

**Indiana Arts Commission
Quarterly Business Meeting**

Friday, September 11, 2020
520 Park E Blvd, New Albany, IN 47150
Allen Platt, Chair

MINUTES

Members Present via-teleconference: Kathy Anderson, Alberta Barker, Libby Chiu, Ruth Ann Cowling, Dave Haist, Greg Hull, Walter Knabe, Laurie Burns McRobbie, Jake Oakman, Sherry Stark, Nancy Stewart, Dusty Stemer, Anne Valentine

Members Absent: Allen Platt, Chad Bolser

IAC Staff Present via-teleconference: Jasmine Bejar, Bridget Eckert, Stephanie Haines, Miah Michaelson, Stephanie Pfendler, Deanna Poelsma, Lewis Ricci, Chapin Schnick, Paige Sharp, Anna Tragesser

Guests: Karen Gahl-Mills, Jamal Smith, Sally Gaskill, Terry Whitt Bailey

- 1) **Welcome and Introductions.** Indiana Arts Commission (IAC) Vice-Chair, Alberta Barker, called the meeting to order at 9:02 a.m., in Chair Allen Platt's absence, and asked all in attendance to introduce themselves. All present as listed above. Due to COVID-19 the Commission conducted business by teleconference per Office of the Governor Executive Order 20-09.
- 2) **Approval of Agenda and June 12 Meeting Minutes.** Ms. Barker called to approve the September 11, 2020 agenda and the June 12, 2020 meeting minutes for approval. Commissioner Dave Haist motioned to approve. Commissioner Laurie McRobbie seconded the motion. By roll call vote all were in favor. The motion carried.
- 3) **Special Planning Session with Jamal Smith and Karen Gahl-Mills.**
 - a. **Cultural Equity Statement Adoption.** The Cultural Equity Statement (attached) was submitted to the Commission for approval as was conceived by the Cultural Equity Statement working group comprised of Commissioner Dusty Stemer; Liaison to the Office of the Governor, Rebecca Holwerda; Former Civil Rights Commission Director, Jamal Smith; and State Personnel Equity and Inclusion Manager, Shayla Pullium. The Commission was given time to review the statement prior to approval. Mr. Ricci noted this is the first step in expanding the Commission's values and equity. Jamal Smith attended the meeting and provided insight into the process for the working group in crafting the statement. He noted the group was intentional in choosing words to be inclusive beyond cultural diversity with an awareness towards varying regional dynamics to ensure the IAC and arts in general make it into spaces where it has been left out. Ms. Barker noted appreciation for the effort put in by the working group and opened the floor for discussion. Ms. McRobbie noted the excellent quality of the statement having been involved with crafting similar statements, and suggested to include, as a second step, a series of specific action statements to change or reinforce the programs the Commission has underway. Mr. Ricci noted the group considered adding action statements but instead decided to move forward with a foundational

policy first to then build the actions upon. Mr. Smith further noted the statement presented to the Commission is a distilled version of the original which included action items that were removed in consideration of allowing space for a new Executive Director to provide input into those actions. Mr. Ricci continued that the first action we would like to scaffold off of this statement, as proposed by the guiding group, is the formation of a Cultural Equity Council to advise the Commission and represent our state as do the Regional Arts Partners. Mr. Ricci added the intention is to put the cultural equity imperative at the same level as the geographic imperative and to bring that voice to the table on a regular and consistent basis. Mr. Haist noted he is supportive of the statement and appreciated the background on the crafting process, adding the action steps are something he would like to see the Commission embrace with some specificity. Commissioner Kathy Anderson proposed discussion around wording in the statement that connotes separation of marginalized groups from the Commission with the use of the pronouns “they” and “their”. Discussion followed. Mr. Smith noted the sentiment is to address those groups that have not been historically valued or included. He questioned how substituting those pronouns with “we” and “our” might change the tone. Ms. McRobbie noted while the intentional use of the “they” and “their” pronouns identifies groups previously left out, figuring out how to reinforce the spirit that all of us are taking care of the arts for everyone in Indiana is also important. Mr. Ricci noted the Commission has to be sensitive to people who have been on the outside of this organization. He continued that while using the word “they” does make a distinction; it is sometimes necessary to identify the “*they*” to progress to the “*we*”. He continued that akin to the rhetoric around Black Lives Matter, the point is we have not valued black lives. While we are all in this together, traditionally we have not all been in this together and this statement looks at groups we have not served adequately. He concluded it is a pointed way to look at the work to be done. Ms. Anderson appreciated the discussion around this important distinction. Ms. Barker asked for any further discussion and called to approve the statement. Ms. Anderson motioned to approve. Commissioner Ruth Ann Cowling seconded the motion. By roll call vote, all were in favor. The motion carried.

