

Arts Incubator Workgroup

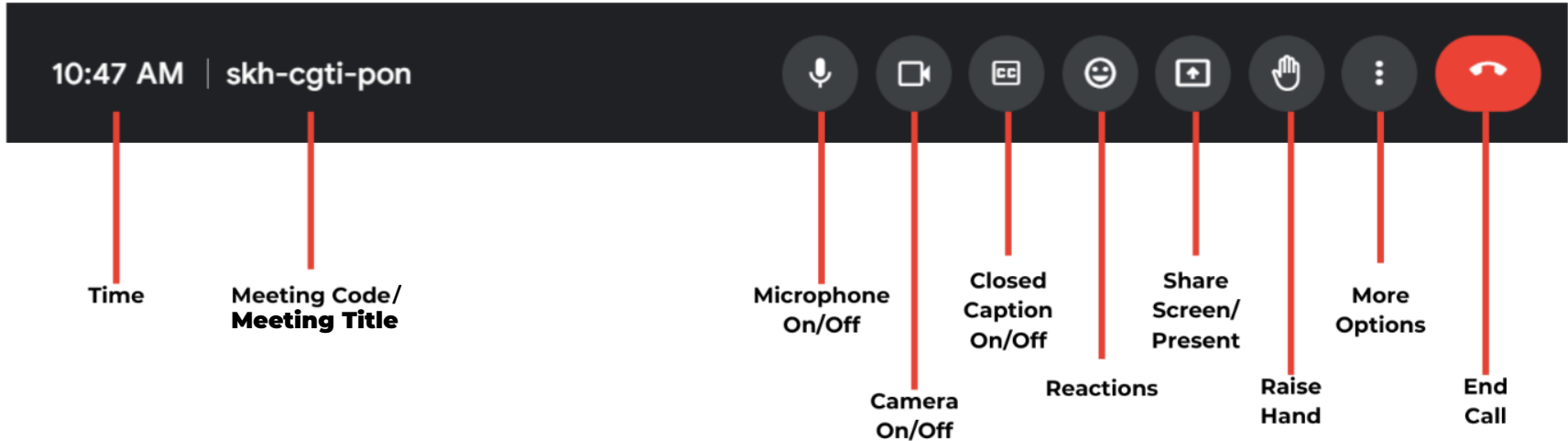
Subcommittee Meeting (1 of 2)
Economic and Financial Challenges
3.25.2025

Hosted by:

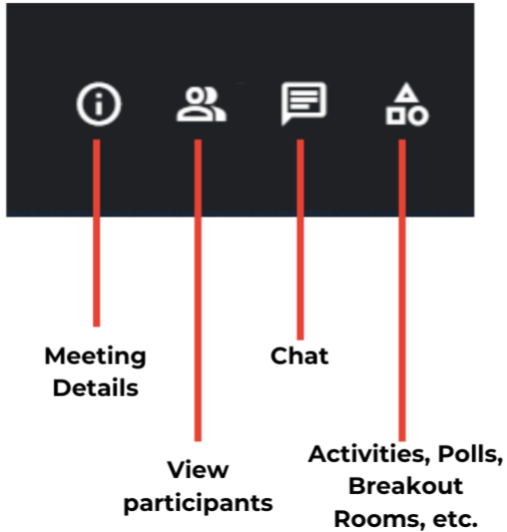
Steven Skerritt-Davis, Executive Director, MSAC

elli maria hernandez, Special Projects & Grants Assistant, MSAC

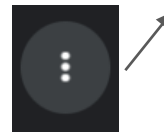
Reference Shot of Features (1 of 2)



Reference Shot of Features (2 of 2)



In "More Options"



- Change layout
- Full screen
- Open picture-in-picture
- Apply visual effects
- Turn on captions
- Use a phone for audio

