



Teaching Artist Roster FY 2027 Guidelines

ROSTER RENEWAL DEADLINE: November 30, 2026
NEW APPLICANTS DEADLINE: April 15, 2027

NATIONAL
ENDOWMENT for the **ARTS**

arts.gov



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Program Overview

Purpose

Teaching Artists are integral to the arts education ecosystem in providing supplementary arts education experiences that deepen learning in Maryland's school and community settings. The Teaching Artist Roster is a list of Maryland-based teaching artists who have experience providing group or classroom arts instruction and/or performances in a variety of educational settings. Members of the Roster have been selected through a panel review process.

The benefits of joining the MSAC Teaching Artist Roster include:

- Roster members are eligible to apply for the [Arts in Education Grant](#). The Arts in Education Grant supports the costs of arts learning programs for Maryland schools and community groups.
- Opportunities for feedback to help strengthen current and proposed arts learning programs
- Heightened visibility through MSAC's Arts Directory and Artist Showcases

Artists new to the teaching artist profession are encouraged to contact the Arts in Education Program Director for information and resources.¹

The Maryland State Arts Council (MSAC) reserves the right to revise these guidelines. This can include making policy or procedure updates, adjusting the timeline, and adding updated, new, or clarifying information.

Application Cycle

Overview

This application is for those seeking to join the Teaching Artist Roster or renew their roster status; there is no financial grant or monetary compensation provided for joining or renewing membership to the Roster.

Those who are approved for the Teaching Artist Roster will become eligible to apply for funding through the [Arts in Education Grant](#); however, funding is not guaranteed. Funding through the Arts in Education Grant Program (in addition to all other MSAC programs) requires separate applications, which go through separate panel review processes.

Timeline

The timelines provided below are estimates. Processing and notification timelines may change according to application volume, constituent needs, staff capacity, or other factors. Subscribe to MSAC communications to be notified of any public information sessions and other program updates by completing [the signup form on our webpage](#).

- Roster Renewal Applications (For members who joined the roster prior to year 2020)
 - Publication: September 25, 2026
 - Deadline: November 30, 2026
- Application review
 - December 2026 - January 2027
- Notification
 - January 2026 - February 2027 (rolling)

¹ A resource to assist with understanding this document is the [MSAC Glossary](#), which provides an overview of terms commonly used in MSAC grant guidelines, on the website, and in other published materials.

- New Applicant Applications:
 - Publication: February 2027
 - Deadline: April 15, 2027
- Application review
 - April - May 2027
- Notification
 - June 2027
- Annual Roster Check-in Reports
 - May 15, 2027 (for current members who joined the roster after 2020)
 - May 15, 2028 (for renewed members who initially joined the roster before 2020)

Program Updates

During FY 2026, the following updates were made to the Teaching Artist Roster program:

- Roster members who joined the roster prior to 2020 will be required to renew their roster status
- Application review criteria focuses on artistic practice, classroom experience, and effective instruction
- Applications for organizations include additional questions and review criteria, which focus on equitable pay practices, teaching artist training, and artist rights
- Requirements for current members will include annual check-in reports and information updates
- New applications for the roster will go through an asynchronous panel review process

Eligibility

Eligible applicants must meet the requirements listed below.

Independent artists must be:

- Maryland residents who are 18 or older. A Maryland resident is defined as someone owning or renting residential property in Maryland six months prior to the application's submission and throughout the fiscal year. Those experiencing homelessness are encouraged to reach out to MSAC staff for details on how to apply
 - In the case of collaborative groups, having a membership comprising at least 50 percent (50%) Maryland residents, as defined below
- Not enrolled in any matriculated high school, undergraduate, or graduate degree program at the time of application and, if selected, throughout their time on the Roster.

Arts organizations must be Maryland-based and one of the following:

- Nonprofit organization with an IRS 501(c)3 designation
- Unit of government (e.g., town, city, county, state, etc.) with the capacity to undertake an arts program
- Established higher education institutions such as a college or university

AND

- The organization must be in operation as an arts organization or arts program for at least one full fiscal year at the time of application

Note: If you are applying as an organization and would like to have several of your teaching artists considered for the MSAC Teaching Artist Roster, a separate application for each teaching artist is required.

