



# **Budget Request For Fiscal Year 2025**

**Submitted to Congress  
March 11, 2024**

March 11, 2024

The Honorable Jeff Merkley  
Chairman  
Senate Appropriations Subcommittee on  
Interior, Environment, and Related Agencies  
United States Senate  
Washington, DC 20510

The Honorable Mike Simpson  
Chairman  
House Appropriations Subcommittee on  
Interior, Environment, and Related Agencies  
United States House of Representatives  
Washington, DC 20515

The Honorable Lisa Murkowski  
Ranking Member  
Senate Appropriations Subcommittee on  
Interior, Environment, and Related Agencies  
United States Senate  
Washington, DC 20510

The Honorable Chellie Pingree  
Ranking Member  
House Appropriations Subcommittee on  
Interior, Environment, and Related Agencies  
United States House of Representatives  
Washington, DC 20515

Dear Chairman Merkley, Ranking Member Murkowski, Chairman Simpson, and Ranking Member Pingree:

On behalf of the National Endowment for the Arts (NEA), I am pleased to submit the attached funding justification in support of the President's fiscal year (FY) 2025 budget request for the NEA. The Budget provides \$210.1 million for the NEA and funds a total of 167 full-time equivalents. This amount will enable to NEA to fulfill its mission to foster an environment in which the arts benefit everyone in the United States.

Arts and cultural industries contribute over \$1 trillion<sup>1</sup> to the U.S. economy, yet we know there is more economic potential and even broader benefits of arts and culture in the lives of Americans and in our society. Arts contribute to health and well-being, animate and strengthen physical spaces, fuel our democracy, and drive equitable outcomes for communities across the country. In FY2025 the NEA will expand the impacts of arts in our society by ensuring more Americans have the opportunity to live *Artful Lives* and experience and benefit from the arts in their community, by expanding support for the ways arts contribute to the health and well-being of individuals and communities, and focusing on the strength and vitality of the arts sector.

Every American should have the opportunity to experience and benefit from the arts. *Artful Lives* is an inclusive concept that contains everything from everyday practices to the making,

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<sup>1</sup> Source: [2021 U.S. Arts and Cultural Production Satellite Account \(ACPSA\), National Endowment for the Arts and the Bureau of Economic Analysis.](#)

presentation, and dissemination of professional art from all traditions. The concept includes a wide range of artistic practices, from theater and dance to less recognized artistic fields such as fashion and culinary arts. To bring artful lives to fruition, the NEA is undertaking a series of actions to ensure full arts participation. In FY 2025, the agency will sustain core funding to opportunities such as the Grants for Arts and Challenge America programs supporting the creation and promotion of the arts across disciplines. The NEA will continue to support the foundational experience and benefit of arts to children and youth through our arts education programs. To ensure NEA resources reach all communities the NEA will deepen its work around arts access with attention to rural, tribal, and other underserved communities. Moreover, in response to requests the agency has received at Tribal Consultations, the agency will establish an Office of Native Arts and Tribal Affairs. Recognizing the importance of arts organizations at the national, state and local level, the NEA will sustain investments to state and regional partners and will grow support to Local Arts Agencies (LAA), expanding the reach of the Agency through community-based arts organizations.

In FY 2025, the NEA will deepen its work at the intersection of [arts and health](#). For more than a decade, the NEA has provided grants, engaged in key partnerships, conducted research, and contributed to the growing evidence of the role of the arts in health and healing. Strengthening and building on some of our national initiatives—[Creative Forces](#), [United We Stand](#), [Sound Health Network](#)—and our robust body of research, the NEA will launch a new initiative focused on healing through the arts. This initiative will be informed by the Interagency Working Group on Arts, Health, and Civic Infrastructure, a collaboration between the NEA and the Department of Health and Human Services and will support new projects and partnerships at the federal, state and local level that advance the health and well-being of communities and individuals.


Finally, none of the potential impact of our programming is possible without good jobs in the arts and a healthy arts and cultural sector. The arts and cultural organizations continue to feel the economic effects of COVID 19 and persistent social, environmental, and economic shocks. The NEA draws on all of its functions to understand and support arts leaders and organizations as they adapt their practices to sustain and grow access to the arts. To do this, the NEA takes both external and internal action. Externally, in addition to maintaining key funding opportunities, the agency is making investments in research, convenings, thought leadership, and partnerships to better understand trends in the field and elevate and scale promising solutions. Internally, the NEA is refining existing programs to better meet the needs of the public and has changed its organizational structure to better support partnership and innovation.

In support of the above efforts, the FY 2025 justification also reflects the agency's continuing investment in its administrative functions. In particular, the agency will bolster its bench strength by adding staffing resources to respond to the year-over-year increases in grant application numbers. Further, the Agency will continue improving its information technology systems and cybersecurity infrastructure.

I believe all people have the capacity to be creative, imaginative, and expressive. Further, the ability for all people to experience arts, culture, and design; tell their own stories on their own terms; and participate in the creative evolution of our country is core to our American ethos and our democracy. It is a critical dimension of a just society. This year's Budget significantly

strengthens the NEA's capacity to advance this work at a time when our country deeply needs and can benefit from all that the arts have to offer.

With gratitude,

A handwritten signature in black ink, appearing to read 'M. Rosario Jackson', with a long horizontal flourish extending to the right.

Maria Rosario Jackson, Ph.D.  
Chair, National Endowment for the Arts

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# Our History

The National Endowment for the Arts, established by Congress in 1965, is an independent federal agency that is the largest funder of the arts and arts education in communities nationwide and a catalyst of public and private support for the arts. By advancing equitable opportunities for arts participation and practice, the NEA fosters and sustains an environment in which the arts benefit everyone in the United States.

The agency partners closely with the nation's 56 state and jurisdictional arts agencies and 6 regional arts organizations, as well as with private entities, leveraging resources to provide more arts funding and arts programs across the country. Through its grant awards, strategic partnerships, and honorific awards, the NEA supports learning in and about the arts, celebrating the nation's rich and diverse cultural heritage, and promoting equitable access to the arts in every community in the United States.

The NEA's primary activities include grantmaking to nonprofit arts organizations, public arts agencies and organizations, and individual writers and translators. It also is a national leader in the field and a convener on issues important to the arts community and people working at the intersections of arts and other fields such as health, community development, and education, among others. The NEA supports and conducts groundbreaking arts-based research and disseminates important information through features on notable artists and arts organizations in communities nationwide via our blog, podcasts, *American Artscape* magazine, and social media.

The NEA seeks to bring meaningful arts experiences to all Americans.

# Our Mission, Vision, and Strategic Goals

## Our Mission

*The arts strengthen and promote the well-being and resilience of people and communities. By advancing equitable opportunities for arts participation and practice, the National Endowment for the Arts fosters and sustains an environment in which the arts belong to everyone in the United States.*

The NEA mission is based on an abiding conviction that the arts play an integral role in our national life and public discourse.

## Our Vision

*A nation in which the arts are essential to our democracy by nourishing creative enterprise, freedom of thought, imagination, and inquiry.*

By giving voice to unique talents and perspectives through creative expression, the arts embody and reflect the boldness of our democratic experiment.

## Our Strategic Goals

The NEA's FY 2025 budget request is built on the foundation of the following goals established in the Agency's Strategic Plan for FY 2022-2026.

*Support opportunities for all people to participate in the arts and arts education.*

*Integrate the arts with strategies that promote the well-being and resilience of people and communities.*

*Build capacity and infrastructure within the arts sector through knowledge-sharing, tools, resources, and evidence-based practices.*

*Pursue and adopt excellent operational practices to support the agency's mission.*

Across the four strategic goals, the NEA will support the cross-cutting objective to model diversity, equity, inclusion, and accessibility in the arts through all of its activities and operations.

# **FY 2025 BUDGET REQUEST**



## Budget Request by Program Activity

**Table 1: FY 2023 - FY 2025 Budget**  
(\$ in thousands)

Program Activity	FY 2023 Enacted	FY 2024 Annualized Level*	FY 2025 Request
Promotion of the Arts			
Direct Endowment Grants	97,470		98,760
State and Regional Partnerships	<u>64,980</u>		<u>65,840</u>
Subtotal	162,450		164,600
Program Support	2,500		2,500
Administration	42,050		43,000
<b>Total</b>	<b>207,000</b>	<b>207,000</b>	<b>210,100</b>

FY 2023 excludes reimbursable funding, use of gift funds, and obligations funded by the American Rescue Plan.

*\* A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118-15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.*

## **FY 2025 Proposed Appropriations Language**

The President's FY 2025 Budget includes the following appropriations language:

*“For necessary expenses to carry out the National Foundation on the Arts and the Humanities Act of 1965, \$210,100,000 shall be available to the National Endowment for the Arts for the support of projects and productions in the arts, including arts education and public outreach activities, through assistance to organizations and individuals pursuant to section 5 of the Act, for program support, and for administering the functions of the Act, to remain available until expended.”*

## Promotion of the Arts

“Promotion of the Arts” refers to a wide range of ways in which the NEA supports the availability of opportunities for arts engagement and ensures that all people in our country have the opportunity to benefit from the arts and live artful lives. The NEA’s core grant programs include both Direct Endowment Grants and State and Regional Partnerships. The NEA awards project-based grants to organizations nationwide including opportunities for public engagement with the arts and arts education, integration of the arts with strategies promoting health and well-being of people and communities, and for the improvement of overall cultural capacity and infrastructure within the arts sector. Projects may be small, medium, or large; existing or new; and may take place in any part of the nation’s 50 states, the District of Columbia, and U.S. jurisdictions.

Program Activity (\$000)	FY 2023 Enacted	FY 2024	FY 2025 Request
Promotion of the Arts			
Direct Endowment Grants			
Project Support	86,870		88,160
Challenge America	<u>10,600</u>		<u>10,600</u>
subtotal	<b>97,470</b>		<b>98,760</b>
State and Regional Partnerships			
Basic Plan Support	51,139		51,816
Underserved	<u>13,841</u>		<u>14,024</u>
subtotal	<b>64,980</b>		<b>65,840</b>
Total	<b>162,450</b>	<b>TBD</b>	<b>164,600</b>

FY 2023 excludes reimbursable funding, use of gift funds, and obligations funded by the American Rescue Plan.

**Summary:**

The NEA requests an FY 2025 funding level of \$164.6 million for Promotion of the Arts. Consistent with agency practice, 60 percent (\$98.76 million) of this request will be used for Direct Endowment Grants and 40 percent (\$65.84 million) will be dedicated to funding the NEA’s State and Regional Partnership Program. Further details regarding these areas are provided in the two sections that follow.

## Direct Endowment Grants (Detail by Grant Type)

Program Activity (\$000)	FY 2023 Enacted	FY 2024	FY 2025 Request
	<b>97,470</b>	<b>TBD</b>	<b>98,760</b>

Program Activity (\$000)	FY 2023 Actual Obligations	FY 2024	FY 2025 Request
Direct Endowment Grants			
Challenge America Grant Program	2,600		3,150
Grants for Arts Projects	59,650		58,955
Our Town	4,207		4,000
Healing through the Arts*	-		2,000
Research Grants in the Arts	1,063		800
Research Labs	1,931		1,950
Literature Fellowships	1,200		1,200
Lifetime Honors	325		350
Leadership Initiatives**	<u>24,590</u>		<u>26,355</u>
subtotal	<b>95,566</b>	<b>TBD</b>	<b>98,760</b>

\* The NEA intends to further support this new initiative through the use of an additional \$3.0 million in available donations/gift fund balances for a total of \$5.0 million.

\*\* Includes Equity Program that previously was listed separately in FY 2023 and FY 2024.

### Summary of Key Change:

Healing through the Arts: \$2.0 million to support new projects and partnerships that advance the health and well-being of communities and individuals. Healing through the Arts initiatives will draw on the lessons learned through existing initiatives such as *Creative Forces®: NEA Military Healing Arts Network* and *Sound Health Network*, as well as relevant NEA research investments to support efforts that engage arts and culture-based strategies to facilitate individual and community healing.

### FY 2025 Request

The NEA requests \$98.76 million in FY 2025 for the following Direct Endowment Grant activities:

- Challenge America Grant Program: \$3.15 million to enable small organizations, particularly those that are first-time applicants and/or grantees, to extend the reach of the arts to underserved groups and communities. Challenge America features a robust structure of technical assistance, recognizing that some groups, communities and geographic areas with rich and dynamic artistic and cultural histories and identities may

face potential barriers in seeking federal funding to help activate and bolster cultural life in communities.

- Grants for Arts Projects: \$58.96 million to provide funding opportunities for organizations to strengthen the nation’s arts and cultural ecosystem, enabling all Americans to live artful lives. Through project-based funding, the competitive program supports opportunities for public engagement with the arts and arts education, for the integration of the arts with strategies promoting the health and well-being of people and communities, and for the improvement of overall capacity and capabilities within the arts sector.
- Our Town: \$4.0 million to support creative placemaking projects that integrate arts, culture, and design into efforts that strengthen communities of all sizes by advancing local economic, physical, and/or social outcomes and laying the groundwork for long-term community improvements. These projects require a partnership between a nonprofit organization and a local government entity, with one of the partners being a cultural organization.
- Healing through the Arts: \$2.0 million to support new projects and partnerships at the federal, state and local levels that advance the health and well-being of communities and individuals. Healing through the Arts initiatives will draw on the lessons learned through existing initiatives such as *Creative Forces®: NEA Military Healing Arts Network* and *Sound Health Network* as well as relevant NEA research investments to support efforts that engage arts and culture-based strategies to facilitate individual and community healing. This new initiative will be funded at a total of \$5.0 million, \$2.0 million of requested appropriated funds and \$3.0 million from available donations/gift fund balances.
- Research Grants in the Arts: \$0.8 million to support research that investigates the state of various aspects of the sector and the value and impact of the arts in many domains of American life.
- NEA Research Labs: \$1.95 million for transdisciplinary research teams grounded in the social and behavioral sciences, yielding empirical insights about the arts for the benefit of arts and non-arts sectors alike. (See “[Research \(Detail\)](#)” subsection below.)
- NEA Literature and Translation Fellowships: \$1.2 million awarded to published creative writers and translators. Creative Writing Fellowships of \$25,000 are awarded in alternating years in prose (fiction and creative nonfiction) and poetry, giving recipients the time and space to create, revise, conduct research, and connect with readers. Translation Fellowships grants of up to \$25,000 are awarded to published translators for the translation of specific works of prose, poetry, or drama from other languages into English to make them accessible to American audiences.
- Lifetime Honors: \$0.35 million for the NEA Jazz Masters Fellowships, the highest honor that our government bestows on jazz musicians and advocates, and the NEA National

Heritage Fellowships, recognizing the recipients' artistic excellence and supporting their continuing contributions to our nation's traditional arts heritage. These honors, in addition to the National Medal of Arts funded within [Program Support](#), are awarded by the President of the United States to individuals or groups who are deserving of special recognition by reason of their outstanding contributions to the excellence, growth, support, and availability of the arts in the United States.

