



Annual Performance Report

FISCAL YEAR 2024

February 2025



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Message from the Acting Director



Since 1996, the Institute of Museum and Library Services has proven successfully that our community investments have not only reinforced the premise that libraries and museums offer spaces and experiences for all, but it has increased opportunities for individuals and organizations seeking to expand and improve in education and knowledge enhancement, workforce development, local economic development, and civic responsibilities. From our research, IMLS has been able to demonstrate that these investments have been linked to both positive individual and community outcomes.

As the nation moves toward a new sense of post-COVID-19 normalcy, our research underscores considerable learnings that have focused on new and emerging challenge-based opportunities for local communities, thereby increasing their dependencies on these IMLS-offered investments. Through responsive grantmaking, IMLS supports individualized needs to move these communities forward.

In 2024, IMLS continued to evaluate challenges and built a research plan to accurately evaluate community best practices and gaps so that we could work with other stakeholders on building specialized resources and investment programs to meet future needs. The following outlines some of the more impactful research IMLS is doing:

- **Learning Agenda**—This addresses equitable grantmaking, as well as the future of museums and childhood reading.
- **Native Communities Grant Programs**—IMLS concluded a three-year evaluation of our four Native-serving grant programs. Designed to help IMLS understand how it can better align with Indigenous values through its library and museum services grantmaking, this effort is the Agency's first comprehensive evaluation of these long-standing programs.
- **National Museum Survey (NMS)**—In a summary report, IMLS published findings from the NMS pilot and next steps for the implementation of the first-ever annual federal survey to gather and share data about the essential work happening across the country in museums and cultural institutions. Data obtained through the NMS informs policy decisions and further investment by bringing together key statistics from large, small, urban, and rural museums and related institutions to help bridge resource, technological, and distance gaps to support education, workforce development, and local economic development.
- **President's Committee on the Arts and the Humanities (PCAH)**—Since the reestablishment of the PCAH by President Biden in September 2022, the Committee held meetings, convenings, and events to celebrate the fabric of the United States. Of note, **Artists for Understanding** brought together a diverse community of cultural luminaries who share a common belief in the power of the arts and humanities to counter hate. Meetings were held in New York, NY, Minneapolis, MN, and East Lansing, MI.
- **National Strategy to Counter Antisemitism**—IMLS and the Council of American Jewish Museums (CAJM) held an invitation-only summit "Museums Respond: Strategies for Countering Antisemitism

and Hate” on March 5–6 in Washington, DC, where federal officials and museum leaders shared their perspectives on addressing antisemitism, with the goal of informing museum programming across the country.

In addition to these momentous activities, IMLS has continued to celebrate community institutions and individuals who have advanced IMLS’s core mission.

- **2024 National Medal for Museum and Library Service**—The National Medal is the nation’s highest honor given to museums and libraries that demonstrate excellence in service to their communities. Over the past 30 years, the award has celebrated institutions that are making a difference for individuals, families, and communities. The 2024 National Medal recipients were:

» **Libraries:**

- Copper Queen Library (Bisbee, AZ)
- DC Public Library (Washington, DC)
- Griswold Memorial Library (Colrain, MA)
- Harris County Public Library (Houston, TX)
- Kent District Library (Comstock Park, MI)

» **Museums:**

- Arizona-Sonora Desert Museum (Tucson, AZ)
- Children’s Museum Houston (Houston, TX)
- Discovery Museum (Acton, MA)
- The Louis Armstrong House Museum (Queens, NY)
- Phipps Conservatory and Botanical Gardens (Pittsburgh, PA)

- **The National Student Poets Program (NSPP)**—A partnership of IMLS and the nonprofit Alliance for Young Artists & Writers, NSPP presents the **Scholastic Art & Writing Awards**, the longest-running and most prestigious scholarship and recognition program for the country’s young artists and writers. Representing five geographical regions of the nation, the 2024 National Student Poets were:

- » **Robert Gao (Midwest)**, University Laboratory High School, Champaign, IL
- » **Marcus Burns (Northeast)**, St. Johnsbury Academy, St. Johnsbury, VT
- » **Nadia Wright (Southeast)**, Murrah High School, Jackson, MS
- » **Sofia Kamal (Southwest)**, Rancho Solano Preparatory School, Phoenix, AZ
- » **Anyia Melchinger (West)**, Mid-Pacific Institute, Honolulu, HI

I am proud that over the course of FY 2024 IMLS has demonstrated excellence in all of its work, including thoughtful grantmaking investments across 13 programs, as described in our [FY 2024 Annual Financial Report \(AFR\)](#) and here in Section 2, “FY 2024 Progress Toward Goals 1 through 3” and Section 3.1, “IMLS Grant Awards.” Our Survey Collections and Research (Section 3.2) continues to build understanding about vital aspects of American communities, from child literacy to the spread of public library services during the COVID-19 pandemic and how the nation’s museums serve communities across the country. Section 3.3 describes how IMLS successfully engaged with other federal agencies and other partners on a variety of cultural topics, from the America250 Commission to the National 4-H Conference to Native communities. We held two well-attended meetings of our National Museum and Library Services Board in FY 2024, including one in Phoenix, AZ, in conjunction with a site visit by the director, board, and staff to the Ak-Chin Indian community in Maricopa, AZ. And finally, Section 3.4 highlights the solid foundation of cybersecurity and data infrastructure and financial management and services on which IMLS’s staff does our work. IMLS continues to address

previous management challenges in cybersecurity; strategic staff support for managing a large number of awards and supporting grantees of various sizes and needs; and understanding the needs of the museum and library fields.

I am grateful for the opportunity to personally thank so many dedicated IMLS staff, members of the IMLS Leadership Team, and board members for their professionalism and solutions-oriented approach to being good shepherds of the peoples' monies. What we do here at IMLS has immeasurable value, forged in rigorous research, and is responsibly delivered to and for the American people.

Sincerely,

A handwritten signature in black ink, appearing to read 'Cyndee Landrum', with a long horizontal flourish extending to the right.

Cyndee Landrum
Acting Director, IMLS

SECTION 1

Agency and Mission Information

1.1 IMLS OVERVIEW AND MISSION

The Institute of Museum and Library Services (IMLS) is an independent grantmaking agency and the primary source of federal support for the nation's libraries and museums. The mission of IMLS is to advance, support, and empower America's museums, libraries, and related organizations through grantmaking, research, and policy development. Our vision is a nation where museums and libraries work together to transform the lives of individuals and communities.

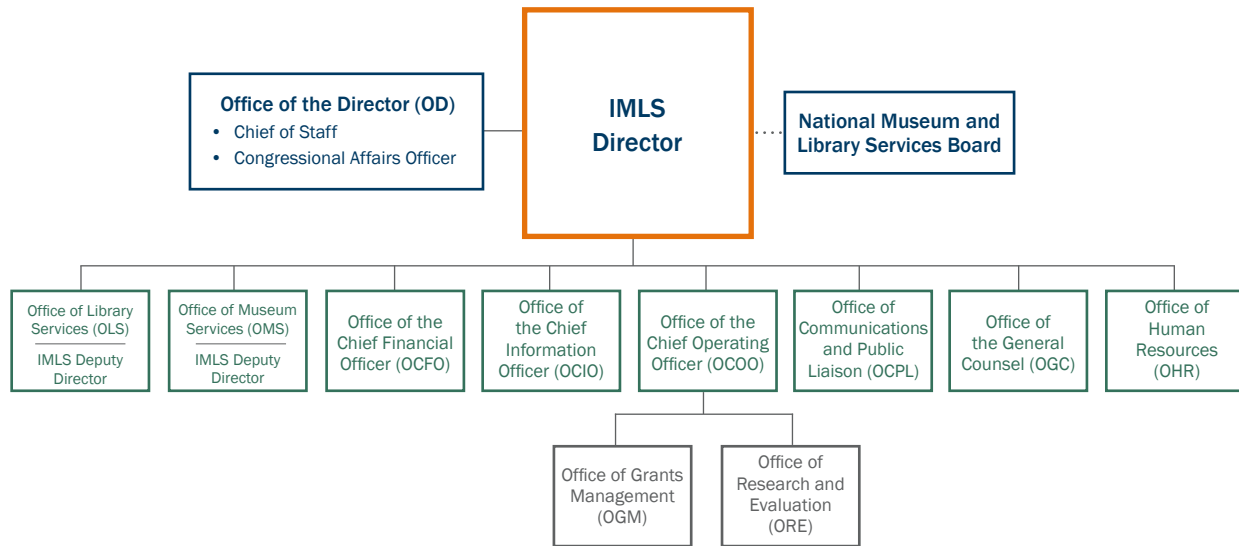
IMLS was created with the passage of the Museum and Library Services Act of 1996, which was reauthorized on December 31, 2018. The Agency has statutory authority to award financial assistance, collect data, form strategic partnerships, and advise policymakers and other federal agencies on museum, library, and information services. The Agency consolidates federal library programs dating back to 1956, with museum programs dating back to 1976. Additional legislative authorities can be found on the [Legislation page of the IMLS website](#).

