0	\$89,662	\$89,816	\$89,927	\$130,920
Rhode Island	\$1,086,913	\$1,198,673	\$1,233,676	\$1,244,847	\$1,417,691
South Carolina	\$2,636,653	\$2,755,451	\$2,807,439	\$2,750,851	\$3,017,410
South Dakota	\$1,019,533	\$1,132,165	\$1,171,493	\$1,165,929	\$1,347,458
Tennessee	\$3,285,474	\$3,395,186	\$3,438,619	\$3,422,164	\$3,692,869
Texas	\$11,726,054	\$11,833,840	\$11,938,821	\$11,749,721	\$12,468,135
Utah	\$1,896,568	\$2,015,862	\$2,063,031	\$2,059,165	\$2,291,110
Vermont	\$921,034	\$1,032,931	\$1,069,610	\$1,074,697	\$1,247,111
Virgin Islands	\$101,037	\$100,443	\$100,043	\$92,639	\$140,067

State	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Virginia	\$3,958,075	\$4,044,775	\$4,083,012	\$4,066,564	\$4,316,228
Washington	\$3,580,111	\$3,694,301	\$3,743,762	\$3,719,707	\$3,973,351
West Virginia	\$1,361,510	\$1,477,637	\$1,498,000	\$1,505,646	\$1,599,637
Wisconsin	\$2,917,382	\$3,011,929	\$3,039,902	\$3,041,221	\$3,250,330
Wyoming	\$902,345	\$1,015,712	\$1,054,096	\$1,049,894	\$1,222,027

*Annual allotments are determined after annual appropriations are passed by Congress and signed by the president. FY 2024 appropriations had yet to be passed as of the publication date of the FY 2025 Congressional Justification.

DISCRETIONARY GRANTS

Map 2: FY 2023 Library Discretionary Grant Distribution



Please visit [IMLS.gov/#ims-map](https://www.ims.gov/#ims-map) to explore grant statistics in more detail.

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

National Leadership Grants for Libraries and Laura Bush 21st Century Librarian Program

IMLS National Leadership Grants for Libraries (NLG-L) and Laura Bush 21st Century Librarian (LB21) grant programs enable the advancement of the library and information science and adjacent fields by supporting projects, applied research, professional development, and workforce diversity and inclusion in libraries, archives, and related information organizations. These grant programs fund scalable innovations in digital inclusion, literacy, social and community wellbeing, workforce development, STEM/STEAM learning, information/media literacy, cultural heritage and preservation, and technologies that improve and increase information access for the public. The broad national impact of these programs allows for advancements to be scaled to benefit communities in various localities, sizes, and with a variety of demographics.

National Leadership Grants for Libraries

FY 2025 Budget Estimate: \$12,787,000

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

We anticipate that the FY 2025 program goals for National Leadership Grants for Libraries will include:

- Build the workforce and institutional capacity for managing the national information infrastructure and serving the information and education needs of the public;
- Build the capacity of libraries and archives to lead and contribute to efforts that improve community wellbeing and strengthen civic engagement;
- Improve the ability of libraries and archives to provide broad access to and use of information and collections with emphasis on collaboration to avoid duplication and maximize reach;
- Strengthen the ability of libraries to provide services to affected communities in the event of an emergency or disaster; and
- Strengthen the ability of libraries, archives, and museums to work collaboratively for the benefit of the communities they serve.

National Leadership Grants for Libraries: FY 2023					
NUMBER OF PRELIMINARY PROPOSALS	NUMBER OF INVITED APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE‡
128	65*	36	\$35,633,417	\$15,252,059†	\$3,708,459

**Number of full applications represents a portion of the highly rated preliminary proposals submitted through Grants.gov. Institutions must resubmit a full application to be considered for an award.*

†FY 2022 awards include those made with FY 2023 Annual Appropriations.

‡Cost share requirements vary by project type.

National Medal for Library Service

The National Medal for Museum and Library Service program is funded out of the National Leadership Grants program. It is the nation’s highest honor for institutions that make significant and exceptional contributions to their communities.

National Medal for Library Service: FY 2023				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
36	4	N/A	\$40,000	N/A

Laura Bush 21st Century Librarian Program

FY 2025 Budget Estimate: \$8,000,000

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

We anticipate that the FY 2025 program goals for the Laura Bush 21st Century Librarian Program will include:

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

Laura Bush 21st Century Librarian Program: FY 2023					
NUMBER OF PRELIMINARY PROPOSALS	NUMBER OF INVITED APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE‡
123	71*	33	\$33,014,614	\$10,046,367†	\$1,423,786

*Number of full applications represents a portion of the highly rated preliminary proposals submitted through Grants.gov. Institutions must resubmit a full application to be considered for an award.

†FY 2023 awards include those made with FY 2023 Annual Appropriations, including a small portion of X-year funds.

‡Cost share requirements vary by project type.

Native American and Native Hawaiian Library Services Grants

FY 2025 Budget Estimate: \$5,263,000

The following three programs are designed to assist Native American Tribes and Native Hawaiian libraries in improving core services for their communities. Information needs and approaches to meeting them are evolving at an unprecedented pace in all communities, and to operate within this environment effectively for the benefit of their users, libraries must be able to both strengthen existing services and move quickly to adopt new and emerging technologies.

The Native American Basic grant program has consistently supported core library services for over 170 Tribes. Funds awarded through this non-competitive program enable Tribes to purchase materials and shelving, provide computers and Internet, literacy programs, and part-time staff to assist library users. Tribal library staff have credited the Basic grant program funding with making the spaces that house Tribal libraries. This program is a reliable stream of financial support that sustains the baseline services. Through ongoing engagement with the Tribes through the Nation-to-Nation consultations, site visits, and regular outreach, IMLS hopes to reach additional Tribes that could benefit from this funding.

Enhancement funding supports capacity building within Tribal libraries. It provides the opportunity for enrichment of technology, services, and programs. Enhancement funding has been used to increase workforce development services, STEM/STEAM programs, homework help, and cultural heritage and language preservation work in Tribal communities. It has also been integral in developing staff skills and knowledge in the provision of library services and grantsmanship. Successful Enhancement grantees have developed competitive NLG and LB21 proposals.

Native Hawaiian grants have a similar impact as the Enhancements for Native Hawaiian communities, supporting capacity building in Native Hawaiian libraries.

Native American Library Services Basic Grants

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

We anticipate that the FY 2025 program goals for the Native American Library Services Basic Grants program will include:

- Improve services for learning and accessing information in a variety of formats to support needs for education, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, financial literacy skills, and other types of literacy skills; and
- Enhance the skills of the current library workforce and leadership through training, continuing education, and opportunities for professional development.