- **Leadership Initiatives:** \$26.36 million for the NEA's *Arts Education Partnership*, *Creative Forces®*, *NEA Military Healing Arts Network*, *Poetry Out Loud*, *NEA Big Read*, and *Performing Arts Discovery* programs, among others. These initiatives revolve around partnerships between the NEA and other entities – not only within the arts sector, but also across the federal government, state and regional agencies, educational institutions, and other public and private organizations. These strategic partnerships integrate arts and culture into the whole of society, enabling all Americans to live artful lives. These initiatives are designed to catalyze lasting impacts for artists, arts organizations and communities and help ensure that NEA-funded activities engage populations reflecting the nation's demographic, geographic, and socioeconomic diversity. (See '[Leadership Initiatives \(Details\)](#)' subsection below.)

## **FY 2024 Activities**

The following is a highlight of key grant activities planned for FY 2024. As was the case in FY 2023, the NEA continues to experience an increase in the number of applications across funding categories.

### *Challenge America Grants*

The NEA's Challenge America Grant program – grants which are approved through the Chairman's Delegated Authority – received 523 eligible applications for FY 2024 that requested a combined \$5.23 million in funding support. This increase of 76 eligible applications is 17 percent more than the agency reviewed in FY 2023. The Challenge America Grant program has seen a sustained year-over-year increase in applications.

### *National Council on the Arts Recommendations*

The NEA holds National Council on the Arts (NCA) meetings several times throughout the year. The NCA meetings are where the Council carries out its primary duties that include advising the Chair on agency policies and program, making recommendations to the Chair on applications for grants, funding guidelines and leadership initiatives, and nominating candidates for the National Medal of Arts. Consistent with current practices, the first FY 2024 NCA meeting took place in late October 2023 at which time the Council considered 1,996 eligible applications for Grants for Arts Projects 1 (GAP 1) support, representing nearly \$102.7 million in requests for funding. NEA received 57 more eligible applications for GAP 1 consideration in FY 2024 than the agency received for the same deadline in FY 2023.

The second FY 2024 NCA meeting is slated for late March 2024. At that time, grant recommendations will include the second round of funding for Grants for Arts Projects awards (GAP 2). NEA received 2,183 grant applications for GAP 2 consideration for FY 2024, 255 more than the agency received in FY 2023. Together, these applications are requesting nearly \$114.0 million in total funding.

Also, in March 2024, the NCA will review applications requesting funding in the Our Town program. In August 2023, NEA received 303 applications for consideration representing a 58% increase in applications. The prior year, panels reviewed 175 eligible proposals for funding.

Separately, throughout FY 2024, the NEA anticipates using webcasts to make the National Council on the Arts meetings open to the public, to broadcast special convenings on the arts in various artistic disciplines, and to share special NEA events and initiatives with the public.

### *United We Stand: Connecting Through Culture*

Launched in coordination with the White House United We Stand Summit in September 2022, and the National Endowment for the Humanities, [United We Stand: Connecting Through Culture](#) is an initiative that leverages the arts and humanities to support community healing and resilience in response to hate-motivated violence and other forms of collective trauma. In FY 2024, the NEA will fund additional projects and facilitate peer learning and toolkits to support the expansion of art and culture-based approaches to community healing.

In FY 2023, the NEA provided a grant to Mid-America Arts Alliance in support of the Uvalde LOVE Project a Community Art Therapy Mural. Created in response to the May 2022 mass shooting at Robb Elementary School, the Uvalde Love Project is a project to promote community healing through a combination of workshops and creative art therapies. Community members were supported through their grief and healing with community building and art therapy during workshops and the creation of clay tiles used in a public mosaic mural. The mural was dedicated in August 2023.

## **FY 2023 Accomplishments/Activities**

NEA-funded arts activities are as diverse as the places that foster them. The following examples provide a small window into the range of organizations, geographies, artistic disciplines and types of arts participation made possible through NEA support in FY 2023:

**In Lincoln, Nebraska, Neighborhoods Inc. (aka NeighborWorks Lincoln)** received \$10,000 to support the development and creation of public art in Lincoln's University Place neighborhood, serving low-income communities in this area. Also, local artists will receive training about how to implement art projects in their community and outreach events will give residents the opportunity to provide input into the art created. (Challenge America)

**In Santa Fe, New Mexico, Parallel Studios (aka Currents New Media)** received \$25,000 to support the Currents New Media Festival, connecting the public with technology-focused media arts experiences such as immersive and interactive art installations, multimedia performances

and concerts, virtual and augmented reality experiences, artist talks, and free youth education programming. (Grants for Arts Projects)

**In Durham, North Carolina, Duke University** received \$35,000 to support the Nasher Museum of Art's exhibition *Spirit in the Land*, bringing together works by contemporary artists exploring issues related to ecological awareness and demonstrating how the natural environment and cultural identity are intertwined. (Grants for Arts Projects)

**In Berea, Kentucky, Partners for Rural Impact** received \$40,000 to support the Appalachian Teaching Artist Fellowship. Teaching artists in rural Eastern Kentucky participate in paid professional learning opportunities, including workshops, a mentorship, and a teaching practicum. Workshops will include training in arts integration, development of standards-aligned lesson plans, and best practices for successful school and community arts partnerships in the rural Appalachian context. (Grants for Arts Projects)

**In Round Rock, Texas, Torch Literary Arts** received \$10,000 to support in-person and online workshops for writers at all stages of their careers, focused on creating advancement opportunities for Black women writers, as well as a retreat where participants can share ideas and receive professional advice while working on a manuscript in progress. (Grants for Arts Projects)

**In Washington, DC,** a technical theater workforce development program at THEARC Theater received support through a \$60,000 grant to Building Bridges Across the River, where program participants learn the art and science of technical theater and acquire skills in lighting, sound engineering, set design, stage management, and arts administration. (Grants for Arts Projects)

**The City of Wheeling, West Virginia,** received \$75,000 to support the development of an arts and culture master plan. In partnership with ARTWORKS around Town, Inc., the city works with area stakeholders to produce a plan that includes a cultural asset map, a regional tourism assessment, a wayfinding signage plan and design, and an action plan for the creation of a new cultural district, gathering input from community members. (Our Town)

**In Green River, Utah, Epicenter** received \$100,000 to support engagement activities and temporary art and design installations that address affordable housing and downtown revitalization in the rural community. The organization invited artists and designers to collaborate with community stakeholders on the installations, concepts for public spaces and cultural facilities, and affordable housing design ideas. (Our Town)

**In Scotch Plains, New Jersey, Music For All Seasons** received a \$20,000 grant to bring therapeutic music programs to children and families who reside in shelters for victims of domestic violence in New Jersey, New York, Connecticut, Pennsylvania, and California. The interactive programs are presented in family-friendly gatherings, helping residents of diverse socioeconomic and cultural backgrounds continue the healing process. (Grants for Arts Projects)



## Research (Detail)

Research into the value and impact of the arts is a core function of the NEA. Through accurate, relevant, and timely analyses and reports, the Arts Endowment brings focus to the factors, conditions, and characteristics of the U.S. arts ecosystem and the impact of the arts on other domains of American life. Research Grants in the Arts and NEA Research Labs are two ways that the NEA supports the design and execution of studies addressing priority research topics through the social and behavioral sciences. The NEA also takes steps to apply research findings to improve agency programming and advance field practice.

### Research Grants in the Arts

The NEA's [Research Grants in the Arts \(RGA\)](#) program funds rigorous studies that advance public knowledge about the arts by investigating questions supporting the agency's [five-year research agenda](#). The RGA portfolio spans a diverse array of research methods, academic specialties, and artistic disciplines. RGA applicants propose study topics and questions within one of four broad areas:

- 1) What are the measurable impacts of the arts on the following outcome areas?
  - Health and wellness for individuals
  - Cognition and learning
  - Economic growth and innovation
- 2) In what ways do the arts contribute to the healing and revitalization of communities?
- 3) What is the state of diversity, equity, inclusion, and accessibility in the arts?
- 4) How is the U.S. arts ecosystem adapting and responding to social, economic, and technological challenges to the sector?

The NEA's FY 2024 research grant application guidelines were the first to integrate the agency's current five-year research agenda. Examples of RGA awards made in FY 2023 include:

- **J.B. Speed Art Museum** (Louisville, KY): To support data analysis for a community-based participatory action research study to identify and characterize the impacts of race-based trauma and gun violence.
- **Riverside Unified School District** (Riverside, CA): To support a quasi-experimental evaluation of a music instruction program intended for students in low-income elementary schools.
- **Texas Women's University** (Denton, TX): To support a mixed-methods evaluation study of a dance intervention aimed at improving the social and emotional health of adolescents in detention.

## NEA Research Labs

Through a series of grants and cooperative agreements, the NEA has established a national program that permits transdisciplinary research teams, grounded in the social and behavioral sciences, to engage with the NEA's five-year research agenda. The [NEA Research Labs](#) program yields empirical insights about the arts for the benefit of arts and non-arts sectors alike.

Each of the *NEA Research Labs* designs a research agenda, conducts a program to implement it, and prepares reports and other products that contribute substantively to a wider understanding of topics of special interest to the NEA as informed by the field. In FY 2023, the NEA announced six research topics corresponding with two priority categories that will be addressed by future Labs:

- **Measuring the Impacts of the Arts:** On U.S. Economic Growth, and/or Innovation; On Cognition and Learning; and, On Health and Wellness for Individuals
- **Monitoring and Improving Systems:** Community Health and/or Revitalization; Diversity, Equity, Inclusion, and Accessibility in the Arts; and, Other Aspects of the Arts Ecology

*NEA Research Labs* are housed at universities and made up of transdisciplinary teams of researchers. The Labs illustrate not only the significant role that the arts play in advancing our understanding of other fields, but also the effectiveness of diverse teams—including researchers, artists, and arts administrators—working together to produce knowledge.

As part of its Research Labs activities, and in response to findings from the 2020 report, *Arts and Research Partnerships in Practice: Proceedings from the First Summit of the National Endowment for the Arts Research Labs*, NEA also is supporting a technical assistance provider to connect and convene the Labs in FY 2023 and FY 2024, and to assist with promoting their work to relevant stakeholders.

In FY 2023, the NEA awarded \$1.9 million to 14 Research Labs (4 new Labs and 10 renewals of existing labs.) In total, there are currently 28 *NEA Research Labs* across the country.

Examples of Research Lab awards made in FY 2023 include:

- **Boise State University** (Boise, ID): The Place, Arts, and Cultural Systems (PACS) Lab will examine whether and how arts and cultural districts, formally designated geographic areas with a density of cultural offerings, support diversity, equity, and inclusion. The lab's research questions will investigate how such districts can become effective drivers of economic and social change while remaining diverse, inclusive, and equitable places.
- **Icahn School of Medicine at Mount Sinai** (New York, NY): The Assessment of Music Experiences in Navigating Depression (AMEND) lab at Mount Sinai Health System's Louis Armstrong Center for Music and Medicine, in partnership with Carnegie Hall's Weill Music Institute, will measure the social-emotional benefits of music participation

in individual and group settings, specifically for individuals across the lifespan and who have clinical depression.

- **Northeastern University** (Boston, MA): The East Boston Spatial Justice Lab and its partner, Maverick Landing Community Services, will evaluate the arts' role in fostering community healing and social cohesion in East Boston, in addition to the well-being of community residents and their sense of belonging.

Together, the RGA and Research Labs programs fill a critical gap in the national infrastructure for policy-relevant research on arts and cultural topics. These awards often enable proof-of-concept studies and pilot programs that later become eligible for larger-scale research awards from public and private funders. In FY 2023 alone, based on their NEA-supported work, RGA and Lab award recipients produced 14 published articles.

## Leadership Initiatives (Detail)

The NEA has a number of high-priority “Leadership Initiatives” within its Promotion of the Arts program. Many of these initiatives revolve around partnerships between the NEA and other entities – not only within the arts sector, but also across the federal government, state and regional agencies, educational institutions, and other public and private organizations. These strategic partnerships integrate arts and culture into the whole of society, enabling all Americans to live artful lives. These initiatives are designed to catalyze lasting impacts for artists, arts organizations and communities, and ensure that NEA-funded activities engage populations reflecting the nation’s demographic, geographic, and socioeconomic diversity.

Summaries of select NEA planned activities and successes in these initiatives, which cut across several of the NEA’s strategic plan goals, are broken out below to demonstrate their connection to the agency’s mission and the level of interest that they garner from policymakers and the public. In 2025, the NEA will sustain and refine further certain of these activities in support of arts and culture in our nation.

### **Artful Lives: Access and Engagement Activities**

*Artful Lives* is an expansive concept of art and cultural engagement that includes everything from the professional production and presentation of art to art as part of our daily lived experience. This includes opportunities for active arts engagement for all. The ability for all people to live artful lives is a key element of equity and opportunity. The NEA is committed to supporting equitable opportunities for arts participation and practice for all Americans in the United States. A focus on reaching historically underserved communities is embedded across NEA programs such as Grants for Arts Projects, Challenge America, and Our Town. Partnerships and projects in this category focus on addressing and reducing the gap between availability of arts programming and the participation of underserved groups and expanding engagement with underserved communities in a wide range of artistic practices relevant to the communities served, from theater and dance to less recognized artistic fields such as fashion and culinary arts.

#### *Native Arts and Tribal Affairs*

The NEA continues to grow investments and partnerships in support of native communities. Areas of exploration include language preservation and revitalization, models and approaches to understanding and healing from the legacy of native boarding schools, and other investments in support of Native arts and culture. As part of this investment, the NEA will establish an Office of Native and Tribal Affairs to ensure appropriate leadership and coordination for the breadth of activities across the agency.

#### *HBCUs, Tribal Colleges and Universities, Hispanic Serving Institutions*

The NEA works to establish and cultivate ongoing relationships with Historically Black Colleges and Universities (HBCUs), Tribal Colleges and Universities, Hispanic Serving Institutions, and their partners to build awareness of the National Endowment for the Arts, to share critical resources and information, and build capacity for successful grants applications to the agency.

## *Local Arts Agencies*

Across the United States, Local Arts Agencies (LAAs) provide a wide range of programs and services to help support and enable arts and culture at the local level in many different kinds of communities including urban, suburban, and rural places. LAAs are intermediaries, serving artists and arts organizations, local residents, visitors, and other community partners. Local arts agencies are critical partners of the NEA, increasing access to the arts by extending federal reach and impact and helping to translate national leadership into local benefit. The NEA provides funding to Local Arts Agencies through two project types: Programming and Subgranting. In FY 2024, the NEA will conduct research to better understand trends impacting local arts agencies. These research findings, in turn, will inform the design of projects undertaken in FY2025 to facilitate leadership development and technical assistance in support of LAA capacity and impact.

