

# Q1 What does equity within the arts and humanities mean to you?

#	RESPONSES	DATE
1	Opportunities are available to all including: awareness of funding opportunities; access to funding and funders; institutional barriers removed including in the application process; artists and installations represent the diversity of the community. Be proactive in addressing these disparities.	4/8/2019 9:01 AM
2	Equity within the arts and humanity to me means that no matter where you live, who you are and how much money or tax revenue you generate, you live surrounded by the same artistic and pleasant conditions. Based on my belief that art generates beauty and a humane environment. It goes beyond the appeal of architecture and social/green spaces. Equity should include budgeting that provides the same funds for road maintenance, infrastructure and social programming for all areas within the county.	4/6/2019 10:08 AM
3	It isn't just about race; it is also about mobility and alternative but comparable ways of communicating, and being able to provide services (like plays or musical performances for all citizens regardless of abilities.	4/5/2019 4:21 PM
4	Equity in the arts and humanities requires visibility and representation of all cultures and genders. For me, it is very important to provide culturally responsive arts education in the schools as well as to support artists, exhibitions and organizations that work towards that goal.	4/5/2019 2:40 PM
5	Having a voice, say, or vote concerning the arts and humanities projects, exhibitions, sites, etc., My input counts and is heard and considered. Openness and transparency about funding. Opportunities that are open to all artists/performers etc.	4/4/2019 12:51 PM
6	"artist" used very broadly. 1. Access to all resources available to artists from all communities, with special effort to include artists who would otherwise have less access. 2. Opportunities for the public to have access to the arts in all it's forms within their communities, at costs affordable to their communities, with efforts to bring art to under-served and low income communities, especially youth in and out of the schools. Outreach and help in making art available to those who find it hard to access. 3. Access to arts and art education for youth, especially in communities which have little access due to geography, money, physical handicaps, or other things that can minimize access. We need to make up for less access to arts in the schools. 4. Opportunities for artists, especially young artists, from all backgrounds to perform and create.	4/4/2019 12:13 PM
7	Shared understanding, opportunity, access to the full benefits of the arts across a life span and for all people.	4/3/2019 11:26 AM
8	Fair and equal representation on boards of arts and humanities organization; fair, truthful, and inclusive representation in programs, artworks, etc.	4/2/2019 7:44 PM
9	Everyone having an equal chance to live a creative, vibrant, art-filled life.	4/2/2019 4:14 PM
10	Resource fairness across generations, cultures, geography, and artistic ability. This said, priority should be awarded to programs, facilities, and people whose contributions are sustainable and long lasting, i.e., not ephemeral or trendy.	4/2/2019 3:34 PM
11	Access to all by all.	4/2/2019 3:32 PM
12	No cultural or other discrimination.	4/2/2019 12:15 PM
13	Existing programs that support/promote the arts are intentionally inclusive, making everyone feel welcomed and recognized. New programs are developed that do this from the get to.	4/2/2019 12:15 PM
14	Equal access to resources, publicity, and display venues, as well as recognition and grants for artists of all kinds who are Minorities or disadvantaged individuals.	4/2/2019 7:52 AM

15	As a local artist, I want to see us supported more, in venues that are open to the general public, where we can present our performances without the pressure of ticket sales. Public libraries, schools, community events, indoor spaces, festivals. Also, we need to get paid. Our artistic contributions might not be measured in dollars, but our time, our materials, our efforts, our preparations and rehearsals, our dedication to hone our craft does cost money and resources -- in addition to raising our kids, keeping a roof over our head, paying for transportation, and spending time and money promoting our artistic work and business.	4/1/2019 7:34 PM
16	That extra attention is given to using public funds for the arts and humanities as it relates to marginalized and minority populations. To seek at least proportional representation in exhibits, showings. And to invest in talent that may not have resources to develop or market themselves.	4/1/2019 6:23 PM
17	To respect and value all cultures, ethnicities, and backgrounds.	4/1/2019 4:56 PM
18	Fixing the institutional barriers to arts funding and resources that minorities have faced. Minorities defined as communities of color, women, LGBTQ, etc.	4/1/2019 4:46 PM
19	Being treated fairly regardless of race, gender, etc.	4/1/2019 4:17 PM
20	Nothing	4/1/2019 3:28 PM
21	Equitable opportunities - diverse participants - and equitable outcomes - diverse presentations	4/1/2019 3:27 PM
22	Equity with the arts and humanities has three foundations: access, participation and representation. Access: Arts and humanities events and programming need to be accessible to all, regardless of economic situation, physical abilities, age, race or gender. Equity of access includes: wheelchair accessibility to venues; ticketing that doesn't limit access to those with disposable income; and marketing that reaches out to the broad community. Participation: In addition to having access as audience members, everyone deserves to be able to participate in a wide range of arts and humanities programming. This broad-based participation in the arts and humanities needs to be viewed as a right, not a privilege, available to all. Representation: Just as audience members and participants need to be diverse, the artists and performers need to reflect the diversity of our local communities and the world at large. Children in the audience should be able to see artists who look like them, for instance. We talk about drawing from a pool of talent to find visual, literary and performing artists In our nation's capital region; we should think in terms of an ocean of talent because of the diversity and richness available. By the same token, our nonprofit and cultural leaders need to reflect the diversity of the communities being served. We need to work toward greater representation of diversity on nonprofit staffs and boards, and follow the lead taken by the Urban Arts Leadership initiative c/o Greater Baltimore Cultural Alliance, and others in the field.	4/1/2019 3:17 PM
23	Opportunity for young people to participate in activities they may not normally be exposed to. Including ceramics, ballet, play writing, etc. that are out of the norm of drawing, photography, filming on your Iphone, etc., etc.	4/1/2019 2:38 PM
24	Equity within the arts and humanities is important because human beings have to make decisions based on values. Values are not only home based but community based. In order to remain equitable, every program offered should be available in all areas. Programs should be cost efficient and be mindful of the populations financial constraints.	4/1/2019 1:50 PM
25	Equity should entail not only the removal of barriers for those who seek to enjoy and appreciate the arts and humanities, but also for those who create content. Everyone must be empowered to participate in the conversation!	4/1/2019 12:21 PM
26	Equity within the arts and humanities means that all people, regardless of their financial circumstances, have access to high quality arts productions and programs. Additionally, arts organizations that follow an Equity model ensure that all those who engage with their work feel welcome as patrons, participants, and/or creators. Successful arts organizations truly following an equity model seek ways to include diverse patrons (of all ages, abilities, socio-economic status, races, genders, sexual orientation) while upholding high artistic standards.	4/1/2019 11:23 AM
27	Equity within the arts and humanities means that all racial and ethnic groups are represented, supported and celebrated.	4/1/2019 10:34 AM
28	rfgfr	4/1/2019 12:05 AM
29	A diversity of stories and perspectives represented fairly and powerfully in a way that causes the viewer to grow in understanding and plants a desire in them to learn and reach across differences.	3/31/2019 10:39 PM
30	Participation in the arts and humanities is only limited by creativity. Efforts need to continue to have participation available at any level (viewer, participant, sponsor, organization)	3/31/2019 8:50 PM

