## ARTISTIC / CHOREOGRAPHY / CURATOR / DESIGN

Staff members who report that their primary role or responsibility most closely matches the **Artistic / Choreography / Curator / Design** category are typically involved in the management and coordination of visual and/or performing arts events and activities that are produced by the local arts agency. The responsibilities of these positions can include program oversight; choreography; graphic design; management of stage operations, equipment, and production; curation of arts collections and set design. **Titles** can include artistic director; performing arts director; curator; and design coordinator.

#### **↓** FULL-TIME PAID POSITIONS ONLY **↓**

	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	All Full-Time Positions	\$64,692	\$60,000	\$44,000	\$100,000	10
	For comparison purposes only:					
	2013 Findings	\$62,571	\$65,000	\$22,000	\$94,000	7
	2001 Findings	\$42,949	\$41,800	\$25,000	\$90,351	26
	Employment Level:					
S	Executive staff	\$66,000	**	\$60,000	\$72,000	2
3	Management staff	\$69,037	\$64,500	\$44,000	\$100,000	6
Ž	Program staff	\$50,350	**	\$49,000	\$51,700	2
AGENCIES	Administrative staff	**	**	**	**	0
LOCAL ARTS	PUBLIC/GOVERNMENT LAAs ONLY	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Ä	FODLIC/GOVERNIVIENT LAAS ONET	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
<b>1</b>	All Full-Time Positions	\$50,306	\$50,219	\$49,000	\$51,700	3
5	Executive staff	**	**	**	**	0
ġ	Management staff	**	\$50,219	**	**	1
ALL	Program staff	\$50,350	**	\$49,000	\$51,700	2
A	Administrative staff	**	**	**	**	0
	PRIVATE/NONPROFIT LAAs ONLY	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	PRIVATE/NONFROFTI LAAS ONET	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	All Full-Time Positions	\$70,857	\$69,000	\$44,000	\$100,000	7
	Executive staff	\$66,000	**	\$60,000	\$72,000	2
	Management staff	\$72,800	\$69,000	\$44,000	\$100,000	5
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0

#### lacklar part-time paid positions only $\lacklarl$

	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
ES	All Part-Time Positions	\$20,500	**	\$19,000	\$22,000	2
2	For comparison purposes only:					
Ē	2013 Findings	**	**	**	**	0
Φ	2001 Findings	\$18,545	\$13,800	\$6,000	\$36,000	5
ARTS AGENCIES	Employment Level:					
AR	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
LOCAL	Program staff	\$20,500	**	\$19,000	\$22,000	2
2	Administrative staff	**	**	**	**	0
ALL	Legal Status Public/Government LAAs Only	**	**	**	**	0
	Private/Nonprofit LAAs Only	\$20,500	**	\$19,000	\$22,000	2
	Filvate/Nonprofit LAAS Office	۶ <u>۲</u> 0,300		715,000	722,000	2