- b. **Short Planning Sessions.** Planning consultant Karen Gahl-Mills, currently with the Indiana University Arts Administration program and formerly with Cuyahoga Arts, spoke to the Commission about preparing for the agency’s transition of leadership, building a new strategic plan and addressing effects COVID has had on artists and organizations. She continued that in lieu of a traditional strategic planning process, the Commission will, instead, build a strategic framework to help guide the Commission in its transition of leadership and tough decisions it will need to face as a result of COVID. To begin this process, work sessions will be assembled prior to the December Commission meeting to discuss and clarify why the Commission exists, how values are lived by the organization and what that means for the future. She continued on the value of having these conversations now to create a clear, strategic framework and unified voice to guide the organization. It was further noted the virtual listening sessions with communities of color will also

be a part of understanding the Commission's roll going forward. Mr. Ricci asked for any questions or thoughts from the Commission. Commissioner Anne Valentine commented that this is a great opportunity to prepare the Commission for the difficult decisions it will need to make in the coming year. Commissioner Greg Hull noted he appreciated this structure to help the Commission move forward in a thoughtful way. Mr. Ricci suggested including soon to be emeritus Commissioners Nancy Stewart, Kathy Anderson, and Sherry Stark, with other emeritus members who have remained active, to provide some continuity to the process would be valuable. Ms. Cowling suggested providing Commissioners with materials far ahead of the meetings so they can prepare to participate fully and to better use the short time allotted wisely.

- c. **Virtual Listening Tour with Communities of Color.** Mr. Smith spoke to the Commission about the virtual focus groups being assembled to better understand underserved communities, how they relate to the arts and how the Arts Commission can better serve these communities. Mr. Smith will be facilitating these groups, the first phase of which will include the communities of Gary/South Bend, Indianapolis, and Evansville. He noted while the intention was to convene these groups in person, the virtual option allows greater accessibility and the option to manage the discussion in more productive ways. The meetings will engage community leaders indirectly involved with the arts such as healthcare and social workers, religious leaders, sports professionals, educators, retirees/community volunteers, and retired law enforcement. In addition, to engage sincere and authentic discussion, it has been decided IAC representatives will not be present for the focus groups. Mr. Smith continued, groups will be provided with questions prior to discussions around what activities they find meaningful, places in their communities that offer arts and culture experiences, and how arts are or are not integrated and accessible to their everyday lives. Understanding how their communities invest in arts and culture and how the arts have played a role in their communities and personal lives prior to and after COVID are issues to also understand better. Mr. Haist appreciated the information on these focus groups and noted in similar listening sessions he has had with Parkview Health in Fort Wayne, intentionally separating leaders and co-workers was valuable in soliciting honest feedback. Ms. Cowling questioned if input from other areas of the state are planned in addition to the first phase cities. Mr. Smith noted because Indiana is unique in the depth and variety of cultures from region to region the recommendation is to make this an ongoing effort by the Commission. He continued that developing this model for input will serve the Commission for years to come. Ms. McRobbie added that expanding on how to convene people reinforces one of the functions of the IAC which is to work as a convener across geographic and cultural communities. In addition, Mr. Smith added while the communities themselves will represent a wide range of diversity and unique issues he expects there will be similarities that will prove valuable in communities sharing solutions. Mr. Hull noted because this will be pivoted to a virtual format, it might be helpful to utilize new online platforms, such as the realtor home showing application that Herron has adapted to gallery tours. Commissioner Libby Chiu