All applicants must:

- Practice an art form such as dance, media arts, music, theatre, literary arts, and visual arts that connects with the [Maryland State Fine Arts Standards](#) and [National Core Arts Standards](#).

The eligibility guidelines listed above provide an overview only. In some cases, MSAC staff might make eligibility determinations addressing situations not described here but in support of the mission of the agency and the Department of Commerce.

Application, Review, and Award

Application and Review

SmartSimple

Applications are submitted via the secure, online grants management system, SmartSimple. Log in or create a free account on the [SmartSimple registration page](#).

- Applicants are required to complete, submit, and sign applications digitally. To make an accessibility request for an alternative submission method, please contact the program director listed in the Contact Information section.
- Technical support for SmartSimple is available. See contact information section.
- After submission, applicants must meet any revision deadlines as specified in writing, Failure to meet such deadlines will result in the application being considered withdrawn.
- By submitting an application to MSAC the applicant agrees to allow MSAC to retain records per state and federal document retention laws and policies. The applicant is also agreeing to the Terms and Privacy Policy of SmartSimple as applicable to MSAC.

Panelist service

MSAC convenes panelists, representing a range of arts expertise statewide, to evaluate applications electronically. Panelists are selected via public application process and based on relevant experience and expertise. Opportunities to serve as panelists for various programs are posted throughout the year; individuals interested in panel service are encouraged to learn more and apply on MSAC’s [Ways to Get Involved](#) webpage.

Application form and review criteria

The application is a digital form available in SmartSimple and consisting of prompts requiring dropdown menu selections, fill-in answers, and external file uploads.

Application prompts and review criteria are provided below, for reference.

Application Prompts
Organization Information (For Organization Applicants Only): 1. What is the mission and vision of the organization? 2. Explain how the mission and vision of the organization supports the advancement of arts education. 3. Explain how the organization selects and supports teaching artists. 4. Explain the employment status and pay structure for teaching artists who work with your organization, including any specific details on the artist listed in this application. 5. Explain the ownership of content and materials used for the arts learning program. What is the agreement between the organization and the artist?

Artist Information

1. Select your primary artistic discipline.
Selection includes: Dance, Music, Visual Art, Literary Arts, Theater, Media Arts, Multidisciplinary
2. Area of artistic focus.
3. Instructional Approach (if applicable).
Selection includes: Arts Integration, Creative Aging, Culturally Response Teaching/Education, Trauma-Informed Instruction, Social-Emotional Learning, Universal Design for Learning, Other.
4. Select the type of arts learning programs that you currently offer audiences.
Selection includes: Workshops, Residencies, Visiting Performances, Online Programs, Lecture Demonstrations
5. Select the ages that are the primary focus of your current work as a teaching artist.
Selection includes: All ages, Infants and Toddlers (ages 0-2), Preschool/Prekindergarten (ages 3-4), Early Elementary (grades K-2), Upper Elementary (grades 3-5), Middle School (grades 6-8), High School (grades 9-12), Young adult (ages 16-24), Adult (ages 18-54), Older adult (ages 55 and older)
6. Additional Audiences (if applicable): Select specific audiences that are the primary focus of your current work.
Selection includes: Educators, Out-of-School Time students, English language learners/multilingual learners, People who have disabilities, People in rehabilitation, People experiencing incarcerations or re-entry, People experiencing housing instability, LGBTQ+ community, Veterans/Military, Intergenerational, Other.
7. List the relevant professional history, training, and experience in your primary artistic discipline, area of artistic focus, and instructional approach.
8. Provide a 1-2 sentence summary that describes your work as a teaching artist.

Arts Learning Programs

This section of the application is designed to understand the arts learning programs that the artist has presented prior to submitting this application.

How many arts learning programs will be included in this application?

Applicants may include up to 3 different arts learning programs. Applicants will be asked to provide the following information for each program:

1. Program Name.
2. Type of Program.
Selection includes: Workshop, Residency, Visiting Performance, Online Program, Lecture Demonstration
3. Include a brief summary of the arts learning program.
4. List the learning objectives of the program.
5. Describe inclusive strategies to uplift student success in the program.