# igspace FULL-TIME PAID POSITIONS at PUBLIC/GOVERNMENT LAAs ONLY igspace

Fewer than 30,000 (all)		Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Executive staff			2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Management staff		Fewer than 30,000 (all)	**	**	**	**	0
Program staff Administrative s							-
Management staff							-
30,000 to 99,999 (all)		•					
Executive staff			\$50.960	**	\$50 219	\$51 700	
Management staff Program staff Administrative staff Program staff Progra				**			
Administrative staff 100,000 to 249,999 (all) Executive staff Program staff Administrative staff  Executive staff  Management staff  Describe staff  Management staff  Management staff  Program staff  Administrative staff  Management staff  Manage			**	\$50,219	**	**	1
100,000 to 249,999 (all)				' '			
Executive staff							
Management staff							
Program staff			**	**	**	**	
250,000 to 499,994 (al)			**	**	**	**	-
Description   State		Administrative staff	**	**	**	**	0
Management staff							
Program staff							
Administrative staff							-
S00,000 to 999,999 (all)							
Executive staff			**	**	**	**	
Non-signate Staff			**	**	**	**	0
Management staff							-
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Administrative staff	PUB	Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff	**  **  **  **  **  **  **  **	**  **  **  **  **  **  **	**  **  **  **  **  **  **	**  **  **  **  **  **  **	0 0 0 0 0 0
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Management staff	PUB	Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff	**  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0
Program staff Pr	PUE	Executive staff  Management staff  Program staff  Administrative staff  \$250,000 to \$499,999 (all)  Executive staff  Management staff  Program staff  Administrative staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0
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Executive staff       **       **       **       **       0         Management staff       **       \$50,219       **       **       1         Program staff       **       \$51,700       **       **       1         Administrative staff       **       **       **       **       **       0         \$5,000,000 to \$9,999,999 (all)       **       **       **       **       **       0         Executive staff       **       **       **       **       **       0         Management staff       **       **       **       **       **       0         Administrative staff       **       **       **       **       **       0         \$10,000,000 or more (all)       **       \$49,000       **       **       **       0         Management staff       **       **       **       **       **       0         Program staff       ** <td>PUB</td> <td>Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff</td> <td>**  **  **  **  **  **  **  **  **  **</td> <td>**  **  **  **  **  **  **  **  **  **</td> <td>**  **  **  **  **  **  **  **  **  **</td> <td>**  **  **  **  **  **  **  **  **  **</td> <td>0 0 0 0 0 0 0 0 0 0 0</td>	PUB	Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 0 0
Program staff       **       \$51,700       **       **       1         Administrative staff       **       **       **       **       0         \$5,000,000 to \$9,999,999 (all)       **       **       **       **       **       0         Executive staff       **       **       **       **       **       0         Management staff       **       **       **       **       **       0         Program staff       **       **       **       **       **       0         \$10,000,000 or more (all)       **       \$49,000       **       **       1         Executive staff       **       **       **       **       0         Management staff       **       **       **       **       **       0         Program staff       **       **       **       **       **       0	PUB	Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff Administrative staff Administrative staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 0 0
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Program staff     **     **     **     **     0       Administrative staff     **     **     **     **     0       \$10,000,000 or more (all)     **     \$49,000     **     **     1       Executive staff     **     **     **     **     0       Management staff     **     **     **     **     0       Program staff     **     \$49,000     **     **     1	<u>PUB</u>	Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all)	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Administrative staff     **     **     **     \$49,000     **     **     1       \$10,000,000 or more (all)     **     \$49,000     **     **     1       Executive staff     **     **     **     **     0       Management staff     **     **     **     **     0       Program staff     **     \$49,000     **     **     1	PUB	Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$5,000,000 to \$9,999,999 (all) Executive staff \$5,000,000 to \$9,999,999 (all) Executive staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Some sample sizes are small and should be used with caution.