## *ArtsHERE*

ArtsHERE, a program operated in partnership with South Arts, will support a range of eligible organizations that have demonstrated a commitment to ensuring equitable access to arts programs and services, with an emphasis on involving historically underserved communities (those whose access to the arts is limited relative to geography, race/ethnicity, socio-economic status, or disability). In addition to funding, grantees will have the opportunity to participate in learning and evaluation activities that support the work of these organizations while also generating insights to strengthen the arts and culture sector and inform future arts funding practices.

## **Arts Education Partnership**

The [\*Arts Education Partnership\*](#) (*AEP*) is the nation's hub for arts and education leaders, building their leadership capacity to support students, educators, and learning environments through research, reporting, counseling, and convening. *AEP*, which includes more than 200 organizations dedicated to advancing arts education, has been supported by the NEA and the U.S. Department of Education since 1995 and is administered by Education Commission of the States.

In partnership with the Education Commission of the States, *AEP* connects arts research, policy, and practice with stakeholders across the country through research and information dissemination, in-person and virtual dialogue, and technical assistance. The NEA and its partners convene and facilitate meetings of arts education policy, equity, and higher education working groups, to serve as learning and resource-sharing opportunities. Together, they help existing *AEP* partners improve practice, build new effective partnerships, and inform policy through the lenses of equity, and healing and recovery from the COVID-19 pandemic.

## **Blue Star Museums**

[Blue Star Museums](#) is a collaboration among the NEA, Blue Star Families, the Department of Defense, and more than 2,000 museums in all 50 states, the District of Columbia, and Puerto Rico to offer free admission to the nation's active military personnel including National Guard and Reserve and their families from Armed Forces Day through Labor Day. Participating museums include children's museums, fine art museums, history and science museums, and nature centers.

The program provides families an opportunity to enjoy the nation's cultural heritage and learn more about their new communities after completing military moves. It also helps museums improve their community outreach and better serve service members and their families.

## **Citizens' Institute on Rural Design**

[Citizen's Institute on Rural Design](#) (*CIRD*) is a leadership initiative of the NEA in partnership with the Housing Assistance Council. Focusing on communities with populations of 50,000 or less, *CIRD*'s goal is to enhance the quality of life and economic vitality of rural America through planning, design, and creative placemaking. *CIRD* is intended to empower local citizens to capitalize on unique local and regional assets in order to guide the civic development and future design of their own communities. The *CIRD* program goals include:

- Building capacity in rural communities to plan comprehensive revitalization strategies;
- Introducing creative placemaking, arts, culture, and design strategies as drivers of economic development in rural America;
- Facilitating a network of rural communities for idea exchanges and peer learning; and
- Preparing communities to be ready and competitive for state and federal funding opportunities.

The program offers competitive funding to small towns and rural and tribal communities to host a multi-day local community design workshop. *CIRD* workshops bring together local citizens and community leaders to address specific planning, design, and arts-related issues. Workshops and programming have focused on a range of design topics that include creating public or civic spaces, developing recreational trails, adaptive reuse of community buildings, redesigning main street, integrating cultural identity into the built environment, designing quality affordable housing, and more. *CIRD* issues a call for communities to apply to the program with two opportunities for engagement: hosting a local design workshop and/or participation in the design learning cohort. Experts in architecture, landscape architecture, rural planning, creative placemaking, main street revitalization, economic development, transportation, and related fields are engaged to lend expertise at local design workshops and to facilitate training and capacity building through the design learning cohort. Participating communities receive additional support through webinars, peer exchange, and access to design and arts experts that help to advance their community's vision.

For 2023-2024, expanded investment in *CIRD* increased engagement with additional rural communities. Eight rural communities are hosting a local design workshop and 17 communities comprise the design learning cohort. Separately, *CIRD* produces public webinars on the topic of rural design for a broad audience and maintains an active and engaging website, [www.rural-design.org](http://www.rural-design.org) that serves as a resource to rural communities across the country. *CIRD* has delivered design assistance to more than 120 rural communities throughout the country since 1991.

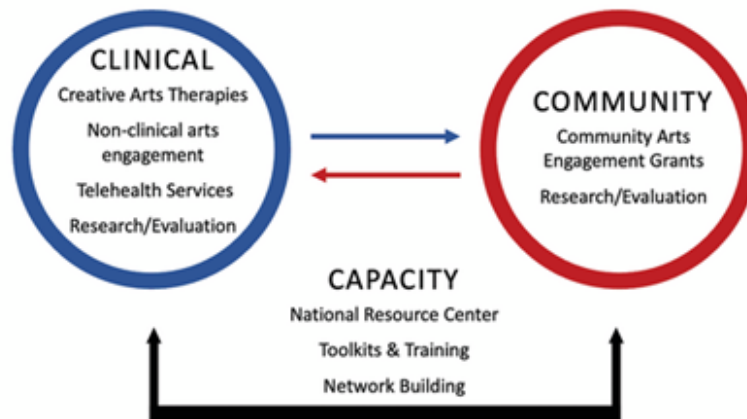
## **Creative Forces®: NEA Military Healing Arts Network**

[\*Creative Forces®: NEA Military Healing Arts Network\*](#) is an initiative of the NEA in partnership with the U.S. Departments of Defense and Veterans Affairs (VA) that seeks to improve the health, well-being, and quality of life for military and veteran populations exposed to trauma, as well as their families and caregivers.

The program places creative arts therapies at the core of patient-centered care at clinical sites throughout the country, including telehealth services, and increases access to community arts activities to promote health, well-being, and quality of life for military service members, veterans, and their families and caregivers. *Creative Forces* is managed in partnership with Civic Arts, the Henry M. Jackson Foundation for the Advancement of Military Medicine, and Mid-America Arts Alliance. The program is building a national network of care and support for trauma-exposed service members, veterans, and their families and caregivers.

It has three components:

- **CLINICAL** – *Creative Forces* is placing creative arts therapies at the core of patient-centered care at military medical facilities, including telehealth delivery of care for patients in rural and remote areas. In clinical settings, creative arts therapists provide art, music, and dance/movement therapies, as well as therapeutic writing instruction, for military patients, veterans, and their families.
- **COMMUNITY** – Since 2017, *Creative Forces* has invested in community arts engagement activities in order to advance our understanding of their benefits and impacts for military and veteran populations exposed to trauma. In 2021, the NEA announced the [Creative Forces Community Engagement grants](#) to support emerging and established non-clinical arts engagement projects designed to promote creative expression, social connectedness, resilience and successful transition to civilian life.
- **CAPACITY** – *Creative Forces* invests in capacity-building efforts, including the development of toolkits, training materials, and other resources to support best practices in serving the target populations. In addition, *Creative Forces* is investing in research on the impacts and benefits—physical, social, and emotional—of these innovative treatment methods.



*Creative Forces* has supported research and evaluation on how creative arts therapies have helped service members deal with trauma as part of an integrated care model and has published 25 peer reviewed clinical and research journal articles since 2016 on the impacts of these treatments for patients with traumatic brain injuries and associated psychological health issues. Clinical research studies conducted by *Creative Forces* have investigated the impact of creative arts therapies on:

- Recovery from traumatic experiences through meaning-making, positive framing, and verbal processing.
- Reduction of the symptoms associated with post-traumatic stress disorder (PTSD), including flashbacks and nightmares, and interrupted sleep.
- Awareness and tolerance of PTSD/traumatic brain injury (TBI) symptoms such as hypervigilance, pain, and stress.
- Development of healthy independent coping mechanisms through creation of a safe environment and therapist/patient rapport.
- Channeling aggressive behaviors and providing a means to address anger and anxiety through creative expression and improved self-regulation.
- The ability to experience hope and gratification, and increase confidence through strengths-based rehabilitation.
- Reduction of isolation and stigma through meaningful interaction with others and improved communication with family, peers, and providers.

More recently, the program has expanded to include support for trauma-exposed military-connected populations in both clinical and community settings. The NEA currently funds creative arts therapists, equipment, and supplies at 12 clinical sites across the nation, plus telehealth services from multiple sites. Through *Creative Forces*, creative arts therapists are anticipated to provide more than 23,000 clinical encounters, and serve approximately 4,000 new patients every year, with additional reach to rural and remote places provided via the telehealth component.



<b><i>Creative Forces</i> Clinical Sites</b>	
Joint Base Elmendorf-Richardson (JBER), Anchorage, AK	G.V. (Sonny) Montgomery VA Medical Center, Jackson, MS
Fort Carson, CO	Marine Corps Base Camp Lejeune, Jacksonville, NC
James A. Haley Veterans' Hospital, Tampa, FL	VA Northeast Ohio Healthcare System, Cleveland, OH
North Florida/South Georgia Veterans Health System, Gainesville, FL	Fort Cavazos, TX
Richard L. Roudebush VA Medical Center, Indianapolis, IN	Fort Belvoir, VA
National Intrepid Center of Excellence (NICoE) at Walter Reed, Bethesda, MD	Joint Base Lewis-McChord, Tacoma, WA

The initiative continues agency investments in research on the impacts and benefits—physical, emotional, social, and economic—of creative arts therapies as innovative treatment methods for military and veteran-connected populations who have been exposed to trauma. In 2021, *Creative Forces* funded four feasibility studies focused on two priority research areas: (a) music therapy effects on chronic pain and quality of life and (b) art therapy effects on emotional processing, self-regulation and other symptoms of traumatic stress.

In 2023, *Creative Forces*, made further investments in research initiating a three-year random control trial to test whether a stepped-care, music therapy intervention improves pain, psychological symptoms (anxiety, PTSD, depression, and stress), and health-related quality of life in veterans with chronic musculoskeletal (MSK) pain.

Within the community component of *Creative Forces*, in September 2021, the NEA launched a national subgranting program to support community engagement activities for military and veteran populations that have been exposed to trauma. The grant program is open to any eligible organization from across the country. Through this program, approximately 30 grants per year are awarded. In FY 2024, *Creative Forces* will launch a mixed methods evaluation study to assess the four participant outcome areas of the grant program:

- Creative Expression: Participants have a better understanding of themselves and others by creating or engaging with art.
- Social Connectedness: Participants have supportive relationships in their life and a sense of belonging to a community.
- Resilience: Participants feel they can rebound from stress, unexpected events, or life’s challenges.
- Independence and Successful Adaptation to Civilian Life: Participants have both an individual and shared sense of purpose, as well a positive self-worth, that supports adapting and readjusting to civilian life.

Capacity-building efforts also continue to expand. The Creative Forces National Resource Center was launched in July 2020. The [National Resource Center](#) provides online capacity-building support for the initiative. Features and services of these online support tools will help manage knowledge distribution; support consistent delivery of clinical treatment; coordinate research; facilitate data collection; and support training and collaboration efforts for stakeholders across clinical and community efforts to support our military and veteran-connected populations.

Creative Forces continues to look for ways to expand support for broader military-connected populations who have been exposed to trauma. An expansion of the Creative Forces partnership with the Walter Reed Military Medical Center to include support for patients, families and caregivers at the hospital's Murtha Cancer Center is anticipated to be announced in FY 2024. In addition, the NEA is applying the learnings from Creative Forces programming and resources to launch healing through the arts initiatives as well as exploring ways to deepen its impact with existing Veterans Affairs and Department of Defense partners including exploring application of the Creative Forces model in response to natural disaster and other matters of national significance.

## **Future of the Field**

Across artistic disciplines, the NEA is a national resource that supports arts organizations and public sector partners, facilitating learning and experimentation that helps enable leaders to adapt their programming and business models in response to social, economic, and environmental pressures. *Future of the Field* represents a robust commitment to supporting arts organizations to better understand and address risks that impact their business, such as responding to the impacts of COVID-19 on audience participation, and other factors that pose a threat or opportunity to nonprofit and public sector arts organizations. Through grantmaking and strategic partnerships, the NEA will support arts organizations to convene industry leaders, document best practices, and facilitate knowledge sharing and capacity building to support the sustainability of arts organizations and good jobs in the arts and culture sector.

## **Interagency Working Group on Arts, Health, and Civic Infrastructure**

The NEA and the U.S. Department of Health and Human Services (HHS) are partnering to launch an interagency working group to advance the integration of arts and culture into research and federal programs that improve health outcomes for both individuals and communities, and strengthen the civic infrastructure that is critical to many aspects of community well-being. The working group will officially kick off in FY 2024, bringing together several federal agencies, increasing understanding of how the arts advance health, and enhancing capacity for the adoption of innovative arts and cultural practices within federal funding programs. The group will be co-chaired by NEA and HHS leadership and will invite several federal agencies to participate in quarterly meetings, peer learning opportunities, and public events. The group's primary goal is to identify research gaps and federal funding opportunities that have the potential to engage arts and culture in efforts that lead to healthier communities. The NEA will draw on the insights and partnerships formed through the working group to inform new

research and a pilot initiative on arts, health and civic infrastructure including healing through the arts projects.

This working group builds on the success of a coalition of federal agencies that NEA convened between 2011-2023, as part of the [\*Arts and Human Development Task Force\*](#), which encouraged more and better research on how the arts can help people reach their full potential at all stages of life.

## **International Activities**

The National Endowment for the Arts brings the benefit of international exchange to arts organizations, artists, and audiences nationwide. The Arts Endowment's international activities increase recognition of the excellence of U.S. arts around the world and broaden the scope of experience of American artists, thereby enriching the art they create. Through partnerships with other government agencies and the private sector, the National Endowment for the Arts fosters international creative collaboration by strengthening residency programs of foreign artists in communities across the country. Local citizens as well as the arts community benefit from the lasting international ties that result. In FY 2025 the NEA will continue many of its signature international programs and partnerships, in addition to exploring opportunities to further artistic and cultural exchange. Finally, the NEA's emphasis on global exchange contributes to necessary learning and innovation within the Agency and broader field.

### *USArtists International*

[\*USArtists International \(USAI\)\*](#), administered through a grant to the Mid Atlantic Arts Foundation, supports performances by U.S. artists at impactful international festivals and performing arts marketplaces outside the United States and its jurisdictions. The program supports the engagements of exemplary solo artists and ensembles across all performing arts disciplines including dance, music, theater, multidisciplinary work, and folk/traditional arts.

In 2023, nearly 1,000 American artists travelled abroad with USAI support to more than 33 different countries. In 2024, the NEA will draw on survey data on participant experience and field trends to design an updated program solicitation.

### *Performing Arts Discovery*

The [\*Performing Arts Discovery \(PAD\)\*](#) program promotes U.S. performing artists to international programmers, festival directors, and venue managers. PAD is administered through a grant to WESTAF and aims to expand international markets and generate overseas touring opportunities for U.S. performing artists.