6. List the materials and supplies that are needed to implement the program.
7. Include the sequence of instruction or performance outline with approximate timings/pacing of the program.
8. Approximately how many times have you delivered this program over the course of your teaching artist career?
Selection includes: 1-3 times, 4-6 times, 7-10 times, Over 10 times

Provide information for the three most recent locations where this program was delivered:

- Location name
- Location address (city, state, country if outside of the U.S.)
- Date(s) of program implementation (month/year - month/year)
- Number of sessions or instructional/performance hours
- Audience age range
- Describe the type of audience, if applicable
- Number of participants

Supplemental Materials

1. Video recording link of arts learning instruction/performance.
Provide a link to a video recording of the artist leading arts learning instruction or performance. Video recordings may be between 5-10 minutes. The video may be recorded with an actual audience, arranged audience, or a pretend audience. The footage may be unedited or can include segments from the beginning, middle, and end of the program. Promotional videos will not be accepted.
2. Include a brief description of the instruction or performance included in the video recording.
3. Additional Documentation (Maximum two files):
Upload 1-2 other forms of documentation that demonstrates your work and experience as a teaching artist. Examples may include:
 - A study guide or worksheets from your performance/lessons
 - A recent letter of support or a testimonial
 - A feedback sheet about your work completed by an audience member
 - Examples of student work

Evaluation is based on review criteria that correspond with the prompts in the application form. The review criteria provide guidance to panelists on rating an applicant's response to a prompt.

Review Criteria

The applicant demonstrates knowledge of and practice in an arts discipline.

Extensive: 7-8 Points

The information provided demonstrates extensive knowledge of and practice in an arts discipline.

Substantial: 5-6 Points

The information provided demonstrates substantial knowledge of and practice in an arts discipline.

Basic: 3-4 Points

The information provided demonstrates basic knowledge of and practice in an arts discipline.

Minimal: 1-2 Points

The information provided demonstrates minimal knowledge of and practice in an arts discipline.

The applicant demonstrates experience working in educational or community settings.

Extensive: 7-8 Points

The information provided demonstrates extensive experience working with selected audiences in educational or community settings.

Substantial: 5-6 Points

The information provided demonstrates substantial experience working with selected audiences in educational or community settings.

Basic: 3-4 Points

The information provided demonstrates basic experience working with selected audiences in educational or community settings.

Minimal: 1-2 Points

The information provided demonstrates minimal experience working with selected audiences in educational or community settings.

The applicant demonstrates effective delivery of arts learning programs.

Highly Effective: 10-12 Points

The arts learning programs, recording, and supplemental materials demonstrate a highly effective delivery of arts learning programs.

Effective: 7-9 Points

The arts learning programs, recording, and supplemental materials demonstrate an effective delivery of arts learning programs.

Somewhat Effective: 4-6 Points

The arts learning programs, recording, and supplemental materials demonstrate a somewhat effective delivery of arts learning programs.

Minimally Effective: 1-3 Points

The arts learning programs, recording, and supplemental materials demonstrate a minimally effective delivery of arts learning programs.

For Organization Only: The applicant demonstrates a commitment to supporting teaching artists.

Excellent: 9-10 Points

The information provided demonstrates an intentional and clear commitment to supporting teaching artists.

Good: 7-8 Points

The information provided demonstrates a clear commitment to supporting teaching artists.

Fair: 4-6 Points

The information provided demonstrates a somewhat clear commitment to supporting teaching artists.

Marginal: 1-3 Points

The information provided demonstrates an unclear commitment to supporting teaching artists.

The complete scoring rubric can be found on the [Teaching Artist Roster program website](#).

Application Status Updates

Notification

After application review, applicants are notified of their status as soon as possible. Applications will be marked “Pending Approval” until the applicant completes their [Arts Directory](#) profile page. Further instructions will be sent by program staff on next steps and requirements.

The individual listed as the primary contact in the application receives all notifications; for organizations, notifications are sent to the primary contact and any other contacts on the organization’s account. Automated notifications from SmartSimple are sent from noreply@smartsimple.com. Please adjust email notification and security settings to ensure receipt of these notifications. Check your spam folder if an application submission confirmation notification does not arrive in your inbox.

Ineligible and Declined Applications

Applications that are not approved for the Teaching Artist Roster generally fall into one of two categories: ineligible or declined.

An application is marked ineligible if it is not complete or does not comply with the eligibility requirements of a particular program. An application can be marked ineligible at any time during the review process.