- Report a problem
- Report abuse
- Troubleshooting & help
- Settings

Land Acknowledgement Statement

We acknowledge the lands and waters now known as Maryland are the home of its first peoples: the Accohannock Indian Tribe, Assateague People's Tribe, Cedarville Band of Piscataway Indians, Choptico Band of Indians, Lenape Tribe, Nanticoke Tribe, Nause-Waiwash Band of Indians, Piscataway Conoy Tribe, Piscataway Indian Nation, Pocomoke Indian Nation, Susquehannock Indians, Youghiogheny River Band of Shawnee, and tribes in the Chesapeake watershed who have seemingly vanished since the coming of colonialism. We acknowledge that this land is now home to other tribal peoples living here in diaspora. We acknowledge the forced removal of many from the lands and waterways that nurtured them as kin. We acknowledge the degradation that continues to be wrought on the land and waters in pursuit of resources. We acknowledge the right of the land and waterways to heal so that they can continue to provide food and medicine for all. We acknowledge that it is our collective obligation to pursue policies and practices that respect the land and waters so that our reciprocal relationship with them can be fully restored.

Equity and Justice Statement

The arts celebrate our state's diversity, connect our shared humanity, and transform individuals and communities. The Maryland State Arts Council (MSAC) is committed to advancing and modeling equity, diversity, accessibility, and inclusion in all aspects of our organizations and across communities of our state.

MSAC and its grantees are committed to embracing equity and non-discrimination regardless of race, religious creed, color, age, gender expression, sexual orientation, disability, class, language, and/or ability.

Vision

The Maryland State Arts Council plays an essential role ensuring every person has access to the transformative power of the arts.

Mission

Maryland State Arts Council advances the arts in our state by providing leadership that champions creative expression, diverse programming, equitable access, lifelong learning, and the arts as a celebrated contributor to the quality of life for all the people of Maryland.

Access

Bolster access to arts experiences and resources

Awareness

Amplify the stories of Maryland's arts sector and the value of public support

Connection

Foster networks within and beyond the arts sector

Equity

Cultivate a thriving arts ecosystem centered in equity

Leadership

Commit to a culture of care and innovation

Creative Meeting Actions

Celebrate being in the space with other creative people.

Engage with everyone's presence as a gift.

Acknowledge that together we know a lot.

Enter the conversation with curiosity and inquiry.

Share your idea and trust that it will be heard.

Use "I" statements.

Focus your language on the task at hand.

Hold one another accountable with care.

Honor all perspectives and build on shared ideas

Balance speaking with listening.

Respect and appreciate our differences, they are our strength.

Have grace for yourself and everyone around you.

Dream big!

Introductions

Name

Where are you based?

Your connection to the Arts in MD - *in a few words*

Today's Goals

- Review subcommittee focus
- Review research compilation tool
- Review proposed format for meeting 2
- Discuss preliminary thoughts on research/coordination

Timeline

Now - October 2025

March-April	Subcommittee Meetings
April 25, 11:30am-1pm	Full group meeting
May-July	Continue Meetings, Begin Drafting Final Report
August	Final Report Draft
September	Final Edits, Submit to Department in Mid-September
October 1, 2025	Final Report Due

Subcommittee Focus

Economic and Financial Challenges

- Artists face substantial barriers related to inconsistent income and high living costs. Variable income streams and inadequate compensation structures present substantial challenges to professional continuity and artistic development.
 - The workgroup will explore equitable artist compensation models and funding frameworks to maintain Maryland's position, through MSAC as a leader among forward-looking public funders. This will include researching other states' approaches to funding aimed at fostering financial stability for artists.
 - The workgroup will investigate models of government support for artists that encourage entrepreneurship and maximize their income potential, increasing the chance that they can make a living as an artist in Maryland.

Next Steps - Research Compilation

- Independent research
 - Add to the document compiling research for discussion at subcommittee meeting 2
 - [Research Spreadsheet](#)
- Review others' research ahead of meeting 2

Next Steps - Meeting 2 Overview and Approach

- Subcommittee Meeting 2 Overview
 - Review independent research
 - Goal - Develop recommendations for what should be included in the final report (major points, case studies/examples, recommendations)
- Approach - Discuss preliminary thoughts
 - approach - resources, ideas of where to find potential content
 - coordination - self organizing research
 - group agreements
- Note taking

Next Meeting

- Next subcommittee meeting on Thursday, April 17, 1-2pm

To do:

- Add research into the spreadsheet
- Take some time to review the subcommittee tab before the next meeting, add comments as warranted
- Be prepared to discuss your contributions

Discussion

Questions

Wrap Up

Reflections

THANK YOU!