Native American Library Services Enhancement Grants

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

We anticipate that the FY 2025 program goals for the Native American Library Services Enhancement Grants program will include:

- Improve digital services to support needs for education, workforce development, economic and business development, health information, critical thinking skills, and digital literacy skills;
- Improve educational programs related to specific topics and content areas of interest to library patrons and community-based users; and
- Enhance the preservation and revitalization of Native American cultures and languages.

Native Hawaiian Library Services Grants

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

We anticipate that the FY 2025 program goals for the Native Hawaiian Library Services Grants program will include:

- Improve digital services to support needs for education, workforce development, economic and business development, health information, critical thinking skills, and digital literacy skills;
- Improve educational programs related to specific topics and content areas of interest to library patrons and community-based users; and
- Enhance the preservation and revitalization of Native Hawaiian culture and language.

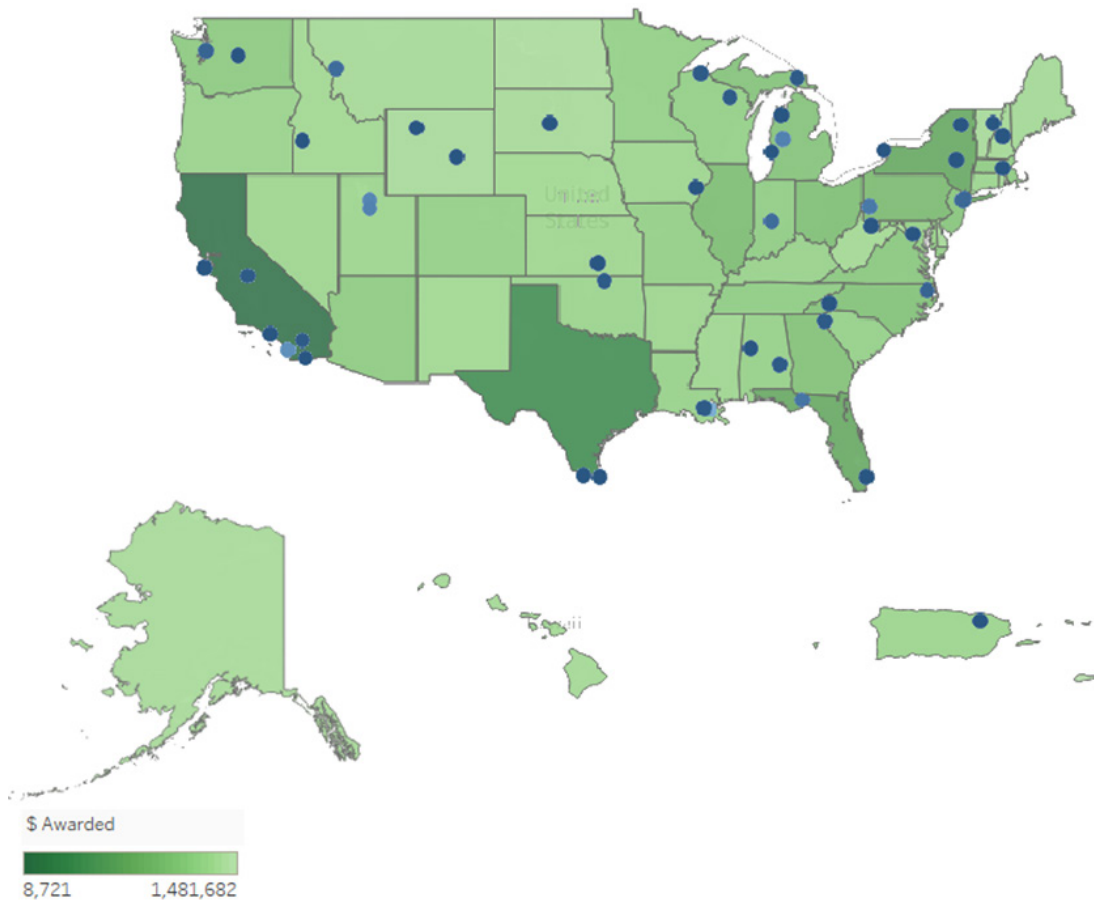
Native American and Native Hawaiian Library Service Programs: FY 2023					
PROGRAM	NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	Match/Cost Share*
Basic Grants (non-competitive)	144	144	\$1,562,754	\$1,562,754	\$0
Enhancement Grants	31	29	\$4,106,377	\$3,750,246	\$164,394
Native Hawaiian	4	3	\$600,000	\$450,000	\$1,450
Total	179	176	\$6,269,131	\$5,763,000	\$165,844

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

MUSEUM SERVICES

DISCRETIONARY GRANTS

Map 3: FY 2023 Museum Discretionary Grant Distribution



Please visit [IMLS.gov/#imls-map](https://www.imls.gov/#imls-map) to explore grant statistics in more detail.

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

and the new American Latino Museum Internship and Fellowship Initiative (an initiative of the Museum Grants for American Latino History and Culture program). In addition, the Museum and Libraries Services Act of 2018 also authorizes the Agency to execute the 21st Century Museum Professional program (21MP). The Agency also awards the National Medal for Museum and Library Service.

Museums for America

FY 2025 Budget Estimate: \$26,000,000

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

We anticipate that the FY 2025 program goals for the MFA program include:

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

Museums for America: FY 2023				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
279	122	\$53,774,880	\$24,293,190	\$32,706,523

Inspire! Grants for Small Museums

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

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

The Inspire! program has been especially impactful in supporting the advancement of services that the nation’s small museums offer to their communities, including preservation of and access to local histories, curriculum enrichment for rural school systems, and critical family supports in situ for families in need. Applications for this initiative now comprise nearly one-third of all applications for museum funding programs.

We anticipate that the FY 2025 program goal for the Inspire program will continue to be building the capacity of small museums to provide museum services to their communities.

Inspire! Grants for Small Museums*: FY 2023				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
234	77	\$10,181,890.62	\$3,373,518†	\$1,702,495

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

†FY 2023 awards include those made with FY 2023 Annual Appropriations and a portion of NMAL Act funds.

Museums Empowered

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

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

This grant program supports museums of all types and sizes by investing in the professional development of museum staff, leadership, and volunteers to enhance their skills and ensure the highest standards in all aspects of museum operations. The funding opportunity focuses on four areas of relevant needs in the museum field: digital technology, diversity and inclusion, evaluation, and organizational management.

We anticipate that the FY 2025 program goals for the Museums Empowered program will include empowering museum staff through professional development to:

- Integrate digital technology into museum operations;
- Support diversity and inclusion efforts that provide inclusive and equitable services to people of diverse geographic, cultural, and socioeconomic backgrounds and to individuals with disabilities;
- Use evaluation as a tool to shape museum programs and improve outcomes; and
- Strengthen and support museum staff as the essential part of a resilient organizational culture.