remarked on convening unusual suspects and cited an example in her community of retired football players who promote art with young people. Mr. Smith noted there may be people in communities, as in Ms. Chiu's example, who do not even realize what they are doing involves the arts. Mr. Ricci pointed out these listening sessions are not a destination but a journey to build on information and policy now and into the future. He further noted the state is identifying and hiring a chief equity and opportunity officer and he hoped the work of the agency will be framed and supported by the Office of the Governor as well.

4) **Executive Committee and ED Reports.**

a. **Agency Financials.**

- i. **August FY 2021 YTD.** Ms. Michaelson submitted the August FY2021 financial statement (attached) for Commission review and approval, noting the Commission is operating under a 15% reserve and is on target for this point in the fiscal year. Balances for the Hoffman Trust which is earmarked to support the Partnering Arts Communities and Education (PACE) program and the Central Indiana Community Foundation funds were noted. Ms. Barker called to approve the August FY 2021 financial statement. Ms. Stewart motioned to approve. Ms. McRobbie seconded the motion. By roll call vote, all were in favor. The motion carried.
- ii. **FY 2020 Year End.** Ms. Michaelson submitted the FY20 year-end financial statement (attached) and noted the additional 1% holdback requested from the State Budget Agency at the end of the year only created a \$2331 budget deficit which she noted would be adjusted with FY21 funding.
- iii. **FY 2022 – 2023 Budget Development and Directives.** Mr. Ricci discussed the upcoming budget development and guiding directives. He noted there is a 15% proposed reduction in appropriations for all agencies and clarified this will be based on the agency's current appropriation and would continue into 2023. Mr. Ricci further noted because the agency has already paused certain programs to meet the 15% holdback in this fiscal year, we have articulated to the Office of the Governor we will not include any further reduction of programs for the FY22-23 appropriation cycle. He noted the Office of the Governor was amenable to this since we have already paused programming. It was further noted all other directives for travel and the hiring freeze will continue into the following budget year. Ms. Michaelson noted appreciation for the flexibility the State Budget Agency and Office of the Governor has allowed us in making agency appropriate determinations. Mr. Ricci continued the agency will meet with the SBA in September to discuss the agency's budget and parameters. Ms. Michaelson added senior IAC staff have had preliminary conversations around what the 15% holdback will look like considering expenses we do not have in this budget cycle that will hit in 2022. It was further noted the 15% may include an additional holdback after appropriations are finalized by the legislature. Mr. Ricci further clarified the 15% reduction is not something that could be reversed such as the reserve holdback amount. Mr. Hull questioned if there is any indication that funding will return to pre-

COVID levels when the capacity comes back. Mr. Ricci noted the agency is not able to advocate for its own budget. After the 2008/2009 recession our budget came back stronger, but that is the territory for citizens to advocate on behalf of. The agency is here to manage the appropriation we are given, whatever that amount might be, and only to discuss what the ramifications of funding levels might mean.

b. Office of the Governor.