31	THEATRE ARTS ORGANIZATIONS NEED OPERATING FUNDS TO EXIST. LARGER COMPANIES HAVE THE ABILITY TO HIRE STAFF (PERFORMERS, TECHNICIANS, MARKETERS, BOX OFFICE, SET /COSTUMES DESIGNERS, ETC.) SMALLER THEATRE ARTS GROUPS ARE PRECLUDED FROM EXPANDING AND GROWING AS A BUSINESS TO PRODUCE PROGRAMMING WHEN THE PLAYING FIELD IS NOT EQUAL. WITHOUT EQUITY, THE DISPROPORTIONATE WAY GRANTS ARE AWARDED AND THE FUNDING LIMITS AVAILABLE TO SMALLER THEATRE GROUPS CONTINUES TO PUT THESE GROUPS AT A DISADVANTAGE WHEN WORKING TO ATTRACT THE BEST TALENT, DESIGN AND BUILD ELABORATE SETS AND UTILIZE ALL THE TOOLS AVAILABLE TO PROMOTE THEIR PRODUCTIONS. THEREFORE, THESE ORGANIZATIONS ARE UNABLE TO THRIVE AND ARE CONSTANTLY UNDER THE THREAT OF CLOSING DOWN.	3/31/2019 8:40 PM
32	Equity is is giving everyone what they need to be successful. In order for less advantaged residents to have access to the arts and humanities, it means coming up with programs and trainings and art centers where they will be welcomed, encouraged and learn without exorbitant prices.	3/31/2019 5:48 PM
33	All voices are valued equally.	3/31/2019 3:50 PM
34	That all people from all backgrounds have the opportunity to participate in as patrons, and experience as creators, art.	3/31/2019 11:07 AM
35	reasonable access to resources to all for responsible use	3/31/2019 10:30 AM
36	All artists are supported for their creative endeavors.	3/31/2019 9:02 AM
37	All students should have equal access to opportunities to be active in A&H throughout their time in pre, elementary, middle, and HA instructors of color should be hired to tech these subjects	3/30/2019 11:01 PM
38	It means that artists who are not white men will be nurtured: arts awards, gallery openings, shows.	3/30/2019 7:03 PM
39	Opportunities provided for diverse audiences. All ages, races, genders	3/30/2019 4:14 PM
40	Allowing all potential artists and the public equal access to programs.	3/30/2019 1:53 PM
41	That everyone has a seat at the table, i.e.: has access to participate in the arts and humanities, as an artist, as a community member, as a grantee, etc. And that arts programming and arts funding is reflective of the diversity of Montgomery County.	3/30/2019 12:32 PM
42	Equity means the art we create is accessible in as many ways as possible: financially, geographically, educationally. It requires arts organizations to consider their audiences in their planning and pursuit of their mission.	3/30/2019 6:35 AM
43	All are able to participate, to perform, to take part in the production of, and to experience the performance of arts.	3/30/2019 6:03 AM
44	Equity means that there is fair and unbiased representation and appreciation of all races, ethnicities, and gender types (i.e., LGBTQ) and the artistic expressions that each any of those races, ethnicities, and gender groups offer.	3/29/2019 10:55 PM
45	have no clue	3/29/2019 7:47 PM
46	That everyone regardless of race, age, religion, ethnicity, gender, sexual orientation, education, ability or citizenship can be included.	3/29/2019 7:42 PM
47	Opportunity for creative engagement and expression of a personal voice. Community inclusion and participation. Education and guidance for arts learning. Exposure to artistic talent from within and outside the community. Connections and avenues encouraging further achievement.	3/29/2019 6:22 PM
48	You have to think about inputs and outcomes of programs in arts and humanities. Are the inputs equitable? Do you have equitable, proportional representation of the population of the county, especially considering groups that are vulnerable, under-represented, or underserved? Are program outcomes equitable? Do the programs draw an audience that reflects the population? These are two guiding concepts for planning that is equity minded.	3/29/2019 6:02 PM
49	Removing barriers, both intentional and unintentional, to provide a clear path for accessibility for all. Having a space for everyone to be heard.	3/29/2019 5:03 PM
50	being inclusive and engaging people with diverse backgrounds when it comes to decision making, programming artists/performers, funding, employment, and audiences	3/29/2019 4:42 PM

51	It's where are no longer satisfied with just having the "optics" of a room or roster filled with the names of Black, indigenous, POC, disabled, low-income, queer artists, but where we can be grounded in the authentic relationships we create with others. It's where we move from tired scripts of allyship theater to transformative relationships grounded in the artistic, physical, and emotional liberation of ourselves and all people, especially those who have been most harmed by dominant culture and systems.	3/29/2019 3:31 PM
52	Representing the constituency in our community. Ideally, our staff, board, and patrons would closely mirror the demographics of Montgomery County	3/29/2019 3:15 PM
53	An objective consideration of my capacity, potential success on a work site, that is blind to societal prejudice relating to gender, color, lineage, creed, yet open to good possibilities within a creative, inspired framework.	3/29/2019 1:34 PM
54	People from all walks of life, ethnicities and income levels should be able to access and participate in arts and humanities activities as well as funding and support for creative activities.	3/29/2019 1:10 PM
55	Equity in the arts and humanities involves equal access to employment, equal access to be participants/audience members/attendees, and events that reflect a wide range of backgrounds (cultural, physical, socio-economic.)	3/29/2019 12:33 PM
56	Equality with judging based on merits having nothing to do with race. No white privilege, no black privilege, no funny business, just the merits.	3/29/2019 12:26 PM
57	that the culture, arts and full scope of all groups are represented. For instance that music and arts exhibitions and performances don't feature just white European male artistic efforts	3/29/2019 12:14 PM
58	it means that all artists - regardless of racial, ethnic, financial and other differences have their works regarded and considered for public displays and other types of publicity. I feel this community is presently more equitable than other aspects of life in MoCo	3/29/2019 12:02 PM
59	Equity within the arts and humanities means having access and transparency to all types of resources including: financial support, professional development, referrals and sharing of information.	3/29/2019 11:36 AM
60	It means a fair distribution of resources to small arts organizations whose unique work is in high demand by underserved communities. The current funding of large arts organizations vs. small/mid-sized is disproportionate.	3/29/2019 11:32 AM
61	Representation among ALL cultures, reflecting diversity within the County	3/29/2019 11:32 AM
62	Art is for all. I want to see truth , beauty and goodness, which knows no color, gender or race. Arts should raise all to a better place in their life.	3/29/2019 10:17 AM
63	Equal access to arts and humanity programming and arts and humanities that are inclusive and inviting of a variety of groups.	3/29/2019 9:35 AM
64	Equal access to the arts regardless of race, sex, socio-economic status.	3/29/2019 9:30 AM
65	Enhanced visibility for art, artists and cultural events that come from our county's diverse immigrant groups. Enhanced education and cultural experience opportunities for economically disadvantaged people. Encouragement of art that reaches across cultural and linguistic boundaries to reduce the silo effect of separate communities.	3/29/2019 9:14 AM
66	It means that the county allocate resources to showcasing arts from racially diverse communities, especially Asians and Hispanics, who tend to be under represented in the arts. That we have regular conversations about race in schools, colleges and work places.	3/29/2019 9:10 AM
67	To me, it means that the systems in place leave room for many varied interpretations and expressions of self, that allow people to make assignments or groups fit their individual needs.	3/29/2019 9:02 AM
68	Equal opportunity. Not equal outcomes	3/29/2019 8:27 AM
69	Non-restrictive opportunities to participate in and exhibit and present one's creative talents. Funds should be available to citizens in creative communities in order to engage in artistic endeavors, no matter their ethnic, racial, or religious background.	3/29/2019 8:06 AM
70	Two things: First, that people have e*ual access to arts and humanities programming no matter their income, zip code, culture or language. Second, that people, especially children, have e*ual access to arts and humanities programming that REFLECTS their experiences of income, zip codes, culture and language.	3/29/2019 5:06 AM