Museums Empowered*: FY 2023				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
53	19	\$9,605,927.26	\$3,842,299†	\$4,140,652

*A special funding opportunity within Museums for America.

†FY 2023 awards include those made with FY 2023 Annual Appropriations and a portion of NMAL Act funds.

National Leadership Grants for Museums

FY 2025 Budget Estimate: \$8,848,000

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

We anticipate that the FY 2025 program goals for the NLG-M program will include advancing the museum field’s ability to:

- Empower people of all ages and backgrounds through experiential and cross-disciplinary learning and discovery;

- Maximize the use of museum resources to address community needs through partnerships and collaborations; and
- Identify new solutions that address high priority and widespread collections care or conservation issues.

National Leadership Grants for Museums: FY 2023				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE†
52	22	\$22,179,372.07	\$9,403,502*†	\$7,298,753

*Match requirements vary by project type.

†FY 2023 awards include those made with FY 2023 Annual Appropriations and a portion of NMAL Act and State Department funds.

National Medal for Museum Service

The National Medal for Museum and Library Service program is funded out of the National Leadership Grants program. It is the nation's highest honor for institutions that make significant and exceptional contributions to their communities.

National Medal for Museum Service: FY 2023				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
49	4	N/A	\$40,000	N/A

Native American/Native Hawaiian Museum Services

FY 2025 Budget Estimate: \$2,772,000

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

NANH serves as a critical tool for productive Nation-to-Nation relations, especially in supporting the development of a professional museum workforce of individuals for the communities served. The program also allows for interagency support of critical programs such as the National Tribal Broadband Summit. During these times of critical need in the Native American community, the NANH program serves as an important vehicle for supporting the resilience and thriving of Native American communities.

We anticipate that the FY 2025 program goals for the Native American/Native Hawaiian Museum Services program will include:

- Build the capacity of Native American Tribes and Native Hawaiian organizations to provide museum services to their communities.

Native American/Native Hawaiian Museum Services Program: FY 2023				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE
39	35	\$3,354,781.76	\$3,772,000	\$500,518

21st Century Museum Professional

FY 2025 Budget Estimate: \$1,000,000

The Museum and Libraries Services Act of 2018 authorizes the Agency to execute the 21st Century Museum Professional program (21MP). The purpose of this program is to develop and enhance the diverse workforce of museum professionals in order to best anticipate and serve the needs of their local communities and the public. This program is designed to reach broad groups of museum professionals throughout a city, county, state, region, or the nation. Investments to increase capacity to build the museum workforce are a critical necessity to help the field recover from the impact of the pandemic.

Grants fund a wide range of activities, including the development and implementation of classes, seminars, and workshops; resources to support leadership development; collection, assessment, development, and/or dissemination of information that leads to better museum operations; activities that strengthen the use of contemporary technology tools to deliver programs and services; support for the enhancement of pre-professional training programs; and organizational support for the development of internship and fellowship programs.

Critical thinking and problem solving, communication, collaboration, and creativity are essential to success in a global economy. Museums are trusted institutions that are well equipped to build those skills. The 21MP program provides an opportunity for IMLS to make targeted investments for modern museum workforce development.

Museum Grants for African American History and Culture

FY 2025 Budget Estimate: \$4,200,000

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

We anticipate that the FY 2025 program goals for the AAHC program will include:

- Build the capacity of African American museums and their ability to serve their communities; and
- Support the growth and development of museum professionals at African American museums.

Museum Grants for African American History and Culture: FY 2023

NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	MATCH/COST SHARE*
72	34	\$12,719,356.83	\$6,000,000	\$6,112,377.00

**Cost share requirements vary by project type.*

Museum Grants for American Latino History and Culture

FY 2025 Budget Estimate: \$3,900,000

The Museum Grants for American Latino History and Culture (ALHC) program is designed to build the capacity of American Latino museums; support the growth and development of students studying American Latino life culture, arts, and sciences in pursuing museum careers; and increase access to collections, archives, and programming to promote understanding of the Latin American diaspora in the United States. IMLS received inaugural funding for this program

in FY 2022, with funds focused on deep engagement with the appropriate stakeholders to inform the design of the full grant program. The first ALHC initiative—the American Latino Museum Internship and Fellowship Initiative (ALMIFI)—was launched in FY 2023 as the first standalone funding opportunity in this program focused on supporting partnerships between museums and institutions of higher education to advance the careers of individuals in the study of American Latino life, art, history, and culture. In its inaugural year, approximately \$4.1M of funding was available for the ALMIFI program, and the Agency received a total of \$12.1M in requests from 21 proposals.

DATA COLLECTION, RESEARCH, AND EVALUATION

FY 2025 Budget Estimate: \$5,500,000

IMLS requests \$5,500,000 to collect data, carry out research, and identify best practices in cooperation with the nation’s libraries and museums. The Museum and Library Service Act authorizes the Director of IMLS to annually conduct policy research, analysis, and data collection with ongoing collaboration (as determined appropriate by the Director), and in consultation with (1) SLAAs; (2) national, state, and regional library and museum organizations; and (3) other relevant agencies and organizations. IMLS manages the nationwide Public Libraries Survey, a federal statistical program that identifies service trends and public use of museum, library, and information services. It also supports other nationally recognized statistical surveys, including the SLAA Survey. In addition to these national surveys, IMLS conducts studies of our programs and the populations affected, including evaluations of existing programs, assessments of innovative approaches to museum and library services, research syntheses, and descriptive and exploratory studies.

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

DATA COLLECTION

Public Libraries Survey

The Public Libraries Survey (PLS) is an annual survey of the nation’s approximately

9,300 public library systems that provides information on key metrics of library health and services across the United States and the outlying territories. The PLS has been functioning over three decades, and with more than 95 percent of public libraries participating each year in this annual data collection, provides reliable and objective data in a wide variety of formats used by policymakers, practitioners, and researchers. This federal statistical data enables analysis of long-term trends in how public libraries serve their communities, with research briefs delving into important topics of national concern, and public use data files enabling easy public access to the data.

Throughout FY 2023 and into FY 2024, IMLS has been maintaining its focus on ensuring the continued quality, reliability, and usability of PLS data. In sustaining its high relevance, IMLS has spent FY 2023 focused on improving the collection and reporting about electronic material holdings, circulation, and funding to better capture the ever-evolving field and changes in state and local relationships while reducing burden for library survey participants. The Agency maintains its commitment to continuous and iterative improvements of online PLS data tools on [imls.gov](https://www.imls.gov) to enable the public to customize their own queries using the PLS data.

