

DECLARATION

I, PILAR F. O'LEARY, declare that I am employed by the Smithsonian Institution as the Director of the Smithsonian Latino Center. [REDACTED] from the Office of the Inspector General, advised me that a sworn statement is needed in a matter currently under investigation. I have acknowledged the Warnings and Assurances to Employees Required to Provide Information (Kalkines). This Declaration shall replace the Affidavit prepared by [REDACTED] and dated September 14, 2007.

*Q: What is your title? Who is your immediate supervisor? How long have you been in the position?*

*A: I am the director of the Smithsonian Latino Center. I am a Trust employee. I work for [REDACTED] and [REDACTED] As of Monday, October 1, 2007, I will be reporting to [REDACTED] I have been at the Smithsonian since August 22, 2005. I note for the record that I was actually asked to begin work the week before my official start date, with a 24-hour trip to San Antonio related to a Smithsonian traveling exhibition about Latino role models and to meet with a funder. I was also required to start working on a 500-person event at the Smithsonian prior to my leaving my previous place of employment. When I joined the Smithsonian, I was seven months pregnant. I took a six-week maternity leave during which I worked the entire time. I have worked through every "vacation" I have taken at the Smithsonian. My average work day is 12 hours, and often it is much longer than that. I have never worked as a federal employee, nor for a federal or public institution prior to working for the Smithsonian.*

When I first joined the Smithsonian Latino Center, there was an [REDACTED] who had serious performance issues, there was no development support, there were no performance plans for any of the staff, there were unfulfilled obligations to sponsors (indeed, in one case, there was a publication which had plagiarized text), there was a poor quality website, there was no core programs director, there was no public affairs manager, there was inadequate human resources support, there was no cohesive mission statement or organized slate of programmatic activities and there was no fundraising strategy. In short, there was no central direction. Few Latino organizations or individuals externally knew about the Smithsonian Latino Center and those who did, unfortunately, were wary of partnering with it. Most importantly, there was no direct administrative support for the Center's operations. This last point remains the case today.

*Q: What are the general duties of your position?*

*A: My primary obligations are to promote Latino culture and heritage through Smithsonian public programs (exhibitions, lectures, concerts, family activities, film screenings, literature readings, etc.) and educational initiatives (fellowships, youth leadership programs, educational guides, web content, etc.) here in Washington, D.C., across the country and internationally; to engage in active public outreach and increase the participation and interest of Latino organizations and audiences in Smithsonian programs; to increase the public visibility of the Smithsonian Latino Center; to represent the Smithsonian at Latino events; to raise funds for programs and exhibitions related to Latino culture and heritage developed by the Smithsonian Latino Center and other units; to raise funds for the staff and operations of the Smithsonian Latino Center as well as other Smithsonian units; to administer the Latino Initiatives Pool, a federal allocation provided to the Center on an ad hoc basis to support Latino programming and*