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

IMLS has an expansive reach. The Agency is the largest source of federal funding for libraries in the nation, directing population-based funding to all 50 states, the District of Columbia, the US territories, and the Freely Associated States through its Grants to States (G2S) 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.

For Fiscal Year (FY) 2024, IMLS produced an Annual Financial Report (AFR), and is producing this FY 2024 Annual Performance Report (APR). The Agency is posting both reports on the IMLS website, www.imls.gov.

1.2 ORGANIZATIONAL STRUCTURE



..... Advisory Role
Updated January 2025

1.3 FY 2022–FY 2026 STRATEGIC GOALS AND OBJECTIVES

When IMLS was established by the Museum and Library Services Act of 1996, bringing together federal programs dating back to 1956 and 1976, lawmakers recognized that libraries and museums are powerful national assets. They saw “great potential in an Institute that is focused on the combined roles that libraries and museums play in our community life.” The law charges IMLS with advising policymakers on library, museum, and information services and supporting a wide range of programs that improve the lives of millions.

We carry out this charge as we adapt to meet the changing needs of our nation’s museums and libraries and their communities. IMLS’s role—to advance, support, and empower America’s museums and libraries through our grantmaking, research, data collection, and policy development—is essential to helping these institutions navigate change and continue to improve their services.

The Agency developed a strategic plan for FY 2022–2026 that was published in February 2022. This 2024 APR reports on these strategic goals and objectives. The FY 2022–2026 Strategic Plan, developed with input from our stakeholders, frames how the Agency envisions meeting the essential information, education, research, economic, cultural, and civic needs of the American public over the next five years.

STRATEGIC GOALS AND OBJECTIVES

1. *Champion Lifelong Learning.*

- 1.1 Advance shared knowledge and learning opportunities for all.
- 1.2 Support the training and professional development of the museum and library workforce.

2. *Strengthen Community Engagement.*

- 2.1. Promote inclusive engagement across diverse audiences.
- 2.2. Support community collaboration and foster civic discourse.

3. *Advance Collections Stewardship and Access.*

- 3.1. Support collections care and management.
- 3.2. Promote access to museum and library collections.

4. *Demonstrate Excellence in Public Service.*

- 4.1. Maximize public investments by cultivating a culture of planning, evaluation, and evidence-based practice.
- 4.2. Increase the impact of IMLS through strategic engagement with public and private sector stakeholders.
- 4.3. Increase the efficiency and effectiveness of Agency operations.
- 4.4. Build a workplace culture that fosters respect and collaboration, promotes open and transparent communication, and embraces diversity, equity, and inclusion.

1.4 CROSS-AGENCY COLLABORATIONS

IMLS makes awards to the museum sector and library fields. However, we also engage in high-level strategic work and focused initiatives across the Agency, and in FY 2024, we made the most of all our resources through intra-agency collaboration.

US SEMIQUINCENTENNIAL COMMISSION (AMERICA250)

America250 is a multi-year effort to commemorate the 250th anniversary of the founding of the United States. In December 2020, Congress enacted amendments to the US Semiquincentennial Commission Act, establishing a Commission of public and private partners to plan, encourage, develop, and coordinate commemorative activities that will culminate on July 4, 2026, but also build community infrastructure for the future. The Act designated the Director of IMLS as an ex officio member of the Commission, along with the Secretaries of the Interior, State, Defense, Education, and the Smithsonian Institution; the Attorney General; the Supreme Court; the Librarian of Congress; the Archivist of the United States; and the Chairs of the National Endowments for the Arts and the Humanities. IMLS continues to engage with the America250 Commission, providing agency updates and feedback on Commission activities. Please see Section 3.3 of this report for more details.

NATION-TO-NATION CONSULTATION AND ENGAGEMENT

Following through on the Presidential Memorandum on “Tribal Consultation and Strengthening Nation-to-Nation Relationships” (January 26, 2021), IMLS developed a [Tribal Consultation Plan](#). The Consultation Plan has helped the Agency to consider ways to most meaningfully structure IMLS

programs of support for Tribal library and museum services. Please see Section 3.3 of this report for details on how IMLS carried out this vital engagement in 2024.

PRESIDENT'S COMMITTEE ON THE ARTS AND THE HUMANITIES

The President's Committee on the Arts and the Humanities (PCAH) was established by an Executive Order Promoting the Arts, the Humanities, and Museum and Library Services in September 2022, and was administered at IMLS. In accordance with its mandate, the PCAH voted to advance recommendations for eight nationwide initiatives across nine federal agencies. The PCAH staff then led cross-agency working groups comprising over 50 interdisciplinary staff from participating agencies (across National Endowment for the Arts, National Endowment for the Humanities, IMLS, Library of Congress, Heritage Emergency National Task Force, Federal Emergency Management Agency, Department of the Interior, Smithsonian Institution, Kennedy Center, and National Gallery of Art), highlighting the breadth and complexity of the work. In addition, the PCAH increased its marketing and outreach efforts, including launching a website and establishing accounts for social media outreach.

COMMUNITY DEVELOPMENT AND CIVIC ENGAGEMENT

National Strategies to Counter Antisemitism and Islamophobia and Anti-Arab Hate

IMLS supported the Biden Administration's deep commitment to combatting various forms of hate, including engaging with agencies on a National Strategy to Counter Antisemitism and a National Strategy to Counter Islamophobia and Anti-Arab Hate. In 2024, IMLS completed key actions to the strategy, including partnering with the Council of American Jewish Museums to host a summit in March 2024 for museums, libraries, and archives on countering antisemitism. The summit focused on building cross-community solidarity, sharing

model resources for educators on teaching about histories of antisemitism and Jewish American heritage, and developing a collection of materials including a [field guide](#) on countering antisemitism that can be used by community educators and organizations.

Information Literacy

IMLS was authorized to create an Information Literacy Taskforce to develop guidance, instructional materials, and national strategies on information literacy, including a website to (1) serve as a clearinghouse for information on literacy programs, (2) offer strategies and tools tailored to both native and non-native English speakers and communities, and (3) coordinate information on federal initiatives, programs, grants, publications, and materials promoting enhanced information literacy. The Taskforce was directed to take steps necessary to coordinate and promote information literacy efforts across departments and agencies throughout the US Federal Government and with libraries and museums at the state and local level, including promoting partnerships among federal, state, and local governments, nonprofit organizations, and private enterprises. Please see Section 3.3 of this report for more details.

PANDEMIC RESPONSE

Equitable Long-Term Recovery and Resilience for Social, Behavioral, and Community Health

IMLS engaged with over 28 federal agencies and departments as part of an interagency workgroup in the development of a federal plan toward **Equitable Long-Term Recovery and Resilience for Social, Behavioral, and Community Health (ELTRR)**. Led by the **US Department of Health and Human Services**, the purpose of the project is to present actionable recommendations to align federal activities into a high-level plan, outlining strategies to improve vital community conditions, support individual and community recovery from the impacts of COVID-19, and positively impact health and wellbeing over the next 10 years.

HBCU CONSORTIUM

IMLS is collaborating with the Smithsonian's **National Museum of African American History and Culture (NMAAHC)** to provide training, mentoring, and support to the next generation of museum, library, archives, and academic professionals from population groups that have been underrepresented in these fields. NMAAHC, in partnership with five HBCUs, has created the History and Culture Access Consortium (HCAC) to strengthen member archives and museums and to bring their rare and unique collections into the public eye. In FY 2024, IMLS attended the annual summit with other participants hosted by Texas Southern University. IMLS contributions to HCAC support intensive professional training and leadership development for emerging museum, library, archives, and academic professionals from traditionally underrepresented groups via internships and fellowships. IMLS will also evaluate the effectiveness of the consortium as a model that can be successfully expanded to other HBCUs and will document lessons learned from the design of the internships and fellowships for field dissemination.