An application is declined if it does not receive the panel evaluation or recommendation required for placement on the roster.

Application Feedback

Applicants may request feedback on declined applications. Instructions on how to request feedback is provided in application notification emails.

Ineligible or declined applicants may reapply when the application is open for submissions.

Roster Requirements

In order to maintain one’s status on the Teaching Artist Roster, all roster members must:

- Maintain Maryland residency as defined in the Eligibility section.
- Create and annually review the information in their [Maryland Arts Directory](#) profile.
- Complete an annual check-in report that demonstrates their ongoing and active work as a teaching artist. More information and deadlines for submitting the annual report will be communicated to roster members.
- Meet MSAC reporting deadlines and remain in regular communication with MSAC staff and schools/sites (as needed).

Beginning in FY 2028, the annual check-in report period will allow roster members to request updates to their arts learning programs or target audiences. All proposed changes will be reviewed by the Program Director (PD), who will approve the updates or request further details. Proposed changes must be officially approved by the PD before a roster artist can apply for an Arts in Education grant featuring the new program or audience.

Contact Information

MSAC staff offer technical assistance when feasible throughout the application process. This includes professional development related to application writing and program requirements; one-on-one conversations; and tailored feedback.

For more information on the Teaching Artist Roster application process, contact:

- Program and application strategy assistance
 - Lizzie Morales, Arts in Education Program Director
 - elizabeth.morales@maryland.gov
 - (443) 794-7564
- Grants logistics and technological assistance
 - Catherine Teixeira, Grants Director
 - catherine.teixeira@maryland.gov
 - (443) 799-7256
 - Tammy Oppel, Grants Management Associate
 - tammy.oppel@maryland.gov
 - (410) 326-5555
 - Kirk Amaral Snow, Grants Management Associate
 - kirk.amaralsnow@maryland.gov
 - (443) 680-3449

MSAC Overview

Description

MSAC is an appointed body of 17 Maryland citizens, 13 of whom are named by the Governor to three-year terms that may be renewed once. Two private citizens and two legislators are appointed by the President of the Senate and by the Speaker of the House. All councilors serve without salary.

To carry out its mission, MSAC awards grants to nonprofit arts organizations, arts programs, and individual artists, and provides application assistance, professional development, and other resources to individuals and groups. MSAC reserves the right to prioritize grant awards.

MSAC receives its funds from an annual appropriation from the State of Maryland; grants from the National Endowment for the Arts, a federal agency; and, on occasion, contributions from private, non-governmental sources.

Authority

MSAC is an agency of the State of Maryland under the authority of the Department of Commerce, Division of Tourism, Film and the Arts.

Wes Moore, Governor
Aruna Miller, Lieutenant Governor
Harry Coker, Jr., Secretary of Commerce
Steven Skerritt-Davis, Executive Director, MSAC

Staff

MSAC maintains professional staff to administer its programs. For staff listing, visit the [MSAC staff page](#).

Meetings

Council and panelist meetings are open to the public in accordance with the Open Meetings Act set forth in Title 3 of the General Provisions Article of the Annotated Code of Maryland. The dates, times, and locations of Council and panelist meetings may be obtained on the [Meeting Notices page](#), or by contacting MSAC at msac.commerce@maryland.gov or (410) 767-6555.

Mission and Goals

MSAC's mission is to advance the arts in our state by providing leadership that champions creative expression, diverse programming, equitable access, lifelong learning, and the arts as a celebrated contributor to the quality of life for all the people of Maryland.

MSAC's strategic plan outlines five pillars and goals:

1. Access: Bolster access to arts experiences and resources
2. Awareness: Amplify the stories of Maryland's arts sector and the value of public support
3. Connection: Foster networks within and beyond the arts sector
4. Equity: Cultivate a thriving arts ecosystem centered in equity
5. Leadership: Commit to a culture of care and innovation

Read [MSAC's full strategic plan](#) to learn more about implementation actions.

Equity and Justice Statement

The arts celebrate our state's diversity, connect our shared humanity, and transform individuals and communities. MSAC and its supporting collaborators are committed to advancing and modeling equity, diversity, accessibility, and inclusion in all aspects of our organizations and across communities of our state.