### *Performing Arts Global Exchange (PAGE)*

[\*Performing Arts Global Exchange \(PAGE\)\*](#) brings exemplary international music, dance, and theater to audiences across the United States. Administered through a grant to Mid Atlantic Arts Foundation, PAGE offers fee support grants to nonprofit presenting venues and units of state,

local, or tribal government based anywhere in the U.S. or its jurisdictions that book artists from a curated roster. Artists on the roster have not widely toured in the United States and reside in a selected region; the 2025 roster is anticipated to feature artists from Brazil and Columbia.

#### *U.S.-Japan Creative Artist Fellowship Program*

The [U.S.-Japan Creative Artist Fellowship Program](#) provides three- to five-month residencies in Japan for up to five individual creative artists in any discipline. While in Japan, artists work on an individual project which may include the creation of new work or pursuit of their individual artistic goals. To take advantage of the [2025 Osaka World Expo](#), our approach will be slightly different. JUSFC and the Arts Endowment will select up to five U.S.-Japan artistic teams. The selected American artists will team with a Japanese artist to collaborate on a project that will reflect the themes of the 2025 World Expo. The completed projects will be showcased in Osaka over the course of the Expo dates.

#### *Federal Advisory Committee on International Exhibitions (FACIE)*

In partnership with the State Department, the NEA convenes a Federal Advisory Committee on International Exhibitions (FACIE) panel that makes recommendations for official U.S. presentations at the Venice Visual Arts and Architecture Biennials. The Venice Biennale is one of the most prestigious cultural institutions in the world with more than 500,000 visitors yearly. The State Department just announced that Jeffrey Gibson will be the American artist representing the United States between April 20, 2024-November 24, 2024. Gibson will be the first Native American to exhibit at the Biennale.

#### *International Federation of Arts Councils and Culture Agencies (IFACCA)*

The NEA coordinates programming with the International Federation of Arts Councils and Culture Agencies (IFACCA), a global network of arts councils, ministries of culture and government agencies representing more than 70 countries that advance arts and culture. IFACCA is an important forum for exchange and learning in support of strengthening cultural ecosystems that contribute to vibrant, sustainable and inclusive societies. In May 2023, NEA Chair Jackson participated in International Federation of Arts Councils and Culture Agencies' (IFACCA) [9<sup>th</sup> World Summit on Arts & Culture](#) in Stockholm, Sweden.

#### *Arts & Artifacts Indemnity Program*

The NEA's Museums Office administers the U.S. government's *Arts and Artifacts Indemnity Program* on behalf of the Federal Council on the Arts and the Humanities. The Indemnity Program was created by Congress in 1975 for the purpose of minimizing the costs of insuring domestic and international exhibitions for U.S. nonprofit museums and organizations.

#### *Other International Activities*

The NEA also works with other federal agencies and international organizations in order to strengthen global diplomatic ties in the cultural sphere. For example, the NEA's Office of

International Activities (OIA) coordinates activity with the U.S. Department of State, especially to connect U.S.-based arts organizations with cultural attachés. Additionally, the OIA is a key point of contact for international cultural visitors from the State Department's International Visitors Leadership Program. OIA works with the State Department's Foreign Service Institute to educate new cultural attaché officers about the NEA before they head to various U.S. Embassy posts.

Other activities include partnerships to carry out key global events that help to bolster the work of U.S. artists. Examples include participation in the World Expo (mentioned above) and the [Festival Internacional Cervantino](#), a festival which takes place each fall in the city of Guanajuato, located in central Mexico. The festival originates from the mid-20th century and has grown to become the most important international artistic and cultural event in Mexico and Latin America, and one of four major events of its type in the world.

## **Mayors' Institute on City Design**

[\*Mayors' Institute on City Design\*](#) (*MICD*) is a leadership initiative of the NEA in partnership with the United States Conference of Mayors. Since 1986, the Mayors' Institute has helped transform communities through design by preparing mayors to be the chief urban designers of their cities. *MICD* achieves its mission by organizing sessions where mayors engage leading design and development experts to find solutions to the most critical planning and design challenges facing their cities. By helping mayors address design challenges, *MICD* has helped cities across the country lead the way to substantive improvements in everything from public spaces to transportation to economic mobility.

Every year, *MICD* plans and manages up to five sessions held throughout the country. Participation in each two-and-one-half-day session is limited to no more than eight mayors and eight preeminent design and development professionals, along with *MICD* partners. Sessions are organized around case study projects. Each mayor presents a project from their city and receives feedback from other mayors and design professionals. Many complex design topics have been addressed in recent years including downtown and neighborhood revitalization, transportation planning, creative placemaking, district visioning and branding, main street and commercial corridor redevelopment, affordable housing, historic preservation, and sustainable development. Following each presentation, mayors and design professionals identify important issues, offer suggestions, and discuss potential solutions. The interchange sparks lively debates, generates new ideas, and inspires creative thinking.

Just City Mayoral Fellowship, a collaboration with the United States Conference of Mayors and the Just City Lab at the Harvard Graduate School of Design, launched in Fall of 2020. Using the *MICD* model, the program brings together eight mayors and a range of design experts over the course of nine weeks to directly tackle racial injustices in each of their cities through planning and design visioning and interventions.

Additional *MICD* offerings have included direct technical assistance support for mayors and their planning staff, along with a series of virtual seminars that cover timely topics such as designing streets for pandemic response and recovery, and monuments—reckoning with the past

and envisioning the future. *MICD* offers mayors an intimate space to learn from each other and the nations' leading design experts on ways to tackle pressing and timely design challenges. In 2023, *MICD* invested in developing curricula, case studies, and other resources for mayors to engage arts and culture more deeply in advancing their vision for their city.

With the dual goals of educating mayors about design and educating design professionals about the practical needs of American cities, the program has graduated more than 1,200 mayors and engaged more than 750 designers.

## **Musical Theater Songwriting Challenge**

The [\*Musical Theater Songwriting Challenge\*](#) is a national contest for high school students with a passion for musical theater songwriting and for the wide range of musical styles represented in contemporary musicals. The goal of the program is to develop the next generation of songwriters, increasing access to the field by students from a broad range of backgrounds. Working alone or in collaboration with another student, contestants are challenged to create the lyrics and music for an original song that could appear in a musical theater show. Students entering the challenge will have the opportunity to engage in musical songwriting workshops with professional songwriters, and students whose songs are selected as the winning entries will participate in one-on-one songwriting mentorships to continue developing their songs with professional musical theater artists, as well as experience their original song performed by professional musicians and singers for an audience. Since its launch in 2017, more than 1,000 students have participated in the program.

## **National Folklife Network**

The National Folklife Network (NFN), administered in partnership with Southwest Folklife Alliance, Inc., is an initiative to bolster the folk & traditional arts field through training, fieldwork, convenings, community collaborations, and cultural asset mapping. Designed to address significant gaps in the map of national arts funding for the folk & traditional arts, NFN prioritizes work in seven regions with are the rural areas of Northern Plains, Southern Plains, Rocky Mountain West, and Alaska, and the urban centers of Memphis, Tennessee, San Juan Puerto Rico, and Washington DC.

A cohort was established in each of the seven regions, consisting of an anchor organization as well as related organizations and individuals, including but not limited to folk & traditional arts organizations, tribal communities or tribes, minority-serving institutions, federally-designated post-secondary institutions (e.g., HBCUs and Tribal Colleges & Universities), colleges and universities, and artists. Consultative services, training, and logistical support will continue to be provided to the *NFN* regional cohorts on topics such as capacity building, financial management, general administration, fieldwork, archiving, cultural asset mapping, and fundraising. Additionally, technical assistance for federal, state, and regional funding opportunities will be promoted and provided as appropriate, and best practices will be identified and shared within and among the regional cohorts. An *NFN* website will also be developed and maintained.

## **NEA Big Read**

The [\*NEA Big Read\*](#) broadens our understanding of our world, our communities, and ourselves through the joy of reading, writing, and sharing stories. The initiative supports the annual selection of nonprofit organizations around the country to host dynamic community-wide programs, each designed around *NEA Big Read*-selected poems, short stories, novel excerpts, essays and/or other pieces of literature that explore the meaning of “community” through the lens of its people, environment, history, and future.

Arts Midwest has managed the *NEA Big Read* grants program since its inception in 2006. Following the final cooperative agreement renewal in FY 2023, the agreement is being recompeted in FY 2024 through a new NEA program solicitation.

Each community program that receives an NEA Big Read grant—which generally ranges between \$5,000 and \$20,000—is provided with resources, outreach materials, and training on various aspects such as working with local partners, developing public relations strategies, and leading discussions and Q&As. The program may last as short as a week or as long as several months and can include a kick-off event; group discussions about the selected literary works; community writing workshops; activities related to collecting and sharing oral/written stories from members of the community; and projects that engage the community and/or respond creatively to community stories and/or the selected literary works (e.g., art exhibitions, theatrical and/or musical performances, and poetry slams.). As the program evolves it will retain an emphasis on programming that is responsive to local interests and increasing the opportunities for writing workshops.

## **Poetry Out Loud**

A partnership of the NEA, the Poetry Foundation, and the state arts agencies, [\*Poetry Out Loud\*](#) is a national arts education program that encourages the study of great poetry by offering free educational materials and a dynamic recitation competition for high school students across the country. This program helps students master public speaking skills, build self-confidence, and learn about literary history and contemporary life. Since the program began in 2005, more than 4.3 million students and 76,000 teachers from 19,000 schools across the country have participated in Poetry Out Loud.

## **Shakespeare in American Communities**

[\*Shakespeare in American Communities\*](#) is a theater program that inspires students nationwide with live performances of Shakespeare’s plays. Arts Midwest has managed Shakespeare in American Communities since its inception in 2003. Annually, selected theater companies receive competitive grants to support performances and educational activities. These funds have enabled theater companies to offer more performances to schools and reach more students. They have expanded the geographic reach of their touring programs, and provided improved access to the arts for underserved schools, with particular impact experienced in rural communities. In FY24 the NEA will select a cooperator to continue the Shakespeare in American Communities and Shakespeare in American Communities: Juvenile Justice program component. The FY24

solicitation will also include some important modifications. These modifications include the prioritization of support to rural communities, the addition of a Next Gen program component, and the creation of a learning community described in more detail below.

*Shakespeare in American Communities: Juvenile Justice*, a program component, enables theater companies and organizations to engage youths within the juvenile justice system with the works of Shakespeare through theater education programs nationwide. Theater companies and organizations across the nation partner with the juvenile justice system to reach youths through juvenile facilities or detention centers, educational schools/programs specifically for juvenile offenders or incarcerated youths, court-appointed programs, short- or long-term treatment centers, and transition centers. A growing body of research indicates that arts programs in justice facilities can help reduce recidivism rates, increase self-esteem, and improve social interactions and emotional health.

*Shakespeare in American Communities: Next Gen*, a program component that supports paid apprenticeships for early and mid-career theater administrators and technicians at theaters and arts organizations who participate in Shakespeare in American Communities collaborative projects described above, or projects developed with a non-arts organization or group that aims to address a specific problem using theater-based interventions, such as programs [working with houseless populations to make theater](#), [bringing theater to hospital settings](#), teaching playwrighting to incarcerated individuals, [collaborating with young people in urban communities](#). The *Next Gen* focus addresses important needs in the theater field and aims to leverage the success of Shakespeare in American Communities to expand access to theater opportunities and create new workforce opportunities

*Learning Communities*: Learning communities will be comprised of individuals and organizations involved in the grant program. The Learning Community experience will consist of a set number of virtual gatherings and will culminate in a capstone, in-person convening. The learnings will be documented and distributed for field-wide use.

## **Sound Health Network**

The NEA's *Sound Health Network* (SHN) is a partnership of the NEA with the University of California, San Francisco in collaboration with the National Institutes of Health (NIH), the John F. Kennedy Center for the Performing Arts, and Renée Fleming, the center's artistic advisor. The SHN was established to promote research and public awareness about the impact of music on health and wellness. A national resource center, SHN regularly hosts webinars for the public, issues newsletters, maintains a clearinghouse of research articles, and connects and convenes researchers, musicians, music therapists, and others to improve access to knowledge at this bustling intersection.

SHN aims to expand knowledge and understanding of how listening to, performing, or creating music involves intricate circuitry in the brain that can be harnessed for health and wellness applications in daily life; explore ways to enhance the potential for music as therapy for neurological disorders; identify future opportunities for research; and create public awareness about how the brain functions and interacts with music.



- In FY 2023, SHN conducted public webinars on topics such as the relationship between music and early childhood development, education, community well-being, and pain relief—including pain management for sickle cell disease patients. Through virtual conferencing software, SHN also hosted a series of “Live Days” for “affinity groups” of students, researchers, music organizations, and music therapists to convene and explore topics such as integrative health and music, music and cognition, and music services reimbursement. Throughout the year, SHN expanded its online directory of researchers and practitioners and its clearinghouse of research publications while continuing to distribute original content through newsletters and social media. In addition, SHN presented at many arts-and-health-related sessions and conferences, including the John F. Kennedy Center for the Performing Arts’ “Sound Health: Renew/Remix” two-day event, for which the SHN provided technical assistance.
- *Sound Health*, a separate partnership between the John F. Kennedy Performing Arts Center and the NIH, in association with the NEA, promotes research and public awareness about the potential impact of music on neuroscience, health, and well-being. In partnership with NIH, the NEA supports research grants on “Music and Health.” In December 2023, the NIH and NEA will cosponsor a two-day research workshop on “Music and Medicine,” showcasing the work of principal investigators that have been supported to date, and exploring topics such as music education and its relationship to health outcomes.

## **A Focus on Strategic Partnerships**

Through the Office of Partnerships, Expansion, and Innovation, the NEA coordinates federal and philanthropic partnerships to offer new opportunities that expand artistic practice in our nation and support the integration of the arts into strategies, policies, and programs that advance the economic development, well-being, and resilience of all communities, especially historically underserved communities. The NEA’s approach to federal and philanthropic partnerships is one of several key strategies the agency uses to fulfill its mission and deliver on the directive outlined in Executive Order #14084, “*Promoting the Arts, the Humanities, and Museum and Library Services*”. Additionally, these partnerships enable more opportunities for all Americans to engage in cultural experiences and to celebrate the diversity of our nation. The following are highlights of a few of the strategic interagency partnerships, which demonstrate the value of the arts more broadly across a wide-range of governmental activities:

- In FY 2023, the NEA partnered with the National Science Foundation (NSF) by co-supporting a second workshop on the arts’ integration with computer science research and education. The agencies also co-supported an evaluation of NSF computer science education projects that incorporate artistic methods and practices.
- In FY 2022, the NEA, Centers for Disease Control, and CDC Foundation entered into an agreement supporting a CDC Foundation grant program called “Engaging the Arts to Build Vaccine Confidence,” which enabled 30 organizations to work at the intersection of the arts and public health during the height of the pandemic. In 2023, CDC Foundation

released an impact report to capture the ways in which arts and cultural organizations can help to prepare for public health crises in the future.

