

# Demographics and Equity, Diversity, and Inclusion Report 2021

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**Date:** September 9, 2021

## **Purpose**

The purpose of reporting on our demographics is to track metrics, including but not limited to race, ethnicity, age, gender, LGBTQ+ status, etc., as a way of holding ourselves accountable for becoming a more inclusive organization. Reporting on audience and student demographics is done elsewhere, principally by the Education and Marketing Departments.

A Noise Within recognizes that there is still work to be done in order to support more equitable hiring and recruiting practices. To that end, ANW is actively engaging with relevant “We See You White American Theatre” demands, which has resulted in the creation of a staff-led Hiring and Onboarding Working Group. A Noise Within’s Anti-Racism Action Plan can be found [here](#).

This report is a work in progress, and we welcome any suggestions to improve our ability to fulfil the purpose listed above.

## **History**

The current iteration of the demographic report builds on ANW’s history of reporting to the Board on demographic trends within the organization. In accordance with our Anti-Racism Action Plan, the current methodology received input from the Staff EDI Forum and was approved by the EDI Committee in March 2021.

## **Executive Summary**

ANW’s community identifies as majority under 45, plurality White (a larger demographic, but not a majority), and majority Female. Some areas of the organization such as the Actors and the Production Team are more representative of the community we wish to serve, but other areas of the organization are not yet close to approaching that level of representation.

The pandemic created a challenge to more diverse recruitment as fewer positions of all types were available to be filled. However, the pandemic also allowed ANW to focus on equitable recruitment and hiring practices so that the 2021-22 season, hopefully, will demonstrate more progress toward our institutional and Strategic Plan goals of greater equity, diversity, and inclusion. The establishment of this reporting tool also allows detailed access to ANW's community makeup in a way not previously possible. If we manage what we can measure, this reporting tool will be a valuable addition to our EDI efforts.

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## METHODOLOGY

With the exception of the Board demographic data, all demographic information is self-reported and is provided through ANW's payroll database, Paycom. Board demographic data is self-reported via a survey distributed by the Development Department in advance of each September Board meeting. The only exception to self-reporting data is when an individual held multiple roles during the time period considered and reported demographic information in one survey (e.g. Board Survey) but not another (e.g. Paycom); in this case, self-identification was manually input across roles.

Individuals who would be counted in more than one category (e.g. Board member and Creative Team member; Administrative Staff and Actor) were counted once per category, but not more than once, i.e., an actor or director involved in multiple shows was counted once, not once per show. In part, this was a time-saving technique as categorizing actors by multiple shows would be highly labor-intensive.

Given the collection pathways available, this report shares "basic" information such as how many individuals in a given area of the organization identify in particular ways and compares that information to the prior year. The report also answers some specific questions that require cross-referencing categories, such as "What is the demographic breakdown of senior versus junior staff members?"

## LIMITATIONS

- Prior to 2019-20, much of ANW's demographic reporting data on Actors and Creative Team members was not self-reported. Recognizing the weakness of this technique, this survey excludes all data that is not self-reported and does not provide historical comparisons before self-reporting was available.
- California's AB5 became law in January 2020, requiring ANW to hire directors and designers as employers rather than independent contractors for the first time. Since these Creative Team members were not entered in our payroll system before January 1, 2020, no demographic data is available for them before that date.
- Sexual Orientation is a category of data collected on the Board Survey, but not available in Paycom. Reviewers of the survey protocol agreed that this was not a necessary category to report at the time.
- Reviewers of the survey protocol also agreed that separating Actors into principal and supporting roles was not necessary at this time.

- It was agreed that ANW will collect demographic data on Volunteer Ushers and Noise Now partners beginning in the 2021-22 season. No data for these categories will be available before Fall 2022 and no comparison data will be available before Fall 2023.
- Since Actors and Creative Team members cannot be associated with each show in a season, certain questions of interest such as “how many Actors in plays by White playwrights were BIPOC,” are not answerable with this dataset.
- Paycom does not offer a full range of options that allows all employees to fully express their personal identification. Selections have been added to ANW’s onboarding process to allow employees to “fill in” their preferred identification when an option is missing, but not seeing their preferred option in the “default” categories presents a barrier to providing this information for some individuals.
- Individuals are counted as one person in each category regardless of the amount of time they spent with ANW during the given season. An understudy is counted equally with an actor playing Hamlet, an intern is counted equally with the Producing Artistic Director (though there are ways to parse the data on this second example), a Board member who joined in May and has yet to join any committees (just before the end of the fiscal year) is counted equally with a Board member who served a whole year and serves on five committees.
- Some analysis suffers from the law of small numbers – limited conclusions can be drawn from data sets that only have as few as 4 data points. Where applicable, this has been noted

## SNAPSHOT: DEMOGRAPHIC RESULTS

- The dip in total respondents from 2019-20 to 2020-21 can be explained by the pandemic.
- Our overall community identifies as majority under 45, plurality White, and majority Female.
- With the exception of age, “No Response” made a frequent appearance, confirming the expectation that ANW needs to continue messaging to its participants the importance of this collection effort.
- Disability Status was so poorly responded to that the remainder of this report will not comment on it. However, ensuring equal access for persons with disabilities should be a priority that matches our other EDI efforts. As so few people reported on Disability Status, ANW does not have good representation for those who identify as having a disability.