71	Equity within the arts and humanities means equitable access to, and participation and representation in the arts and humanities. Arts and humanities can include art museums, dance and music performances, cultural festivals, historical presentations, and even archival and archaeological research and surveys.	3/28/2019 11:30 PM
72	Opportunities for artists from a variety of different backgrounds and races/ethnicities and ages; distribution of artwork and lectures/etc in locations throughout the county, emphasizing more in lower-income neighborhoods and neighborhoods with large portions of persons of color; focus on content that represents a number of different cultures and perspectives, as well as programming in languages other than English	3/28/2019 11:00 PM
73	i have no idea	3/28/2019 10:51 PM
74	Equal enjoyment	3/28/2019 10:20 PM
75	Being fair and impartial with grants	3/28/2019 10:05 PM
76	It means access to the range of opportunities for self-expression. No one group has the inside track. Information on grants and other types of supports are well publicized. Guidance is provided for those who might be first-time candidates. Access to lessons/instruction is made possible through robust programs in schools as well as through private entities. Need-based scholarships are available for youth demonstrating promise. It is not enough to have programs--low and medium income families also need to be able to enjoy the range of arts and humanities offerings in the county. Meet people where they are--take the arts to more neighborhoods. Not everyone can make it to Strathmore of the usual arts venues.	3/28/2019 9:54 PM
77	It means that everyone, regardless of race, background, or other personal characteristics, has access to art, an opportunity to create art, and an equal chance to share their art with others. This could require funding for art supplies and programs in schools, subsidies for art camps, or art contests for different levels that are open to all. (and by art I mean not just painting but writing, poetry, performing, and other forms of creative expression)	3/28/2019 9:54 PM
78	t it. Should have something to do with equitable funding and promotion of artistic endeavors for all identifiable subgroups within the county.	3/28/2019 9:36 PM
79	Cultural diversity -- not just within the US, but especially non-US	3/28/2019 8:19 PM
80	Providing equal and equitable access to segments of MC's multiple communities -- communities of color, LBGQTQ representatives, low- and middle-class individuals, etc.	3/28/2019 8:16 PM
81	merit and asesthetic judgement way more important than "equity"	3/28/2019 7:56 PM
82	Equal Opportunity for poor and minorities to have a place in the Arts and Humanities. Equal High quality programming, which means eliminating subpar programming. Giving funds to Minorities as a priority because they are so oppressed economically and systematically.	3/28/2019 7:52 PM
83	Equity means that people from various backgrounds have equal (and hopefully substantial) opportunities, including the opportunity to experience each other's art, food, culture, values.	3/28/2019 7:44 PM
84	That all individuals and groups are treated equally and rewarded depending on their impact to the larger community. The greatest good for the greatest number.	3/28/2019 7:36 PM
85	the people making the decisions are not all old white men.	3/28/2019 7:22 PM
86	It means the most marginalized experiences are centered. History is often written by the victors. In our community, that often means those victors reflect the majority of its time. It's important to reflect and review and ask ourselves...what does this tell us about being human.	3/28/2019 7:17 PM
87	Examples include Ozomatli and Snail Mail. Ozomatli is a band that represents so many different cultures and their music brings them together. Also, Snail Mail (full disclosure my son is the drummer) represents the kids in MoCo. Thanks to Ken Hartmann who opened up the Montgomery County Regional Center he had a venue to showcase his talent and other people saw it. Equity means access.	3/28/2019 6:57 PM
88	It means that people with equal talents get equal opportunities to present their work.	3/28/2019 6:02 PM
89	Different perspectives and cultures represented	3/28/2019 5:58 PM
90	Giving equal exposure and support to the arts of different ethnic communities.	3/28/2019 5:51 PM
91	Being color and gender blind, and letting the art speak for itself.	3/28/2019 5:20 PM

92	Various avenues for access, participation, creation and exhibition, taking into account barriers due to economic background and current situation, culture, language, disability, identity, living situation, etc.	3/28/2019 5:19 PM
93	It means recognizing, supporting, and promoting programs that feature women's traditions of the Islamic World. It means putting this arts on stage and not treating them merely as colorfully costumed artists restricted to a theatre lobby to create atmosphere.	3/28/2019 5:11 PM
94	Equity means equal access to programs, services and opportunities. It also means inclusion and representation in programs that is generally in proportion to the make-up of our community.	3/28/2019 5:08 PM
95	Everyone's voice is heard.	3/28/2019 5:05 PM
96	Diverse cultures including sub cultures and marginalized communities.	3/28/2019 4:42 PM
97	providing opportunities for creative expression to all the diverse ethnic groups in Montgomery county	3/28/2019 4:41 PM
98	Creative artists and humanities scholars of all backgrounds are all given an equal opportunity to receive support from the county in an above-board competitive process.	3/28/2019 4:37 PM
99	featuring artists from different ethnic backgrounds and with different kinds of art (music, visual, dance, writing, etc) performing on and on exhibit	3/28/2019 4:36 PM
100	Equal opportunity for all to participate. Where possible, diverse range of program offerings by the cultural and humanities organization.	3/28/2019 4:22 PM
101	Diverse racial and cultural representation of those in the decision-making processes of choosing grant recipients, awardees.	3/28/2019 4:05 PM
102	Equal access for all.	3/28/2019 3:57 PM
103	Equity = equal access for people regardless of race, economics and/or disability.	3/28/2019 3:44 PM
104	Equal opportunity for all interested to participate in the arts as well as have access to viewing or learning the arts.	3/28/2019 3:39 PM
105	Means that the budget towards arts and humanities goes in equal amounts to the different communities, Anglo-Americans, African-Americans, Latino-Americans, Asian-Americans, Native-Americans, other-Americans.	3/28/2019 3:32 PM
106	Representing people's cultures and identifies from a diverse set of people.	3/28/2019 3:30 PM
107	Equity in the arts and humanities means looking at groups that seek to serve many audiences, draw in many audiences, and to promote and support artists across the county. Now, here's the challenging part: to look toward artists in a broad spectrum --across socio-economic classes, color, ethnicity, sex AND ages -- (as an artist of a certain age, I often think that one of the most unsaid biases is ageism) -- AND, at the same time, to promote/support art that has merit and contributes to the conversation about what makes us human (I'm trying to be very broad, because art is so subjective).	3/28/2019 3:28 PM
108	That all those interested in participating in programs have access to programs at their levels of talent and experience, if necessary with subsidies for fees.	3/28/2019 3:25 PM
109	It means that all people, regardless of financial status or location within a city/county/country have equal access to engaging with the arts and humanities through their creation or consumption.	3/28/2019 3:24 PM
110	The diversity of the County is our strengthen; and therefore, should be conveyed in the arts. Our shared human experience and County values should be shared in such a way that makes every resident feels a sense of belonging and purpose.	3/28/2019 3:08 PM
111	All people wishing to participate, witness, grow or produce art, van with equal opportunity and enabling resources.	3/28/2019 3:00 PM
112	All people can equally contribute their creative efforts through art, or literary works.	3/28/2019 2:56 PM
113	Arts equity means to me the ability to create and perform art (the expression of voices seldom heard) and the means to experience art (affordability and seeing yourself in a work of art).	3/28/2019 2:55 PM
114	It means that the County should NOT consider race. We should look to the quality and artistic value of a person's work, not the race of the creator or subject.	3/28/2019 2:55 PM
115	access to all	3/28/2019 2:42 PM

116	It means that everyone has access to and can participate in arts and humanities programming. As the host of the DiVerse Gaithersburg Poetry Reading, I have repeatedly heard from people who want to come to our readings or be a featured poet that it is difficult for them to get to our readings because of poor mass transit options. Last year we had a poet from Silver Spring who does not drive. For her to come to read with us would have involved 2 hours each way by bus. We arranged for a ride, but this is an ongoing issue. For us to have a truly diverse poetry reading, people need to be able to get to us. We are very lucky to have found a home at the library, but it should be noted that when I did consider some of our arts venues, both county and city, it would have involved funding we don't have or charging admission which would have made the readings less accessible.	3/28/2019 2:41 PM
117	Diversification of ethnic & cultural expressions reflecting rich life experience.	3/28/2019 2:39 PM
118	Blind casting in theatrical productions, blind auditions for musical groups, diversity in the staff for the organization's administration, and opportunities for people of all populations and socio-economic statuses to attend events.	3/28/2019 2:28 PM
119	It means that all cultures should be acknowledged and highlighted in programs available to all residents of the county. This should include County-sponsored festivals, theater, the arts and other related activities/events focusing on the rich variety of arts and humanities found in Montgomery County.	3/28/2019 2:23 PM
120	Equal opportunity for all to get access to arts as a participant and audience; to be aware and proactive in having representation at the board and staff level, and also in the programming; and to learn about equity from others that are not like me.	3/28/2019 2:21 PM
121	That my government should quite being racist (promoting minorities over others), sexist (promoting females over males), and classist (promoting the poor at the expense of earners) at every turn.	3/28/2019 2:20 PM
122	That excellence in beauty and expression is valued regardless of source and that the full range of human experience is welcomed, especially from voices historically silenced or undervalued.	3/28/2019 2:11 PM
123	Encouraging all students in all MCPS schools in arts & humanities, not just schools with wealthy PTAs.	3/28/2019 2:09 PM
124	all art forms represented	3/28/2019 2:08 PM
125	Fairness and impartiality for all Arts and Humanities groups, associations and organizations within the local communities, giving everyone a fair chance to practice one's own culture	3/28/2019 2:08 PM
126	It means everyone should have a part (or voice) in the arts. "Bring more people into the arts, don't filter them out" should be the motto.	3/28/2019 2:04 PM
127	inclusion of all races	3/28/2019 2:02 PM
128	Same treatment to All artists regardless of race or ethnic background... the treatment is based on the quality of the work, not on quotas.	3/28/2019 2:01 PM
129	No discrimination based on race.	3/28/2019 2:00 PM
130	Equal representation, accessibility, and opportunity in arts organizations for all groups of people. And transparency among the processes our organizations take in order to produce our work.	3/28/2019 1:57 PM
131	Equal opportunity for all to participate	3/28/2019 1:53 PM
132	Allocating resources, giving attention to and making decisions around the arts and humanities that fairly represent all genders, races, socioeconomic classes and sexual orientations and identities.	3/28/2019 1:52 PM
133	Understanding and supporting what quality means under different paradigms. Making participation and advancement possible to people of all economic backgrounds	3/28/2019 1:49 PM
134	That funding for the arts and humanities will be spread across all persons within Montgomery County, not just focused on one group of people. Making sure that our underserved population gets exposure to the arts and humanities is very important. Making sure that arts and humanities are still taught in the schools across the county	3/28/2019 1:47 PM
135	All voices, artists, and musicians should have an equal opportunity to compete for exhibition/performance opportunities. Whenever possible, these competitions should strive to keep the identity of the artist/performer anonymous until after selections are made.	3/28/2019 1:45 PM