- The NEA and General Services Administration continue to collaborate to increase awareness of GSA’s Art in Architecture program and to promote federal art commission opportunities for artists that reflect the diversity of communities across the nation.
- With the Bureau of Economic Analysis, the NEA continues to update and publish national and state-level statistics about the arts and cultural economy. This partnership enables the NEA to publish reports that measures the total economic output for arts and cultural industries and goods and services, as well as total employment and compensation numbers for workers in those industries. It also tallies consumer spending on arts and culture and import/export activity; enabling researchers, policy-makers, and industry groups to monitor trends in arts and cultural production.
- In FY 2023, the NEA partnered with the U.S. Department of Education (National Center for Education Statistics) to add an arts component to the High School & Beyond longitudinal study. The High School & Beyond study will help educators, parents, researchers, and policymakers better understand the ways that art education contributes to student success. Information collected through the study also can be used to improve high school educational experiences for this generation and beyond.
- The NEA and Appalachian Regional Commission partnered on the [\*Appalachian Gateway Communities Initiative\*](#). Both agencies have been collaborating on this program since 2004 to help small and rural communities develop thoughtful strategies around promoting nature, arts, and culture for economic growth; celebrating some of Appalachia’s most treasured assets and supporting communities experiencing economic distress and transition.
- The NEA continues to participate actively in interagency working groups and coordinating committees such as those convened by the HHS-led Equitable Long-Term Recovery and Resilience (ELTRR) initiative, the White House’s Office of Science & Technology Policy, and the Office of the Surgeon General.
- The NEA partners with the National Park Service, Institute for Museum and Library Services, and National Endowment for the Humanities on the [\*Save America’s Treasures\*](#) grant program. Save America’s Treasures preserves nationally significant historic properties and collections that convey our nation’s rich heritage to future generations.

In FY 2024 and FY 2025, the NEA will continue to develop partnerships with federal agencies, philanthropic entities, and others in order to strengthen the connection between the arts and other sectors enabling broader access and benefit to the arts. NEA is a national resource and convener of key conversations on arts and culture across the federal government and the broader field. In January 2024, the NEA will co-host with the Domestic Policy, *Healing, Bridging, Thriving: A Summit on Arts and Culture in our Communities*. This national summit will bring together leaders from across sectors, including government officials; policymakers; artists; academics;

philanthropic, labor, and community leaders; and the public, to consider the ideas, policies, and actions available to better integrate and elevate the arts and humanities throughout our country.

## State and Regional Partnerships (Detail)

Program Activity (\$000)	FY 2023 Enacted	FY 2024	FY 2025 Request
	<b>64,980</b>	<b>TBD</b>	<b>65,840</b>

Program Activity (\$000)	FY 2023 Actual Obligations	FY 2024	FY 2025 Request
State and Regional Partnerships			
Basic Plan Support	51,143		51,816
Underserved	<u>13,841</u>		<u>14,024</u>
subtotal	<b>64,984</b>	<b>TBD</b>	<b>65,840</b>

**Summary:**

The NEA requests an FY 2025 funding level of \$65.84 million for the agency’s State and Regional Partnership Program.

### **Background**

Forty percent of the NEA’s grantmaking dollars are awarded to the nation’s 56 state and jurisdictional arts agencies (SAAs), six regional arts organizations (RAOs), and a national service organization through annual partnership agreements. Partnership funds are matched by state resources on at least a one-to-one basis, with the partial exception of certain funds provided to U.S. jurisdictions, and the ability to seek specific waivers. This approach leverages the NEA’s resources by catalyzing arts projects in thousands of communities across the country and allowing the NEA to build and sustain local arts capacity for planning, programming, evaluation, and communications.

### **State Partnership Agreements**

Since the mid-1960s, the NEA has fostered and encouraged the creation and expansion of SAAs. Today, agencies exist in all 50 states and 6 U.S. jurisdictions. Through Partnership Agreements with SAAs, the NEA is able to extend its reach to every community in the United States, translating national leadership into local benefit.

### **Regional Partnership Agreements**

The RAOs are private, nonprofit entities created by state arts leaders in the mid-1970s to facilitate the exchange of artists across state borders. The National Endowment for the Arts encouraged development of the RAOs to cultivate the touring of artists to sparsely populated and

underserved areas of the country. Since that time, the six RAOs have evolved to play a major role in strengthening the effectiveness and efficiency of the U.S. arts infrastructure, by cultivating public and private resources; working collaboratively across state, national, and international borders; and delivering programming across all disciplines.

### **National Services Partnership Agreements**

National service organizations provide leadership, training, planning, coordination, and information services to support SAAs and RAOs. In FY 2025, the NEA anticipates continuing its National Services Partnership Agreement with the National Assembly of State Arts Agencies (NASAA), who provides arts leadership services nationwide.

### **FY 2025 Request**

The NEA requests an FY 2025 funding level of \$65.84 million to maintain the agency's State and Regional Partnership Program. The activities anticipated to be undertaken in FY 2025 are substantially similar to those activities currently underway in FY 2024.

### **FY 2024 Activities**

- **Partnership Agreements**: Applications requesting FY 2024 support will be submitted by SAAs and RAOs in October 2023. The NEA anticipates once again supporting all 50 state arts agencies, six jurisdictional arts agencies, six regional arts organizations, and a national service organization with funding for programming and activities that supports both locally-identified priorities and NEA strategies.
- **Cooperative Agreements**: Cooperative agreements with service providers will further the work of the NEA in FY 2024, including renewal of an existing cooperative agreement with NASAA to support research and leadership development services relevant to state arts agencies, jurisdictional arts agencies, and regional arts organizations.
- **Field Development**: FY 2024 will build on important recent field developments relative to the relationship between jurisdictional arts agencies and regional arts organizations. FY22 marked the first time that all jurisdictional arts agencies are represented by membership with regional arts organization. Regional arts organization membership will continue to provide additional technical assistance and programmatic resources to these jurisdictional arts agencies. FY 2024 also will see programming by RAOs further recognize the importance of artist-centered engagement, through an expanded focus of what has historically been called the Regional Touring Program.

### **FY 2023 Accomplishments/Activities**

- FY 2023 State Partnership Agreements provided support for the planning and implementation of locally-determined priorities, identified through each state's strategic planning process. In addition, Partnership Agreements provided funding for arts education activities that address the NEA's arts education goals; arts programming in

underserved communities, as identified by each state; and folk and traditional arts projects that strengthen the traditional arts and cultural heritage of states, thereby helping to preserve the diverse cultural heritage of the nation.

- FY 2023 Regional Partnership Agreements provided support for the planning and implementation of locally-determined priorities, identified through each RAO's strategic planning process. In addition, Partnership Agreements provided funding for projects and programs enhancing public engagement with the arts with an emphasis on reaching underserved communities; folk and traditional arts projects that strengthen the traditional arts and cultural heritage of regions, thereby helping to preserve the diverse cultural heritage of the nation; and professional development training for accessibility.
- In FY 2023, local priorities for both SAAs and RAOs focused on continued recovery from the effects of the COVID-19 pandemic, both on arts agencies and their constituents. Relatedly, a growing area of focus in the field is leveraging the capacity of artists and arts organizations to help strengthen the health, wellbeing, and economic vitality of communities through cross-sector work with other fields (such as education, health, and transportation).
- Annual Partnership Agreements include the ability for grantees to subgrant federal funds, successfully furthering the reach of federal dollars. Work also continued to emphasize issues surrounding access, diversity, inclusion, and equity. For SAAs, additional priorities included efforts to expand community engagement, especially in underserved communities; and community and economic development, arts education, and lifelong learning. For RAOs, additional priorities included: work related to the support and presentation of performing arts, as well as training and resources related to accessibility.

The following graphic provides additional details on the NEA’s grantmaking in FY 2023.



# 2023 GRANTMAKING

**\$160.10 Million Awarded through 2,900 Grants<sup>†</sup>**



\*Includes Grants for Arts Projects and Research Grants in the Arts

<sup>†</sup> Includes Jazz Masters and National Heritage Fellowships

As of September 30, 2023

# Program Support

Program Support activities include: grant application review, research and analysis projects, outreach, production of various agency publications, travel for members of the National Council on the Arts (NCA), arts accessibility activities, contractual services, and assessments for E-Government initiatives. These activities support grantmaking and programmatic activities and are ways in which the NEA shows up as a thought leader, purveyor of information, and facilitator of public discourse around arts and culture. These functions are essential and enable the NEA to maximize its impact as a federal agency in support of the arts sector.

Program Activity (\$000)	FY 2023 Enacted	FY 2024	FY 2025 Request
	<b>2,500</b>	<b>TBD</b>	<b>2,500</b>

Program Activity (\$000)	FY 2023 Actual Obligations	FY 2024	FY 2025 Request
<b>Program Support</b>			
Panels and Reviewers	341		425
Consultants	51		62
Printing and Reproduction	49		52
Travel	43		74
Research and Analysis	1,396		1,097
Accessibility	1		23
Other Services	330		349
Grants.gov Assessment	<u>330</u>		<u>418</u>
<b>Total</b>	<b>2,541</b>	<b>TBD</b>	<b>2,500</b>

FY 2023 excludes reimbursable funding and use of gift funds; includes the use of available funds carried over from prior years.

The three primary drivers of Program Support are:

Panels and Reviewers: \$425,000 is requested for panelist and reviewer compensation, the same amount as projected for FY 2024. This amount is based on the need for more panelists as a result of the continued growth in the number of grant applications that the agency has been receiving.

Research and Analysis: The NEA requests \$1.1 million to support research and analysis activities primarily led by the Office of Research and Analysis (ORA), approximately the same amount as projected for FY 2024. Among projects expected to be undertaken in FY 2025 are development of research reports, tools, and datasets as part of the National Arts Statistics & Evidence Reporting Center, and the National Archive of Data on Arts & Culture; execution of key Leadership Initiatives such as the Interagency Working Group on Arts, Health, and Civic Infrastructure; and new research studies as part of the five-year research agenda.



Grants.gov Assessment: The NEA projects that the annual fee charged by the U.S. Department of Health and Human Services (HHS) for the NEA's use of Grants.gov will increase by \$21,000 from \$397,000 to \$418,000, based on the five-year rolling average assessment calculation of the NEA's grantmaking activities.

The NEA requests \$2.5 million in FY 2025 for the following Program Support activities:

- Panels and Reviewers. \$425,000 is requested for panelist and reviewer compensation, the same amount as projected for FY 2024, which is based on the need for more panelists as a result of the continued growth in the number of grant applications that the agency recently has been receiving. As required by law, the NEA engages expert advisors to review grant applications, which enhances the credibility, transparency, and fairness of the review system.
- Consultants. \$62,000 is requested to support expert consultants' participation at convenings on arts topics, and review of manuscripts submitted as part of the *NEA Literature Fellowships* application review process.
- Printing and Reproduction. \$52,000 is requested for the production of publications that directly relate to the arts fields, including brochures about agency grant opportunities.
- Travel. \$74,000 is requested to support travel for NCA members, recipients of the National Medal of Arts, and individuals participating at convenings, symposia, and meetings.
  - Members of the NCA (composed of up to 18 voting members) typically meet three times per year to advise the NEA Chair on agency policies, grant applications, and the funding of specific projects. In FY 2025, they are anticipated to meet twice in person and once virtually. They also travel to attend working groups and other agency meetings and functions.
  - The NEA's request also funds travel for recipients of the *National Medal of Arts* to receive their awards at the White House should a ceremony be held in FY 2025. Created by Congress in 1984, the *National Medal of Arts* is conferred annually by the President to honor persons and organizations that have made extraordinary contributions to the excellence, support, growth, and availability of the arts in the United States.
  - In addition, the NEA anticipates inviting a limited number of individuals to travel at the request of the NEA to participate at convenings, symposia, and meetings on various arts topics.
- Research and Analysis. The NEA requests \$1.1 million in Program Support funds for research and analysis. The NEA's Office of Research and Analysis (ORA) produces unique data sets to the public and analyses and reports that provide important insights into public policy issues affecting artists, arts organizations, and arts audiences and

participants. Funding in this area also supports activities essential to implement the goals, objectives, and performance measurements reflected in the agency's Strategic Plan and Performance Plan.

- ORA-produced datasets include the Arts Basic Survey (ABS) and the Survey of Public Participation in the Arts (SPPA), both conducted in partnership with the U.S. Census Bureau; and the Arts Module of the General Social Survey (GSS), supported in partnership with the National Science Foundation. The NEA makes these datasets publicly available, along with other arts-related data and data tools, through its [National Archive of Data on Arts & Culture](#) (NADAC), a free online repository for researchers, practitioners, and policy-makers.
- Program Support funding also will be used to initiate new studies as part of the NEA's five-year Research Agenda and the agency's FY 2024 Learning Agenda; sustain a National Statistics and Evidence Reporting Center and a technical assistance provider for the NEA's Research Labs program; and create and maintain interactive maps and dashboards based on NEA grants data—a priority of the agency's Data Governance Board.
- To facilitate strategic partnerships and information sharing, the NEA, the National Endowment for the Humanities (NEH), and the Institute of Museum and Library Services (IMLS) will develop a Memorandum of Understanding (MoU) that will enable each agency's respective research offices to work together to expand public knowledge about the arts and cultural sector and the impacts of these federal funding agencies. The MoU also would permit the agencies to work together in testing and evaluating methods, tools, and data-driven strategies that can inform each agency's Equity Action Plan. In addition, a more robust research-and-data partnership across the three cultural agencies will position them more effectively to respond to the objectives of the Federal Data Strategy, which calls for leveraging data as a strategic asset.
- Accessibility. The agency goal of increasing access to the arts for all Americans is achieved, in part, by addressing grantee compliance with Section 504 of the 1973 Rehabilitation Act and the 1990 Americans with Disabilities Act (ADA). The \$23,000 requested will support symposia, workshops, and panels that address accessibility issues.
- Other Services. \$349,000 is requested for contractual services supporting programs, projects, and initiatives as well as the *National Medal of Arts*; the costs associated with panel operations; negotiation and approval of indirect cost rates for nonprofit organizations and non-Federal organizations; and efforts to enhance public access to and knowledge about the agency's activities, such as production of agency publications, online content, and webcasts made available to the arts field and general public.
- Assessment for Grants.gov. The Grants.gov initiative is part of the overall E-Government program for improving access to government services via the internet. The

charter of Grants.gov calls for establishing a simple, unified electronic storefront for interactions between grant applicants and the Federal agencies that manage grant funds. Grants.gov allows organizations to find and apply electronically for competitive grant opportunities from all Federal grantmaking agencies. As one of 26 Federal grantmaking agencies, the NEA is assessed an annual fee for use of Grants.gov, which is paid to the U.S. Department of Health and Human Services (HHS), the managing partner for Grants.gov. \$418,000 is requested for the FY 2025 Grants.gov assessment.