In May 2023, IMLS released a research brief, “Access to Public Library Services and Materials During the First Nine Months of the COVID-19 Pandemic,” which documents the ways that public libraries worked to ensure patrons had access to library services in the

early days of the pandemic. Moving into FY 2025, IMLS will be pursuing additional refinement of COVID-19-related analyses, focusing on metrics at national, state, and local levels so the PLS can better serve all levels of analytical need in examining the evolution of public libraries in transitioning out of the pandemic.

State Library Administrative Agency Survey

IMLS conducts the SLAA Survey every two years in examining trends across these state government entities. In May 2023, the Agency successfully completed the FY 2022 SLAA Survey collection, again achieving a 100 percent response rate across the 50 states and Washington, DC. By FY 2025, IMLS intends to act on learnings from a survey modernization pilot for administering this survey collection with greater effectiveness. The Agency also will be administering the next biennial data collection in FY 2025 that will include an updated survey questionnaire based on extensive feedback from state partners and an array of subject matter experts.

The Agency also is continuing its commitment to use the collected survey data, including extending research surrounding the impacts associated with COVID-19 on the functioning of SLAAs institutionally and their delivery of library services across the states and territories. IMLS released a research brief in FY 2023 that chronicles how SLAAs formed new partnerships with other government departments and agencies to provide services to libraries in their jurisdictions at the onset of the pandemic. Planned research in FY 2025 will couple findings from SLAA Survey data with interviews and case studies to provide more nuance about COVID-19's impact on the delivery of state library services into communities throughout the COVID-19 pandemic.

National Museum Survey

Beginning in 2021, IMLS began active planning to develop a national survey of the nation's museums to serve as part of the federal statistical system. This effort reflects a multi-year endeavor to generate this important

base of evidence about the country's tens of thousands of museums across the country. Working with the American Institutes for Research (AIR) and a group of external subject matter experts representing the nation's leading museum executives and researchers, IMLS updated the universe of all museums using an array of methods and completed fielding a pilot survey as FY 2023 came to an end. Building on the learnings acquired from these endeavors, the Agency is transitioning to launch the Federal Government's first statistically valid annual National Museum Survey data collection in FY 2025.

LEARNING AGENDA AND RESEARCH

While not legislatively mandated, IMLS released its first Learning Agenda in December 2023 to supplement its current strategic plan and to strengthen its capacity for creating and utilizing evidence. This agenda links research and evaluation priorities around Agency strategic objectives. This agenda specifically has led to three new multi-year investigations for strengthening existing evidence bases with new bodies of facts involving: (1) research on the association between public libraries and child literacy; (2) research on the future of the museum sector, post-pandemic; and (3) assessment of the equity of IMLS's grantmaking. Different parts of this budget estimate provide further details about each of these three investigations.

The Learning Agenda also is driving continued efforts for IMLS to better conduct research to understand pertinent national trends in the library and museums fields and how these relate to larger developments in their communities. These include investigations using special surveys for assessing the extent of disruption that COVID-19 caused to public libraries in preparing for longer term longitudinal exploration for longer term, post-pandemic trends on this sector. It additionally involves continued examination of evolution of intergovernmental arrangements for delivering a variety of library services within and across the nation's states and territories.

Child Literacy and Civic Engagement

Literacy is a foundational skill, and libraries play a crucial role in promoting reading within and across communities throughout our nation. Foundational principles of literacy include more than just being able to read words; they include the ability to translate, discern, and apply those words to meaning. The landscape of literacy has undergone seismic shifts with the increase in digital content, and an increasing body of scholarship is documenting the correlation to children's literacy. In response, IMLS has continued to shape a national discourse on this issue, focusing on the roles of public libraries. This effort began in March 2022 at a national two-day convening of library leaders and literacy experts and led to a second two-day convening in September 2023 with library leaders and leading researchers in partnership with New York Public Library. These discussions have shaped a new multi-year research initiative comprising a priority in IMLS's new Learning Agenda to understand variations more systematically in children reading activities and their connection to the services provided by local library branches. This research effort will supplement a series of statistical analyses and case studies to examine the opportunities and challenges for children and families of varied backgrounds to engage in prolonged reading given the ascendancy of digital technologies and other societal influences. This research is set to run through FY 2025 and may lead to testing key recommendations through controlled experimental pilots.

Future of Museums

Museums experienced an incredible amount of disruption during the COVID-19 pandemic. Relying heavily on in-person visitation revenue and philanthropic support, a full economic and operational recovery of the field may take far longer than other community-centered fields based on emerging IMLS-funded research. Extreme innovation and loss occurred simultaneously to such an extent that the future of museums may look very different relative to what would have happened if the pandemic had not occurred.

To this end, IMLS's research helped frame a two-day convening with museum leaders and academic experts in Washington, DC in March 2023. These discussions, in turn, influenced the development of IMLS's second Learning Agenda priority focused on research examining the future of the museum sector. This research will blend a series of quantitative and qualitative assessments in FY 2024 and FY 2025 and may lead then to subsequent testing of key recommendations through controlled experimental pilots.

EVALUATION

Evaluation of All Native American/Native Hawaiian Grant Programs

Throughout IMLS's history across more than two decades, the Agency has proactively administered grantmaking to serve the specific needs of Native American Tribes and organizations that primarily serve and represent Native Hawaiians. During FY 2023, IMLS has been conducting an independent evaluation of this grantmaking to better understand the areas where the program has best succeeded and to identify new areas where the grantmaking can better help Indian Tribes and Native Hawaiian organizations serve the cultural needs of their communities. Following the completion of this evaluation, the Agency intends to actively disseminate the key learnings and implications in FY 2024 to inform any key changes to its three grant programs as well as to help inspire larger conversations about issues impacting Native American, Alaskan Native, and Native Hawaiian museums, archives, and libraries.

5-Year Evaluation of Grants to States Grant Program

In accordance with federal statute, each state and US territory had to submit a 5-year evaluation to IMLS in March 2022 that assessed the funds allocated via this library formula grant program. Throughout the prior months in FY 2022, IMLS supported this evaluative effort by creating and facilitating a Community of Practice. These monthly meetings brought together program managers

and independent evaluators in the states and territories to discuss best practices and challenges of assessing and completing the investigations. As a follow-up up to this work, IMLS presented the final results of the evaluations at its FY 2023 SLAA conference and is planning to design and develop a meta-evaluation in FY 2024 of all completed 5-year evaluations that is intended to generate national-level findings in assessing the state of the nation's libraries.