136	It means anglicization. Back in the pre-WWII era, people from all over Europe migrated to the USA. They were absolutely forbidden from speaking their mother tongue at work or in public. Everyone was forced to use the English language when outside of their private living quarters. E Pluribus Unum (from many, one) meant shut the f--- up and speak English mother----- !! That's what made America great: everybody spoke the same ----- language. Make America Great Again is not a racial slur; it's an effort to make America prosperous for everyone living in the USA. All we ask that everyone speak English. My grandmother was German (and no, I'm not a neo-Nazi or skinhead!), and she Anglicized same as everyone else. Keep your Goddamn "equity," go to school and work two or three jobs and keep your home and everything neat, clean, and tidy. Improve and contribute to your neighborhood rather than trash it!	3/28/2019 1:40 PM
137	Access, exposure, opportunity, diversity	3/28/2019 1:39 PM
138	Arts and humanities organizations actively and intentionally close gaps that have caused systemic economic, historical, cultural, and other opportunity gaps.	3/28/2019 1:36 PM
139	Fair and Equal distribution of resources including funding, space, and programming	3/28/2019 1:35 PM
140	It means everyone can see themselves in art. For example we see Black violists, ballerinas, and conductors. It means our arts organizations reflect the cultural, historical experiences, values, traditions, and languages of many different people.	3/28/2019 1:34 PM
141	Supporting and growing artists of a variety of cultural backgrounds. Artists may not be of Standard of quality necessary for long-term viability, but they should be given the opportunity to pair with and learn from experienced artists, to grow the diversity of choices heard within the community.	3/28/2019 1:33 PM
142	Arts that appeal to and are reflective of all races and ethnicities	3/28/2019 1:32 PM
143	Equal access for all. Period. For artists, for patrons, for children, all races, all cultures, all income levels.	3/28/2019 1:30 PM
144	dealing fairly and equally with all constituents	3/28/2019 1:25 PM
145	I don't understand equity and think getting into this sort of policy is a mistake.	3/28/2019 1:24 PM
146	It does not mean quotas. It does mean a deliberate attempt to provide access to arts & humanities programs to all ethnic, geographic, racial parts of the community and outreach to all artist and performers about grants, venues, etc.	3/28/2019 1:22 PM
147	It means respect for all communities and inclusion at all levels of arts organizations. It means going the extra mile if needed and finding ways to listen and understand other viewpoints while not holding any cultural perspective as superior.	3/28/2019 1:17 PM
148	1. Fair funding for all organizations regardless of size. Greater funding for smaller organizations that have more need. 2. Greater opportunities for arts organizations that focus on culturally diverse programs. Opportunities being performance venues, financial support and organizational support.	3/28/2019 1:16 PM
149	putting things where people without access to cars can get to them	3/28/2019 1:16 PM
150	Establishing an appreciation for different cultural aspects within the diversity of Montgomery County.	3/28/2019 1:15 PM
151	All people having equal and fair access to the arts and humanities	3/28/2019 1:15 PM
152	Equity is defined as the quality of being fair and impartial. Within the arts and humanities space, I interpret equity as serving all throughout the county (across race and ethnicity, income levels, education, and so forth); that is, offer programming opportunities that reflect our distinct communities and interests. Provide opportunities for underrepresented artists of color to feel welcome and fully engage in these spaces.	3/28/2019 1:13 PM
153	Representation of all in subject matter, and artists supported and presented	3/28/2019 1:13 PM
154	Requiring developers who are gentrifying to contribute space - studio, performance, gallery and more	3/28/2019 1:11 PM
155	Accessibility for everyone...artists applying for Grant's or exhibitions and for patrons to have the most expansive cultural experience.	3/28/2019 1:10 PM
156	equal opportunity--it seems like so many venues are closed off to different groups--public ones as well as private ones, and mostly because a lot pf performers don't really know how to make contact with the people and places that put on shows. P.S. obviously this is about live performances and not gallery showings. Don't know nuthin about those.	3/28/2019 1:10 PM

157	Arts and humanities should be leaders in the larger community dialogue about cultural equity, using the tools of creative expression and critical dialogue to talk about the areas of life that are difficult to express through policy discourse. For example, a non-discrimination clause is a policy tool meant to express a basic value. Arts and humanities leaders should be convening creative activities and conversations that help envision and make our communities non-discriminatory places to be in reality.	3/28/2019 1:09 PM
158	Facilitate representation and ACCESS to all. It need not be construed as a zero-sum problem, since It isn't always about funds, and there are plenty of underutilized resources in the county that could be used to move toward these goals.	3/28/2019 1:08 PM
159	all types of art are displayed	3/28/2019 1:07 PM
160	People should have the opportunity to develop and display their artistic talents regardless of ethnicity, age, or sexual orientation.	3/28/2019 1:06 PM
161	everyone given a fair shake	3/28/2019 1:05 PM
162	Better access, representation and inclusivity for artists of different races, genders, different abilities, socioeconomic backgrounds, as well as single parents.	3/28/2019 1:05 PM
163	it means that everyone has access to the same resources, but with adjustments if there are under-represented communities	3/28/2019 1:05 PM
164	all treatment to all equally	3/28/2019 1:04 PM
165	Representation!	3/28/2019 1:04 PM
166	Equal opportunity for all MC citizens to partake and participate and enjoy arts and humanities	3/28/2019 1:03 PM
167	Equity in the arts and humanities should ideally give a platform to all groups irrespective of the individual beliefs of those controlling the purse strings. Subject matter and style should reflect the society that we are a part of, and address issues that are current as well as historical; universal as well as specific.	3/28/2019 1:03 PM
168	It means as a Palestinian artist, I am not silenced. It means as a LGBTQ artist, I can be open and honest. It means there is the potential to find employment or commissions within my community as a local artist.	3/28/2019 1:02 PM
169	Acess for all to art and cultural events, education and spaces to create.	3/28/2019 1:02 PM
170	Means we improve access to learning and exposure to arts and humanities across different socio-economic spectrum, especially for children.	3/28/2019 1:01 PM
171	Representation of all cultures in the art place as well as equal opportunities.	3/28/2019 1:00 PM
172	Equal educational opportunities in the arts, and otherwise, from the earliest age of childhood, including supplemental assistance for kids not receiving educational input at home.	3/28/2019 1:00 PM
173	Art and cultural traditions from around the world are expressed and experienced by all community members.	3/28/2019 1:00 PM
174	Decisions about which stories are told are made by a group that represents the community well, so that those stories come from every facet of the community.	3/28/2019 12:59 PM
175	Being race- and ethnicity-blind in arts and humanities funding and programming. Not promoting "minority" programming.	3/28/2019 12:58 PM
176	fully recognizing the contributions of ALL - not just those descended from Western European ancestry! As a musician - I feel this deeply!~	3/28/2019 12:58 PM
177	Representation from people of all races, cultures and religions in the arts, as well as diverse artistic styles.	3/28/2019 12:58 PM
178	That all cultures and people of color and diversity receive the same opportunities to receive and reflect their own expression of beauty and life through the arts and humanities that are available to them in their communities, cities, and country they live in.	3/28/2019 12:54 PM
179	It means the presence of arts/humanities programs by and about the many beautiful strains of the human species as depicted by broad and inexact descriptions of race, ethnicity, gender, color, language, sexual orientation, faith, etc as are present in our county. These should be available to the public -- not so expensive only a fringe can access them.	3/28/2019 12:53 PM

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180	Equal access to arts/humanities education, exhibits and performances irrespective of one's economic status	3/28/2019 12:52 PM
181	Equal access to arts education and experiences throughout the entire county, not just in certain pockets of the community.	3/28/2019 12:52 PM
182	It means that we figure out how to support arts organizations that are representing non-dominant cultures.	3/28/2019 12:50 PM
183	Equal access to all and understanding that we all come different cultural backgrounds that strengthen our presence at the table	3/28/2019 12:50 PM
184	Equal access for all races, genders, gender identities, religions in all aspects of the arts	3/28/2019 12:49 PM
185	Everyone has equal access to low-cost, high-quality arts experiences, and everyone has an equal opportunity to participate in the creation of those experiences.	3/28/2019 12:48 PM

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## Q2 Where do you see the greatest disparities to equity, access, and inclusion within the arts and humanities in Montgomery County?