## **FY 2024 Activities**

Research and Analysis. In FY 2024, the NEA will launch a national indicators framework and schedule for the prompt and regular reporting of arts-related statistics to the public. Development of the framework and metrics has been undertaken by a research contractor, in consultation with a Technical Working Group of arts practitioners, funders, and researchers. The NEA also plans to publish the results from additional analyses of the 2022 Survey of Public Participation in the Arts, the Arts Module of the 2022 General Social Survey, and the Arts and Cultural Production Satellite Account. Technical documentation also will be provided for these datasets, which have been collected in partnership with other federal agencies.

Other FY 2024 research activities will include an ongoing evaluation of the NEA's ArtsHERE program (Equity Program) and two national studies: one focused on local arts agencies (LAAs) and their needs and roles within the larger U.S. arts ecology; and another seeking to map arts and cultural assets and opportunities within Historically Black Colleges and Universities. Beyond these projects, NEA will support the launch of the Interagency Working Group on Arts, Health and Civic Infrastructure and publish research briefs based on analyses of arts variables in longitudinal datasets maintained by the U.S. Department of Education's National Center for Education Statistics. In FY 2024, NEA also will pursue an agreement with the World Health Organization to permit joint publications and co-convenings about the arts' relationship to health and well-being.

Quality Grant Application Review. All grant applications to the NEA are reviewed on the basis of artistic excellence and artistic merit, as required by the agency's authorizing legislation. Applications generally receive three levels of review. First, they are reviewed by independent, national panels of artists and art experts. Panels make recommendations that are forwarded to the National Council on the Arts (NCA). The NCA, the NEA's advisory body, comprises nationally and internationally renowned artists, distinguished scholars, and arts patrons appointed by the President, and members of Congress (who serve *ex officio*). Per the NEA's authorizing legislation, "*in making such appointments, the President shall give due regard to equitable representation of women, minorities, and individuals with disabilities who are involved in the arts and shall make such appointments so as to represent equitably all geographical areas in the United States.*" The NCA reviews and makes recommendations on the applications. Those recommendations for funding are sent to the NEA Chair. The Chair reviews those applications and makes final decisions on all grant awards.

The NEA's application review process relies on the assistance of citizen experts who serve as panelists and consultants; their membership must comply with the agency's authorizing

legislation which includes ensuring “that all panels are composed, to the extent practicable, of individuals reflecting a wide geographic, ethnic, and minority representation as well as individuals reflecting diverse artistic and cultural points of view.” To achieve this mandate, the NEA carefully tracks the characteristics of each panel, including the percentage of new versus returning panelists, representation from people of color, sex/gender balance, and geographic diversity. The NEA also ensures that panelists bring diverse points of view to the grant application review process, as evidenced by factors such as their experience in the arts, education and/or work experience, and other professional activities. At the end of each year, the NEA analyzes its achievements in these areas. Panels contribute significantly to the Chair’s funding decisions. For review of FY 2024 applications, the NEA anticipates that approximately 800 citizen experts will review approximately 7,100 grant applications.

Since 2014, 100 percent of the NEA’s panels have occurred virtually rather than in-person and yielded the same level of quality results at considerable cost-savings. Further, through the use of an electronic application review system, the NEA has enhanced its application review process by enabling applicants to upload their application material electronically; panelists to review application material (including work samples), score, and comment online in advance of panel meetings; and, staff to use new tools for the application process and the management of panel meetings. Panelists thoroughly review all applications, have quality discussions, and recommend applications of high artistic excellence and merit for funding. Panelists and NEA staff are overwhelmingly satisfied with the quality of virtual grant application review.

Virtual panels also result in other practical benefits: meeting planning is streamlined; the agency’s pool of potential panelists is expanded; and, staff and panelists have more time to focus on application review. Additionally, use of virtual panels and the processes and procedures put in place aided the NEA significantly during the pandemic.

In alignment with the agency’s engagement efforts, NEA is exploring solutions to support communities that may have limited access to internet.

## **FY 2023 Accomplishments/Activities**

Research and Analysis. In FY 2023, ORA published interactive data tools, maps, fact-sheets, and research briefs about arts participation in 2020, and the arts’ economic impact in 2021. These resources included the release of datasets that the NEA created in partnership with the U.S. Census Bureau and the Bureau of Economic Analysis, respectively. In addition to its own production of research briefs and data tables, ORA prepared and contributed 12 arts-related datasets and/or catalogue listings to the National Archive of Data on Arts & Culture (NADAC). In particular, through NADAC, ORA released quarterly issues of *Arts Research Quarterly* – a round-up of recent journal articles – and hosted two public webinars: one on a statistical profile of arts incubators in the U.S., and the other about analyzing arts and cultural data from large-scale health, education, and labor studies. Throughout the year, moreover, ORA published monthly blog posts and podcasts highlighting notable studies and arts research-related developments for the general public.

Separately, through ORA, the NEA Partnered with the National Institutes of Health (NIH) to co-host “Music as Medicine: The Science and Clinical Practice,” a two-day workshop that was also livestreamed, bringing together researchers supported by the NEA and NIH to present study findings and explore new pathways for understanding music’s relationships to health and neuroscience.

Effective Outreach to the Public. Outreach is a critically important strategy for all agency goals. Through the Program Support account, our outreach efforts focus primarily on the use of our website, the production and distribution of materials, and the use of social media as vehicles for communication. We support outreach intended to educate applicants, grantees, and the general public. Additionally, we provide technical assistance that encourages accessibility in arts programming for older adults, veterans, people with disabilities, and people who reside in institutions. In FY 2023, the agency continued its engagement with communities nationwide and finding ways to build trust and long-lasting relationships with communities whose access to NEA funding, programming, and resources has been limited by ethnicity, geography, economics, and disability.

Examples of accomplishments include:

- Providing up-to-date information on the arts and the NEA on our website, such as the [National Endowment for the Arts blog](#), that highlights how the arts strengthen and promote the well-being and resilience of neighborhoods and towns across America; [podcast interviews](#) with prominent artists and arts organizations providing access and engagement with the arts in communities nationwide; and by webcasting live events such as the NEA Jazz Masters awards ceremony and concert, the Poetry Out Loud National Finals high school recitation competition, and public meetings of the National Council on the Arts. The NEA also continues to maintain an [online grant search](#) tool that allows the public to search all of the NEA’s grants since 1998.
- Expanding the use of webinars to interact with the public. Webinars cover a wide variety of subjects, from grant workshops, to press conferences, to NEA research efforts, to presentations on topics of interest to both the agency and its constituents. Recent webinars include:
  - Grant guideline workshops, with presentations by NEA staff followed by question and answer sessions. The NEA also targeted underserved communities with webinars such as [Grants for Tribes and Native Serving Organizations](#) on June 5, 2023.
  - In FY 2023, the NEA partnered with the General Services Administration to host a series of [webinars for the arts community on the GSA’s Art in Architecture Program](#). These activities provided information on the program in each area of the country and included a conversation with NEA Chair Maria Rosario Jackson and GSA Administrator Robin Carnahan about the importance of the program to the public.

The use of webinars provides members of the public with an opportunity to communicate directly with and ask questions of the agency, as well as an available resource to share with others and use for future reference. In turn, the NEA is able to interact with more members of the public than it could in a single in-person forum, while also saving travel and meeting costs.

- Producing and distributing materials such as:
  - The [Guide to the National Endowment for the Arts](#), which provides details on the programs and activities that the NEA supports, as well as funding deadlines for the agency's various grant programs.
  - A [brochure](#) that provides a brief overview of the agency and its work.
  - [American Artscape](#), the agency's quarterly magazine featuring interviews with and stories on artists, arts organizations, and arts projects from across the United States.
  - The agency's [Annual Reports](#), highlighting NEA activities during a given fiscal year.
  - The agency newsletter *ArtMatters*, which is sent by email monthly to subscribers, now numbering approximately 30,000, detailing activities of the agency that month. Various discipline offices also send out newsletters on their activities to their constituents.

Using social media: the agency has a presence on X ([Twitter](#)), [Facebook](#), [YouTube](#), [Apple Podcasts](#), [LinkedIn](#), and [Instagram](#), all with the goal of helping the NEA share information and stay connected to the public. On YouTube, the public can access information such as video profiles of NEA Jazz Masters, watch films about NEA National Heritage Fellows, and hear students who participated in Poetry Out Loud talk about their experience with the program.

## Administration

The NEA’s Administration (Salaries and Expenses) budget provides operating funds essential to the achievement of the mission, goals, and objectives of the NEA. Funds provided for this program activity cover personnel compensation and benefits; staff and invitational travel; rental payments to the General Services Administration (GSA); communications and utilities; contractual services such as training and information technology support, reimbursable interagency agreements with other federal agencies; and the acquisition of supplies and equipment.

Program Activity (\$000)	FY 2023 Enacted	FY 2024	FY 2025 Request
	<b>42,050</b>	<b>TBD</b>	<b>43,000</b>

Program Activity (\$000)	FY 2023 Actual Obligations	FY 2024	FY 2025 Request
Administration (Salaries & Expenses)			
Personnel Compensation	19,590		23,920
Civilian Personnel Benefits	6,578		8,325
Benefits for Former Personnel	<u>0</u>		<u>10</u>
Total Compensation & Benefits	26,168		32,255
Travel & Transportation of Persons	325		389
Transportation of Things	3		5
Rental Payments to GSA	3,029		3,157
Comm., Utilities & Misc. Charges	265		261
Printing and Reproduction	9		20
Other Services	6,642		6,190
Supplies and Materials	27		46
Equipment	869		677
Insurance Claims & Indemnities	<u>0</u>		<u>0</u>
Total Other	11,169		10,745
<b>Total: Salaries and Expenses</b>	<b>37,337</b>	<b>TBD</b>	<b>43,000</b>
FTEs	143	TBD	167

FY 2023 excludes reimbursable funding, use of gift funds, and obligations funded by the American Rescue Plan.

**Summary:**

Compensation and Benefits: The NEA’s request funds the annualized costs associated with the staff anticipated to be hired in FY 2024 to fill key vacancies and deepen the NEA’s “bench strength”, along with projected government-wide pay and benefits costs increases.

IT Modernization: The FY 2025 request includes funds needed for the NEA to continue its multi-year IT modernization activities and ongoing cyber-security enhancements.

The NEA requests \$43.0 million in FY 2025 for Administration (S&E) for the following cost areas and activities.

- Personnel Compensation and Benefits. Personnel compensation and benefits account for approximately 75 percent of the agency’s S&E budget. The personnel compensation request of \$32.26 million supports 167 FTE. This funding level also covers the estimated 2.0 percent federal employee pay raise for January 2025. (See “[Attracting and Retaining Talented Professionals](#)” section below.)
- Staff and Invitational Travel. \$0.39 million is requested for local and out-of-town travel for staff. This travel amount supports agency outreach efforts, technical assistance to grantees and potential applicants, and travel related to the planning and implementation of the agency’s projects, activities, and initiatives.
- Rent. As discussed above, the NEA is working with GSA on the competitive acquisition of a long-term lease. The \$3.16 million budgeted for rental payments assumes that the NEA will lease space at its current location via a short-term extension through FY 2025.
- Contractual Services and Interagency Agreements. Contractual services obtained from the private sector and interagency agreements with other federal agencies include, but are not limited to, security, training, and various miscellaneous services such as administrative contracts for information technology and financial assistance. The Budget provides \$6.19 million for these purposes. Expenses associated with IT modernization and cybersecurity initiatives are detailed in the “[Commitment to IT Modernization](#)” section below.

The NEA uses contractual services and interagency agreements for a range of activities, such as:

- Personnel support services, such as payroll processing with the U.S. Department of Agriculture, and an Employee Assistance Program through the Department of Health and Human Services.
- Support of the financial management information system (Delphi) and e-travel services system (E2) provided under an interagency agreement with the U.S. Department of Transportation’s Enterprise Services Center (ESC).
- Support for an electronic grants management system (eGMS) provided under an interagency agreement with the National Endowment for the Humanities (NEH) through a strategic partnership.



- Other Operating Expenses. \$1.0 million is requested for other operating services including transportation of things; communications, utilities, and miscellaneous charges; printing; supplies; and equipment (including information technology hardware and software).

## **Commitment to IT Modernization**

The NEA requests funding within its administrative budget for IT resources, including personnel and funding for IT modernization. This includes enhancing the public’s digital experience with the NEA in accordance with the President’s Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence (Executive Order 14110). The NEA also requests funding for ongoing investments in specific capabilities that protect and defend our systems and information in alignment with the President’s Executive Order on Improving the Nation’s Cybersecurity issued on May 12, 2021.

In FY 2025, the NEA will undertake, among others, the following enhancements:

- Build out the NEA’s Enterprise Architecture Team with contract resources to provide greater insight into the alignment of business processes, data, and technology while identifying areas for automation and improvement.
- Develop and deploy a conversational Chatbot on the arts.gov website to improve NEA customer experiences in alignment with the 21<sup>st</sup> Century Integrated Digital Experience Act and help quickly and efficiently answer frequently asked questions about the grant application process and the NEA.
- Transition the outsourced security operations center (SOC) to the DOJ’s SOC shared service for 24/7/365 monitoring operations.
- Continue remediation of Plan of Action & Milestones (POAMs) and Vulnerabilities from authorization to operate (ATO) assessments, Audits, and Scans.

In FY 2024, the NEA plans to:

- Procure a Privileged Access Management System to aid in our Zero-Trust Architecture implementation and increase our cybersecurity posture.
- Implement enhanced logging covering Azure Cold and Hot Storage, centralizing the logs in order to perform fast searches and powerful visualizations to monitor key metrics.
- Continue network security upgrades by limiting cross communication between VNETs and Resource Groups, limiting East West Traffic Communication, implementing Zscaler Tunnel 2 on devices, and strengthening ZPA Access policies.

- Deploy PRISM, a web-based, commercial off-the-shelf, procurement and contract management system. This tool will streamline end-to-end procurement, integrating and tracking information from the initiation of the requirement through solicitation and award.
- Move Applicant Portal servers to the MS Azure cloud (completing the NEA's cloud migration).
- Acquire an Enterprise Architecture Repository tool.
- Award a Section 508 contract to assess systems, provide training, and remediate documents.