- i. **\$10M Arts, Culture and Destination Marketing Organization Support Grants.** Mr. Ricci reported on the \$10M in federal Coronavirus Aid, Relief, and Economic Security (CARES) Act funding earmarked by Governor Holcomb to benefit Arts, Culture and Destination Marketing Organizations in the state. The funds are being distributed in tandem with the Office of the Lt. Governor and the Indiana Destination Development Corporation (IDDC) with the IAC coordinating application guidelines and processes. These funds are to support organizations with COVID related operational and personnel expenses generated between March 1 – December 30th of 2020 that have not been met through other CARES Act funding programs. The 526 applications received are being reviewed for eligibility. The arts and culture definitions usually utilized for the IAC grants were expanded for this funding to include history museums, zoos, arboretums, and other institutions with cultural programming. Ms. McRobbie questioned if the Governor's Office is requiring any action from the IAC or if this is just to document both agencies signing off on the document. Mr. Ricci clarified that while memorandums of understanding typically document money flowing between two entities, the agencies are not exchanging funding, since all payments will go through the Lt. Governor's office. Ms. Barker called to approve the presented memorandum of Understanding between the IAC and Lt. Governor's Office. Mr. Haist motioned to approve. Ms. Stark seconded the motion. By roll call vote, all were in favor. The motion carried. Ms. Barker thanked the Governor's Office on behalf of the Commission for this support for arts and culture at this critical point and time. Mr. Ricci thanked Director of Programs Paige Sharp and Grants Manager Deanna Poelsma for carrying the water on developing a process and application that would ensure fair and equitable distribution of this funding.
- ii. **Commissioner Appointment Update.** Mr. Ricci reported the Governor has appointed 3 new Commissioners who will be announced after the official press release. They will be replacing Commissioners Anderson, Stark and Stewart.

c. Personnel.

- i. **Work from Home Policy in Development.** Ms. Michaelsen reported because state agencies have transitioned operations to remote work since mid-March, State Personnel has requested each agency submit a remote work policy to encompass the current pandemic and beyond. It will need to be approved by the Commission and State personnel and will be the

agency's policy of record for remote work. Ms. Michaelsen noted the agency has seamlessly transitioned to remote work with great effectiveness.

d. **Advocacy Look Going Forward.**

i. **Advocacy group development.** Terry Whitt Bailey and Sally Gaskill, who are leading citizen advocates, joined the meeting and spoke to the Commission about current initiatives. Ms. Bailey reported on the goal of bringing focus to advocacy efforts and legislative processes through the development of the Legislative Arts Advocacy Council which is being led by Senators Ron Grooms and Tim Lanane to provide a visibility and voice to the arts in legislative decision making through sharing research and policy developments. Senators Jon Ford and Eric Koch are also involved. It was noted each legislator will be connected with citizen advocates from their respective districts to provide consistent information. Ms. Gaskill spoke to national level advocacy, noting since Arts Advocacy Day was cancelled in March of 2020, reaching out to Federal representatives and Senators is being pursued virtually. She continued the main messages to our representatives and senators is to thank them for the bipartisan support of the CARES Act funding, part of which helped to fund freelance artists by giving them unemployment benefits. She continued that the current federal news is that there will be no further COVID relief support, at least, prior to elections. She further reported on the work of Representative Jim Banks from the 3rd district who garnered pro arts attention through his sponsorship of art therapies in the defense budget which was passed by the house. Ms. Bailey further noted the Indiana Arts Homecoming will have 3 sessions focused on advocacy. There will be a discussion with Americans for the Arts Vice President of Research, Randy Cohen, on effective use of arts data for advocacy, a National Endowment for the Art townhall and a discussion with Senators Grooms and Lanane on the work of the Legislative Arts Advocacy Council. Mr. Ricci thanked Ms. Bailey and Ms. Gaskill for their work.

e. **Cultural Trust activity.** IAC Director of Marketing, Bridget Eckert, reported on the 57 grants, one from each county, which are being designated Arts Trust Projects. She continued that these projects promote citizen connection to the arts trust license plate. She noted Commissioners will be sent the official press release, pending Bureau of Motor Vehicles (BMV) approval, announcing the recipients 24 hours ahead of the public. She reminded the Commission these projects will be funded in part by the Cultural Trust.

f. **Executive Leadership Transition Guiding Group.** Ms. Barker reported on the most recent meeting of the guiding group which consists of herself and Commissioners Platt, Stewart and Anderson. She noted Ms. Anderson and Ms. Stewart will continue to serve on the group after their Commission terms end to provide continuity in this process. Ms. Barker noted, after meeting with Karen Gahl-Mills, the group has decided to reevaluate the job description. Once a draft is completed, the group will receive input from IAC staff who work closely with Mr.