# igspace FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY igspace

	Domilation of Comics Anno	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Population of Service Area	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000 (all)	\$84,500	**	\$69,000	\$100,000	2
	Executive staff	**	**	**	**	0
	Management staff Program staff	\$84,500 **	**	\$69,000 **	\$100,000 **	2
	Administrative staff	**	**	**	**	0
	30,000 to 99,999 (all)	\$58,667	\$60,000	\$44,000	\$72,000	3
	Executive staff	\$66,000	**	\$60,000	\$72,000	2
	Management staff	**	\$44,000 **	**	**	1
	Program staff Administrative staff	**	**	**	**	0
	100,000 to 249,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
	Administrative staff 250,000 to 499,999 (all)	**	**	**	**	0 <b>1</b>
	Executive staff	**	\$60,000 **	**	**	0
	Management staff	**	\$60,000	**	**	1
	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	500,000 to 999,999 (all)  Executive staff	**	**	**	**	<b>0</b> 0
	Management staff	**	**	**	**	0
	Program staff	**	**	**	**	0
Γ	Administrative staff	**	**	**	**	0
Z	1,000,000 or more (all)	**	\$91,000	**	**	1
0	Executive staff	**	** ¢01.000	**	**	0
Ă	Management staff Program staff	**	\$91,000 **	**	**	1 0
≤	Administrative staff	**	**	**	**	0
		AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
OF	Operating Budget	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
œ.						
<u> </u>	Less than \$100 000 (all)	**	**	**	**	n
NPI	Less than \$100,000 (all)  Executive staff	**	**	**	**	<b>0</b> 0
IONP						
/NONP	Executive staff Management staff Program staff	** **	** ** **	** **	**	0 0 0
TE/NONP	Executive staff Management staff Program staff Administrative staff	** ** **	** ** **	** ** **	** ** **	0 0 0 0
VATE/NONP	Executive staff  Management staff  Program staff  Administrative staff  \$100,000 to \$249,999 (all)	** **	** ** **	** **	**	0 0 0 0
RIVATE/NONPI	Executive staff  Management staff  Program staff  Administrative staff  \$100,000 to \$249,999 (all)  Executive staff	** ** ** **	** ** **	** ** ** **	** ** ** **	0 0 0 0
PRIVATE/NONPROFIT LAAS ONLY	Executive staff  Management staff  Program staff  Administrative staff  \$100,000 to \$249,999 (all)	**  **  **  **  **  **  **	**  **  **  **  **  **  **	**  **  **  **  **  **	** ** ** ** **	0 0 0 0 0
PRIVATE/NONPI	Executive staff  Management staff  Program staff  Administrative staff  \$100,000 to \$249,999 (all)  Executive staff  Management staff  Program staff  Administrative staff	**  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **	**  **  **  **  **  **  **	0 0 0 0 0 0 0 0
PRIVATE/NONPI	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all)	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0
PRIVATE/NONPI	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff	**  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0
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PRIVATE/NONPI	Executive staff Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff \$250,000 to \$499,999 (all) Executive staff Management staff Program staff Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff Program staff Administrative staff Management staff Program staff Administrative staff \$1,000,000 to \$4,999,999 (all) Executive staff	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	**  **  **  **  **  **  **  **  **  **	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Some sample sizes are small and should be used with caution.

### $\downarrow$ ALL FULL-TIME PAID POSITIONS $\downarrow$

	Geographic Location	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Geographic Location	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
<b>\</b>	New England	**	**	**	**	0
占	Middle Atlantic	\$81,500	**	\$72,000	\$91,000	2
RA	South Atlantic	\$47,110	**	\$44,000	\$50,219	2
85	East South Central	**	**	**	**	0
EOG	East North Central	**	**	**	**	0
Ä	West South Central	\$69,667	\$60,000	\$49,000	\$100,000	3
9	West North Central	\$55,850	**	\$51,700	\$60,000	2
	Mountain	**	\$69,000	**	**	1
	Pacific	**	**	**	**	0

	Type of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Z		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
) 	Single city or town	\$71,200	\$72,000	\$44,000	\$100,000	5
EG	Multiple cities	**	\$50,219	**	**	1
8	Single county	\$60,350	**	\$51,700	\$69,000	2
	Multiple counties (and larger)	\$60,000	**	\$60,000	\$60,000	2

<b>&gt;</b>	Population Density	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	ropulation bensity	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
NS	Rural	\$57,667	\$60,000	\$44,000	\$69,000	3
1	Suburban	\$75,110	**	\$50,219	\$100,000	2
О	Urban	\$64,740	\$60,000	\$49,000	\$91,000	5

	Number of Paid Staff	AVERAGE 2018 Salary	MEDIAN 2018 Salarv	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
H		ZUIO Jaiai y	ZUIO Jaiai y	ZUIO Jaiai y	ZUIO Jaiai y	Respondents
SIZ	One employee	**	**	**	**	0
ш	Two employees	**	**	**	**	0
4	Three to five employees	**	**	**	**	0
1	Six to nine employees	\$58,667	\$60,000	\$44,000	\$72,000	3
S	10 to 19 employees	\$65,480	\$55,850	\$50,219	\$100,000	4
	20 employees or more	\$69,667	\$69,000	\$49,000	\$91,000	3