	Actor	Creative Team	Production Team	Administrative Staff	Front of House	Teaching Artists	Board of Directors	Total
<b>Total 2019-2020</b>	57	30	29	20	19	25	23	203
<b>Total 2020-2021</b>	39	23	33	18	12	25	23	173

Age	18-44	45-64	65+	Other	Decline to State	No Response	Total
<b>2019-20</b>	147	34	21	0	1	0	203
<b>2019-20%</b>	72%	17%	10%	0%	0%	0%	
<b>2020-21</b>	123	31	19	0	0	0	173
<b>2020-21%</b>	71%	18%	11%	0%	0%	0%	

Race/ethnicity	Asian	Black or AA	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Native America or Alaska Native	Two or more races	White	Other	Decline to State	No Response	Total
<b>2019-20</b>	8	15	31	0	0	6	94	0	6	43	203
<b>2019-20%</b>	4%	7%	15%	0%	0%	3%	46%	0%	3%	21%	
<b>2020-21</b>	9	10	28	0	0	7	76	0	7	36	173
<b>2020-21%</b>	5%	6%	16%	0%	0%	4%	44%	0%	4%	21%	

Gender Orientation	Male	Female	Non-binary	Other	Decline to State	No Response	Total
<b>2019-20</b>	80	102	0	0	2	19	203
<b>2019-20%</b>	39%	50%	0%	0%	1%	9%	
<b>2020-21</b>	56	93	0	0	1	23	173
<b>2020-21%</b>	32%	54%	0%	0%	1%	13%	

Disability Status	Yes	No	Other	Decline to State	No Response	Total
<b>2019-20</b>	1	16	23	1	162	203
<b>2019-20%</b>	0%	8%	11%	0%	80%	
<b>2020-21</b>	1	12	23	1	136	173
<b>2020-21%</b>	1%	7%	13%	1%	79%	

## 2020 CENSUS FOR LOS ANGELES

Census data reflect the degree to which we are demographically representative of our community.

<b>Age</b>	<b>18-44</b>	<b>45-64</b>	<b>65+</b>
	27%	not reported	14%

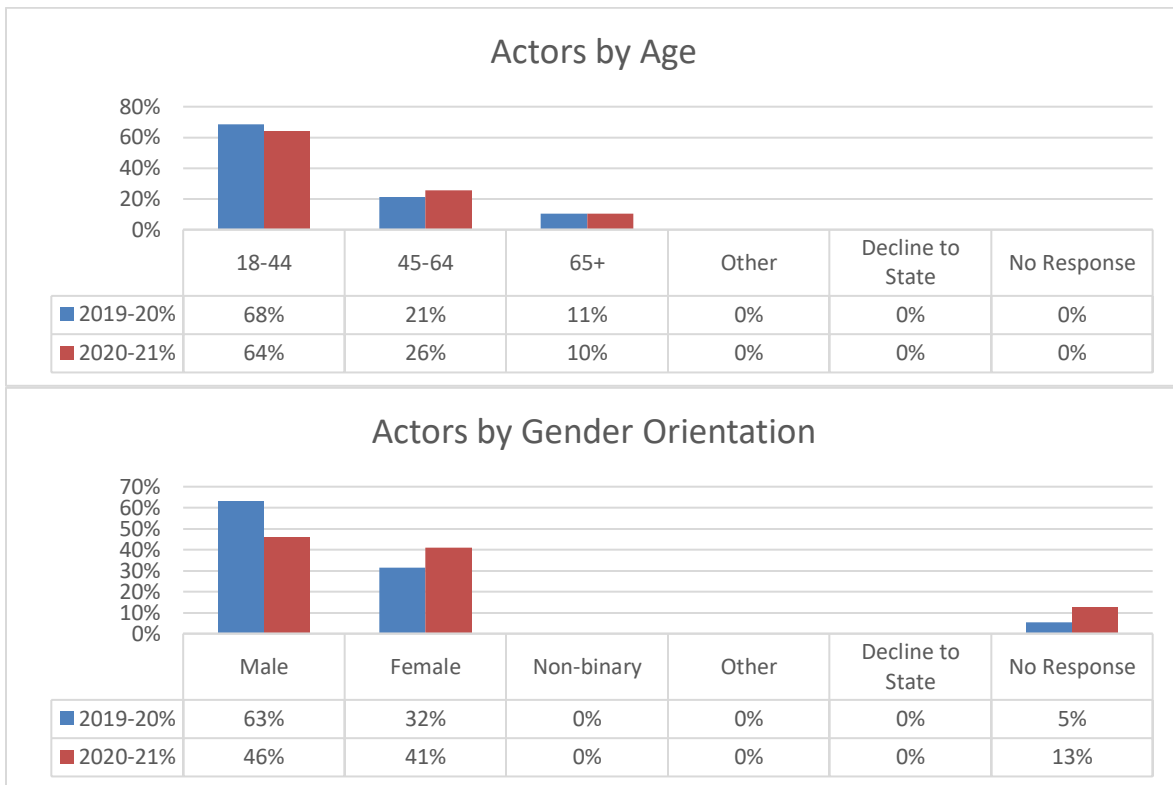
<b>Race/ethnicity</b>	<b>Asian</b>	<b>Black or AA</b>	<b>Hispanic or Latino</b>	<b>Native Hawaiian or Other Pacific Islander</b>	<b>Native America or Alaska Native</b>	<b>Two or more races</b>	<b>White</b>
	15%	9%	49%	40%	1%	3%	26%

