



Maryland State Arts Council Governance Committee

MINUTES
May 27, 2021

The Governance Committee shall enhance the engagement and participation of Council members, and to ensure the effective operation of the lay leadership structure.

1:04 p.m. meeting called to order by John Schratwieser.

Executive Director Ken Skrzysz presented Equity and Justice: Moving from Transactional to Transformational. An application of observations by the ED to a framework presented by Aiko Bethea and Brene Brown.

Transformational

- Proactively forms new expectations
- Works to change organizational cultures by implementing new ideas
- Crafts new strategies for next level understanding

Transactional

- Responsive and oriented to present issues
- Works within the organizational culture
- Maintaining flow of operations

Transactional leadership is where you're responding from. While transactional is the arts council - a way to hold expectations and accountability.

Skrzysz explained the four levels to move through which include; Level 1: Collective experiences; Level 2: Engaging with Shared Resources; Level 3: Personal Alignment; and Level 4: Integration. Skrzysz believes leaders in MSAC should live between level 3-4.

The committee agreed that the idea is worth sharing with the rest of the board. Also aware that the staff has had more time and space to engage in this model.



Points raised:

- Professional development funds are not being used
- Time should be carved out on the agenda during board meetings for members to talk about experiences
- Hope to take the abstractions out of the conversation
- Experiences should inform voting

The committee can engage people through policy and leading by example. The committee agreed that these concepts should be introduced during new council member orientation. The board has shown their commitment to equity, diversity and inclusion with the level of detailed spending of public dollars towards equity, diversity and inclusion professional development.

Governance Toolkit introduced:

- Broader education of what makes up the state of Maryland.
 - Awareness brought to the fact that MD is made up of a multitude of communities both rural and urban
- Expand the understanding of what it means to be an artist in MD
- Expectations of non-competitive grants
- Understanding the funding formula (how it's decided, how its changed, the impact)
- More one on one sessions w/ new councilors
- Testimonies from grantees about how funding has made an impact

Final Actions:

- Remind board members of money for professional development
- Hold councilors accountable to engage
 - Overwhelming and intense work, but it can be simple as a podcast
- Reinforce councilor attendance/involvement in MSAC virtual programing

Final Thoughts:

- Prospective locations for move fell apart
- World Trade Center currently offering office space
 - Everything from assigned offices to touchdown spots

1:51p.m. meeting adjourned.