	Number of Years in Position	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
ш	Number of rears in Position	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
UR	Fewer than two years	**	**	**	**	0
Ź	Two to four years	\$80,000	**	\$60,000	\$100,000	2
Щ	Five to nine years	\$61,110	**	\$50,219	\$72,000	2
	10 to 19 years	\$60,783	\$55,850	\$44,000	\$91,000	6
	20 years or more	**	**	**	**	0

DER	Gender Identity	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
E N	Female (cisgender)	\$58,805	\$59,610	\$44,000	\$72,000	4
G	Male (cisgender)	\$68,617	\$60,000	\$49,000	\$100,000	6

	Educational Attainment	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	High school degree (or less)	\$72,000	**	\$44,000	\$100,000	2
Z	2-year college degree (Associate)	**	**	**	**	0
0	4-year college degree (Bachelor's)	\$54,500	**	\$49,000	\$60,000	2
	Master's degree	\$64,984	\$60,000	\$50,219	\$91,000	5
UCATIO	Doctoral or other terminal degree	**	\$69,000	**	**	1
	Type of Degree Attained	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
<b>a</b>	Type of Degree Attained	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
"	Arts management or administration	**	**	**	**	0
	Other arts-related degree	\$62,865	\$60,000	\$49,000	\$91,000	8
	Non-arts degree	**	**	**	**	0

### $\downarrow$ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS $\downarrow$

	Full-Time, Paid Respondents	PERCENTAGE	AVERAGE	MINIMUM	MAXIMUM	
S	who received a pay adjustment	Who Received	Most Recent	Most Recent	Most Recent	Number of
NTS	during the past 12 months	Pay Increase	Pay Increase	Pay Increase	Pay Increase	Respondents
鱼	Received ANY increase	90.0%	5.28%	0.0%	10.0%	9
ADJUSTME	Cost of living adjustment	20.0%	2.50%	2.0%	3.0%	2
S	Promotion/new responsibilities	10.0%	10.00%	**	**	1
$\supseteq$	Performance (not promotion)	60.0%	5.42%	2.0%	10.0%	6
$\Box$	Length of service/tenure	0.0%	**	**	**	0
	Government pay scale	0.0%	**	**	**	0
>	Pay remained the same	10.0%				1
PAY	Received ANY decrease	0.0%				0
	Budget cuts	0.0%				0
	Change in title or responsibilities	0.0%				0

		LAA Budget	LAA Budget	LAA Budget	
	Type of Benefits Offered (paid respondents only)	Less than	\$250,000 to	\$1,000,000	All
		\$250,000	\$999,999	or More	Respondents
		N = 1	N = 1	N = 10	N = 12
	Performance review and evaluation (past 12 months)	100.0%	0.0%	90.0%	83.3%
S	Medical insurance	0.0%	0.0%	90.0%	75.0%
BENEFITS	Dental insurance	0.0%	0.0%	100.0%	83.3%
▥	Vision insurance	0.0%	0.0%	70.0%	58.3%
	Life insurance	0.0%	0.0%	60.0%	50.0%
8	Disability insurance	0.0%	0.0%	20.0%	16.7%
Е	Cash bonus	0.0%	0.0%	20.0%	16.7%
2	Retirement savings account	0.0%	0.0%	70.0%	58.3%
3	Pre-tax flexible spending account	0.0%	0.0%	20.0%	16.7%
EMPLOYMENT	Paid time off (e.g., paid vacation, sick, and/or personal days)	0.0%	0.0%	90.0%	75.0%
Ó	Average number of days accrued in 2018	**	**	27.9	27.9
7	Paid parental leave	0.0%	0.0%	40.0%	33.3%
5	Flexible scheduling	100.0%	100.0%	50.0%	58.3%
	Telecommuting / working remotely	0.0%	0.0%	0.0%	0.0%
	Tuition reimbursement	0.0%	0.0%	30.0%	25.0%
	Professional development (e.g., conferences, workshops)	0.0%	100.0%	90.0%	83.3%
	Association/professional dues	0.0%	0.0%	10.0%	8.3%
	Health club membership/discount	0.0%	100.0%	10.0%	16.7%
	Free/discounted tickets for cultural activities	0.0%	100.0%	70.0%	66.7%
	None of the above	0.0%	0.0%	0.0%	0.0%