<b>Gender Orientation</b>	<b>Male</b>	<b>Female</b>	<b>Non-binary</b>
	49%	51%	not reported

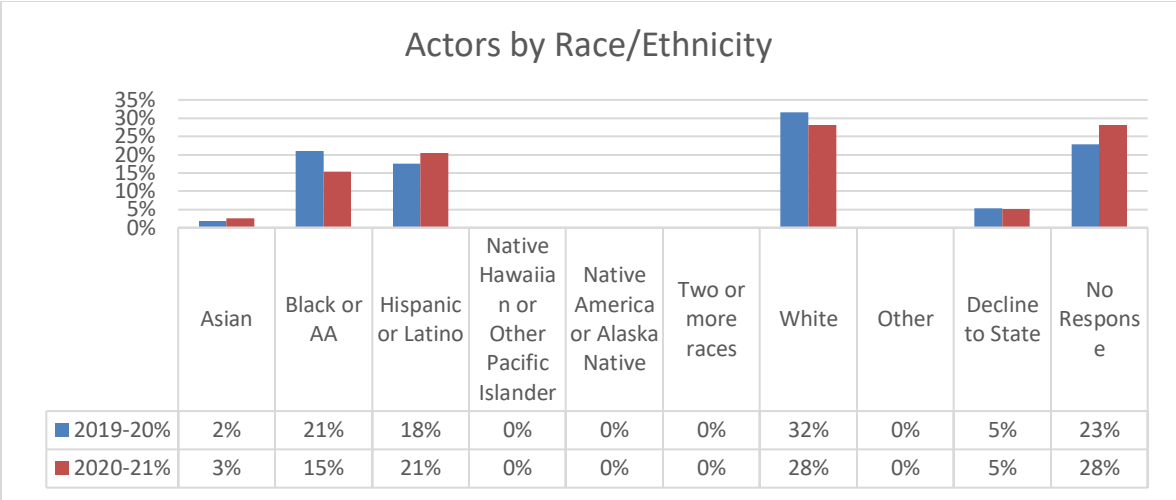
# RESULTS BY CATEGORY

## Actors

- Gender Orientation across years may be heavily dependent on play selection.
- Representation of Asian American Actors is 2-3% compared to 15% Asian American population of LA County.
- Representation of Black Actors is 15-21% compared to 9% of the general population. Our productions of *Gem of the Ocean* and *Intimate Apparel* likely contribute to this increase.