MSAC and its grantees are committed to embracing equity and non-discrimination regardless of race, religious creed, color, age, gender expression, sexual orientation, disability, class, language, and/or ability.

The driving goals of MSAC's grant processes are:

- To yield a greater variety of funded projects
- To eliminate biases that may be found in any part of the granting process (e.g., applications, panelist procedures, adjudication systems)
- To acknowledge positions of privilege while questioning practices, shifting paradigms of status quo arts activities, and taking more risks
- To expand deliberations to include criteria beyond current conventions or Western traditions

Accessibility

MSAC is committed to ensuring access to its programs and services. Everyone is welcome, and all events and activities sponsored by or operated within MSAC are accessible both physically and programmatically. MSAC is committed to compliance with the Americans with Disabilities Act, ensuring equal opportunity, accessibility, and non-discrimination for individuals with disabilities. See the "Grantee Requirements" section below for more information on the accessibility-related expectations of all grantees.

Accessibility Web Page

MSAC has a dedicated [accessibility page](#) available on our website. It includes contact information for the accessibility coordinator, federal and state regulations, the organization's equity and justice statement, access resources, accommodations requests, and complaint procedures.

Language Access

MSAC offers language accessibility services. Services include making translations of grant materials, remote American Sign Language (ASL) interpretation, subtitles, braille translation, translation into languages other than English, and more.

En Español/Spanish: MSAC pone a disposición servicios de traducción y accesibilidad de idiomas. Contacte msac.commerce@maryland.gov para más información.

中文普通话/Mandarin Chinese: 马里兰州艺术委员会(MSAC)提供翻译和语言无障碍服务。请联系 msac.commerce@maryland.gov 了解更多信息。

한국어/Korean: MSAC 는 한국어 지원을 돕고 있습니다. 자세한 문의사항은 msac.commerce@maryland.gov 로 연락 주시기 바랍니다.

For all other languages, please contact MSAC at msac.commerce@maryland.gov for more information.

Feedback

If constituents would like to provide general feedback about the accessibility of programs funded or produced by MSAC, contact MSAC at msac.commerce@maryland.gov or (410) 767-6555.

Complaints

For programs or services provided by MSAC:

For inquiries related to MSAC operated programs or services, individuals may first reach out to the [Office of EEO and Fair Practices at the Department of Commerce](#) for an informal discussion. Other related inquiries may include failure of MSAC to accommodate individuals with disabilities, harassment, bullying, and failure to provide accommodations to individuals with Limited English Proficiency.

While the informal process is designed to facilitate a sincere and prompt resolution, it is not a substitution for a filed complaint of discrimination. Individuals opting to initiate a formal complaint may proceed directly to the formal process if preferred. Participants may also choose to transition from the informal process to the formal complaint process at any time.

- **For an Informal Discussion:** Contact Elaine McNeil, Director of EEO, ADA and Fair Practices at (410) 767-6470 or ofp.commerce@maryland.gov.
- **To File a Formal Complaint of Unfair and/or Unlawful Treatment with the Department of Commerce/MSAC:** See the information on [Commerce's EEO and Fair Practices Page](#) regarding the complaint procedures and submit your complaint to ofp.commerce@maryland.gov.

For programs or services that are not provided by, but are funded, by MSAC:

MSAC encourages individuals who believe they experience discrimination in programs and services provided by organizations funded by MSAC to reach out to the sponsoring organization first with their complaint. The individual may also reach out to MSAC's Accessibility Coordinator and Grants Director to inform MSAC of the complaint of discrimination. MSAC notifies organizations that receive funding through MSAC that they must comply with all applicable federal and State non-discrimination laws and regulations. Submitting a complaint with MSAC regarding an organization receiving funding from MSAC is not a replacement or a prerequisite to filing a complaint with the appropriate governmental agency or a court.

Complaints may be submitted to the following external agencies:

- Complaints against MSAC-funded organizations and programs, file with [Maryland Commission on Civil Rights](#) (MCCR)
- Complaints against arts organizations and cultural organizations receiving federal funding, filed with the [National Endowment for the Arts' Office of Civil Rights](#).
- Complaints against places of public accommodation, such as private cultural organizations, may be filed with the [Department of Justice](#).

