

# Arts Incubator Workgroup

Subcommittee Meeting (1 of 2)

Systemic Barriers for Underrepresented Communities

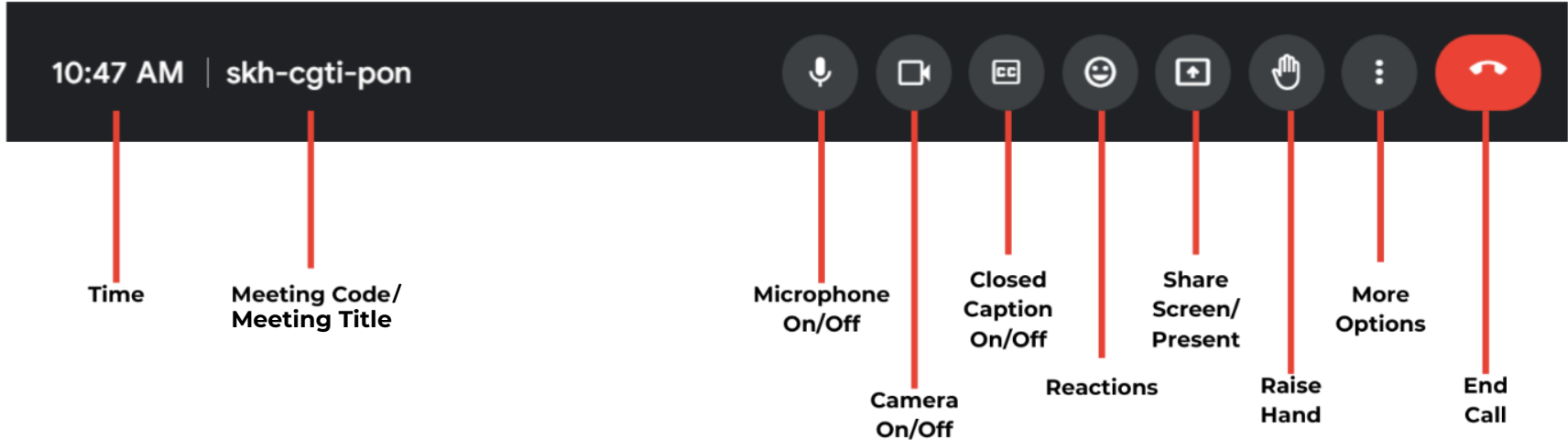
3.18.2025

**Hosted by:**

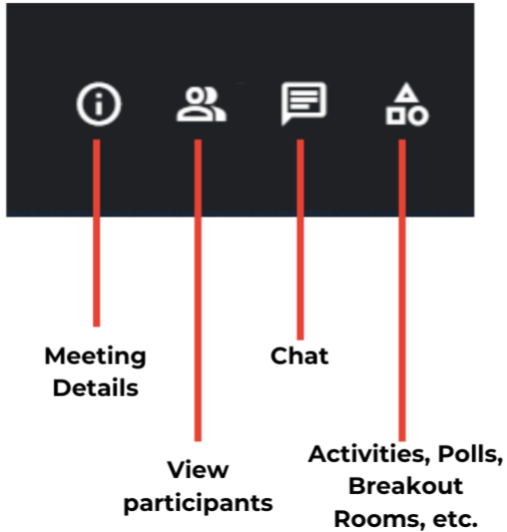
**Steven Skerritt-Davis, Executive Director, MSAC**

**elli maria hernandez, Special Projects & Grants Assistant, MSAC**

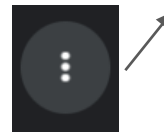
# Reference Shot of Features (1 of 2)









# Reference Shot of Features (2 of 2)







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# 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) and its supporting collaborators are 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, 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.

**Apply** "Yes, and!" - "I hear your idea and I'm going to add to it!"

**Balance** speaking and 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	<b>Subcommittee Meetings</b>
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

## Systemic Barriers for Underrepresented Communities

- BIPOC artists (identifying as Black, Indigenous, or People of Color), artists with disabilities, and those in under-recognized fields face exclusion from resources due to systemic biases. Deeply entrenched structural barriers perpetuate the marginalization of artists from historically excluded communities. Artists who are elderly and those residing outside of major urban centers or in rural regions also face challenges. Widespread systemic biases persist, obstructing their full participation and denying equitable access to opportunities across the arts ecosystem.
  - The workgroup will further define specific marginalized groups and work to address challenges for each community.
  - The workgroup intends to present concrete steps to create a just and equitable arts ecosystem by identifying solutions for the existing structural barriers and inherent biases.

## Subcommittee Focus

### Systemic Barriers for Underrepresented Communities (cont.)

- The workgroup will review MSAC's efforts to create and communicate their work including, creating diverse panels, building transparent grant panel processes, and adhering to the Open Meetings Act requirements. The workgroup shares the belief that transparency and diverse representation are key to gaining public confidence in funding decisions and ensuring fair and equitable decision-making.
- The workgroup will research and recommend approaches of artist support that prioritize culturally responsive engagement and offer tailored support.

## 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, 2-3pm

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

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# Questions

# Wrap Up

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# Reflections

**THANK YOU!**