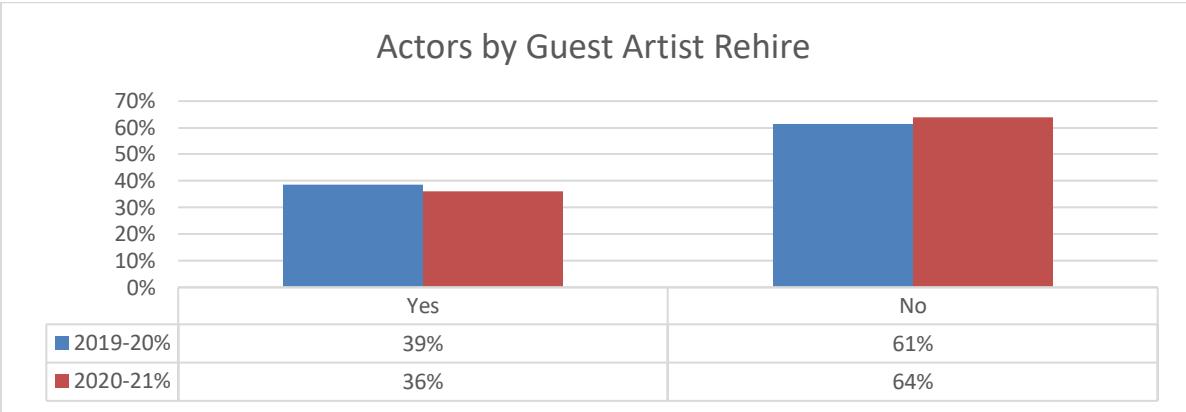




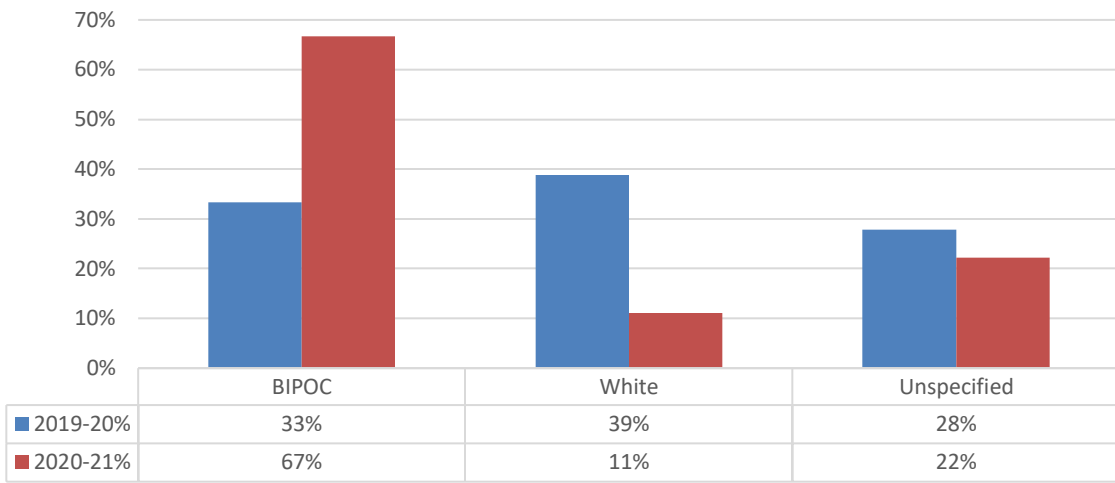


What percentage of Actor Guest Artists are re-hires from prior seasons?

- Re-hiring of BIPOC Guest Artists in 2020-21 was high (67%) compared with the re-hiring of White Guest Artists (11%). This may be explained by a combination of ANW’s focus on EDI and also the focus that was put on engaging Resident Artists, in lieu of Guest Artists, during the pandemic.
- The data set for 2020-21 is only 9 hires, thus limiting conclusions.

