

# Arts Incubator Workgroup

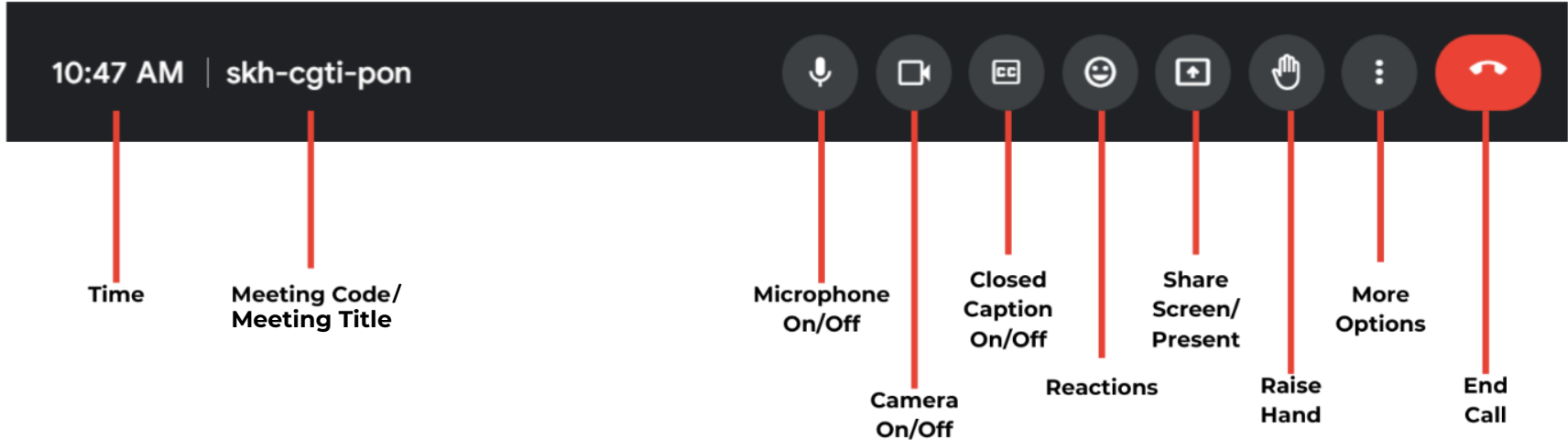
Subcommittee Meeting (1 of 2)  
Effective Support Models & Strategies  
3.17.2025

**Hosted by:**

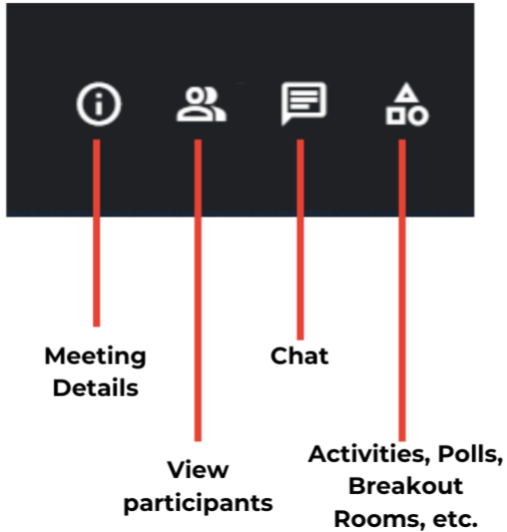
**Steven Skerritt-Davis, Executive Director, MSAC**

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

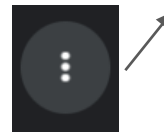
# Reference Shot of Features (1 of 2)



# 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) 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	Subcommittee Meetings
Late April	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

## Effective Support Models and Strategies

- The workgroup is aware of successful support models and strategies, both within Maryland and elsewhere, that are effectively addressing some of the fundamental challenges faced by artists and arts and culture organizations that support them.
  - The workgroup will research existing effective support models and present recommendations for adaptation or replication of these practices in support of a healthy and vibrant arts ecosystem statewide. The group will explore ways to tailor models to specific artistic and geographic communities to make a valuable impact on the varying groups' needs.

## 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
  - Review independent research
  - Goal - Develop recommendations for what should be included in the final report (major points, case studies/examples, recommendations)
- 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 Monday, 4/14, 2-3pm
- Add research into the spreadsheet
- Take some time to review the subcommittee tab before the next meeting
- Be prepared to discuss you contributions

# Discussion

---

# Questions

# Wrap Up

---

# Reflections

**THANK YOU!**