#	RESPONSES	DATE
1	Limited arts venues that allow crafters, venues for 3-D work. Existing venues that focus on high end art, does not include community art or speak to the various ethnicities within the county.	4/4/2019 12:51 PM
2	The immigrant communities. Low income, especially access by youths. Schools.	4/4/2019 12:13 PM
3	Funding pathways and opportunities are more robust and with greater access for larger institutions. More barriers are experienced for individual artists and smaller nonprofits. I also see large disparities in access and ownership of space. We also experience barriers to inclusion for senior adults, the fastest growing area of the population. Cost to participate in arts programing, transportation, and narrow understanding of the benefits of creativity to age well are barriers to access and inclusion.	4/3/2019 11:26 AM
4	Chevy Chase, MD	4/2/2019 7:44 PM
5	n/a - live outside MoCo	4/2/2019 4:14 PM
6	While I favor a broad range of activities, I believe we can should more to further traditional art mediums through art festivals, classical music concerts, and art classes, especially ones targeting children and youth.	4/2/2019 3:34 PM
7	Programs for the elderly are sorely lacking.	4/2/2019 3:32 PM
8	Not knowledgeable.	4/2/2019 12:15 PM
9	The East/West divide: almost all our signature arts/cultural facilities - those that have gotten much County support -- are in the western part of the County.	4/2/2019 12:15 PM
10	At the level of grant-making governmental entities and not-for profit organizations, as well as County/State leaders lacking in appreciation of equity needs in the Arts	4/2/2019 7:52 AM
11	Internet access and visibility. I didn't grow up in this country. There are still many social structures that are just unfamiliar to me, as a relative "newcomer." Although I'm quite confident with English as my second language, I do encounter a lot of creative people who are really not well-versed in accessing funding sources via the internet. Grant-writing is a mystery, and time is limited. I'd rather have a periodic one-on-one meeting with people who can help me along the way, nurture my "marketing" progress, and have the market savvy to point me to broader audiences and a wider range of venues where I can present my art. Help us explore more "outside the box" presentation opportunities, which are also being renumarated.	4/1/2019 7:34 PM
12	Not sure. But I think when young people or just potentially talented do not have resources for private lessons or exposure to artistic experiences and environments. So it starts in the diversity of opportunities in the schools and then in the non profit arena of the community. Outreach to the same groups is a set up for failure.	4/1/2019 6:23 PM
13	I do not live in Montgomery County and I do not work there.	4/1/2019 4:56 PM
14	Budget based grants allocation continues to perpetuate the cycle. Organizations with bigger budgets continue to get more funding. There has to be a way to nurture the diverse artists in our communities that balances this equity problem.	4/1/2019 4:46 PM
15	Opportunities for minorities.	4/1/2019 4:17 PM
16	Nowhere	4/1/2019 3:28 PM
17	Student access to music lessons - they're expensive! Free programs like east county's Strathmore strings fill the gap but we need more.	4/1/2019 3:27 PM

18	Clearly, the biggest disparity is along socio-economic lines. Opportunities abound for the affluent, mostly white, communities and schools. Far fewer opportunities exist for households and schools of lesser means. This disparity represents the greatest need. Bridging the gap can be achieved through creative partnerships to underwrite costs, and other cost-sharing strategies. There is no better place to start than with early childhood education--and with focusing on support for working parents seeking high quality childcare. Arts integration is an essential component in early childhood development and should be funded at much higher levels. There is so much compelling evidence, in general, that investing in preschool programs and quality childcare from birth to age 5 will reap immense benefits for the future.	4/1/2019 3:17 PM
19	Don't know; I don't have kids in school. For adults, there is alot of activity so not sure where the gaps are.	4/1/2019 2:38 PM
20	East County	4/1/2019 1:50 PM
21	Mont Co has a very long way to go to develop a distinctive identity and a true sense of place. These discussions around equity provide an opening for that to take place.	4/1/2019 12:21 PM
22	Montgomery County residents of financial means are fortunate to have access to numerous performing and visual arts opportunities. However, residents with limited financial resources are often unable to enjoy this great variety of arts programming. When Montgomery County arts organizations offer programs designed to provide free or reduced cost access to residents with limited financial means such as field trip programs for Montgomery County Public School students, the County should reward these efforts.	4/1/2019 11:23 AM
23	One of the greatest disparities is in leadership of arts and humanities organizations. A disproportionate number of organizations are led by middle-aged Caucasians. We need leaders of all ages from the African, African-American, Asian, and Latinx communities. Similarly, there are not enough organizations representing these communities. This does a great disservice not only to those communities, but to the broader community as well. One place I have consistently seen these cultures celebrated is the World of Montgomery Festival. I have had rumors that the festival may be eliminated now that Marc Elrich is county executive. I hope this is not true. We need events like this that bring together people of all backgrounds to celebrate the vibrant diversity in our county.	4/1/2019 10:34 AM
24	gf	4/1/2019 12:05 AM
25	I live in Anne Arundel county now and work in Baltimore. Before that I lived and worked in MoCo, specifically at the Olney Theater. The programming I experienced at Olney and in MoCo in general was fairly diverse and inclusive, but the actual audience who showed up was not. It has been beautiful to work in Baltimore and see people show up to see their own stories told with beauty and passion. MoCo could benefit from initiatives that bring more of their immigrant and minority population out to festivals and into theaters and museums.	3/31/2019 10:39 PM
26	A central site with all information about arts and humanities activities should be promoted to all MOCO citizens.	3/31/2019 8:50 PM
27	FUNDING OF THEATRE ARTS GROUPS IN MONTGOMERY COUNTY IS THE GREATEST DISPARITY TO EQUITY, ACCESS, AND INCLUSION.	3/31/2019 8:40 PM
28	In the Down county Areas VS. more affluent places in MOCO	3/31/2019 5:48 PM
29	I don't know.	3/31/2019 3:50 PM
30	Money The organizations that are doing good work to bridge these divides need more money so they can keep doing that work.	3/31/2019 11:07 AM
31	I don't see any disparities. Taxpayers already subsidized too much for others nor doing their share.	3/31/2019 10:30 AM
32	So few are selected to receive support.	3/31/2019 9:02 AM
33	Kids are held back by lack of opportunity to access these programs because issues of economic disparities that create barriers that provided children do not,	3/30/2019 11:01 PM
34	My daughter is an artist in Takoma. The biggest problem, I think, is that there aren't enough affordable studios. And if you find one, it's often in a sketchy neighborhood. Not an appealing trade-off for a woman.	3/30/2019 7:03 PM