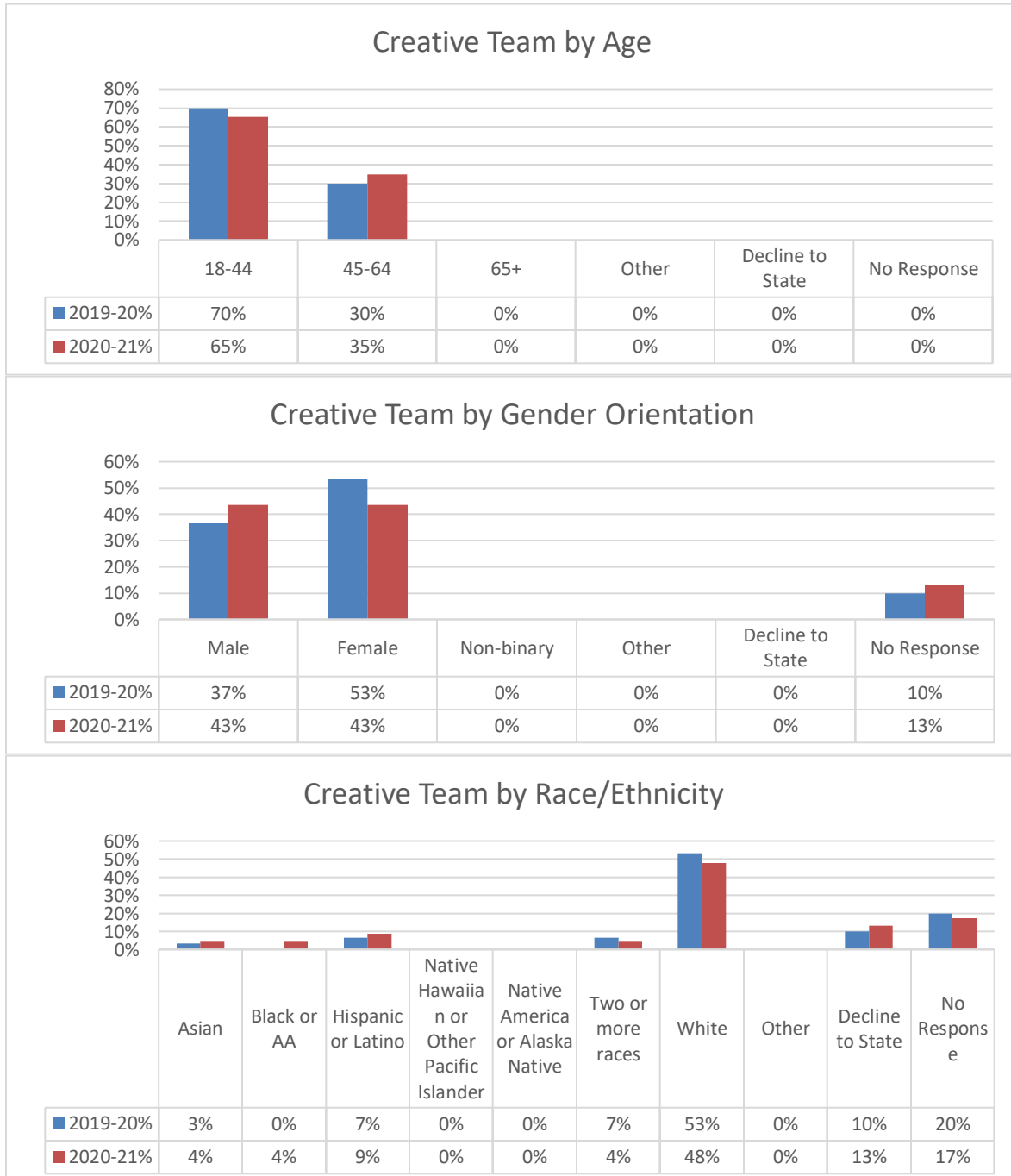


### What Percentage of Actor Guest Artist Re-hires Were BIPOC?



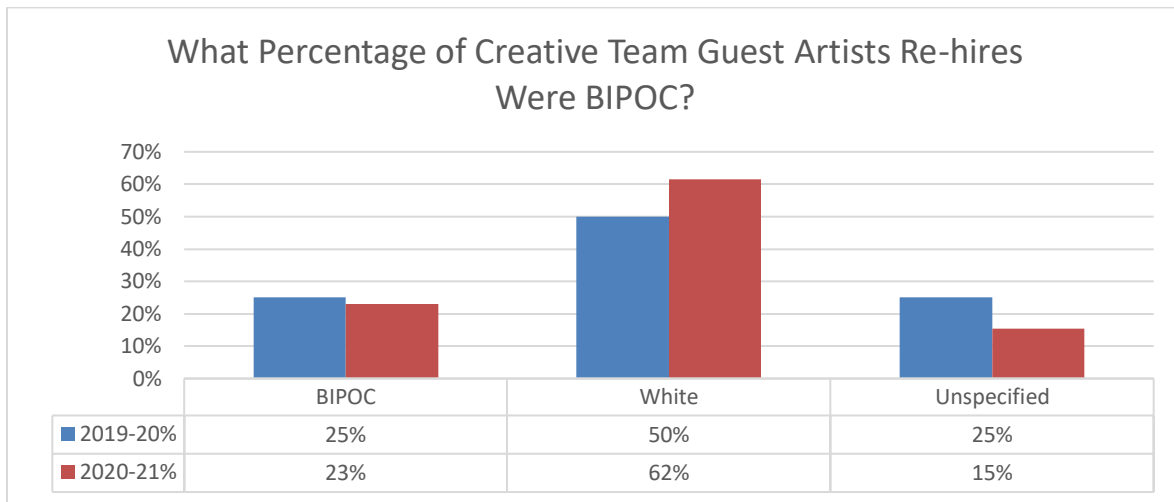
## Creative Team

- Data is not available for 2019 due to AB5, so comparisons may not be accurate.
- Our Creative Teams identify more frequently as White (48%) compared with Actors (28%).
- Our Creative Teams are rehired frequently, which indicates a high degree of loyalty, and possibly an obstacle in finding or working with new Team members.



