

DEMOGRAPHIC CHARACTERISTICS OF ALL RESPONDENTS

This section provides a detailed snapshot of the demographic characteristics of local arts agency employees in October 2018. These questions were voluntary; some of the 1,117 total survey respondents did not answer each question. However, each question received at least 1,000 responses, making the findings a reliable indicator of the demographics of the LAA field.

↓ DEMOGRAPHIC CHARACTERISTICS OF THE SURVEY RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	Gender Identity				
		Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents
		N = 911	N = 153	N = 40	N = 1,104
	Female (cisgender/identify with gender assigned at birth)	76.8%	85.6%	62.5%	77.5%
	Male (cisgender)	22.5%	13.7%	35.0%	21.7%
	Transgender	0.0%	0.0%	0.0%	0.0%
	Non-binary/third gender/gender fluid	0.7%	0.7%	2.5%	0.7%
	I prefer to self identify	0.0%	0.0%	0.0%	0.0%
	Age				
		Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents
	N = 922	N = 155	N = 40	N = 1,117	
18 to 24	2.0%	7.7%	2.5%	2.8%	
25 to 34	21.4%	18.1%	7.5%	20.4%	
35 to 44	26.0%	25.8%	5.0%	25.2%	
45 to 54	23.8%	14.2%	7.5%	21.8%	
55 to 64	19.5%	21.3%	32.5%	20.2%	
65 to 74	7.0%	11.0%	22.5%	8.1%	
75 or older	0.3%	1.9%	22.5%	1.3%	
Race/Ethnicity					
<i>(respondents were allowed to check all that apply)</i>					
	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents	
	N = 915	N = 154	N = 40	N = 1,109	
African-American or Black	8.0%	3.2%	0.0%	7.0%	
American Indian or Alaska Native or Indigenous or First Nations	1.1%	0.0%	0.0%	0.9%	
Arab or Middle Eastern	0.8%	0.6%	0.0%	0.7%	
Asian or Asian American	2.8%	2.6%	0.0%	2.7%	
Hispanic or Latina/Latino/Latinx	6.8%	6.5%	0.0%	6.5%	
Native Hawaiian or Pacific Islander	0.2%	0.0%	0.0%	0.2%	
White or Caucasian or European American	84.7%	91.6%	100.0%	86.2%	
I prefer to self identify	1.7%	1.3%	0.0%	1.6%	
<i>White or Caucasian or European American only</i>	<i>80.5%</i>	<i>88.3%</i>	<i>100.0%</i>	<i>82.3%</i>	
<i>All People of Color</i>	<i>19.5%</i>	<i>11.7%</i>	<i>0.0%</i>	<i>17.7%</i>	
Educational Attainment					
	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents	
	N = 921	N = 155	N = 40	N = 1,116	
High school or less	5.6%	10.3%	10.0%	6.5%	
Associate degree (junior college) or vocational degree/license	3.1%	3.9%	5.0%	3.3%	
Bachelor's degree	45.4%	45.8%	42.5%	45.3%	
Master's degree	42.0%	36.8%	22.5%	40.6%	
Doctoral or other terminal degree	3.8%	3.2%	20.0%	4.3%	
Type of Degree Attained					
	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents	
	N = 869	N = 139	N = 36	N = 1,044	
Arts management or administration	8.4%	6.5%	0.0%	7.9%	
Other arts-related degree	47.5%	51.1%	44.4%	47.9%	
Non-arts degree	44.1%	42.4%	55.6%	44.3%	
Disability					
	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents	
	N = 904	N = 154	N = 40	N = 1,098	
Yes, I identify as a person with a disability	6.4%	3.9%	10.0%	6.2%	
Visible/noticeable to others	1.2%	0.6%	2.5%	1.2%	
Not visible/not noticeable to others	5.2%	3.2%	7.5%	5.0%	
No, I do not identify as a person with a disability	93.6%	96.1%	90.0%	93.8%	

Some sample sizes are small and should be used with caution.

Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)

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DEMOGRAPHIC CHARACTERISTICS OF ALL RESPONDENTS *(continued)*