NATIONAL BOOK FESTIVAL

Through charter sponsor support to the **Library of Congress**, IMLS contributed funding to the August 24, 2024, National Book Festival in Washington, DC. IMLS also sponsored and participated in the Roadmap to Reading, where staff volunteers and state representatives engaged with thousands of attendees throughout the day. IMLS also supported, with the Chief Officers of State Library Agencies, travel for a state library representative and/or an affiliate of the Library of Congress's Center for the Book from each state, the District of Columbia, Puerto Rico, and the US territories to participate in the festival. IMLS also supported local programming aligning with the festival, engaging people around the country with reading and literacy.

IMMIGRATION AND CITIZENSHIP

Since 2013, IMLS and **US Citizenship and Immigration Services** have supported cross-cultural understanding and learning opportunities by sharing information with libraries and museums on citizenship rights and responsibilities through webinars and other opportunities and materials.

This is a partnership that we anticipate will continue to roll out additional shared projects, including the development of additional topics for the joint webinars and the continued identification of specific museum and library sites for citizenship teacher training and others for citizenship ceremonies.

PRESERVATION, DISASTER PLANNING, AND RESPONSE

Save America's Treasures

IMLS partners with the **National Park Service**, the **National Endowment for the Humanities**, and the **National Endowment for the Arts** to support **Save America's Treasures**, a grant program designed to preserve and protect nationally significant historic properties and collections throughout the country. Congress appropriates funding for the Save America's Treasures grants from the Historic Preservation Fund, which uses revenue from federal oil leases to provide a range of preservation assistance without expending tax dollars. In FY 2024, the program awarded 59 grants in 26 states and the District of Columbia, totaling \$25,705,000. IMLS will manage 31 of the awards that support collections preservation, totaling \$9,040,682.

Department of the Interior Technical Assistance

The **Recovery Support Function Leadership Group (RSFLG)** is a federal interagency body established to improve the effectiveness and unity of effort in coordinating federal support to help communities recover from a disaster. IMLS is a supporting organization and participates in one of six Recovery Support Functions (RSFs):

Natural and Cultural Resources (NCR). The NCR RSF brings together a variety of federal agencies under the leadership of the Department of the Interior to support the protection of natural and cultural resources and historic properties through appropriate response and recovery actions.

Cultural Heritage Coordinating Committee

IMLS is partnering with 11 other agencies, including the **US Departments of State, Defense, Homeland Security, Interior, Justice, and Treasury** to strengthen the ability of the US Federal Government to protect and preserve cultural property at risk from instability, natural disasters, and other emergencies and threats. More information is available on the Cultural Heritage Coordinating Committee (CHCC) website. IMLS is focused on supporting a partnership between the CHCC and the Cultural Heritage Center at the Penn Museum to expand the recruitment of museum professionals to support law enforcement needs with respect to art and artifact trafficking.

SECTION 2

FY 2024 Progress Toward Goals 1 through 3

This FY 2024 APR highlights the key goals reflected in the Agency's FY 2022–2026 Strategic Plan, providing the president, Congress, and the American public a high-level overview of how IMLS is working toward accomplishing its mission. This section of the APR outlines the goals and priorities of the Agency by describing key awards made in FY 2024 to support each objective. Section 3 highlights IMLS's success in meeting key performance measure targets in FY 2024, presenting the highest-level outcome-oriented measures and information available for Goal 4.

IMLS GRANTMAKING

IMLS performed its mission by making awards through its annual cycle of formula-based and discretionary grant programs. In FY 2024, the Agency made new awards in 13 programs and continued monitoring previously made awards in 13 programs. The table below summarizes the number of awards made and the number of applications for each program over the past six fiscal years.

Summary of FY 2019–FY 2024 Grants and Cooperative Agreements

Total Awards by Category*	FY 2024 awards / applicants	FY 2023 awards / applicants	FY 2022 awards / applicants	FY 2021 awards / applicants	FY 2020 awards / applicants	FY 2019 awards / applicants
Grants to State Library Administrative Agencies (LSTA Formula Grant)	59 / 59	59 / 59	59 / 59	59 / 59	59 / 59†	63 / 63
National Leadership Grants—Libraries‡	52 / 88 / 156	36 / 65 / 128	44 / 78 / 139	39 / 94 / 172	42 / 85 / 155	50 / 83 / 155
Laura Bush 21st Century Librarian Program‡	37 / 84 / 153	33 / 71 / 123	34 / 61 / 104	39 / 71 / 127	37 / 65 / 113	32 / 45 / 96
Accelerating Promising Practices for Small Libraries	Not offered in FY 2024	Not offered in FY 2023	Not offered in FY 2022	Not offered in FY 2021	19 / 51	30 / 144
Native American Library Services: Basic Grants (non-competitive)	157 / 157	144 / 144	118 / 118	172 / 172	172 / 175	188 / 188
Native American Library Services: Enhancement Grants	28 / 65	29 / 31	23 / 27	24 / 28	23 / 37	21 / 33
Native Hawaiian Library Services	5 / 8	3 / 4	6 / 8	3 / 6	3 / 8	3 / 3
National Leadership Grants—Museums	20 / 64	22 / 52	20 / 50	18 / 79	19 / 67	15 / 78
Museums for America	115 / 383	122 / 279	120 / 320	125 / 394	109 / 345	112 / 449
Museum Grants for African American History and Culture	31 / 90	34 / 72	36 / 49	24 / 72	22 / 58	14 / 37
Museums Empowered#	18 / 78	19 / 53	20 / 49	22 / 63	21 / 56	18 / 62

Total Awards by Category*	FY 2024 awards / applicants	FY 2023 awards / applicants	FY 2022 awards / applicants	FY 2021 awards / applicants	FY 2020 awards / applicants	FY 2019 awards / applicants
Native American/Native Hawaiian Museum Services	18 / 58	35 / 39	25 / 30	26 / 34	21 / 28	18 / 29
Inspire! Grants for Small Museums#	78 / 307	77 / 234	59 / 218	60 / 301	60 / 230	30 / 202
American Latino Museum Internship and Fellowship Initiative*	5 / 6	8 / 22	Special funding opportunity launched	N/A	N/A	N/A

*A portion of available funds is used to support projects that may not be reflected in the total number of awards.

†Starting in FY 2020, the Pacific Competitive program was eliminated by statute and all entities received allotments.

#A two-phase, peer-reviewed process with an open round of preliminary proposals, from which selected applicants are invited to submit full applications. The first number indicates the number of awards, the second number denotes the number of full applications, and the third number indicates the number of preliminary proposals.

*A special funding opportunity within Museums for America.

A detailed description of the Grants to States program and the types of projects supported by LSTA Formula Grant funds can be found in the [FY 2024 AFR](#) and on the [Grants to States](#) page on the IMLS website.

GOAL 1: PROMOTE LIFELONG LEARNING

LANDSCAPE AND OBJECTIVES

IMLS seeks to champion lifelong learning by supporting library and museum projects that foster literacy, support cross-disciplinary and inquiry-based methods of learning, focus on lifelong learning for diverse families and individuals, and leverage the role of museums and libraries as trusted sources of information. In FY 2024, this support was leveraged by museums and libraries to move from surviving toward thriving as the nation continues to heal from the peak of the pandemic. For the nation's museums, momentum shifted to investments in rebuilding and upskilling of staff to continue collection and preservation of artifacts from underrepresented communities and community-focused services. Library awards focused on expanding and diversifying learning opportunities for new Americans, individuals with disabilities, families, and rural communities. By providing access to learning and skill building, libraries contribute to improved outcomes for all communities.

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.

NEW AWARDS

Award Numbers

IMLS awarded 273 discretionary grants totaling \$44.2 million with an awardee match of \$26.9 million in support of Goal 1.

Objective 1.1: Highlights from Projects Awarded in FY 2024

[ExplorationWorks](#), in collaboration with Head Start and the Lewis and Clark Public Library, will expand its early childhood programs to better support the needs of low-income and rural families and childcare providers in the Helena region. The museum will provide training for local Head Start educators, who will then offer weekly STEM lessons in their classrooms using kits developed by the project team. The museum

will implement weekly family STEM programs at the Lewis and Clark Public Library. The museum will also develop and host parent and caregiver workshops on child development and STEM learning, with participants receiving a "Science at Home" activity book and supplemental kit developed by the project team. As a result of this project, over 9,500 young children will experience STEM in their classroom, home, libraries, and through museum visits including a free Family Science Night.

The [Delaware Agricultural Museum](#) will create a series of outdoor exhibits that explore the use of renewable energy in agriculture and rural life. The museum will create interactive exhibitions that incorporate water, wind, solar, and organic matter to demonstrate that renewable energy is part of the future of farming, as well as its past. Companion educational materials and online content will be developed to increase the learning potential of the project. Museum staff will contract with a curator, exhibit designer, and web designer to assist with the project. The results will be new exhibits that support the development of economic, environmental, health, social, and historical literacies and foster a new understanding of agriculture and energy for visitors of all ages.