Ricci in hopes of having the draft completed prior to his retirement announcement at the October IAH. Ms. Barker noted the committee will be expanded to include arts community representation to assist with vetting and interviewing applicants. Ms. Anderson noted that understanding how formulating a new strategic plan is impacted in this transitional period is an important piece of this endeavor moving forward. Ms. Stewart noted a timeline for this process will be better understood closer to December.

- 5) **Regional Partner Update.** Ms. Sharp noted the Regional Arts Partner representative needed to leave the meeting, so the report was not given.
- 6) **Committee on the Future and Programs Grants and Services Committees.**
 - a. **Update on FY 2021 Grantees.** Ms. Sharp reported on the work of the agency in processing all FY21 grantee contracts for Arts Organizations Support I, II and III grants along with all APS grants as was agreed to by the Commission at the June meeting. She thanked IAC Grants Assistant Chapin Schnick for processing all 400 contracts. Ms. Sharp continued that since Regional Partners will not be processing these payments, they are utilizing time to reach out to grantees to assist with challenges organizations are facing. It was noted due to the nature of APS grants some have had to reschedule or drop out entirely. She continued on the financial and participation losses of arts organizations and noted many organizations are leveraging their creativity to maintain resiliency and meet the needs of their constituents.
 - b. **Cultural Trust Activity Update.** Ms. Michaelsen submitted the Cultural Trust Financial Statement (attached) with a fund balance of \$3,780,537.21. She further noted \$40K has been drawn from the Trust to support the Arts Trust Project grants.
 - c. **Indiana Arts Homecoming 2020 Update.** Ms. Michaelsen noted registration will open the week of September 14th for the October 14 – 15 online events. She noted 16 sessions with several creative opportunities will be available to attendees. Because there will be no barriers with travel and costs, an increased participation from the field is anticipated.
 - d. **PACE Research Update.** IAC Education and Accessibility Manager Stephanie Haines reported on research completed by partner Bob Sabol with Purdue University on the 7 completed partnerships. Ms. Haines noted the program continues to see strong positive results in arts and literacy with strong learning retention and increased participation of students. The program will close with final partnerships and data collated by 2023. Ms. Haines further noted while the programs have been impacted by COVID they have continued.
 - e. **Communications Update.**
 - i. **Development of Arts Trust/APS Grantee Campaign.** As discussed earlier in the meeting.
 - ii. **Biennial Report Development.** Ms. Eckert noted the agency recently rounded the corner on the long form National Endowment for the Arts (NEA) Application for the agency which will inform the biennial report.
 - iii. **Webinar Series.** Ms. Eckert reported on the impact of the COVID webinar series noting 40% of our social media engagement comes from capacity building webinars while the posts account for only 11% of the content. She

further noted all webinar recordings are on available to view on the IAC website.

- iv. **Announcement of 2020 Governor's Arts Award Recipients.** Ms. Eckert reported Governor's Arts Award recipients will be announced at the 2020 IAH. Whether the 2021 awards ceremony will be virtual, live or a combination of the two is to be determined.
- 7) **Old Business and New Business.** None discussed.
- 8) **Tribute to Sherry, Kathy and Nancy.** The Commission thanked Commissioners Anderson, Stark, and Stewart for their strong leadership, service and contribution to the arts in Indiana during their eight-year terms.
- 9) **Adjourn.** Ms. Barker called to adjourn the meeting. Mr. Oakman motioned to adjourn. Ms. McRobbie seconded the motion. By roll call vote, all were in favor. The meeting adjourned at 11:10 a.m.