Evaluation of the Equity in IMLS Grantmaking

In support of the Administration's racial and social justice focus, including the President's Executive Order 13985 Advancing Racial Equity and Support for Underserved Communities, IMLS's third Learning Agenda priority focuses on examining vertical and horizontal equities using an independent third-party evaluator to assess IMLS's grantmaking practices. This comprehensive evaluation builds on IMLS's earlier efforts for examining equity issues for smaller parts of the portfolio, a completed 2021 evaluation of the African American Cultural Heritage Grant Program and a concurrent evaluation of IMLS's grant programs serving Native American and Native Hawaiian populations. This new, three-year evaluation beginning in FY 2024 examines a wide array of equity issues across all IMLS discretionary grant programs. Interim findings and recommendations in FY 2025 will target identifying any potential reforms in grantmaking that also can be tested using controlled experimental pilots.

Monitoring

IMLS continued its efforts to ramp up its capacity to monitor trends in grantmaking and operations by more effectively through applying statistical and qualitative methods with administrative and other data collections. Much of the focus on FY 2023 concerned deploying tools for enhanced data visualizations and data dashboards to track key dimensions of IMLS grantmaking to help inform programmatic deliberations. For FY 2025, IMLS intends to expand the use of Artificial Intelligence tools and machine

learning to better mine large databases containing primarily narrative records. These efforts are intended to strengthen annual performance reporting as well as inform other endeavors, including improving the capacity to rapidly respond to requests for information on a wide variety of topics.

Research of Infrastructure of US Museums and Libraries

In responding to recommended Congressional directives, the Agency has begun implementing an independent investigation to assess museum and library infrastructures in underserved communities and those impacted by national disasters throughout the United States to ascertain the status of their physical condition and to identify the extent of facilities in need of repair. The Agency intends to complete this initial assessment before December 2024 and will share the evidence with Congress and the public at that time. Given the scope and complexity of this investigation, IMLS is planning for a follow up study that is estimated to require \$1M for deriving a robust monetary estimate for additional resources needed to complete such repairs in all US libraries and museums identified in underserved communities and those impacted by national disasters.

III. IMLS Administration

FY 2025 Budget Estimate: \$24,530,000

INTRODUCTION

This section highlights the FY 2025 administrative funding request of \$24,530,000 for IMLS's financial management, including acquisition functions and financial reporting; human capital management; grants management; IT; and communications. This amount includes \$2.5M for office relocation in 2026 to meet GSA requirements. IMLS remains committed to effective stewardship of administrative dollars with this request. For FY 2025, the President's Committee on the Arts and the Humanities (PCAH) will be fully operational and this request includes \$1.5M for contracts, interagency agreements, and infrastructure activities to coordinate the PCAH office into our operations.

FINANCIAL MANAGEMENT

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

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

IMLS plans to continue leveraging the benefits of the implementation of PRISM. IMLS has acquired three buyer licenses and 10 non-buyer licenses in PRISM and is building a reports library to be used across IMLS to leverage the interface with the Agency's accounting system. PRISM will allow the Agency to further strengthen funds controls over the acquisition process and will provide real-time reporting on contract obligations and spending.

OFFICE SPACE

The administrative amount requested includes \$2.5M for a GSA required relocation of the Agency's office. In 2016, the Agency entered a 10-year occupancy agreement with GSA to occupy 27,714 square feet of office space at 955 L'Enfant Plaza, SW, in the District of Columbia, and the Agency relocated into the space in March of 2016. This occupancy agreement includes a

tenant improvement allowance of approximately \$1,100,000 which covered improvements for occupancy by the Agency.

IMLS is now working with the GSA in the process of identifying office space for the future. If office space does not exist that meets the agency requirements from GSA's inventory of existing government owned space nor existing GSA leased space, in 2025 GSA expects to award a new office lease for IMLS occupancy in 2026.

Measuring the current and planned increase of meaningful in-office work based on the Agency's 2023 Hybrid Work Strategy, IMLS used GSA P100 standards to determine a future office square footage requirement. As a result, the Agency is seeking an approximate 44 percent overall space reduction from its current footprint while growing in FTE by 35 percent. This approach is fully in the best interest of the taxpayers, the Agency mission, and complies with OMB, OPM, and GSA guidance regarding in-person work and effective space utilization.

TRAVEL

The Agency will be conducting its two large annual conferences in person in FY 2025. The Agency is also responsible for supporting venue and travel cost for the required PCAH member meetings. To drive cost savings, the Agency will perform a cost analysis to identify the host city that provides the best value. The Agency will continue to maintain high operational efficiency and maximize cost savings while streamlining internal controls over employee and invitational travel by continuing to leverage E2, our automated travel booking system.

The Agency will be conducting a mix of in-person and virtual review panels in FY 2025 to focus on opportunities to continue to reduce travel costs and leverage remote meeting technologies. The Agency also plans to maximize community/capacity building and improve diversity, inclusion, and equity in its grantmaking activities through a virtual panel approach.

HUMAN CAPITAL MANAGEMENT

HIRING

IMLS is committed to a high-performing diverse workforce, including veterans and persons with disabilities. The Agency was successful in hiring veteran candidates in 2023. One of the targets for the Agency is to ensure that current and prospective employees understand the special roles and functions of federal service and are equipped to carry out the Agency's work with efficiency, integrity, and accountability. IMLS's objective is to successfully strengthen the recruitment and retention of staff, focusing on the goals within the Agency's Strategic Management Plan and continuing to build on improvements in the most recent Federal Employee Viewpoint Survey (FEVS) scores as a source of information to develop our recruitment and retention strategy. In implementing the Agency's recruitment and retention strategy, IMLS will leverage the formal and informal networks of the library, archives, and museum sectors to develop effective strategies to market, recruit, and attract a more diverse applicant pool for position vacancies.

Through strengthening its recruitment efforts, IMLS's goal is to build and evolve on the Agency's current employee training options with additional resources (e.g., employee developmental training, coaching, and mentoring). In FY 2025, IMLS will be continuing the expansion of the Pathways program and establishing a paid intern program.

For FY 2025, IMLS is requesting additional funding to support the Recruitment, Retention, and Relocation program. The purpose of supporting these efforts is to provide a comprehensive framework for offering recruitment, relocation, and retention incentives. IMLS plans to attract and retain highly qualified staff in a competitive job market and address critical staffing needs and skill shortages.

FEDERAL EMPLOYEE VIEWPOINT SURVEY IMPROVEMENT SCORES

At IMLS, our commitment to cultivating a positive, resilient, and sustainable workplace culture is paramount. We recognize that an engaged and empowered workforce is essential for achieving our mission effectively. Leveraging the momentum generated by the encouraging outcomes of our 2023 Federal Employee Viewpoint Survey (FEVS), we are poised to embark on a journey of deeper understanding and enhancement.

To fortify our efforts, the Agency is undertaking a strategic initiative: the implementation of employee focus group listening sessions. These sessions will serve as dynamic platforms for dialogue, exploration, and insight generation. Through thoughtful research and design, we aim to delve into the nuanced perspectives of our team members, probing beyond the surface-level responses of the established FEVS questions.