The [Ben Guthrie Lac du Flambeau Public Library of the Lac du Flambeau Band of Lake Superior Chippewa](#) in Wisconsin will implement "Asigisidoon Assemble and Put It Together: Foods for Our Health" to bring Indigenous practices of seasonal hunting, gathering, preparing, and preserving food and information on health and wellbeing to the library. This project will involve the input of hunters and gatherers, Ojibwe language teachers, gardeners, Tribal staff who have expertise in plants and animals indigenous to the reservation, and health care providers. This project will educate community members on menu planning and budgeting around traditional Ojibwe gathering seasons and will include presentations from content experts and hands-on cooking demonstrations. The project proposes to improve health and wellness in the community by providing monthly experiential

learning activities for people to learn about the Ojibwe seasonal hunting and gathering, and the preparing and processing of traditional foods.

Objective 1.2: Highlights from Projects Awarded in FY 2024

[OCLC](#) will partner with the Idaho Commission for Libraries to develop a free online continuing education program for public library staff. The project will replace an outdated series and result in a training series for library staff on core library services such as collection development, collection maintenance, cataloging, and delivery of programming and services that are responsive to community needs. The primary beneficiaries are public library staff, with an emphasis on staff at small and rural libraries who may be without access to formal, comprehensive training. State library agency staff and library system trainers who seek timely and relevant resources for training and professional development of their library workforces will also benefit. By the end of the project, 3,000 library staff nationally will have enrolled in one or more courses to build and strengthen their expertise.

The [Oglebay Good Zoo](#), part of the Wheeling Park Commission, will develop a paid experiential workforce development program to remove affordability barriers for future zoo professionals seeking applied work experience. The zoo will partner with West Liberty University to conduct three annual virtual workshops introducing academic, career, and financial aid opportunities to regional high school guidance counselors and their students. The project will also create application guidelines and curricula to support paid stipends annually for six undergraduate students to intern at zoos across the country, five undergraduate students to participate in animal husbandry or conservation fellowships, and four post-graduate apprenticeships at the Oglebay Good Zoo. As a result of the project, students will gain the work experience necessary for obtaining entry-level positions in the zoo, aquarium, or conservation professions.

In this Early Career Research Development project, the [University of South Carolina](#) will

investigate mentorship programs for new school librarians in the early years of their career in school librarianship. This project will explore how a formal and structured mentoring network that provides individualized support in a nonevaluative capacity would support early career school librarians as they endeavor to meet professional goals and would provide them with support from trained mentors when challenges arise in their first years of school librarianship.

The multi-phase project includes a national survey about the challenges recent library and information science graduates face in their early years of school librarianship; the use of survey data to collaboratively design, implement, and qualitatively evaluate the impact of a formal mentoring network in South Carolina and Iowa; and research dissemination.

GOAL 2: STRENGTHEN COMMUNITY ENGAGEMENT

LANDSCAPE AND OBJECTIVES

IMLS seeks to build field capacity by supporting the development of library and museum staff, adoption of best practices and innovations, and strengthening museums and libraries' capacity to serve as trusted spaces for community engagement and dialogue. In FY 2024, awards in this area to museums focused on strengthening institutions' relevance and service to the public, with a focus on investments in co-curation of content with community members and lowering barriers to access to museum services. Libraries strive to center communities, and 2024 library awards focused on collaboration, extensive partnerships, and co-creation to advance literacy, expand access to library resources, and amplify community memories and narratives.

NEW AWARDS

Award Numbers

IMLS awarded 121 discretionary grants totaling \$14.2 million with an awardee match of \$9.4 million in support of Goal 2.

OBJECTIVE 2.1	Promote inclusive engagement across diverse audiences.
OBJECTIVE 2.2	Support community collaboration and foster civic discourse.

Objective 2.1: Highlights from Projects Awarded in FY 2024

The [New York Botanical Garden](#) will implement the second phase of its Therapeutic Horticulture and Rehabilitative Interventions for Veteran Engagement (THRIVE) program to provide horticultural therapy programming for local veterans. In partnership with the Resilience and Wellness Center in the Bronx-based James J. Peters Veterans Administration Medical Center, the garden's Edible Academy will expand services and outreach for participating veterans and THRIVE alums. Program participants will learn about plants and nutrition by growing, harvesting, preparing, and consuming fresh produce with horticultural therapy specialists. The garden will hold a symposium with cultural institutions, horticultural therapy specialists, and veterans' organizations to share strategies and best practices informed by the THRIVE program, and staff will present findings and share information about horticultural therapy intervention for veterans at professional conferences and via new digital resources.

[Michigan State University](#) (MSU) will improve the quality of visitor experiences at the MSU Museum, particularly for those with visual impairments, by training museum staff to assess museum spaces for accessible pathways and developing high-quality audio descriptions for interpretative and educational application. Project activities will include a comprehensive

assessment of the museum's spaces, creating a plan for using content delivery technologies in galleries, and generating high-quality gallery audio descriptions. Through these training activities, museum staff will develop skills to be more aware of and responsive to the needs of visitors and improve the overall accessibility of the museum interpretive spaces. In addition, they will instill institutional knowledge to collaborate with partners and continuously learn to use technologies within gallery spaces to ensure that future exhibitions and programs incorporate accessibility from the outset.

The [George J. Captain Public Library of the Eastern Shawnee Tribe of Oklahoma](#) will focus on increasing community member use of the library's services by using a bookmobile to raise awareness about the library and the resources available to the public. The project will feature a community needs assessment that will help inform the project. The bookmobile will consistently visit the Tribal Learning Center and Elder Housing facilities to provide library services. During these visits, they will provide books, brain-work activities, swag, and an activity to support cultural education. They will also use the bookmobile to participate in Tribal and community events throughout the year to increase awareness about the library.

Objective 2.2: Highlights from Projects Awarded in FY 2023

The [Grand Traverse Band Heritage Library of the Grand Traverse Band of Ottawa and Chippewa Indians](#) in Michigan will strengthen its community by increasing awareness of Native American history while impacting the public's perception of the community's culture. The project will build a stronger bridge between the Tribal Library, educators, and local schools by developing and providing cultural programming for users and students; increasing their understanding and appreciation for Anishinaabe people; and sharing Native American culture through reading and storytelling. The Tribal Library will develop a makerspace for youth and families to have a space for educational programming. The cultural component of the

makerspace will include ribbon skirts and shirts, beaded bracelets/necklaces, sweetgrass braids, traditional moccasins, medicine bags, bandolier bags, rice knockers, medicine wheels, and feast bundle bags. The project also will develop a book collection of Native American resources that reflects the identity, traditions, culture, and history to debunk stereotypes of Native Americans.

[Made By Us](#), an entity of the Atlanta History Center, will create programming resources for museums that encourage informed youth participation in civic life and the 250th commemoration of the United States. Project activities will include hosting four convenings around the country, with museum leaders and young adults, to articulate programming strategies and approaches for museums to better meet the needs of youth. External consultants will be hired to compile and analyze results from workshops and to develop a Youth250 Toolkit, which will assist museums in planning youth programs. Gen Z staff will work with consultants to build a Youth250 Bureau made up of 25 members, who will train and advise museums on the use of this Toolkit. The Youth250 Toolkit and Youth250 Bureau will be easily accessible and replicable for museums to use for audiences with specific needs.

The [Baltimore Museum of Industry](#) will design and create a new exhibition about the relationship between labor and incarceration. Working with community partners and an advisory council, museum staff will co-develop, plan, and implement the exhibition and materials, including audio guides. The exhibition installation and fabrication will be completed with help from participants in the Accomplished Arts Apprentices Program of the Peale Museum, which provides training for returning citizens in exhibition fabrication. The exhibition will benefit previously incarcerated individuals and museum visitors interested in learning about the relationship between work, compensation, and incarceration.

GOAL 3: ADVANCE COLLECTION AND STEWARDSHIP ACCESS

LANDSCAPE AND OBJECTIVES

IMLS works to increase public access to museums and libraries by supporting library and museum stewardship, investing in tools and technology that enable people of all backgrounds and abilities to use museums and libraries, investing in policies and partnerships that address barriers to access, and engaging in effective communications. FY 2024 grants in this area supported museums in incorporating digitization strategies into traditional collections preservation and engaging community members for preservation of all American histories.