	Level of Satisfaction	Very	Somewhat		Somewhat	Very
SATISFACTION	(paid respondents only)	Satisfied	Satisfied	Neutral	Dissatisfied	Dissatisfied
	How satisfied are you with your total cash compensation at your local arts agency?	8.3%	41.7%	41.7%	8.3%	0.0%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	25.0%	33.3%	33.3%	0.0%	8.3%
<b>1 5</b>	Level of Agreement	Strongly	Somewhat		Somewhat	Strongly
¥	(paid respondents only)	Agree	Agree	Neutral	Disagree	Disagree
S	I have a clear path for job advancement.	8.3%	16.7%	25.0%	41.7%	8.3%
₽Ţ	My job requirements are well defined.	25.0%	33.3%	33.3%	8.3%	0.0%
	I am proud to work for my local arts agency.	66.7%	25.0%	8.3%	0.0%	0.0%
JOB	I feel fulfilled performing my work at my local arts agency.	50.0%	41.7%	8.3%	0.0%	0.0%
	I can see how my work affects and/or impacts my community.	66.7%	25.0%	0.0%	8.3%	0.0%
	Likelihood of Remaining Employed in	Arts Industry			I have no idea,	I have no idea,
	(paid respondents only)	-	Yes	No	but I hope so	but I hope not
	Do you anticipate that you will still be workin industry five years from today?	g in the arts	75.0%	0.0%	25.0%	0.0%