By facilitating these focus groups, we aspire to accomplish several key objectives:

Enhanced Understanding: Through open and candid discussions, we seek to gain a comprehensive understanding of employees' interpretations and perceptions regarding the FEVS inquiries. This deeper insight will enable us to refine our approaches and initiatives to better align with the needs and aspirations of our workforce.

Empowerment and Engagement: By actively involving employees in the dialogue and decision-making processes, we aim to foster a culture of empowerment and engagement. These sessions will provide a forum for individuals to voice their perspectives, concerns, and suggestions, thereby fostering a sense of ownership and investment in the organization's evolution.

Identifying Opportunities for Improvement: The insights gleaned from the focus group sessions will serve as invaluable guideposts for identifying areas of strength and areas warranting improvement within our organizational framework. By pinpointing specific challenges and opportunities, we can proactively address concerns, implement targeted interventions, and cultivate a workplace environment that nurtures growth, innovation, and inclusivity.

Building Trust and Collaboration: Through transparent and participatory communication channels, we endeavor to strengthen trust and collaboration across all levels of the organization. By actively listening to the voices of our employees and demonstrating a commitment to their wellbeing and professional development, we can forge stronger bonds and foster a culture of mutual respect and support.

In summary, the implementation of employee focus group listening sessions represents a pivotal step forward in our ongoing journey toward organizational excellence and employee fulfillment. By harnessing the collective wisdom and insights of our diverse workforce, we are poised to catalyze positive change, drive innovation, and cultivate a workplace culture that inspires and empowers all who contribute to our mission.

DIVERSITY AND INCLUSION STRATEGIC PLAN

At IMLS, diversity, equity, inclusion, and accessibility (DEIA) stand as foundational pillars guiding our organizational ethos. We firmly believe that fostering belonging and empowerment for every individual within our workplace is a commitment and a moral imperative. Our employees represent our most valuable asset, and it is our duty to cultivate an environment where each person feels valued, respected, and celebrated for their unique contributions.

Central to our mission is the creation of an inclusive workplace that honors and embraces diversity in all its forms. We understand that true innovation and productivity flourish in environments where individuals feel free to express themselves authentically and reach their full potential. By championing diversity and inclusion, we strengthen our organizational culture, ensuring fairness, equity, and respect for all members of our team.

Our 2022–2026 Diversity and Inclusion Strategic Plan goals target the following: (1) Ensure leadership commitment to fostering DEIA at all levels throughout the Agency; (2) Promote diversity and inclusion through continuous learning opportunities; (3) Foster a diverse and inclusive workplace culture; and (4) Recruit, hire, advance, and promote individuals from diverse, underrepresented, and underserved communities. We are excited to implement our DEIA Plan collectively and continuously improve our efforts to ensure a thriving workplace for all employees.

As we continue our journey as outlined in our DEIA Plan, we do so with enthusiasm and a shared commitment to continuous improvement. By collectively implementing these strategies, we aim to create a workplace where all employees feel valued, respected, and empowered to excel.

TELEWORK

IMLS continues to operate with an enhanced telework program to ensure the continuity of essential government functions in the event of national or local emergencies. This program plays a critical role for IMLS in recruiting and retaining the best possible workforce and to be competitive in the federal recruitment process. IMLS currently serves as a telework-ready agency and all of the Agency's employees have a telework agreements in place. Telework has increased productivity and staff are highly satisfied with teleworking creating a better work-life balance. Staff was highly in favor of IMLS providing greater telework flexibilities post-pandemic and under the "return-to-work" initiative and a "more in-person" increase in the office. IMLS is committed and continues to have open dialogue and engage with the staff on their comfort level with respect to the return to the office and our increased telework flexibilities. IMLS continues to articulate managerial responsibilities to be in touch with staff and to manage a hybrid workforce effectively. The Agency continues to communicate the various workplace flexibilities so staff can have a good work-life balance. IMLS will continue to discuss findings and recommendations and engage staff for feedback.

FULL-TIME EMPLOYEE REQUEST

IMLS requests additional FTEs for FY 2025. These positions address critical areas of need across the ever-increasing responsibilities of the Agency. IMLS seeks the following five FTEs, which would bring our total FTE count to 96.

Budget Analyst

As IMLS is responsible for supporting the President's Commission on the Arts and the Humanities, Information Literacy, America250, and other new/evolving initiatives, the IMLS financial management requirements continue to outpace current capacity. The Budget Analyst will support the Agency in the development of annual operating and program forecasts, will be the primary liaison for coordinating and managing Interagency Agreements and reimbursable budgets, will review IMLS offices and cost centers annual obligations, will prepare OMB MAX reporting including apportionment, Mid-Year, and Annual schedule updates, coordinate OMB Budget Data Requests across the Agency, and will prepare reconciliations between budgetary and proprietary financial system records.

Operations Specialist

As the Agency prepares for its future office space, the requirements for Agency operations support continues to grow. In 2023, IMLS has less than one half FTE supporting Agency operations. The requirement in 2025 and into the foreseeable future exceeds 1.5 FTE.

Equity and Inclusion Coordinator

To realize the benefits from the focus on equity in IMLS grantmaking, IMLS needs to add an Equity and Inclusion Coordinator to its staff. The role will coordinate efforts for the equity and civil rights priorities, and the Agency's internal DEIA efforts focusing on applied Executive Orders, internal plans, Agency policies and practices, research, training and education, and outreach. They will co-develop initiatives in alignment with the Agency's strategic plan. Their support in running projects and initiatives will strengthen the Agency's mission by demonstrating excellence in public service through the three dimensions of equity (small/rural, BIPOC, and high poverty areas).

Press and Media Relations Specialist

IMLS has an expanding presence in meaningful community centric programs and initiatives, as evidenced by its lead role in enabling the reopening libraries, archives, and museums during the pandemic, its lead in enabling local support for information literacy initiatives, its expansion of support within the Native American/Native Hawaiian and Latino communities, and the programming being developed in support of the America250 celebration. The Agency requires a position to focus on work with local/state/regional/national media outlets as well as a focused social media liaison.

Legal Policy/FOIA Processor/Management and Program Analyst

As IMLS expands its support across such a broad and diverse community, its need for additional support within its Office of General Counsel (OGC) grows as well. As such, the Agency requires additional support to maintain its ability to service public FOIA requests and to manage the many initiatives spearheaded by the OGC.

ADMINISTRATIVE REQUEST BY OBJECT CLASS CODE

In FY 2025, the IMLS request for administrative costs is \$24,530,000. Areas supported by this request are summarized below.