Additional focus for FY 2024 awards included a renewed emphasis on improving foundational infrastructure and skills for preserving physical artifacts. Community archives are integral to shaping local and national narratives. Library awards reflect efforts to empower communities and individuals to develop and preserve community memory.

OBJECTIVE 3.1	Support collections care and management.
OBJECTIVE 3.2	Promote access to museum and library collections.

NEW AWARDS

Award Numbers

IMLS awarded 171 discretionary grants totaling \$27.2 million with an awardee cost share of \$17.5 million in support of Goal 3.

Objective 3.1: Highlighted Projects Awarded in FY 2024

[Great Explorations Children's Museum](#) will design and fabricate new exhibit space to enhance the well-being and impact of its living collection. Museum staff will purchase supplies and materials to create new enclosures for its living collection that include species-specific environments that encourage animal behavior commonly seen in the wild. The newly designed space will include an animal

enrichment wall, a water-filtration system, a hydroponic garden, and food storage and preparation areas. The multipurpose space will enable staff to conduct daily demonstrations and hands-on animal encounters and promote STREAM-based learning through animal and nature-themed programming. The project will result in overall improved care and quality of life for the museum's living collection. The new exhibit space will enrich the overall experience of museum visitors, primarily families with young children, and encourage interactive, hands-on learning to foster greater knowledge of the natural world.

The [Pennsylvania National Guard Military Museum](#) will clean and digitize approximately 131 reels of 16mm film in its collection. The film footage documents 100 years of training, events, and activities of the Pennsylvania National Guard. Digitization of the film collection is a high priority as it is at risk of being lost due to rapid deterioration. Many reels are also flammable celluloid film and pose a risk to the collection and staff. The museum will contract with a specialist to clean and digitize the film. The project will result in the preservation of the film footage and improved collections care.

The [Citizen Potawatomi Nation's Cultural Heritage Center](#) will digitize their Veteran Memorial and Veterans Wall of Honor displays and create a digital portrait gallery. Project activities include purchasing hardware, gallery monitors, and mounting supplies as well as digitizing and cataloging 700 veterans' portraits. Once the digital photos are cataloged, they will be published online and displayed on monitors in the cultural heritage center as a searchable gallery with accompanying supplementary information about the portraits. The digital portrait gallery will enhance the visitor experience, improve access to the collection, and increase awareness of the history and sacrifice of the Nation's veterans that will benefit Tribal members and the surrounding community.

Objective 3.2: Highlighted Projects Awarded in FY 2024

Koniag, Inc. (Alutiiq Museum & Archaeological Repository and Koniag Cultural Library [KCL]) will implement the “Liigwik—Learning Place” project, designed to expand the size of library space to evolve into a learning center with public hours, ample shelving, and comfortable workspaces. The goal of this project is to advance cultural stewardship by connecting audiences of all ages and heritages with the Alutiiq world. Improving the accessibility of the KCL’s Alutiiq heritage-focused collections and encouraging their use through promotion and programming will encourage cultural learning. Transforming the Koniag Cultural Library into a learning center will improve the collection’s ability to support cultural education and the Alutiiq Museum & Archaeological Repository’s mission, as well as advance the identified community need for public spaces to explore Alutiiq heritage.

The Consortium of Metropolitan Libraries (COBIMET) will perform a digital preservation needs assessment for public libraries and municipal archives in Puerto Rico’s metropolitan area using the Digital Preservation Coalition Rapid Assessment Model. The project will develop and implement a bilingual, free-to-use online database to make the data publicly accessible. This initiative aims to enhance digital preservation capabilities, benefiting not only Puerto Rico, but also other US states and territories. Key deliverables include a comprehensive needs assessment report, a database system, webinars, and a white paper on digital preservation best practices. The project will support long-term preservation and access to Puerto Rico’s digital cultural heritage and historical records.

The George Eastman Museum will digitize and provide free online access to a collection of audio and audiovisual recordings. The nearly 600 hours of recordings document the interviews, lectures, and gallery discussions of significant photographers, actors, filmmakers, scholars, curators, and critics who have

influenced the study of visual culture over the past 75 years. Building on a previous IMLS-funded digitization project, the museum will reformat the recordings, which currently require technologically obsolete playback equipment to access, to open-source digital formats accessible through the museum’s website. The project will support a temporary full-time project processing archivist. The digitization of the recordings will improve long-term preservation by minimizing handling and will allow the museum to provide free online access for the benefit researchers, historians, enthusiasts, and the public throughout the world.

SECTION 3

FY 2024 Progress Toward Goal 4: Demonstrate Excellence in Public Service

Goal 4 addresses IMLS's focus on achieving excellence by strategically aligning its resources and relationships to support libraries and museums nationwide. Goal 4's objectives reflect both inward to processes and activities that support IMLS's mission and other agency priority areas and outward to leveraging partnerships with other agencies and outside organizations. The internal performance targets articulated below cover the following broad areas: IMLS Grant Awards; Survey Collections and Research; Policy Development, Partnerships, and Interagency Activities; and Other Activities Demonstrating Excellence in Supporting IMLS's Mission.

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.

3.1 IMLS GRANT AWARDS

Many of IMLS's performance targets highlight aspects of the award lifecycle, beginning with planning (including implementation of new programs); securing clearance for and announcing funding opportunities; reaching out to potential applicants; receiving and processing applications to ensure quality peer review; and moving to issuing awards, providing support and oversight through awards monitoring and final closeout. In addition, targets below also include those supporting both public access to IMLS-funded resources and products and better Agency understanding of funded projects for use in future efforts.

AWARD LIFECYCLE

FY 2024 Target	FY 2024 Actual Performance	Successes & Challenges	Status
PLANNING AND ANNOUNCING FUNDING OPPORTUNITIES			
The Office of Communications and Public Liaison (OCPL) will achieve 100 percent of award announcements and release Notices of Funding Opportunity (NOFOs) on time by September 30, 2024.	OCPL staff posted all FY 2024 Awards and NOFOs to the IMLS website and distributed them via mass email in accordance with the schedule approved by Office of Management and Budget (OMB). The final FY 2024 Award announcement was posted August 21, 2024.	Twenty-three applications were submitted in response to the launch, which exceeded initial expectations, consequently demonstrating the field's need for the program.	Met

FY 2024 Target	FY 2024 Actual Performance	Successes & Challenges	Status
Office of Museum Services (OMS) Applicant Assistance and Guidance	Improvement of technical assistance materials for prospective applicants (new recordings and content) and additional time available to book counseling calls.	Increases in counseling calls and website views show the benefit of offering these options to applicants. Anecdotally, applicants are surprised and very appreciative that they can make an appointment to talk with a program officer directly from our website.	Met
The Office of Grants Management (OGM) will produce an annual timeline for discretionary grantmaking activities with milestone deadlines by September 15, 2024, in advance of the start of FY 2025.	Milestone deadlines achieved.	Staff use of this timeline allows for the coordination of program office and cross-departmental schedules, streamlining the grantmaking process.	Met
ONGOING GRANTEE SUPPORT			
Grants to States (G2S) Conference: Achieve average rate of greater than or equal to 3.6 (on a scale of 1–4) on annual LSTA conference by September 30, 2024.	G2S worked with the Office of Research and Evaluation (ORE) to offer engaging content around topics of interest, such as the CARES/ ARPA evaluation and allowable costs. State grantees evaluated G2S an average of 3.9, on a scale of 1–4, for the survey question, “I learned something useful at this meeting,” during the annual LSTA conference.	G2S was able to concentrate on content and the virtual experience with the assistance from a meeting planner, which eventually resulted in greater satisfaction ratings.	Met
OGM will implement a full redesign and simplification of all IMLS FY 2025 NOFOs in accordance with OMB M-24-11 guidance.	OGM created a NOFO template outline and standard language and worked with program offices to define and standardize shared content, layout, and design principles. The Agency implemented user-centered design and plain language best practices across all NOFOs and joined an interagency NOFO simplification working group under Council on Federal Financial Assistance (COFFA).	The NOFO simplification effort was very successful, and staff members learned a great deal about how to manage efforts internally as well as information that is of value to applicant communities in terms of plain language, simplified content, and design principles. OGM’s simplified NOFOs have been used as examples and templates at OMB.	Met
Hold listening session for Inspire! grant program before end of November 2023 to improve grantee support.	Inspire! listening session occurred on November 21, 2023. Nine awardees participated. Questions focused on desired outcomes of a convening for awardees; feasibility of virtual, in-person, or regional models; and how IMLS can best support awardees.	The listening session helped guide a revised plan for reviewing the FY 2024 Inspire! applications, which included virtual panels to accommodate professionals from small museums. It also helped validate the addition of two funding levels and the viability of requiring cost share for the higher level. Listening session attendees also indicated that either virtual or regional models of convening would be most beneficial to awardees from small institutions.	Met