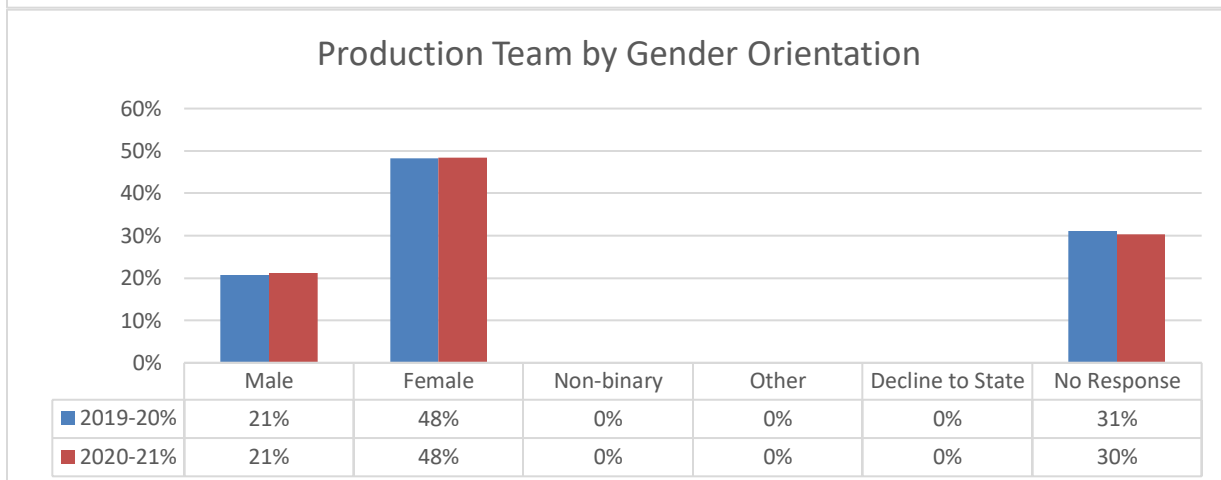
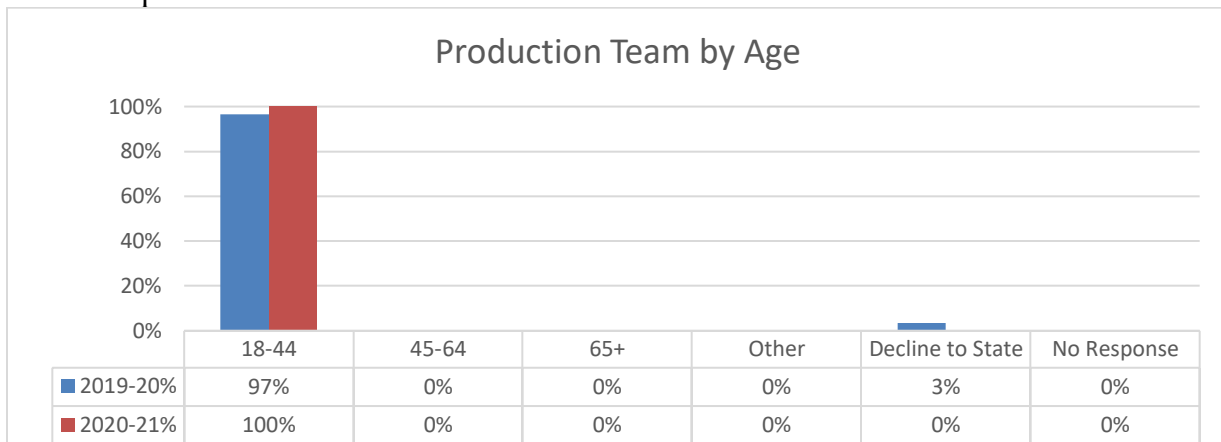
What percentage of Creative Team Guest Artists are re-hires from prior seasons?

- Re-hiring of BIPOC Guest Artists in 2020-21 was low (23%) compared with the re-hiring of White Guest Artists (62%), and this may be explained by a relatively shallow bench of BIPOC Creative Team members engaged overall
- The data set for 2020-21 is only 13 hires, so limited conclusions can be drawn (the data set for 2019-20 is even-more-limited, 4, due to Designers and Directors not being counted as employees until January 2020)