35	Programs for single women ages 50+. That means having a positive, welcoming space with free parking that isn't underground. Places and events designed for women who will attend solo or in groups.	3/30/2019 4:14 PM
36	Nowhere	3/30/2019 1:53 PM
37	Funding distribution to large, established organizations. Not sure outreach about art opportunities is reaching as far as it should. There should be more public art and/or art that brings art to the people. Not everyone can travel to a theater or gallery.	3/30/2019 12:32 PM
38	Not sure. The county has many venues and a wide range of arts and humanities offerings.	3/30/2019 6:35 AM
39	Northern county	3/30/2019 6:03 AM
40	Montgomery County has done much over the past several years to demonstrate a sensitivity to equity, inclusion, and access; however, there still remains more to be done to spotlight the artistic accomplishments [in music, dance, drama, literature, painting] of African Americans, Latinos, and members of the LGBTQ communities.	3/29/2019 10:55 PM
41	I don't see any	3/29/2019 7:47 PM
42	In income and education.	3/29/2019 7:42 PM
43	Wheaton and Gaithersburg	3/29/2019 6:22 PM
44	I haven't studied Montgomery County programming enough to tell you, but I can predict that there will be a gap between whites and persons of color in terms of program creation and in terms of outcomes. There is likely to be a wealth gap. And there is likely to be a gap between men and women. Persons with disabilities are also likely to be missing.	3/29/2019 6:02 PM
45	Economic, racial.	3/29/2019 5:03 PM
46	--higher concentration of arts organizations in Bethesda area compared to up county --schools need transportation funds for field trips	3/29/2019 4:42 PM
47	Undocumented and freelance artists and musicians in MoCo not having readily available health care, fair wages, housing, mental health care services especially those struggling with alcohol and opioid addiction , access to education, basic benefits and the list is virtually endless. Also, elementary and middle schools that do not have strong funding to the arts has been a decades long issue in the county. Perhaps there have been some strides in certain area schools i.e. Wheaton and Gaithersburg Highschool, but I worry about retention rates of good and qualified music/drama teachers, support/funding for them, and an accessible and visible highschool to college music/arts pipeline.	3/29/2019 3:31 PM
48	Cross cultural conversations. Arts organizations tend to focus on their core constituents (because of time limitations). The easier it is to participate in the dialogue, the more that will expand their base.	3/29/2019 3:15 PM
49	Individual artists who are struggling to find a way to share their work and may lack experience or funding to do it well, seem to have a too large a disadvantage. Small yet talented, community rich, organizations that likewise lack marketing expertise and funding, may be overlooked. Artists who are highly creative, even brilliant, but are new entrants into the American system of grant application, and bewildered by the process, would be at a loss. Artistic awards tend to favor those organizations and individuals who are already highly visible and successfully self-promoted. This leaves an imprint of equity gap and access gap that is unfortunately discouraging to those striving to let their voice be heard and their light shine.	3/29/2019 1:34 PM
50	My guess is that people who have to work several jobs in order to make ends meet, may not have the time or energy, or desire to participate in arts and humanities.	3/29/2019 1:10 PM
51	I see discrepancies in access particularly for those with physical disabilities.	3/29/2019 12:33 PM
52	I see it not by race or language but by what receives the funding. We need smaller organizations and individual artists getting more money with streamlined paperwork.	3/29/2019 12:26 PM
53	Economic disparities in our schools and communities result in unequal access to performance opportunities, in-school and after-school arts activities. Instead of thinking "food desert" think "cultural desert".	3/29/2019 12:14 PM

54	I am not in touch with disparities - except to say that as a 35+ year resident, I have seen artist of color, and of different ethnic and countries of origin represented in MCPS and other public displays. I think it is within the businesses where disparities are more apparent. It's not within Gov or gov-funded activities. Thanks	3/29/2019 12:02 PM
55	The greatest disparities in the Arts and Humanities in Montgomery County happen to be in the funding distribution to new and small nonprofit organizations that have a greater measured social impact in the community. The barriers that exist for support and help don't materialize as promised.	3/29/2019 11:36 AM
56	Small and mid-sized arts organizations in Montgomery County DEPEND on County funding to survive and meet the demand for their services. There should be a some CAP on the funding for the largest Arts Groups - to be determined by AHCMC.	3/29/2019 11:32 AM
57	In venues where a payment is required to attend, and no allowances are made for those who cannot afford the ticket price	3/29/2019 11:32 AM
58	I think people put limits on themselves. However, finding ways to afford lessons of various kinds is hard for some. We can improve on finding the ways, and letting ppl know.	3/29/2019 10:17 AM
59	Cost of access and participation.	3/29/2019 9:35 AM
60	Unsure. I don't know enough about the county outside the Silver Spring area.	3/29/2019 9:30 AM
61	It may not be true but it appears that the county and state appear to give greater support to established arts organizations than they give assistance to emerging individual artists and small organizations. The answer may be about enhancing the visibility of efforts to assist these parties.	3/29/2019 9:14 AM
62	Very few spaces and events Target the minority women of color (that phrase is assumed to mean african American diaspora, but in reality Asians and Hispanics are less represented in the arts than other groups)	3/29/2019 9:10 AM
63	Although most families that live in our county are middle class, there are still vast economic differences between the communities and households in the county. As I see socioeconomic status shift between parts of the community, I also see differences in the availability and promotion of the arts and humanities. For example, the arts are not really funded or promoted as positive outlets in some parts of the county. While in others it is very well funded, but more rigid and performance focused rather than self expression focused.	3/29/2019 9:02 AM
64	The exclusion of Montgomery County resident's children who are homeschooled. The homeschool community is a very racially and ethnically diverse group of tax payers who are summarily excluded from Montgomery County arts and humanities classes, programs, and events	3/29/2019 8:27 AM
65	Many young people in lower-economic areas do not have opportunities to create or enjoy art.	3/29/2019 8:06 AM
66	Artists should be paid, so many types of arts & humanities programming are expensive, and to most are considered an expensive luxury. Two ways to come at this are 1) make it an expectation that business entities who are thriving in our local economy give back by sponsoring free or inexpensive A&H experiences. For example, all the fast food restaurant chains, as franchise groups, could be asked to give out free tickets to school-aged kids to family theater performances. This opens existing A&H to new groups in our population. 2) The county itself could focus on funding A&H experiences that invite "ordinary" people to create. An example of this would be to set up a few artists and lot of materials in a shopping mall and offer guided & open opportunities to make art, which would then be displayed IN THE MALL for all to enjoy. Here the emphasis is on making A&H creation more a part of everyday life for all, like buying shoes.	3/29/2019 5:06 AM
67	There are disparities in access to places that are not on a bus route. For instance, the programs that are held at Needwood Mansion are not accessible by bus. The Agricultural History Farm Park has wonderful programs but is not accessible by bus.	3/28/2019 11:30 PM
68	i have no idea	3/28/2019 10:51 PM
69	Geographic access, multicultural performances	3/28/2019 10:20 PM
70	Montgomery county is already there and impartial in its granting of grants to arts organizations and in how they assess those grants.. There could be more access for schools across the county to take part in and view arts events performances and exhibitions. I don't see any in the equity so far	3/28/2019 10:05 PM
71	There are not enough arts and humanities venues in the eastern portion of the county. Too much seems to be concentrated in the wealthier parts of the county.	3/28/2019 9:54 PM