In FY 2023, the NEA undertook the following projects in support of its continued commitment to cybersecurity and IT modernization:

- Entered an agreement for Security-as-a-Service activities to satisfy FISMA findings and fill gaps where resources are unavailable.
- Awarded a SOC contract to monitor and respond to cyber events in real time.
- Acquired and implemented a cybersecurity document repository that maintains documents and automates cybersecurity documentation workflows for managing POAMs and ATOs.
- Completed the move of the NEA's 'Council Book' to a more secure, cloud-based system and simultaneously making it a public facing application that is integrated with Login.gov and requires multifactor authentication for usage by the agency's council members.
- Began the process to acquire PRISM, a web-based, commercial off-the-shelf, procurement and contract management system.
- Implemented a Cyber Analysis Research and Engineering (CARE) Watch Hub for the agency that provides additional security monitoring, evaluation, and alerts from DHS in order to provide a more secure agency network.
- Contracted with a vendor to provide Zero Trust Architecture project management and implementation.

In addition, the NEA made the following general technology improvements in FY 2023:

- Reviewed the technical infrastructure and began its plan to transition to Internet Protocol Version 6 (IPv6). (Note: 80 percent of the NEA assets are IPv6 compatible.)
- Completed the migration of more than 90 percent of the NEA’s servers and file services to MS Azure cloud.
- Acquired and onboarded DocuSign to improve and automate the agency’s ability to engage with external collaborators.

## **Attracting and Retaining Talented Professionals**

The NEA’s staff, its most valuable asset, is dedicated to the agency’s mission of promoting and strengthening the creative capacity of our communities by providing all Americans with diverse opportunities for arts participation. The NEA invests in training, mentorship, and staff recognition programs, and promotes strong employee morale and work-life balance in order to attract, develop, and retain a talented and diverse staff.

Below is a list of strategies for implementation of this important objective:

- Recruit and retain a highly motivated, diverse, and talented workforce.
- Ensure that all agency staff are developed and trained to succeed while employed at the NEA.
- Develop and maintain a work environment that is safe, diverse, and inclusive, with an emphasis on open communication and the well-being of NEA staff.

The NEA identifies critical workforce needs; it recruits strategically and in compliance with government hiring principles; it provides its workforce with incentives such as training and advancement opportunities, as appropriate; and it develops and maintains policies and processes to ensure excellent performance and accountability.

In addition to government-wide benefits—including family-friendly leave policies, and flexible/alternative work schedules—the NEA provides wellness services, such as its interagency agreement with Federal Occupational Health (FOH) to provide health center services and employee assistance programs to agency staff.

The NEA also uses federally approved awards such as performance awards, special acts, and time-off awards as a means to reward and incentivize employees. Estimated awards spending in FY 2024 and FY 2025 is provided in [Appendix B: Awards and Recognition Data](#).

In FY 2025, the NEA will continue its commitment to the principles of embedding diversity, equity, inclusion, and accessibility (DEIA) into the agency’s work practices, to foster a meaningful environment where employees can thrive.

## Office of Inspector General (OIG)

The Office of Inspector General was established in 1989 pursuant to provisions of the Inspector General Act Amendments of 1988 (P.L. 100-504), and the Inspector General Reform Act of 2008. The OIG is responsible for conducting audits, investigating allegations of unlawful or unauthorized activity, and providing technical assistance to grantees on matters relating to the financial management of their awards. The OIG helps the agency evaluate and improve management systems to prevent waste, fraud, and abuse, and ensure efficient, effective service. In addition, the OIG works with the Chief Information Officer to ensure the NEA’s compliance with the Federal Information Security Management Act.

There is no separate appropriation for the OIG; the OIG’s budget is funded within the NEA’s Administration budget. Pursuant to the Inspector General Reform Act of 2008, the following table reflects the funding provided for the Inspector General.

Program Activity (\$000)	FY 2023 Actual	FY 2024	FY 2025 Request
Personnel Compensation	586		781
Personnel Benefits	134		191
Travel	1		15
Other Services	172		183
Training	6		15
Equipment	<u>1</u>		<u>2</u>
<b>Total</b>	<b>900</b>	<b>TBD</b>	<b>1,187</b>
FTEs	4	TBD	5

# Appendices

**Appendix A: Budget Request by Object Class**  
(\$ thousands)

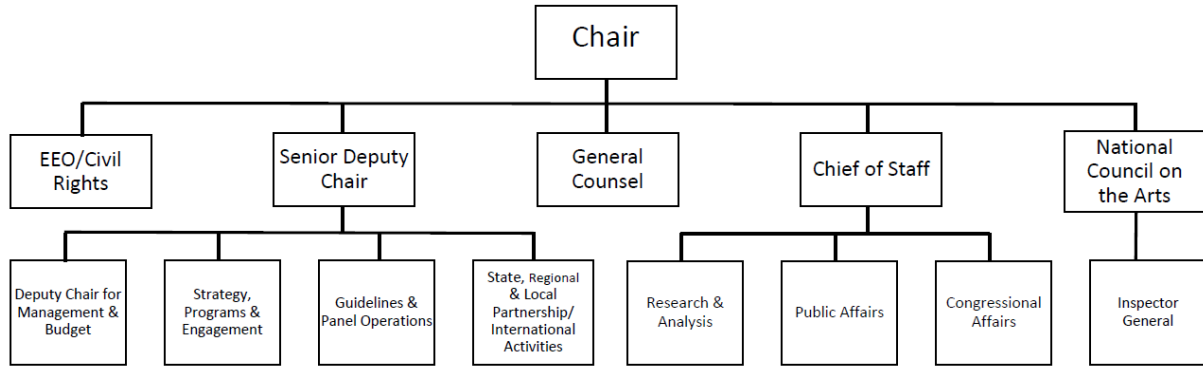
Object Class	Description	FY 2023 Actual	FY 2024	FY 2025 Request
	<b>Promotion of the Arts</b>			
25.1	Advisory and Assistance Services	780		850
41.0	Grants, Subsidies, and Contributions	159,770		163,750
	<b>Total</b>	<b>160,550</b>		<b>164,600</b>
	<b>Program Support</b>			
21.0	Travel and Transportation of Persons	43		80
24.0	Printing and Reproduction	49		52
25.1	Advisory and Assistance Services	1,653		1,602
25.2	Other Services from Non-Federal Sources	646		744
25.3	Other Goods and Services from Federal Sources	150		20
26.0	Supplies and Materials	0		2
	<b>Total</b>	<b>2,541</b>		<b>2,500</b>
	<b>Administration</b>			
11.1	Full-Time Permanent	16,126		20,199
11.3	Other than Full-Time Permanent	2,595		3,131
11.5	Other Personnel Compensation	737		590
11.8	Special Personal Services Payments	132		0
11.9	<i>Total Personnel Compensation</i>	<b>19,590</b>		<b>23,920</b>
12.1	Civilian Personnel Benefits	6,578		8,325
13.0	Benefits for Former Personnel	0		10
	<b>Total Personnel Compensation and Benefits</b>	<b>26,168</b>		<b>32,255</b>
21.0	Travel and Transportation of Persons	325		389
22.0	Transportation of Things	3		5
23.1	Rental Payments to GSA	3,029		3,157
23.3	Communications, Utilities and Misc. Charges	265		261
24.0	Printing and Reproduction	9		20
25.1	Advisory and Assistance Services	985		1,036
25.2	Other Services from Non-Federal Sources	3,299		3,096
25.3	Other Goods and Services from Federal Sources	2,358		2,058
26.0	Supplies and Materials	27		46
31.0	Equipment	869		677
42.0	Insurance Claims & Indemnities	0		0
	<b>Other Object Classes</b>	<b>11,169</b>		<b>10,745</b>
	<b>Total</b>	<b>37,337</b>		<b>43,000</b>
	<b>TOTAL - National Endowment for the Arts</b>	<b>200,428</b>	<b>TBD</b>	<b>210,100</b>

FY 2023 includes use of available funds carried over from prior years. Excludes reimbursable funding, use of gift funds, and obligations funded by the American Rescue Plan.

***Appendix B: Awards and Recognition Data***  
(\$ thousands)

Estimate of FY 2024 Salary Spending, excluding Senior Executive Service (SES), Political Appointees, and Expert Consultants	TBD
Estimate for awards spending in FY 2024	TBD
Estimate of FY 2024 Awards Spending as a Percent of FY 2024 non-SES Salary Spending	2.5%
Estimate of FY 2025 Salary Spending, excluding SES, Political Appointees, and Expert Consultants	20,503
Estimate for awards spending in FY 2025	513
Estimate of FY 2025 Award Spending as a Percent of FY 2024 non-SES Salary Spending	2.5%

**Appendix C: Organizational Chart**  
(as of FY 2023)





## *Appendix D: NEA Support of Executive Orders 13985, 13988, 14020, 14035*

The Chief Diversity Officer oversees development, coordination, and implementation of the agency's **Equity Action Plan** and **Diversity, Equity, Inclusion and Accessibility Plan**.

### *Diversity, Equity, Inclusion, and Accessibility*

The Diversity, Equity, Inclusion and Accessibility plan and guides the agency efforts to embeds principles of diversity, equity, inclusion, and accessibility in our agency work practices, creating an environment for employees to thrive.

### *NEA Equity Action Plan*

In the NEA's [Equity Action Plan](#) of January 20, 2022, which is in alignment with the NEA's 2022-2026 Strategic Plan, the agency identified the following five areas for increased focus in order to support equitable opportunities for arts participation and practice for all Americans in the United States:

- **Arts participation in underserved communities** to address and reduce the gap between availability of arts programming and the participation of underserved groups.
- **Community engagement** to expand engagement with underserved communities through webinars and key partner organizations.
- **Accessibility** to develop concrete policies and procedures for providing access accommodations for persons with disabilities and limited English proficiency.
- **Data** to determine the feasibility of expanding demographic data collection related to grant beneficiaries, staff, and leadership of grant recipient organizations.
- **Contracting and procurement** to increase awareness of contract and procurement opportunities to HUBZone and other underrepresented groups.

In 2022-2023, the NEA has made progress in each of these areas, among others:

- **Arts Participation:** Through a cooperative agreement with NEA, South Arts is working in partnership with the other five Regional Arts Organizations to develop and implement the ArtsHERE subgranting initiative, supporting a range of eligible organizations throughout the arts and cultural ecosystem that have demonstrated a commitment to equity within their practices and programming.
- **Community Engagement:** The NEA used its media platforms to amplify stories and narratives from grantees, highlighting various cultures, practices, and communities from across the country and U.S. jurisdictions, such as Hispanic/Latinx, Native American, Black/African American, AAPI, women, and LGBTQ+ communities.

- **Accessibility:** Addressed language barrier concerns by translating grant program guidelines into Spanish.
- **Data:** Equity-focused data dashboards were developed for staff use to support equity-focused analysis of agency grants and initiatives. An interactive map, which already includes Census data on poverty and urban areas, was updated for internal use to include additional information on underserved communities, including race and ethnicity.
- **Contracting and Procurement:** Contracting Officers continued to build relationships with SBA and other agencies to share resources to find ways to improve equity in procurement and contracting in underserved communities.

### **Gender Equity**

The NEA, in accordance with Executive Order 13988: *Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation*, approved a policy on Gender Pronoun usage and provided training for NEA staff on the policy. The NEA has advanced efforts towards gender parity by elevating the stories and voices of women-identifying artists working toward gender equity, particularly women of color, in NEA events and convenings as well as social media, blogs, interviews, magazines, and other publications.

In FY 2022, the NEA prepared research briefs about artists in the U.S. workforce inclusive of gender-focused research, targeted outlets with gender-focused audiences, and expanded its media engagement on all platforms to share the reports' findings and spotlight stories related to gender equity in the arts. The research briefs are an analysis of demographic disparities, including gender disparities among management occupations in the arts. The briefs are meant partly to support a broader movement among arts and cultural funders and organizations to examine issues of access and equity within the larger sector.

### **Examples of Growing Arts Participation - Grants for Arts Projects (in support of EO 13985, 14035)**

The agency plans to increase funding for grants projects that focus on underrepresented communities within the arts, including, but not limited to, increasing funding provided to Local Arts Agencies for subgranting, and arts education. Examples of *Grants for Arts Projects* awarded in FY 2023 include:

- **San Francisco, CA** - San Francisco Opera Association received \$70,000 to support the presentation of *Omar*, a new work by composers Rhiannon Giddens and Michael Abels. The work is based on the life and the 1831 autobiography of Omar ibn Said, a West African scholar of Islamic faith enslaved in the Carolinas. Project activities include community engagement events designed to deepen audience knowledge of this part of U.S. history and a bilingual workshop on the power of storytelling.
- **Portland, ME** - Indigo Arts Alliance received \$35,000 for an artist residency program, focused on advancing BIPOC (Black, Indigenous, and People of Color) artists, that will

pair participants with established mentors and provide opportunities for critical feedback and public engagement through artist talks, symposia, workshops, and other events. The resident artists also will receive a stipend, housing, materials, and supplies.

- **Bedford, TX** - Arts Council of Northeast Tarrant County received \$20,000 to provide online and in-person art classes in a wide range of artistic mediums including painting, sculpture, poetry, and music. Professional teaching artists trained in art therapy teach community members in Northeast Tarrant and Southern Denton counties in Texas, with a focus on outreach to older adults, individuals with disabilities, minorities and communities of color, and low-income communities. All art materials are provided for free, and no art experience is required for participation.
- **Portland, OR** - Triangle Productions received \$10,000 for The Umbrella Project, an initiative focused on preserving the cultural heritage of Oregon's LGBTQ community. The theater will archive and provide public access to historical materials specific to live theater productions in Portland, and will conduct staged readings of plays. The project also will include talkback discussions with former cast members, producers, directors, and playwrights discussing their experiences in early LGBTQ theater, to be recorded and included in the archive.
- **New York, NY** - Center for Art Tradition and Cultural Heritage received \$25,000 to support ethnographic fieldwork, documentation, and an exhibition that explore the traditions of costume design and ritual performance from New York City's Black and Latinx LGBTQ+ ballroom community. The exhibition of costumes and fieldwork documentation will be presented at City Lore, ArtsWestchester, and Pioneer Works. Additional activities will include panel discussions and workshops.

### **Examples of Community Engagement - Support for Historically Black Colleges and Universities**

The NEA is committed to advancing the agency's work pertaining to diversity, equity, inclusion, and access, through community engagement and by fostering mutual respect for the diverse beliefs and values of all individuals and groups. Part of this commitment includes our partnership with the White House Initiative on HBCUs. Since 2018, the NEA has engaged with 74 out of 102 HBCUs. A few *Grants for Arts Projects* examples of successful applications from or involving HBCUs in FY 2023 include:

- **Montgomery, AL** - Alabama State University, a historically Black university, received \$11,266 for a jazz festival featuring headliner artists, regional blues and jazz musicians, and high school and college performers. The family-friendly event also may include children's performances, opportunities for local visual artists to showcase their works, as well as Korean art exhibitions and/or traditional Korean dance.
- **Truro, MA** - Truro Center for the Arts at Castle Hill received \$10,000 to support the Osborne Fellowship of the Castle Hill Artist Residency Program, a partnership with Morgan State University, a historically Black university in Baltimore. Castle Hill will

provide selected artists with stipends, housing, studio space, access to equipment, mentorship, exhibition opportunities, and exchange with fellow artists and the local community. The fellowship will benefit emerging visual and multimedia artists who attend or are recent graduates of historically Black colleges or universities.