TABLE 3: IMLS HISTORY OF ADMINISTRATION COSTS: FY 2022–FY 2025*Dollars in thousands*

Object Class	Description	FY 2022 Actual (\$)	FY 2023 Estimate (\$)	FY 2024 Request (\$)	FY 2025 Request (\$)
11000/12000	Personnel Compensation and Benefits	12,300	13,500	17,000	17,000
21000	Travel and Transportation of Persons	400	400	500	350
22000	Transportation of Things	5	0	10	5
23000	Rental of Space (Rent, Communications and Utilities), Equipment Rental, Telephone Services, Postage	1,500	1,500	1,500	4,000
24000	Printing and Reproduction	50	40	50	30
25000	Other Contractual Services	4,100	7,130	3,140	2,780
26000	Supplies and Materials	70	35	50	40
31000	Equipment	75	45	400	325
TOTAL		\$18,500	\$22,650	\$22,650	\$24,530

11000 Personnel Compensation, 12000 Personnel Benefits*Amount Requested: \$17,000,000*

These object classes fund the salaries and benefits of all employees, including full-time, part-time, temporary, and intermittent appointments (for example, the National Museum and Library Services Board [NMLSB]), and consultants. To minimize personnel costs, the salary for the NMLSB will remain at \$100/day. The personnel benefits provide estimated contributions toward employees' retirement, health, and life insurance plans, as well as costs for unemployment benefits and injuries sustained in the workplace. Additionally, costs associated with public transportation subsidies afforded to the Agency's employees are included in this category. This funding request will provide for 96 authorized FTE in FY 2025 including support for the President's Committee on the Arts and the Humanities (PCAH) positions.

The Executive Order for PCAH authorizes the appointment of up to 25 non-federal members to the Committee, and members of the Committee who are not full-time officers or employees of the Federal Government that may be allowed travel expenses, including per diem in lieu of subsistence, as authorized by law for persons serving intermittently in the government service (5 U.S.C. 5701-5707), to the extent funds are available. Moreover, the Executive Order encourages the development of interagency initiatives for advancing the priorities as set out in the first section of the E.O.

21000 Travel and Transportation of Persons*Amount Requested: \$350,000*

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

In FY 2022 IMLS lifted travel restrictions in accordance with Federal Government guidance. In anticipation of travel costs continuing to increase due to inflation, the Agency is requesting \$350,000 to resume staff travel at the required level to support the Agency's mission.

22000 Transportation of Things

Amount Requested: \$5,000

This object class includes freight and express charges by common carrier, contract carriers, and other incidental expenses. The Agency has returned to some in-person convenings such as library and museum conventions, conferences, and meetings that require shipment of the Agency's displays and certain associated materials. This area also includes mail transportation charges for express package services (i.e., charges for transporting freight).

23000 Rental of Space (Rent, Communications and Utilities), Equipment Rental, Telephone Services, Postage

Amount Requested: \$4,000,000

This object class includes funding for the Agency's office space through an occupancy agreement with the GSA; communication technology services, including data, voice, and cable services; equipment rental; rental of audiovisual equipment used in presentations at conferences and off-site meetings; and postage. The amount requested in this BOC also includes \$2.5M for entering into space relocation contracts that GSA has estimated IMLS will need based on GSA's analysis and response to our formal submission of space location criteria. The Agency's current lease ends in March of 2026.

24000 Printing and Reproduction

Amount Requested: \$30,000

This object class funds the composition and printing of program applications and guidelines, research publications, conference proceedings, and Federal Register notices. To help contain costs in this category we continue to promote and expand the use of our website and other various forms of social media. The site provides access to program guidelines, grant information, recent awards lists, and a variety of information about IMLS initiatives, activities, and programs. We will continue to expand the electronic dissemination of all public materials to reach prospective grantees from institutions of all sizes and in all geographic areas to keep printing costs at a minimum.

25000 Other Contractual Services

Amount Requested: \$2,780,000

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

- The support, maintenance, and improvement of information technology systems, including cyber-security activities;
- Partnerships and interagency agreements for financial management systems, accounting and reporting services, payroll processing, grant indirect cost proposals, building security, and other required government services;
- Information technology support such as the IMLS Help Desk, State Program Reporting system, and maintenance of the General Supporting System for all Agency operations;

- Independent financial and IT-related audits;
- Grants Management System Partnership and Grants.gov related expenses;
- Employee training;
- Agency contracts for temporary personnel assistance; and
- Honoraria for panelist and field reviewers for grant proposals and applications.

26000 Supplies and Materials

Amount Requested: \$40,000

This object class funds only the essential office supplies needed in carrying out the business of IMLS. IMLS continues to be a partner in the GSA SmartPay3 charge card program. Additional supplies and materials will be necessary to support staff to conduct operations in 2025.

31000 Equipment

Amount Requested: \$325,000

This object class supports all equipment, furniture, and office machines having a useful life in excess of one year, such as chairs, desks, file cabinets, IT equipment, and printers. It also includes routine upgrades to local area network hardware and software in order to accommodate upgrades in database management and financial data. The majority of anticipated equipment expenditures will be for technology renewal of office automation equipment, systems software, and furniture that would be more expensive to repair than replace. We intend to maximize the usefulness of existing hardware by upgrading rather than purchasing new equipment wherever possible. Rapid changes in technology, however, will make it necessary to purchase some new computer equipment, integration systems software and hardware, and electronic data exchange systems. This will enable us to be responsive to and compliant with Administration directives and guidance and federal laws, to continuously deliver on systems modernization to increase the efficiency and effectiveness of operations in delivering services while maintaining a robust internal control posture.

Total Administrative Services Request: \$24,530,000

IV. Performance Plan

IMLS MODEL FOR EVIDENCE-BASED PROGRAM DESIGN

OVERVIEW

The Agency continues its commitment to developing performance monitoring and reporting and capacity into FY 2025 activities. As reflected in its 2023 Annual Performance Report submitted to the White House in February 2024, the Agency continued regular meetings with its leadership and managers to track progress in advancing its strategic planning. With no mandate as a non-CFO agency, IMLS nonetheless released its first Learning Agenda that delineates multi-year research and evaluation priorities with its FY 2022–2026 Strategic Plan. The Agency strengthened its efforts across FY 2023 on continuing robust research, survey, program evaluation, monitoring, and performance measurement activities in advancing evidence-based, decision-making deliberations.

EVIDENCE BUILDING

IMLS's first Learning Agenda in FY 2023, released in December 2023, supplements its strategic plan in expanding the Agency's capacity to create credible data and utilize meaningful evidence from it to expand understandings and inform decisions. This agenda links multi-year research and evaluation priorities around IMLS's strategic objectives. It prioritizes three strategic areas of focus with commissioned independent investigations supplementing work done internally by IMLS's highly skilled social scientists: (1) research examining the association between child reading literacy and public library activities; (2) research delving into the future of the museum sector, post-pandemic; and (3) evaluation assessment of the equity of IMLS's discretionary grantmaking practices.