72	I can't speak for the county as a whole, but schools in disadvantaged neighborhoods, or students at certain schools whose families are not affluent, experience disparities. We need more free or low-cost afterschool programs and camps, and more community programs. The emphasis at schools is often on academic subjects, but it's important for kids to have time for art too.	3/28/2019 9:54 PM
73	Not familiar with disparities though I don't doubt they exist.	3/28/2019 9:36 PM
74	Strathmore seems kind of elitist. I would imagine that upper county north of Gaithersburg is hard to access. I don't try to go to arts events there because it's too far from Silver Spring.	3/28/2019 8:19 PM
75	Economic classes and communities of color (including immigrant communities.)	3/28/2019 8:16 PM
76	I don't think at this point in time in very very diverse MC there are significant disparities.	3/28/2019 7:56 PM
77	Lower Economic areas like Germantown do not have the same level of quality arts programming and education as Potomac. If funding is given to Black Rock center for the Arts, at least half of their participants should be minority and lower economic citizens. However only partial scholarships are offered and most of the community can not afford to give their kids access to that programming. It is an institution that does not offer inclusion amongst lower economic residents. Black Artists rarely have an Exhibition when there are so many living in the area. Black Artists have no voice in a white saturated Arts and Humanities.	3/28/2019 7:52 PM
78	I think Montgomery County has encoded and enshrined the 1970s white bread, White-Christian, middle-brow English and German culture, with an emphasis on American corporate culture. To broaden the arts in MoCo, we need to change how the county looks and acts. We need to paint our houses, apartments, and commercial spaces in a wider range of colors. We need street food (let Rita's Crepes re-open in downtown Bethesda!). We need auto-rickshaws for the short trips from home to arts venues, the metro, school etc. We need the county to support small business so we can experience more cultures. For example, there are a few African restaurants in Silver Spring, but where are they in downtown Bethesda? We need more small venues for music. Where can I hear classical Indian music in an intimate setting? We need cafes in the public parks - cafe culture is good for artistic ferment and exchange. We need affordable housing in Kenwood and Chevy Chase Lake, where in the 1960s, African-Americans and Jews were not allowed to live or swim. And affordable housing in the Whitman school district. We need neighborhoods where people from a range of cultures and classes live near each other and get to know each other. We need to let dogs run off the leash, so the mild unexpected can happen. We need to keep Pepco from taking down so many tall, majestic trees. Let's have power failures and learn to help each other, learn how quiet it is when the air conditioners aren't running in the summer, sit in our front yards and share stories with neighbors instead of hiding in our AC. We need "foreign" language instruction in the elementary schools so our children can participate in a wider range of cultures sooner. We need exciting new architecture - most of the new houses look like they are from the 1940s, and the new larger buildings continue to look like Brutalist modernism. It's a struggle for artists to be in our county and be visually inspired to anything other than replicating the 1970s whitebread + west European atmosphere. Where are the small independent bookstores? I think an additional disparity comes from not recognizing that European arts, including those from Central and Eastern Europe, have a lot of emotional and intellectual depth to offer people of all colors. The County needs to be less sterile and more open to people interacting with each other.	3/28/2019 7:44 PM
79	It appears to me that the arts are supported to a much greater extent than the humanities. More of just an Arts Council than an Arts and Humanities Council. A better balance needs to take place.	3/28/2019 7:36 PM
80	when I applied for an arts grant in 2009, the panel, who reviewed dozens of applications, consisted of 3 white men over the age of 50 and 1 white woman over the age of 50. If the panels deciding who gets funded have only the experience of one culture, especially when that is the dominant "in power" culture, who can the arts funding in the county be equitable? Humans, by default, have a perspective that is unique to their situation. If a grant panel is made of people with only one perspective, how could they possibly make equitable decisions on who to give funding to?	3/28/2019 7:22 PM
81	EVERYWHERE. WE NEED MORE ACCESS.	3/28/2019 7:17 PM
82	Bethesda youth	3/28/2019 6:57 PM
83	It appears that successes of creative people in the county generally reflect the inequities that exist in other fields as well.	3/28/2019 6:02 PM
84	I see no problems	3/28/2019 5:58 PM
85	Two dimensional artists do not get as much exposure and support as performing artists.	3/28/2019 5:51 PM
86	I don't see it.	3/28/2019 5:20 PM

87	Disability access (ease of physical access, suitable seating, availability of exhibitions and performances to people with disabilities or conditions that manifest in behaviors considered inappropriate in traditional settings, especially live performances). Access/inclusion due to economic situation - both of patrons and artists.	3/28/2019 5:19 PM
88	In dance, most attention seems to be given to ballet and modern dance. Diverse, culturally specific traditions often remain hidden with their communities of origin.	3/28/2019 5:11 PM
89	We need to provide greater access to programs and services and representation of those with low to moderate economic means. More LGBTQ+ as well as ethnic and racial minorities.	3/28/2019 5:08 PM
90	This is a hard question, because we live in an area that includes 3 jurisdictions, and the borders and engagements are very fluid. But I think that, offering free access is important - to visual, musical, written and (maybe?) dramatic arts and dance. There are venues all over the area where that happens, which is great. I guess the question is: how do people hear about those opportunities?	3/28/2019 5:05 PM
91	The distinction made between professional and art created by mental and behavioral health consumers. This in regards to exhibit spaces, access to grants, education expectations for employment (some marginalized people have tangible life experience instead of degrees), and when collaborating the professional titled are considered more advanced and assumed to be teaching when it is an even exchange of skills and inspiration	3/28/2019 4:42 PM
92	perhaps need more opportunities for minority groups to offer theatrical productions	3/28/2019 4:41 PM
93	Montgomery County has set a high standard in applying principles in determining support for arts institutions by encouraging all to apply and making decisions to support solely on quality.	3/28/2019 4:37 PM
94	I don't know	3/28/2019 4:36 PM
95	I observe the Arts and Humanities Council is biased toward the arts and frequently overlooks or misunderstands its role in fostering programming and capacity for the humanities. In turn, the administrative bias results in a disparity of access and inclusion in funding, programming, and support services.	3/28/2019 4:22 PM
96	Upcounty inclusion	3/28/2019 4:05 PM
97	I don't really know, but am assuming the lower the income, the less the access, equity, and inclusion.	3/28/2019 3:57 PM
98	Access to classical music/ballet for people of different racial backgrounds. Access is impaired for all people with disabilities. This is why organizations like ArtStream are so very important.	3/28/2019 3:44 PM
99	Most of the scholarships and grants are for Anglo-Americans. Their families have a higher wealth for several generations and can afford artistic careers for themselves and their kids, the new immigrants and new comers don't have that accumulated wealth. Minorities and people of darker skin color also want their children to enjoy learning arts and creative skills. The workshops and classes should reflect equal number of students of each community and what is learned should be the techniques through which they can express their being American and love for their background and diverse culture.	3/28/2019 3:32 PM
100	Under representation of People with developmental disabilities as true and valuable contributors	3/28/2019 3:30 PM
101	1) Cost. It costs to go to theater, to Strathmore and other performing art venues. 2) Cost for children. We have vibrant music programs in our schools, but the very successful ones are in areas where parents can afford private lessons as well as school lessons. Support those schools with extra private lessons after school. Give every elementary school a marching band-- and funds. Why doesn't Montgomery County have a dedicated high school for performing arts ? This would be a bold program like New York City's performing arts high school that would most likely be among the diverse in the county.	3/28/2019 3:28 PM
102	I think disparities are income-based. Some do not have the time (working multiple shifts or jobs, for example) or available funds.	3/28/2019 3:25 PM
103	More access to artworks in the "low opportunity" areas of the County. Making sure that the art and humanities is shared throughout the County.	3/28/2019 3:08 PM
104	East County.	3/28/2019 3:00 PM
105	Don't know	3/28/2019 2:56 PM
106	It is very expensive to purchase tickets at venues such as Strathmore, etc...	3/28/2019 2:55 PM

107	Christians who believe in Biblical values, Republicans, and people who believe in science (i.e., biological sex is real, as so many women who have been sexually assaulted or harassed can attest to) are routinely called names and made to feel unwelcome at many events in the DC area. Everyone in the arts and humanities community needs to remember that they are in the audience too. If you claim to believe in diversity, they should be just as welcomed as people you agree with.	3/28/2019 2:55 PM
108	classes for children, performances, classes for adults	3/28/2019 2:42 PM
109	See above	3/28/2019 2:41 PM
110	Prohibitive cost, geographical location of venues, poor marketing and elitism.	3/28/2019 2:39 PM
111	The admin. staff tend to be less diverse than in some communities. The casts of many plays are not very diverse, and the audiences are also pretty white.	3/28/2019 2:28 PM
112	Although I'm not really sure where the greatest disparities are, I'm guessing that there many arts events that require fees which limit certain groups' access.	3/28/2019 2:23 PM
113	Minority populations are not well represented in the arts, even though are little better represented in the humanities. Just presenting art that have some minority population attraction is not enough, they should also be creative participants in someway	3/28/2019 2:21 PM
114	A monoculture of angry leftists and "anger studies" majors using my tax dollars to promote the latest progressive causes.	3/28/2019 2:20 PM
115	Not really sure about that.	3/28/2019 2:11 PM
116	In classrooms	3/28/2019 2:09 PM
117	smaller orgs need more funding	3/28/2019 2:08 PM
118	Ethnic groups are allowed and often encouraged to practice their own culture by staging theatricals of their own, however, there hardly ever a chance for these ethnic groups to be able to perform at the more mainstream and popular venues such as the Kennedy Center or the Strathmore. This is just an example of the marginalization the ethnic groups have to experience.	3/28/2019 2:08 PM
119	I see the performing arts get the lion's share of public funds. Visual artists have to scrounge and grapple and struggle for places to display and exhibit their art work.	3/28/2019 2:04 PM
120	Affluent areas with a strong white racial majority	3/28/2019 2:02 PM
121	Any quota driven agenda, it discriminates against talent	3/28/2019 2:01 PM
122	I do not see any; there certainly appears to be equal access, availability, participation and inclusion within the arts organizations with which I am familiar and in which I participate (performing arts, graphic arts [painting, sculpture]).	3/28/2019 2:00 PM
123	Staffing, senior staff, and board of directors are lacking in the amount of diverse representation in arts organizations within Montgomery County (and most likely elsewhere if we aren't already diversifying our leadership boards in one of the most already diverse areas in the country).	3/28/2019 1:57 PM
124	Time and money, language	3/28/2019 1:53 PM
125	I don't have enough information to answer this.	3/28/2019 1:52 PM
126	County policy directs nearly all arts funding to legacy organizations. This leaves most arts service organizations underrepresented in county funding.	3/28/2019 1:49 PM
127	In the schools and organizations were the poorer of the county reside or organize. Arts and humanities add depth to a person's being. There are probably many cultures or customers of people within our county that do not get recognized and need to.	3/28/2019 1:47 PM
128	It is amazing to me how few opportunities exist for artists who paint in a traditional and/or realistic style.	3/28/2019 1:45 PM
129	I see the greatest disparities in Goddamn Latinos moving in and trashing everything! This isn't a racist comment. It's a statement of fact. They're ruining the great anglicized nation we had for 200 straight years. Montgomery Village was a nice, neat, clean, tidy middle class mixed white, black, and very small Latino population forty years ago. Now look at it: a dirty, filthy, low-class, drug-infested mess thanks to Latinos moving in, refusing to assimilate and trashing everything!	3/28/2019 1:40 PM
130	Affordability and diverse voiced	3/28/2019 1:39 PM