- **Bentonville, AR** - Crystal Bridges Museum of American Art received \$50,000 for a catalogue, online resources, and a symposium exploring the Alfred Stieglitz Collection, co-owned with Fisk University, a historically Black university. Working in partnership, the museum and university will tell the story of Stieglitz, Georgia O’Keeffe, and other key modernist artists exploring themes of race, education, and geography.
- **Broken Arrow, OK** - Greatest Stories Never Told received \$20,000 to support artist fees and personnel costs for the development and touring production of a new play about Bessie Coleman, the first Black female aviator. The project will be developed in partnership with faculty and students at Bowie State University, a historically Black university in Maryland, as well as with middle and high school students in the Bowie, Maryland, area. The work will then be toured to middle and high schools throughout Oklahoma and West Virginia.
- **Atlanta, GA** - Alliance Theatre at Robert W. Woodruff Arts Center received \$50,000 for the Spelman Leadership Fellows workforce development program. In partnership with Spelman College, a historically Black college, the Alliance Theatre will expand its fellowship program to include site visits to arts and culture institutions aligning with the participating fellows’ career goals. The fellows will learn the complexities of running large nonprofit organizations as they develop new skills.
- **Norfolk, VA** - Virginia Stage Company received \$10,000 to support a production of William Shakespeare’s *Henry V*. In partnership with Norfolk State University, a historically Black university, professional teaching artists and university students will conduct workshops in area high schools, exploring the play’s themes of leadership and power. During the production, Norfolk State University students will perform alongside professional artists.

### **Examples - Accessibility**

In alignment with the NEA Equity Action Plan, the agency helps to make the arts accessible for people with disabilities, older adults, veterans, and people living in institutions by:

- Providing technical assistance to applicants, grantees, and the public to help them comply with accessibility laws and ensure access for all audiences and participants to their arts activities.
- Funding projects that provide art experiences for people with disabilities, older adults, and people in health care and correctional institutions, as well as professional development for those interested in working with these populations.

- Identifying barriers for people with disabilities who are interested in pursuing careers in the arts, expanding career opportunities, and encouraging diversity in the arts.
- Supporting infrastructure, research, policy discussions, and practices around the arts and aging and demonstrating the need and value of arts experiences for, by, and with older adults.
- Leading and participating with other federal and nonprofit organizations in seeking solutions to challenges related to health and human development.

In 2023 the NEA, in partnership with Art Beyond Sight, launched a comprehensive [Toolkit on Careers in the Arts for People with Disabilities](#). The toolkit features tools and resources designed to advance opportunities for artists and other cultural workers in the arts. It is comprised of four sections targeting artists and those seeking work in the arts; arts employers, including curators, presenters, casting directors, etc.; arts educators; and funders; as well as [profiles of disabled artists](#) who have achieved careers success in the arts. Together with a [series of webinars](#), the toolkit aims to increase diversity, equity, and inclusion for people with disabilities across the arts sector.

The NEA also supports learning and professional development in cultural accessibility for staff from the 56 state and jurisdictional arts agencies and the six regional arts organizations.

The NEA's Office of Accessibility also provides training and resources internally to agency staff. Information on laws, regulations, and guidelines is provided, as well as assistance on providing quality customer service, communication, and accommodations to people with disabilities.

## *Appendix E: Native Arts and Tribal Affairs*

### *Native Arts and Culture*

The NEA continues to grow investments and partnerships in support of native communities. Areas of exploration include language preservation and revitalization, understanding and healing from the legacy of native boarding schools, and other investments in support of Native arts and culture.

Working with Native-led national service organizations and an interagency federal working group, the NEA has carried out strategic outreach to Native communities and artists since 2016. Outreach includes nation-to-nation work with tribal governments, reservation communities, and Tribal Colleges and Universities (TCUs), and at conferences and convenings of indigenous leaders and organizations. Outreach also includes recruitment of Native artists and community leaders to participate as panelists to review grant applications. As building relationships with TCUs is a high priority for the NEA, the agency also works in coordination with the White House Initiative on American Indian and Alaska Native Education. The initiative, located within the Department of Education, seeks to support activities that expand education opportunities and improve education outcomes for all American Indian and Alaska Native students.

In October 2022, the NEA hosted its first in-person Tribal Consultation at the International Conference of Indigenous Archives, Libraries, and Museums in Temecula, California on the tribal lands of the *Pechanga* Band of Luiseño Indians.

In October 2023, the NEA held a second Tribal Consultation at the International Conference of Indigenous Archives, Libraries, and Museums in Oklahoma City, Oklahoma. The region is the ancestral homeland of the Apache, Caddo, Tonkawa, and Wichita, and of historical importance to the Comanche, Kiowa, Osage, Quapaw, Muscogee (Creek) and Seminole. Today, 39 distinct tribes reside in Oklahoma.

This year's tribal consultation process was developed over the last several years beginning on April 7, 2021, when the NEA hosted a tribal consultation to discuss President Biden's Memorandum on Tribal Consultation and Strengthening Nation-to-Nation Relationships. The purpose of this meeting was to update tribal leaders on the NEA's engagement with Native cultural leaders, to use the input of tribal leaders to inform our Nation-to-Nation consultation plan, and to inform our work related to the Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. On August 10, 2021, the NEA hosted a tribal consultation for elected leaders of federally-recognized tribes to respond to the agency's [draft policy on Tribal Consultation](#); and, in October 2021, the NEA published its formal Tribal Consultation Policy based on these two nation-to-nation consultations with Tribal Leaders, and a series of community meetings with Native American and Alaska Native artists and arts/cultural organizations.

In the Fall of 2021, in coordination with the Departments of Interior and Health & Human Services, the NEA became one of ten participating signatory agencies on a [Memorandum of](#)

[Agreement on Native Languages](#). In coordination with these agencies, the NEA is producing a 2<sup>nd</sup> edition of its free downloadable guide, [Federal Resources for Native Arts & Cultural Activities](#).

*Grants for Arts Projects* examples of successful applications from or involving tribes in FY 2023 include:

- **Fulton, MI** - The Nottawaseppi Huron Band of the Potawatomi received \$30,000 for a powwow gathering Potawatomi people from across the United States and Canada to celebrate the tribe's culture with traditional song, drumming, and dance. Additional activities include cultural symposia, such as a language conference, classes, and crafts workshops.
- **Wakpala, SD** - The Patricia Locke Foundation, an Indigenous-led nonprofit whose work is centered on the Standing Rock Sioux and Pine Ridge Reservations and is an Indian/Native American Tribally Designated Organization, received \$25,000 to support workshops on the Indigenous flute taught by master artist and NEA National Heritage Fellow Bryan Akipa, who grew up in the Sisseton Wahpeton Oyate Reservation of northeastern South Dakota. Students will learn how to assemble an Indigenous flute, as well as play and sing songs in the Lakota language.
- **Weogufka, AL** - Ekvnv Yefolecvlke, an Indian/Native American Tribally Designated Organization, received \$25,000 to support a Native language and cultural arts immersion program. To preserve and revitalize the Maskoke Creek language and culture, members of the tribe will receive instruction from Native American artists in basketry, bead work, pottery, textile arts, tribal customs, and ceremonies. The classes will be taught in the Maskoke Creek language and serve children and adults in the Maskoke diaspora in Alabama, Florida, and Oklahoma.
- **Rapid City, SD** - First Peoples Fund received \$37,500 in support of instruction on traditional Lakota music for the community of Pine Ridge, South Dakota. Guest teachers from the community will offer classes about a wide range of topics that may include Lakota music history, ethnomusicology, musical genres, and a variety of musical instruments. The program will benefit Oglala Lakota people in Pine Ridge, and strengthen Lakota musical traditions and help ensure that they are passed down to future generations.
- **Juneau, AK** - Juneau Arts and Humanities Council received \$60,000 for the multidisciplinary Rock Aak'w Festival, a weekend-long, family-friendly, and inclusive festival presented by the council in partnership with the Central Council of the Tlingit and Haida Indian Tribes of Alaska. The event will showcase and celebrate the shared experiences of performing arts of Indigenous people, including music, dance, and storytelling artists. Workshops and masterclasses will instruct teachers on bringing the Indigenous cultures into their classrooms.
- **Missoula, MT** - Missoula Writing Collaborative received \$35,000 to support creative writing residencies for elementary school students on the Flathead Reservation of the

Confederated Salish and Kootenai Tribes. Led by professional writers, regional poets, and classroom teachers, students will study Native American poets' work and learn to write various forms of poetry inspired by the natural world. The collaborative will disseminate the students' work through published anthologies and public poetry readings, and select student work will be translated into Salish.



## *Appendix F: Climate Justice*

Executive Order 14008, “Tackling the Climate Crisis at Home and Abroad”; Executive Order 13990, “Protecting Public Health and the Environment and Restoring Science to Tackle the Climate Crisis”; and Executive Order 14030, “Climate-Related Financial Risk” direct agencies to take a whole-of-Government approach to reduce climate pollution in every sector of the economy, increase resilience to the impacts of climate change, and protect public health. Through grantmaking, the NEA supports programming that engages the American public around the issue of climate change.

Examples of successful applications supporting climate change engagement in FY 2023 include:

- **Chattanooga, Tennessee** - Stove Works received a \$12,000 grant to support the exhibition *TERRITORIAL: The Land and Us*, and related engagement activities. The exhibition will present works addressing social injustice in relation to land use, colonialism, climate crisis, and labor issues and educating audiences about efforts to bring about renewed custodianship for shared land. Public programming will include performances by participating artists, talks with environmentalist scholars, community workshops, and screenings of a film exploring Indigenous land rights.
- **Fort Lauderdale, Florida** - South Florida Symphony Orchestra received \$10,000 to support educational concerts designed for elementary and middle school students that will feature multimedia, costumes, props, and narration to explore the plight of Florida’s coral reef. Following the concerts, students will have the opportunity to meet the performers and play instruments from the orchestra. Learning materials will be provided to teachers prior to the concerts, which will take place throughout South Florida.
- **New Orleans, Louisiana** - Friends of a Studio in the Woods received a \$37,500 grant for an artist residency program. Selected artists will be provided with room and board, studio space, and a stipend to create new work in response to the climate crisis, environmental degradation, and rising sea levels. Artists also will have the opportunity to engage with the local community during various public events.
- **Pittsburgh, Pennsylvania** - Society for Arts and Crafts received \$25,000 to support the exhibition *Climate Awakening: Crafting a Sustainable Future*, related public programming, and an accompanying catalogue. The exhibition and catalogue will present artwork that examines climate change, including its effects on communities and ecosystems. Public programming will include talks, artist demonstrations, gallery tours, and interactive activities. A curriculum guide will be developed for use with school group visits to the exhibition.

In addition, the NEA supports the recovery of arts and cultural communities devastated by major disasters through financial support, technical and policy assistance, and leadership. Since FY 2018, the NEA has served as a member agency in the federal Natural and Cultural Resources Recovery Support Function (NCRRSF), working in coordination with other federal agencies, such as the Federal Emergency Management Agency (FEMA) and the Department of Interior. In recent years, NEA staff have been deployed multiple times to the U.S. Virgin Islands and Puerto Rico to assist in the wake of Hurricanes Irma and Maria.

### *Appendix G: Effective Financial Management Emphasizing Automated Systems*

The NEA is committed to the stewardship of the public funds and donations that it receives. To help ensure the appropriate oversight over these financial resources, the NEA utilizes a number of automated financial management systems, including:

- Leveraging the financial system expertise of U.S. Department of Transportation's Enterprise Services Center (ESC), which provides the NEA with an Oracle-based fully-compliant financial management system (Delphi) and full financial services support.
- Using an automated grants management system (eGMS) developed and supported by the National Endowment for the Humanities (NEH) with economies of scale achieved through the use and funding by a cross team of cultural agencies.
- Using ESC's E2 travel system for online travel arrangements, authorizations, and associated payments.
- Utilizing the payroll processing operations of the National Finance Center to process staff pay and benefits.

This focus on automation also aids the agency in digitizing inputs, enabling electronic approvals and signatures, promoting data sharing, and meeting electronic records requirements. The agency's most recent assessment of improper payment risk, which included the review of preventive and detective payment controls, noted that NEA had an insignificant risk of significant improper payments. The agency's audits of Data Act reporting also found that the Agency submissions were complete, accurate, and timely.

Separately, it is worth noting that, for the 21<sup>st</sup> consecutive year, the NEA has received an unqualified audit opinion on its most recent financial statements (FY 2023).

### *Appendix H: Good Accounting Obligation in Government Act*

In accordance with the Good Accounting Obligation in Government Act (P.L. 115-414), which requires each agency to include, in its annual budget justification, a report that identifies each public recommendation issued by Government Accountability Office (GAO) and the agency's inspector general that has remained unimplemented for one year or more, the NEA reports:

- No public recommendations of the Government Accountability Office.
- In regards to public recommendations for corrective action from the NEA's Office of Inspector General, no financial recommendations in a status of "open" or "closed, unimplemented" for a period exceeding one year preceding the submission of this budget justification.

The NEA continues to review and seeks to take appropriate actions in a timely manner in response to recommendations from the Government Accountability Office and the agency's Office of Inspector General. The NEA is currently working on corrective actions in response to public recommendations from the NEA's Office of Inspector General reported during the audits of the agency.

### *Appendix I: Leveraging of Shared Federal Services*

The NEA continues to leverage the availability of technical/operational expertise and shared-services within the federal government to operate efficiently and effectively. The Agency currently has the following interagency agreements in place:

- Office of Personnel Management (OPM) for human resource staffing support. OPM provides human resource project planning and management support; candidate assessment and referral support; staffing consultation services; performance management system and support, and metrics and reporting services.
- U.S. Department of Interior's Interior Business Center for contracting and acquisition support services.
- Defense Counterintelligence and Security Agency for employee security clearance services.
- U.S. Department of Health and Human services for Grants.gov.
- National Endowment for the Humanities for the NEA's electronic grants management system (eGMS).
- National Finance Center for the processing of employee timekeeping, pay and benefits.
- Department of Transportation, Federal Aviation Administration, Enterprise Services Center for Delphi, the NEA's Oracle-based financial management system.
- General services administration for web-based end-to-end travel and expense management tool.

The NEA also began using the Department of Treasury's government-wide G-invoicing system, a new system that is intended to help agencies manage intergovernmental buy/sell transactions.

# **STRATEGIC PLAN 2022-2026**