The Learning Agenda also is driving continued efforts for understanding other pertinent national trends in the library and museums fields, how these relate to larger developments in their communities, and how all of this data can be translated into evidence for deliberations among interested audiences and the broader American public. It has entered into an agreement with a leading research and evaluation organization to independently conduct the studies.

IMLS continues to advance the quality of national surveys of libraries and museums. In addition to the annual Public Libraries Survey (PLS) and biennial survey of SLAAs, the Agency successfully completed its first pilot of the 20,000+ nonprofit and public museums in this country in September 2023. This new National Museum Survey (NMS) represents the first federal statistical collection of this sector. IMLS expects to launch this new annual survey in early 2025, and the NMS data about the scope and scale of museums' work across this country will provide policymakers, museum administrators, researchers, and the public and media with robust statistical evidence to inform their understanding this of sector and its associated contributions to the quality of life across America's communities.

IMLS additionally is complementing its Learning Agenda investigations with other important evaluations about IMLS grantmaking operations. These include an independent assessment of the Agency's four Native American/Native Hawaiian grant programs with a final report expected by early fall 2024. It also involves another independent evaluation of grantmaking during the COVID-19 pandemic. The investigators for the COVID-19 evaluation are particularly assessing the effectiveness of museum and library grants supported with CARES and ARPA funding and also examining IMLS's response during the pandemic for informing its future emergency response planning.

IMLS's performance management planning and execution allows the Agency's efforts to improve performance management to fit within a larger Federal Government mandate to increase evidence-building capacity by moving beyond accountability and toward learning and continued program improvement. Annual performance reporting is fully built into IMLS's DNA, with regular meetings of agency executives and management being held to track progress and make modifications as needed based on the statistical indicators. IMLS's data warehouse continues to evolve with the Agency website, expanding the ability of the public to access and utilize numerous data sets, data querying tools, statistical tables, maps, research briefs, and fuller white reports.

Lastly, IMLS continues to strengthen its evidence-based practices by being flexible and responsive to essential emerging trends. For instance, in response to Congressional directives in the Agency's FY 2023 budget recommendations, the Agency has entered into a relationship with a qualified research firm to conduct an independent investigation assessing the needs of infrastructure for those museums and libraries situated in rural and underserved areas as well as those vulnerable to natural disasters and extreme weather fluctuations. IMLS intends to publicly release this report and share the findings with Congress in early 2025.

V. Authorizing Framework

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

The Museum and Library Services Act of 2018 (P.L. 115-410) authorizes IMLS's programs through FY 2025. The National Museum for African American History and Culture Act and the National Museum of American Latino Act have permanent authorizations.

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

LIBRARY SERVICES

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

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

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

LIBRARY GRANTS TO STATES

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

- Expanding services for learning and access to information and educational resources in a variety of formats, including new and emerging technology, in all types of libraries, for individuals of all ages, in order to support such individuals' needs for education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, financial literacy skills, and other types of literacy skills;
- Establishing or enhancing electronic and other linkages and improved coordination among and between libraries and state agencies and offices for the purpose of improving the quality of and access to library and information services;
- Providing training and professional development, including continuing education, to enhance the skills of the current library workforce and leadership, and advance the delivery of library and information services;
- Enhancing efforts to recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services;
- Developing public and private partnerships with other agencies, Tribes, and community-based organizations;
- Targeting library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds, to individuals with disabilities, and to individuals with limited functional literacy or information skills;
- Targeting library and information services to persons having difficulty using a library and to underserved urban and rural communities, including children from families with incomes below the poverty line;
- Developing library services that provide all users access to information through local, state, regional, national, and international collaborations and networks; and
- Carrying out other activities as described in the State Library Administrative Agency's plan.

LIBRARY DISCRETIONARY GRANTS

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

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

- Building workforce and institutional capacity for managing the national information infrastructure and serving the information and education needs of the public;
- Research and demonstration projects related to the improvement of libraries or the enhancement of library and information services through effective and efficient use of new and emerging technologies, including projects that enable library users to acquire digital literacy skills and that make information services more accessible and available and dissemination of information derived from such projects;
- Conserving, preserving, and digitizing library materials and resources, giving priority to projects emphasizing coordination, optimizing conditions for storage and future use, offering staff training, avoiding duplication, and providing access by researchers beyond the institution or library entity undertaking the project;
- Enhancing the ability of libraries to provide services to affected communities in the event of an emergency or disaster through the developing of nation, regional, statewide, or local emergency and disaster management plans that (1) address communication and coordination of information and services for affected communities, and (2) ensure the preservation of knowledge and library collections; the implementation of emergency and disaster management plans or otherwise enabling libraries to provide services to affected communities in the event of an emergency or disaster; and model programs demonstrating cooperative efforts between libraries and museums.

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

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

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

MUSEUM SERVICES

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

- Encourage and support museums in carrying out their educational role, as core providers of learning and in conjunction with schools, families, and communities;

- Encourage and support museums in carrying out their public service role of connecting the whole of society to the cultural, artistic, historical, natural, and scientific understandings that constitute our diverse heritage;
- Encourage leadership, innovation, and applications of the most current technologies and practices to enhance museum services through international, national, regional, state, and local networks and partnerships;
- Assist, encourage, and support museums in carrying out their stewardship responsibilities to achieve the highest standards in conservation and care of the diverse cultural, historic, natural, and scientific heritage of the United States to benefit future generations;
- Assist, encourage, and support museums in achieving the highest standards of management and service to the public, and to ease the financial burden borne by museums as they serve their communities in new and different ways;
- Support resource sharing and partnerships among museums, libraries, schools, and other community organizations;
- Encourage and support museums as a part of economic development and revitalization in communities;
- Ensure museums of various types and sizes in diverse geographic regions of the United States are afforded attention and support;
- Support efforts at the state and regional levels to leverage museum resources and maximize museum services; and
- Assist museums in their civic engagement efforts to ensure that every person in the United States has access to high-quality museum services.

THE NATIONAL MUSEUM OF AFRICAN AMERICAN HISTORY AND CULTURE ACT

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

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

THE NATIONAL MUSEUM OF THE AMERICAN LATINO ACT

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

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

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

POLICY RESEARCH, ANALYSIS, DATA COLLECTION, AND DISSEMINATION

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

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

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

INTERAGENCY COLLABORATION

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

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

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

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

The Director of IMLS serves *ex officio* as a member of the US Semiquincentennial Commission and on the Board of Trustees of the American Folklife Center at the Library of Congress. IMLS also coordinates with the Department of Commerce, National Telecommunications and Information Agency, on programs that support broadband and digital inclusion.