131	Cost of programming, communicating the availability of accessible programs, and social and cultural constructs about what art is and who it's for.	3/28/2019 1:36 PM
132	Knowledge of resources availability and distribution of resources.	3/28/2019 1:35 PM
133	I see disparities in quality arts education programs. When I send my girls of color to arts education programs at Strathmore, Round House, etc, I look around and say where are all the little brown children? I am unsure if it's cost, location, or marketing but the children in their classrooms are not participating in these high quality arts education programs (at least not at their facilities). My daughter's orchestra teacher told me that their school doesn't send students to audition for the Honors Orchestra because only Asian students are chosen. This needs be addressed in the selection process. Also, there is a lack of diversity in the arts leaders in Montgomery County.	3/28/2019 1:34 PM
134	I don't have the exposure to know.	3/28/2019 1:33 PM
135	Access for kids through extracurricular activities, as well as school field trips, etc. Also access to opportunity for artists.	3/28/2019 1:30 PM
136	need structures and funds to support serving variety of needs; need structures to plug in programs to variety of recipients across wide geographic area; need transportation subsidies; subsidies to ensure financial access	3/28/2019 1:25 PM
137	Creativity cannot be disciplined into equity, access and inclusion. You don't know where or how or who will be the next creative genius or great creative trend. Why would you want to start allocating? Let creativity surface and judge what to fund based on the merits of creativity and not for any other reason. You are about to stifle creativity instead of nurturing it.	3/28/2019 1:24 PM
138	I don't know enough to answer this one.	3/28/2019 1:22 PM
139	The leadership of many arts organizations in the county does not reflect the diverse communities in the county. There also is a concentration of organizations in some parts of the county and other areas where few opportunities exist.	3/28/2019 1:17 PM
140	Disparity between allocation of funding between mid- and small-size organizations and the top tier of the large organizations. Access to the arts for low-income families. Organizations could use help with support of Scholarship funds used to offset the cost of participation by low-income families. More affordable performance venues.	3/28/2019 1:16 PM
141	In Wheaton, the only Urban District or municipality without a library; the library was instead located outside of the Urban District	3/28/2019 1:16 PM
142	I am not familiar with a lot of the arts and humanities programming here. However, what I do know is that there are not a lot of inexpensive program options in our county. Access (financial ability to pay) is given to the top earners in our county. Lower economic strata seem left out of the offerings. In short, ticket prices are WAY too high. Finally, if there are free days at museums and discount programs for tickets to events, then they need to be better advertised.	3/28/2019 1:15 PM
143	women in leadership roles	3/28/2019 1:15 PM
144	Seneca Valley Cluster of Montgomery County Public Schools (Germantown)	3/28/2019 1:13 PM
145	POC are not as widely recognized or represented	3/28/2019 1:13 PM
146	Financial support including studios, housing and performance space, gallery, etc.	3/28/2019 1:11 PM
147	Grant application info / fees. Inability to access evening programs due to lack of transportation	3/28/2019 1:10 PM
148	People who are already "in the conversation" know how to strut their stuff. I wish there were opportunities for people who are just beginning to see themselves as artists. It's always going to be a "who you know" world, but let's make it easier for beginners to knock on the right doors in order to present themselves. Not every one has a parent who thinks art is a good idea.	3/28/2019 1:10 PM
149	We believe that expanding the entry points for creative producers at early stages in their young life and teenage years provides the greatest opportunity to break down barriers to cultural equity, access to economic opportunity and inclusion in community decision making. Our strategy is to empower young people to lead their elders and younger people in these activities so as to reinforce their community-oriented leadership and give them an opportunity to shape the future world they will be responsible for.	3/28/2019 1:09 PM

150	I'd like to point out the need for a framework that enables organizers/facilitators/entities that create non-commercial spaces/activities/meetings for the wellbeing of the community (free or donation-based, with open access) to USE PUBLIC FACILITIES FOR FREE. It works. I've trained as facilitator for such a public, open framework abroad and it's been an amazing success, fostering the distributed creation of 500 weekly-monthly neighbor-run workshops on myriad subjects, including therapeutic encounter groups (those require pre-entry interview; I'm a counselor, btw). If there's any interest in exploring this idea, feel free to contact me: George@JDPaley .com 240-575-1120	3/28/2019 1:08 PM
151	no where, there is full equity, just take the opportunities given	3/28/2019 1:07 PM
152	I already see disparate groups performing and producing art.	3/28/2019 1:06 PM
153	I haven't and I live in an Asian community and my family is mixed African American	3/28/2019 1:05 PM
154	socioeconomic factors play a key role	3/28/2019 1:05 PM
155	understanding where and how to access resources and being willing and able to speak up for themselves and/or their community	3/28/2019 1:05 PM
156	schools	3/28/2019 1:04 PM
157	Day to day resources of money and time in community based schools.	3/28/2019 1:04 PM
158	Transportation; affordability;	3/28/2019 1:03 PM
159	In recent years I have seen great strides in the representation of minority groups especially identity/gender/sexuality. I have also seen great disparity between the wealthy and the economically disadvantaged - I teach at a community college and I see many students who could benefit from a more inclusive and equitable system.	3/28/2019 1:03 PM
160	Outsider artists (those who couldn't afford expensive art schools); people of color and artist who come from low income communities, and artist with controversial viewpoints are all limited.	3/28/2019 1:02 PM
161	Perhaps more oppurtunites for working adults -- more evening and weekend activities.	3/28/2019 1:02 PM
162	Education	3/28/2019 1:01 PM
163	At this time I do not know.	3/28/2019 1:00 PM
164	Don't know whether you mean in what geographical region of the county or in which practices creating disparity. I see it globally, from discrepancies in early childhood education to teacher training to unequal funding for schools in different communities to inadequate support of poor high schoolers toward further education, to the bigotry and cuts in funding of the current federal administration to....!!!! No institution is guiltless in fostering inequality!	3/28/2019 1:00 PM
165	The definition of art is sometimes defined in a narrow range.	3/28/2019 1:00 PM
166	I haven't been here long enough to answer this fairly.	3/28/2019 12:59 PM
167	The greatest disparities are in the incessant and discriminatory promotion of "minority" arts and humanities funding and programming.	3/28/2019 12:58 PM
168	Jazz - needs to be accepted, taught - and funded. It was neglected - and put down for years - as not part of the "mainstream culture" - as somehow "less than!"	3/28/2019 12:58 PM
169	I would like to see creativity and the arts emphasized more in the school system.	3/28/2019 12:58 PM
170	Montgomery County seems to be better than most but I am sure there is room for improvement.	3/28/2019 12:54 PM
171	I don't perceive the inequities to be huge, but I feel there is just too few arts programs. Venues are too few and concentrated downcounty.	3/28/2019 12:53 PM
172	in the Wheaton/Silver Spring areas	3/28/2019 12:52 PM
173	East County	3/28/2019 12:52 PM
174	It means that right now, we are providing the most funding to the arts organizations that are serving white, Christian audiences.	3/28/2019 12:50 PM
175	The distinction between east county and the rest	3/28/2019 12:50 PM
176	The same places that those disparities exist everywhere: in the poorest, most marginalized communities.	3/28/2019 12:48 PM