### $\downarrow$ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS $\downarrow$

		Full-Time	Part-Time	Unpaid	All
	Gender Identity	Paid	Paid	Volunteer	Respondents
	dender identity	N = 10	N = 2	N = 0	N = 12
	Female (cisgender/identify with gender assigned at birth)	40.0%	50.0%	**	41.7%
	Male (cisgender)	60.0%	50.0%	**	58.3%
	Transgender	0.0%	0.0%	**	0.0%
	Non-binary/third gender/gender fluid	0.0%	0.0%	**	0.0%
	I prefer to self identify	0.0%	0.0%	**	0.0%
		Full-Time	Part-Time	Unpaid	All
	Race/Ethnicity	Paid	Paid	Volunteer	Respondents
	(respondents were allowed to check all that apply)	N = 10	N = 2	N = 0	N = 12
	African-American or Black	20.0%	0.0%	**	16.7%
	American Indian or Alaska Native or Indigenous or First Nations	0.0%	0.0%	**	0.0%
	Arab or Middle Eastern	0.0%	0.0%	**	0.0%
	Asian or Asian American	0.0%	0.0%	**	0.0%
	Hispanic or Latina/Latino/Latinx	10.0%	0.0%	**	8.3%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0%
	White or Caucasian or European American	70.0%	100.0%	**	75.0%
	I prefer to self identify	0.0%	0.0%	**	0.0%
	White or Caucasian or European American only	70.0%	100.0%	**	75.0%
S	All People of Color	30.0%	0.0%	**	25.0%
<u>ٽ</u>		Full-Time	Part-Time	Unpaid	All
ST	Age	Paid	Paid	Volunteer	Respondents
8	<b>0</b> -	N = 10	N = 2	N = 0	N = 12
ш	10 +0 24			**	
ن	18 to 24 25 to 34	0.0% 0.0%	0.0% 50.0%	**	0.0% 8.3%
2	35 to 44	30.0%	0.0%	**	25.0%
⊻	45 to 54	40.0%	0.0%	**	33.3%
ᇰ	55 to 64	30.0%	50.0%	**	33.3%
Ü	65 to 74	0.0%	0.0%	**	0.0%
I	75 or older	0.0%	0.0%	**	0.0%
DEMOGRAPHIC CHARACTERISTICS		Full-Time	Part-Time	Unpaid	All
3,5	Sexual Orientation	Paid	Paid	Volunteer	Respondents
00		N = 10	N = 2	N = 0	N = 12
Ž	Heterosexual or straight	80.0%	50.0%	**	75.0%
回	Gay or lesbian	20.0%	50.0%	**	25.0%
	Bisexual	0.0%	0.0%	**	0.0%
	Asexual	0.0%	0.0%	**	0.0%
	Pansexual	0.0%	0.0%	**	0.0%
	Queer	0.0%	0.0%	**	0.0%
	Questioning	0.0% 0.0%	0.0%	**	0.0%
	Same sex attracted I prefer to self identify	0.0%	0.0%	**	0.0% 0.0%
	, process of constantly	Full-Time	Part-Time	Unpaid	All
	Educational Attainment			•	
	Educational Attainment	Paid	Paid	Volunteer	Respondents
		N = 10	N = 2	N = 0	N = 12
	High school or less	20.0%	0.0%	**	16.7%
	Associate degree (junior college) or vocational degree/license	0.0%	0.0%	**	0.0%
	Bachelor's degree Master's degree	20.0% 50.0%	100.0%	**	33.3% 41.7%
	Doctoral or other terminal degree	10.0%	0.0%	**	8.3%
		Full-Time	Part-Time	Unnaid	All
	Type of Degree Attained	Paid	Part-Time Paid	Unpaid Volunteer	
	Type of Degree Attained				Respondents
		N = 8	N = 2	N = 0	N = 10
	Arts management or administration	0.0%	0.0%	**	0.0%
				ale ale	
	Other arts-related degree  Non-arts degree	100.0% 0.0%	100.0% 0.0%	**	100.0% 0.0%

#### **↓** DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

		Full-Time	Part-Time	Unpaid	All
	Disability	Paid	Paid	Volunteer	Respondents
		N = 9	N = 2	N = 0	N = 11
	Yes, I identify as a person with a disability	0.0%	0.0%	**	0.0%
S	Visible/noticeable to others	0.0%	0.0%	**	0.0%
Ĕ	Not visible/not noticeable to others	0.0%	0.0%	**	0.0%
<u>S</u>	No, I do not identify as a person with a disability	100.0%	100.0%	**	100.0%
CHARACTERISTICS		Full-Time	Part-Time	Unpaid	All
5	Military Service	Paid	Paid	Volunteer	Respondents
₽		N = 10	N = 2	N = 0	N = 12
⋖	Active Service	0.0%	0.0%	**	0.0%
5	Veteran	0.0%	0.0%	**	0.0%
<b>)</b>	None	100.0%	100.0%	**	100.0%
DEMOGRAPHIC		Full-Time	Part-Time	Unpaid	All
AP	Voter Registration	Paid	Paid	Volunteer	Respondents
3R		N = 10	N = 2	N = 0	N = 12
ŏ	Democrat	60.0%	100.0%	**	66.7%
Σ	Republican	0.0%	0.0%	**	0.0%
Œ	Libertarian	0.0%	0.0%	**	0.0%
	Green	0.0%	0.0%	**	0.0%
	Unaffiliated with a party, but registered	20.0%	0.0%	**	16.7%
	I am not registered to vote	0.0%	0.0%	**	0.0%
	I am unable to register to vote	10.0%	0.0%	**	8.3%
	I prefer to self-identify	10.0%	0.0%	**	8.3%

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