Participation in a complaint process is protected from retaliation under all circumstances, and MSAC complies with all applicable federal and State laws prohibiting retaliation against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Grantmaking

Review Panels

To assist MSAC in its decision-making, Maryland residents with expertise in the arts are selected to serve on a variety of grant application review panels. The function of panels is to evaluate applications from organizations and individuals. Each year, MSAC publishes several open calls, and approximately 150 individuals serve as panelists for MSAC grant programs, including Grants for Organizations, Arts in Education, Independent Artist Awards, Public Art Across Maryland, Creativity Grants, Presenting and Touring, Professional Development Opportunity, Folklife Network, Folklife Apprenticeships, Heritage Awards, Capacity Building, Arts Capital, and County Arts Development. In addition, MSAC occasionally releases calls for residents to serve as program editors evaluating grantmaking policies and procedures, and jurors or judges for various arts activities supported by MSAC. Anyone wishing to serve is encouraged to visit MSAC's [Ways to Get Involved](#) webpage for detailed information and links to application forms for any open calls.

Constituents may also get involved with MSAC by creating a profile on the [Arts Directory](#), an online resource for raising the profile of Maryland artists and arts organizations; or by attending regularly scheduled virtual and in-person professional development sessions posted on [MSAC's Eventbrite page](#).

Appeals

MSAC strives to ensure fair and equitable distribution of grant monies based on stated criteria. Therefore, dissatisfaction with the denial or amount of an award is not sufficient reason for an appeal. However, an application may be reconsidered if a procedural impropriety or error has affected its review.

Grounds for such reconsideration are:

- A decision based on review criteria other than those stated in these guidelines
- A decision based on material provided to panelists or Councilors that was substantially incorrect, inaccurate, or incomplete, despite the applicant having provided the staff with correct, accurate, and complete application information

Based on the above, if an applicant believes there is legitimate reason for an appeal, the following steps must be taken:

- The applicant must discuss the problem with the program director who handled the application
- To pursue an appeal, the applicant must write a letter to the MSAC Executive Director within 60 days following receipt of the grant award or denial notification; the letter should (1) request a reconsideration of the decision, (2) state the grounds for the request, and (3) certify that the applicant first discussed the problem with the program director and provide the date and time the discussion occurred.

The applicant will receive written notification on the determination of the appeal within 90 days of the receipt of the written request for reconsideration.

Grantee requirements

All MSAC grantees must:

- Comply with Title VI, Section 601, of the Civil Rights Act of 1964, which states that no persons, on the grounds of race, color, or national origin, shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination related to, the arts
- Comply with Title IX, Section 1681 et seq. of the Education Amendments of 1972
- Comply with the Age Discrimination Act of 1975, Section 6101-6107

- Comply with relevant State and federal laws
- Maintain complete and accurate records of all activities connected with the grant
- Give credit to MSAC in accordance with published [recognition guidelines](#), whenever and wherever credit is being given
- Notify the appropriate MSAC staff person in writing if a significant change is made in any MSAC-funded program or project

In addition to the requirements above, all MSAC grantees must ensure that any programming remains accessible to all and, if needed, conduct programs in accessible venues other than their own organization in order to meet accessibility requirements. Grantees are required to:

- Comply with Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1991, as amended
- Prohibit discrimination on the basis of: (a) political or religious opinion or affiliation, marital status, race, color, creed, sexual orientation, or national origin; of (b) gender expression, sex, or age, except when age or sex constitute a bona fide occupational qualification; or (c) the physical or mental disability of a qualified individual with a disability
- Designate an Accessibility Point of Contact to ensure compliance, receive accommodation requests, and document grievances, as well as publish direct contact information for the Point of Contact to the public
- Create and publicly share a grievance procedure to allow stakeholders to address any events or programs that are inaccessible
- Upon request, submit documentation of operations and compliance with the above

Disclosure of personal information

Certain personal information requested by MSAC's parent agency, the Department of Commerce, is necessary in determining eligibility for grants. Failure to disclose this information may result in the denial of one or all benefits or services, including funding, provided by MSAC. Availability of this information for public inspection is governed by the provisions of the Maryland Public Information Act, Title 4 of the General Provisions Article of the Annotated Code of Maryland. This information will be disclosed to appropriate staff of the Department, or to public officials, for purposes directly connected with administration of the program for which its use is intended. Such information may be shared with state, federal, and local governments if legally required.