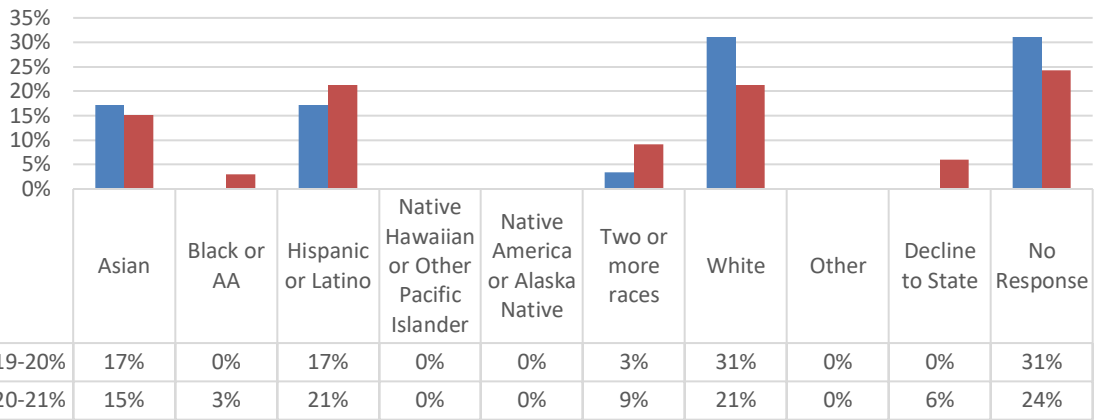


## Production Team

- Our Production Team identifies exclusively as under 45
- 48% Of our Production Team identifies as Female, which is high for the industry. This may be influenced by having exclusively Female leadership on the Production Team
- The Production Team is one of the most diverse groups by race/ethnicity. Recommend discussing hiring practices with Production Team to understand approach that leads to hiring such a highly diverse team. It is also possible that there is a correlation between age and diversity due to systemic barriers to non-male, non-White practitioners in the field
- High “no response” rate again indicates the need to inform employees of the importance of this effort