FY 2024 Target	FY 2024 Actual Performance	Successes & Challenges	Status
OGM will manage the Agency's adoption of the 2 CFR (Code of Federal Regulations) revisions effective October 1, 2024, including OMB deliverables, implementation of M-24-11 requirements, creation of resources for staff and grantees, and communication guidance.	All M-24-11 deadlines were met. Numerous references and resources for awardees were created and an agency-wide training on revisions was provided. The training including updated terms and conditions, assurances, and internal documents in accordance with the revisions.	OGM managed to participate heavily in interagency working groups and initiatives throughout the 2 CFR revisions. This has given the Agency more opportunities to sit at the table and provide input into impactful decisions and discussions from the beginning.	Met

IMLS-FUNDED RESOURCES AND PRODUCTS

FY 2024 Target	FY 2024 Actual Performance	Successes & Challenges	Status
SUPPORTING PUBLIC ACCESS TO IMLS-FUNDED RESOURCES AND PRODUCTS			
OCPL will publish the FY 2023 Annual Financial Report (AFR) in November 2023 and the FY 2023 Annual Performance Report (APR) in February 2024.	FY 2023 AFR was posted to the IMLS website November 13, 2023. FY 2023 APR was posted to the IMLS website on February 8, 2024.	OCPL streamlined its internal financial data verification process, which expedited the AFR editing. For future reports, additional meetings to discuss the Agency's tone and desired outcomes are recommended to avoid rewrites during editing.	Met
The Office of the Chief Information Officer (OCIO) and ORE will integrate Public Libraries Survey (PLS), State Library Administrative Agency (SLAA), and State Program Report (SPR) data by Q2 of 2025.	SLAA map and corresponding Tableau embedded reports (by state/FY) were deployed to production. Additionally, SPR data integration within the data warehouse was completed.	Work on benchmarking PLS tables and enhancing both SLAA and PLS integration continued through the latter half of FY 2024 to provide public users with more intuitive and interactive tools on the Agency website.	Met
Continue cross-agency discussions to support public access to products, resources, tools, and findings resulting from IMLS-funded awards by end of FY 2024.	IMLS provided cross-agency updates and worked with other offices on plans to comply with the Office of Science and Technology Policy (OSTP) Memo on Access to Federally Funded Research. As part of this effort, IMLS is required to have an agency-designated repository for data and peer-reviewed articles resulting from research it funds. Offices brainstormed around whether to use an existing repository, whether to set up its own repository, and how a repository might be used to house other grant products and results.	The brainstorming meetings helped IMLS determine Agency needs for a repository.	Met

FY 2024 Target	FY 2024 Actual Performance	Successes & Challenges	Status
OGM will create a plan for streamlining the process, standardizing data, and improving efficiencies for critical public-facing award reporting (i.e., AFR, APR, and CJ) by maximizing the use of data management capabilities.	OGM created a plan, and the Agency implemented it for the AFR, APR, and CJ.	The streamlined process allows for more efficient reporting of data in our public reporting.	Met
UNDERSTAND IMLS-FUNDED PROJECTS TO ADDRESS FUTURE EFFORTS			
OGM will work with OCIO to refine AI tool capabilities for extracting keyword data from application abstracts and automating the compilation of sample applications.	IMLS successfully transitioned code and processes from between website support, and baselined and retired keyword extraction tool.	Created repeatable processes for compiling sample application components and cover sheets.	Partly Met

3.2 SURVEY COLLECTIONS AND RESEARCH

In FY 2024, IMLS continued activities in its established library survey collections, along with work on the National Museum Survey that is slated to launch in early 2025. The Office of Research and Evaluation (ORE) implemented studies focused on advancing its Learning Agenda including studying the contributions of libraries toward children’s engagement with reading and literacy and the future of museums. IMLS also completed the evaluation of its Native Communities Grant Programs and published reports on the scope of the American Latino cultural sector to inform the FY 2025 NOFO for the new Museum Grants for American Latino History and Culture (ALHC) program. Work was also completed on an evaluation of CARES-ARPA grantmaking during the COVID-19 pandemic.

STATE LIBRARY ADMINISTRATIVE AGENCY (SLAA) SURVEY

The SLAA is conducted every two years in order to examine trends across the state government entities. In July 2024, the Agency released the report on the FY 2022 SLAA Survey collection, highlighting findings on financial health, workforce, and services provided by SLAAs to public, academic, school, and special libraries

and library cooperatives. This report provides summaries in each state, both for FY 2022 and trending back to FY 2004. IMLS additionally introduced a new SLAA Survey Comparison Tool on IMLS.gov in early 2024. This online dashboard allows users to compare data from up to three states and against the national average, displaying results in visually accessible 10-year trend graphs and tables. The tool also includes service tables for each state, providing a comprehensive overview of SLAA activities such as consulting services and funding for statewide databases, literacy programs, and emerging technologies like Wi-Fi hotspots.

PUBLIC LIBRARIES SURVEY (PLS)

The Public Libraries Survey (PLS) is an annual collection of data from over 9,200 public library systems in the United States and outlying territories. For over 30 years, more than 95 percent of our nation’s public libraries have provided reliable data on key library metrics of library health and services. Used by policymakers, practitioners, and researchers, PLS data and research provides long-term trends in library services and explores significant national issues, including COVID-19’s impact on the library field.

IMLS continues to focus on ensuring quality, reliability, and usability of the PLS. Throughout FY 2024, IMLS collaborated with key stakeholders and methodologists to draft and test new metrics on meeting rooms, other reservable spaces, and outreach services and vehicles. In addition to cognitive testing, IMLS conducted respondent research to assess the feasibility of reporting more data at the library branch level to better capture variations across neighborhoods. Recent methodological improvements are described in a research brief released in June 2024. The Agency also maintained its commitment to continuous and iterative improvements of online PLS data tools on IMLS.gov to enable the public to customize their own queries.

NATIONAL MUSEUM SURVEY

Beginning in 2021, IMLS began active planning to develop a national survey of the nation's museums to serve as a part of the federal statistical system. With the active engagement of the museum sector and in partnership with third-party statistical and survey methodologists, IMLS moved from planning to a completed pilot in January 2024. The population for this new federal statistical collection entails more than 20,000 museums across multiple disciplines, comprising small and large organizations, and located across metropolitan and non-metropolitan locales throughout the country.

The NMS pilot report provided a wealth of other important pieces of evidence to inform the development and administration of the full NMS, and the first annual survey is scheduled to run in the early winter of 2025, with the release of its data and accompanying research briefs to the public occurring in the summer of 2025. The second annual survey in the early winter of 2026 is scheduled to introduce a set of topical survey questions to supplement the varied baseline items for probing on operational issues like facilities, finances, staffing, admissions, visitors, and outreach.

LEARNING AGENDA

IMLS publicly released its first [Learning Agenda](#), which was adopted in December 2023. By September 2024, IMLS implemented four independent studies, aligned to the Agency's strategic plan's objectives on issues relating to the contributions of public libraries to children reading, the future of the museum sector, and equitable IMLS grantmaking.

Child Reading Literacy

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 with a national two-day convening of library leaders and literacy experts in March 2022 and led to a second two-day convening in September 2023 with national library leaders and leading researchers. During FY 2024, IMLS developed a study that synthesized existing literature on the relation between motivation and best practices in child literacy and reading development. The study will be published in early FY 2025. IMLS has been working with an independent investigator on further research, which may lead to testing key recommendations through controlled experimental pilots in a future fiscal year.

Future of Museums

IMLS brought together nearly 100 museum leaders from across the field in Washington, DC, for the Museum Leadership in Dynamic Times convening in March 2023 to discuss the future of the museum sector. Building on the learnings from this convening, IMLS incorporated a set of questions into its Learning Agenda to investigate issues relating to leadership and management challenges, such as those relating to financial stability, workforce, civic engagement, and demand for research. IMLS completed a secondary data analysis on these topics during FY 2024 and will be pursuing additional research in 2025 to fully answer the questions. These

results may lead to testing key recommendations using controlled experimental pilots in a future fiscal year.