↓ **DEMOGRAPHIC CHARACTERISTICS OF THE SURVEY RESPONDENTS** ↓

DEMOGRAPHIC CHARACTERISTICS	Sexual Orientation	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents
		N = 894	N = 150	N = 40	N = 1,084
	Heterosexual or straight	83.8%	84.0%	92.5%	84.1%
	Gay or lesbian	7.6%	4.7%	2.5%	7.0%
	Bisexual	4.7%	3.3%	2.5%	4.4%
	Asexual	0.4%	0.7%	0.0%	0.5%
	Pansexual	0.6%	0.7%	2.5%	0.6%
	Queer	1.8%	2.7%	0.0%	1.8%
	Questioning	0.2%	0.7%	0.0%	0.3%
	Same sex attracted	0.9%	3.3%	0.0%	1.2%
I prefer to self identify	0.0%	0.0%	0.0%	0.0%	
Military Service	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents	
	N = 905	N = 152	N = 39	N = 1,096	
Active Service	0.1%	0.0%	0.0%	0.1%	
Veteran	1.1%	0.0%	2.6%	1.0%	
None	98.8%	100.0%	97.4%	98.9%	
Voter Registration	Full-Time Paid	Part-Time Paid	Unpaid Volunteer	All Respondents	
	N = 908	N = 151	N = 40	N = 1,099	
Democrat	65.2%	61.6%	45.0%	64.0%	
Republican	7.0%	11.9%	20.0%	8.2%	
Libertarian	0.6%	0.7%	0.0%	0.5%	
Green	0.1%	0.7%	0.0%	0.2%	
Unaffiliated with a party, but registered	22.7%	21.9%	27.5%	22.7%	
I am not registered to vote	1.1%	1.3%	2.5%	1.2%	
I am unable to register to vote	1.3%	0.0%	0.0%	1.1%	
I prefer to self-identify	2.0%	2.0%	5.0%	2.1%	

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DEMOGRAPHIC CHARACTERISTICS OF ALL RESPONDENTS *(continued)*

The table below examines the impact that demographic characteristics may have on the career or advancement of local arts agency employees, based on other peoples' perceptions of and/or opinions about those characteristics (i.e., bias and prejudice). The findings for each characteristic have been analyzed separately based on its specific categories.

↓ **IMPACT OF DEMOGRAPHIC CHARACTERISTICS ON CAREER** ↓

IMPACT OF DEMOGRAPHIC CHARACTERISTICS ON CAREER	Do you feel that the perceptions/opinions of other people about your AGE have impacted your career or your advancement?					All Respondents	
			Younger than 45 N = 532	45 to 64 N = 462	65 or Older N = 102		N = 1,096
	Age						
	Positive impact		21.1%	9.3%	4.9%		14.6%
	No Impact		50.6%	71.2%	82.4%		62.2%
	Negative impact		28.4%	19.5%	12.7%		23.2%
	Do you feel that the perceptions/opinions of other people about your GENDER IDENTITY have impacted your career or your advancement?					All Respondents	
			Female (cisgender) N = 847	Male (cisgender) N = 237	Non-Binary/ Third Gender/ Gender Fluid N = 8		N = 1,092
	Gender Identity						
	Positive impact		9.3%	24.5%	12.5%		12.6%
No Impact		75.3%	72.2%	50.0%		74.5%	
Negative impact		15.3%	3.4%	37.5%		12.9%	
Do you feel that the perceptions/opinions of other people about your DISABILITY have impacted your career or your advancement?					All Respondents with Disability		
				Disability that <u>can</u> be seen N = 13	Disability that <u>cannot</u> be seen N = 55	N = 68	
Disability							
Positive impact				16.7%	1.9%	4.6%	
No Impact				66.7%	71.7%	70.8%	
Negative impact				16.7%	26.4%	24.6%	
Do you feel that the perceptions/opinions of other people about your RACE/ETHNICITY have impacted your career or your advancement?						All Respondents	
		White/ Caucasian/ European Am. N = 913	African-American/ Black N = 78	Hispanic or Latina/Latino/ Latinx N = 72	All People of Color N = 196	N = 1,109	
Race/Ethnicity							
Positive impact		31.0%	21.1%	24.3%	23.7%	30.5%	
No Impact		66.6%	46.1%	51.4%	52.6%	64.5%	
Negative impact		2.4%	32.9%	24.3%	23.7%	5.0%	
Do you feel that the perceptions/opinions of other people about your RELIGIOUS AFFILIATION have impacted your career or your advancement?					All Respondents		
						N = 1,095	
Religious Affiliation							
Positive impact						2.3%	
No Impact						95.2%	
Negative impact						2.6%	
Do you feel that the perceptions/opinions of other people about your POLITICAL AFFILIATION have impacted your career or your advancement?					All Respondents		
		Democrat N = 703	Republican N = 90	Unaffiliated with a party (but registered) N = 250	All Other N = 56	N = 1,099	
Political Affiliation							
Positive impact		16.6%	3.3%	4.4%	7.4%	12.2%	
No Impact		82.4%	91.1%	94.0%	90.7%	86.2%	
Negative impact		1.0%	5.6%	1.6%	1.9%	1.5%	
Do you feel that the perceptions/opinions of other people about your SEXUAL ORIENTATION have impacted your career or your advancement?					All Respondents		
		Heterosexual or straight N = 904	Gay or Lesbian N = 75	All Other N = 95		N = 1,074	
Sexual Orientation							
Positive impact		7.9%	10.7%	5.3%		7.7%	
No Impact		91.0%	70.7%	91.6%		89.8%	
Negative impact		1.1%	18.7%	3.2%		2.6%	

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