NATIVE COMMUNITIES GRANT PROGRAMS

For more than two decades, IMLS has proactively administered grantmaking to serve the specific needs of eligible Native communities and organizations that primarily serve and represent Native Hawaiians. IMLS spent FY 2024 nearing completion of an 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 Tribes, Native entities, and Native Hawaiian organizations serve the cultural needs of their communities. IMLS shared the findings and recommendations of this study in November 2024 at an annual convening of the Association of Tribal Archives, Libraries, and Museums (ATALM). The Agency will continue dissemination and adaptation of these learnings through the remainder of FY 2025.

NATIONAL MUSEUM OF THE AMERICAN LATINO ACT (NMALA)

The Agency published [reports](#) on the scope of the American Latino cultural sector, the characteristics of these institutions, existing funding opportunities, and the geographic distribution of institutions in predominantly Hispanic areas. The Agency also analyzed feedback from applicants and reviewers on two cycles of the American Latino Museum Internship and Fellowship Initiative (ALMIFI) pilot. IMLS used the information collected from the research and feedback to develop the FY 2025 NOFO for the new Museum Grants for American Latino History and Culture (ALHC) program, which was launched in FY 2024.

CARES-ARPA EVALUATION

In FY 2023, IMLS contracted with an independent research firm to evaluate the results of emergency-response grantmaking associated with the Coronavirus Aid, Relief, and Economic

Security (CARES) Act and the American Rescue Plan Act (ARPA) to libraries and museums. This independent team spent the remainder of FY 2024 completing its investigation with findings documenting the types of activities used by the grantee libraries and museums to serve their communities during the pandemic, as well as recommendations for IMLS to consider when preparing for any future emergency response. IMLS shared initial findings at an annual meeting with state library administrative agencies in September 2024 and will publicly release the final report in FY 2025.

DISSEMINATE KNOWLEDGE AND FINDINGS

In April 2024 IMLS followed up on earlier research on COVID-19 with [Changes in Public Library Services as the COVID-19 Pandemic Continued Through FY 2021](#), continuing to describe the way that public libraries worked to ensure patrons had access to library services throughout the pandemic. IMLS also released a [report](#) in January 2025 that built on previous IMLS research briefs that used national and state-level FY 2020 and FY 2021 COVID-19 data to explore how public libraries throughout the United States responded to COVID-19, showcasing the significant role libraries have in their communities.

OFFICE OF COMMUNICATIONS AND PUBLIC LIAISON (OCPL)

OCPL staff posted all FY 2024 Awards and NOFO announcements to the IMLS website and distributed them to IMLS subscribers using a new targeted email distribution platform. The final [FY 2024 Award announcement](#) was posted on August 21, 2024.

OCPL staff also worked with offices across the Agency to review the current content on the IMLS website and address needs for new information. This exercise proved to be useful in facilitating cross-office discussion about streamlining public content to make the website more efficient for users.

3.3 POLICY DEVELOPMENT, PARTNERSHIPS, AND INTERAGENCY ACTIVITIES

IMLS set and met numerous targets on policy development, partnerships, and interagency activities in FY 2024. IMLS is charged by law with advancing museum, library, and information services through a variety of approaches. In addition to its grantmaking, research, and data collection and analysis, the Agency advises the president, Congress, and other federal entities, and develops strategic partnerships to carry out its mission. The Agency can make the greatest impact on the delivery of services when it leverages the knowledge gained from its many different programs and functions. Examples are highlighted below, and more detail is provided in Section 1.4.

ENGAGEMENT

America250 Commission

The IMLS Director is an ex-officio member of the America250 Commission. IMLS representatives continue to engage with the Commission, providing Agency updates and feedback on activities. In FY 2024, IMLS representatives attended four Commission meetings. Please see section 1.4 of this report for more details.

World Intellectual Property Organization (WIPO)

In FY 2024, IMLS engaged with the US Delegation to WIPO. This engagement included monitoring and participating in discussions on intellectual property matters relevant to libraries, museums, and cultural institutions, ensuring that IMLS stays informed and contributes to global policy developments.

Collaboration on Cultural Property Protection

In FY 2024, IMLS collaborated with the Department of State, FBI, and the University of Pennsylvania to engage cultural practitioners in efforts to identify stolen cultural property. As part of this initiative, a grant was awarded to UPenn in April 2024 to support work related to the

Cultural Property Expert Outreach Committee (CPEOC).

NATIONAL 4-H CONFERENCE

In April 2024 IMLS participated, for the first time in the conference's history, as a federal partner with the National 4-H Conference. The National 4-H Conference is the pinnacle experience in 4-H Civic Engagement, providing the opportunity for young people to connect, learn, engage, lead, and impact their communities, nation, and world. At the conference, delegates had the opportunity to participate in round table discussions and present to federal partner agencies. IMLS engaged with them on the question of civic engagement among young people, particularly in rural areas. They gave us deeply insightful answers to our challenge questions about how museums and libraries can better help young adults participate more in the civic life of their communities, and what young people think makes a good citizen—and how IMLS can help.

FUTURE OF MUSEUMS

IMLS published a [summary](#) of the Agency's FY 2023 Future of Museums convening which brought together museum leaders from all paradigms to discuss lessons learned and remaining questions from the challenges that emerged for the museum field starting in 2020. Significant learnings included the needs of museum leadership with respect to mutual support and

workforce development. The Future of Museums convening informed the relaunch of the 21st Century Museum Professionals grant program in FY 2024, which clearly demonstrated the need for this type of workforce investment. The Agency received 48 applications for this program in FY 2024 with requests totaling \$13,598,298, outstripping \$2M in available funds.

IMLS 250: ALL STORIES, ALL PEOPLE, ALL PLACES.

IMLS's core initiative to support the semiquincentennial of the United States is All Stories. All People. All Places: A National Dialogue Preparing for America's Semiquincentennial. Its purpose is to encourage audiences to consider how we share our national story, how we commemorate the past in public spaces, and how local, regional, and national histories fit together into a cohesive whole.

The initiative includes the [Visions of America](#) series, produced in collaboration with Detroit Public Television and PBS Books, along with a collaboration with the American Association for State and Local History (AASLH) to plan, promote, and present this series. A digital-first video series and virtual conversation initiative, the Visions of America series explores the post-pandemic nation with a renewed interest in the stories, people, and places that have shaped the America we know today.

In addition, PBS Books is working with schools to implement a learning curriculum based on the series into classrooms through 2026. The initiative includes learning guides, music playlists, and curated booklists, all available on a dedicated [Visions of America Resource Page](#). The series not only revisits well-known historical events in America's development but also sheds light on lesser-known stories and sites, providing a fuller, more nuanced portrayal of the nation's history.

IMLS also highlighted funding support for grants related to America250 in the [press release](#) for the six Office of Museum Services programs for FY 2024 (released on August 15, 2023).

Please see section 1.4 of this report for more details.

NATIVE COMMUNITIES ENGAGEMENT

IMLS hosted a Native Communities Listening Session on September 24, 2024. The topics included information sharing on IMLS's statutory framework and the Uniform Grants

Guidance 2024 revision, as well as discussions on proposed administrative changes to one of the Agency's Native-serving programs (Native American Library Services: Basic Grants), and solicitation of feedback on how IMLS can best meet the needs of Native communities in terms of communication, support, and resources. The floor was opened for participants to discuss any topic of their choice. A total of 62 attendees, excluding Agency staff, attended this Listening Session.

In FY 2024, IMLS actively participated in over a dozen national conferences, Tribal/state meetings, summits, and other events focusing on issues in Native communities. Highlights of these engagements include:

- US Indigenous Data Sovereignty & Governance Summit, April 11–12, 2024, held in Tucson, AZ
- Alaska Library Association (AkLA) and Pacific Northwest Library Association (PNLA) Joint Conference, Pre-conference NAB and NAE Grant Workshop, August 1, 2024, held in Juneau, AK
- National Association of Tribal Historic Preservation Officers (NATHPO) Conference, August 12–15, 2024, held in Baraboo, WI, hosted by Ho-Chunk Nation
- Gathering of Arizona Tribal Librarians, September 10–11, 2024, held in Flagstaff, AZ
- Sovereign Nations of Virginia Conference, September 19, 2024, held in Richmond, VA, hosted by Rappahannock Tribe

These events and more in early FY 2025 provided valuable opportunities to engage with Native leaders, address key issues, and promote IMLS initiatives supporting Native communities.

Please see section 1.4 of this report for more details.

INFORMATION LITERACY

IMLS has created a prototype website with information literacy resources, guidance, research, and tools from across the US Federal

Government and private sector. The Agency held an in-person convening of regional museum/library/Tribal practitioners in December 2023, in the Phoenix, AZ, area. InformationLiteracy.gov went live in May 2024 and fully launched in June 2024.

IMLS promoted the June 2024 launch of the InformationLiteracy.gov website through a press release that was picked up by 469 media outlets. The Agency held two training webinars in September to provide an overview of the trainings and resources available on InformationLiteracy.gov and how these tools can support information literacy needs in communities throughout the country. The webinars were attended by a total of over 300 viewers. A recording of the webinars is available on <https://informationliteracy.gov/page/get-know-informationliteracygov>.

IMLS had the intent to coordinate six cross-disciplinary webinars/virtual meetings to support knowledge sharing in a variety of areas. The focus changed in this area of the initiative to knowledge sharing groups, including two half-day knowledge sharing meetings in August and September that 19 museum and library professionals attended from 16 states, Washington, DC, and Puerto Rico. During the meetings, participants and IMLS shared success stories, challenges, and available resources that can help enhance information literacy in communities across the country.

Please see section 1.4 of this report for more details.

NATIONAL MEDAL FOR MUSEUM AND LIBRARY SERVICE

IMLS awards the National Medal for Museum and Library Service, the nation's highest honor for institutions that make significant and exceptional contributions to their communities. For more than 30 years, the award has celebrated institutions that are making a difference for individuals, families, and communities, bringing about change that touches the lives of individuals and helps communities thrive.

IMLS hosted the 2024 National Medals ceremony at the Renwick Gallery of the Smithsonian American Art Museum on July 30, 2024. Attendees from across the cultural scene in Washington, DC, joined to celebrate 10 outstanding institutions. The Agency internally produced a brief community member video for each of the 10 institutions. Certificates and a brochure showcasing the institutions were produced in-house, with designs that can now be reused annually. The 2024 National Medal recipients were:

LIBRARIES	MUSEUMS
Copper Queen Library (Bisbee, AZ)	Arizona-Sonora Desert Museum (Tucson, AZ)
DC Public Library (Washington, DC)	Children's Museum Houston (Houston, TX)
Griswold Memorial Library (Colrain, MA)	Discovery Museum (Acton, MA)
Harris County Public Library (Houston, TX)	The Louis Armstrong House Museum (Queens, NY)
Kent District Library (Comstock Park, MI)	Phipps Conservatory and Botanical Gardens (Pittsburgh, PA)

The 2025 National Medals nomination was posted in late June 2024, and we look forward to a celebration in summer 2025.

NATIONAL MUSEUM AND LIBRARY SERVICES BOARD

Two board meetings were held in FY 2024—one hybrid and one virtual—sharing updates on Agency activities and gathering inputs from the board on a variety of topics. IMLS held the [48th Meeting of the National Museum and Library Services Board](#) in Phoenix, AZ, on December 13, 2023. In conjunction with this meeting, on December 12, 2023, the IMLS Director, board, and staff accepted an invitation to visit the Ak-Chin Indian community in Maricopa, AZ. The [June 2024 board meeting](#) was held virtually on June 24, 2024.

3.4 OTHER ACTIVITIES DEMONSTRATING EXCELLENCE IN SUPPORTING IMLS'S MISSION

Many IMLS offices contribute to supporting IMLS's mission of advancing, supporting, and empowering America's museums, libraries, and related organizations through grantmaking, research, and policy development. The following offices have made significant contributions in support of IMLS's mission: the Office of Museum Services (OMS) and Office of Library Services (OLS), the Office of Grants Management (OGM), the Office of Human Resources (OHR), the Office of the Chief Operating Officer (OCOO), the Office of the Chief Information Officer (OCIO), the Office of the Chief Financial Officer (OCFO), the Office of Communications and Public Liaison (OCPL), the Office of Research and Evaluation (ORE), the Office of the General Counsel (OGC), and the Office of the Director (OD) set performance targets for activities that support IMLS's overall mission. The following section highlights additional FY 2024 activities that demonstrate excellence in supporting IMLS's mission.

CYBERSECURITY AND DATA INFRASTRUCTURE

The OCIO has advanced several key initiatives to strengthen cybersecurity, modernize infrastructure, and improve operational efficiency at IMLS. Highlights include updated authentication to improve security; progress toward full Internet Protocol IPv6 implementation by FY 2025; and deployment of a virtual FortiGate firewall in Azure to facilitate traffic between cloud and on-premises systems, testing it as a potential replacement for physical firewalls.

FINANCIAL MANAGEMENT AND SERVICES

IMLS received an unmodified audit opinion for FY 2024 with zero auditor findings. The audit report was received on November 13, 2024, and is included in the FY 2024 AFR. The OCFO maintained its audit liaison role with the auditors, meeting bi-weekly throughout the audit period to support timely collaboration. Continuous review of internal controls at all levels of the Agency ensures accurate, timely, and compliant transactions.

IMLS submitted all USASpending.gov reports with zero unexplainable reconciliation items; all control checks and edits from the DATA Act Broker upload process were successfully passed.

SECTION 4

Other Information

4.1 EVIDENCE BUILDING

As an Executive Branch agency within the US Federal Government, IMLS strives to maintain public trust by carrying out its statutory responsibilities in a professional, accountable, and transparent manner. Requirements and guidance from the 2010 Government Performance and Results and Modernization Act (GPRAMA) and the OMB Circular A-11 frame IMLS's work to improve the Agency's performance management framework and plan, leading to continued development of more specific and measurable performance and implementation targets.

With IMLS's transition from the Performance Accountability Report to the APR in FY 2019 came an opportunity to introduce a new performance measurement baseline from which to build the Agency's performance measurement work. The FY 2024 APR continues to showcase IMLS's progress using this new performance framework, also highlighting how IMLS continues to carry out its mission objectives. The effort to continuously improve persists; FY 2024 represented the third year of IMLS's new strategic plan, and this APR has outlined the goals and priorities of the Agency, with performance measures aligned to its strategic objectives.

In building and sustaining a robust evidence base, IMLS continues to invest in efforts that blend performance measurement with ongoing monitoring of the grant programs' portfolios and systematic evaluations of the Agency's signature grant programs. Doing so involves mixing the expertise and resources of our staff and third parties, including enhancing the Agency's federal statistical collections and independent research studies.

While not legislatively mandated, IMLS publicly 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, third-party 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) equitability of IMLS's grantmaking. 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.

4.2 IMLS HYPERLINKS

- **IMLS Website:** www.imls.gov
- **Strategic Plan FY 2022–2026:** <https://www.imls.gov/about/learn-about-imls/our-strategic-plan>
- **Public Libraries Survey (PLS):** <https://www.imls.gov/research-evaluation/surveys/public-libraries-survey-pls>
- **Public Library Search and Compare Tool:** <https://imls.gov/search-compare/>
- **State Library Administrative Agency (SLAA) Survey:** <https://www.imls.gov/research-evaluation/surveys/state-library-administrative-agency-survey-slaa>
- **Publications:** <https://www.imls.gov/newsroom/publications>
- **Awarded Grant Search:** <https://imls.gov/find-funding/additional-resources/search-awarded-grants>
- **National Medal for Museum and Library Service:** <https://www.imls.gov/communities-impact/national-medals>

4.3 DATA VALIDATION AND VERIFICATION

For FY 2024, the IMLS Chief Financial Officer certified the performance data contained in the report as complete and reliable, as required by the GPRA Modernization Act of 2010. IMLS management is responsible for establishing and maintaining effective internal control systems that meet IMLS's performance measurement objectives. For FY 2024 performance reporting, IMLS underwent a systematic process to draft annual timeliness or quality performance targets, identified evidence sources the Agency would use to document the status of their targets, and gathered data at quarterly APR check-in meetings from each office that was reviewed and approved by leadership.

IMLS required accurate data to assess Agency progress toward its strategic and performance goals and to make good management decisions, and IMLS's performance data reflects information collected throughout the year. Although the information herein has not been subject to a formal validation process, it has been reviewed for accuracy by IMLS leadership. IMLS staff pulled evidence of success and progress from various sources, including emails to and from IMLS staff and stakeholders, agendas and minutes, publication and approval dates, metrics from analytics tools, website postings, professional development attendance lists, customer satisfaction and meeting evaluation survey forms, and signed agreements.

IMLS has established a continuous process of performance measurement that focuses on alignment with and realization of IMLS's FY 2022–2026 Strategic Plan. IMLS recognizes the importance of establishing and maintaining adequate controls over its programs and administrative functions. Management continues to evaluate and modify existing controls—and establish new ones as appropriate—to ensure accountability of federal funds and resources.