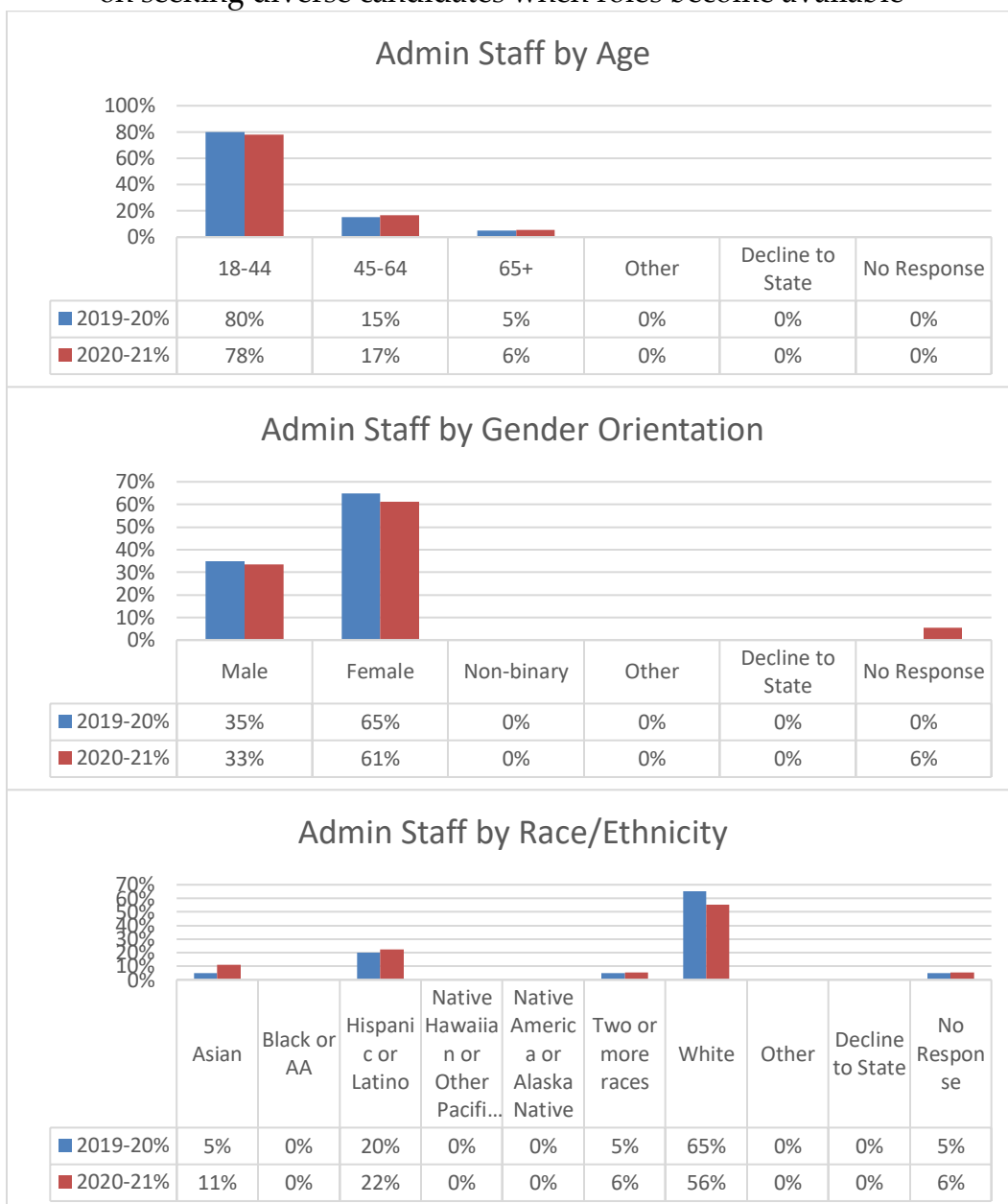


### Production Team by Race/Ethnicity



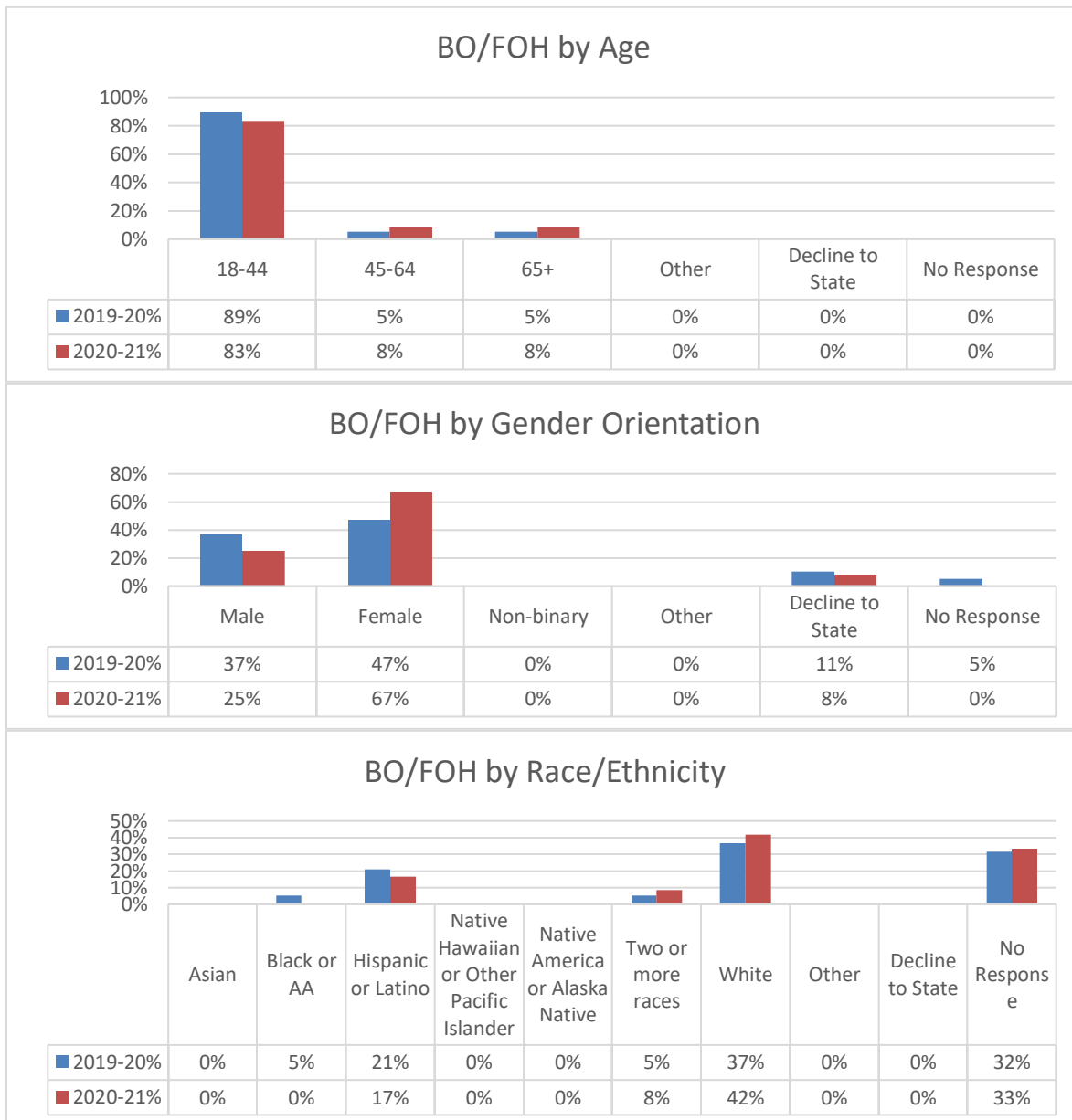
## Administrative Staff

- Relatively younger staff may be reflective of wages available to attract talent, as a younger staff can afford to accept lower wages than more experienced staff on average.
- Staff skews more female than male. Breakdown by level is as follows:
  - o executive staff = 1F, 2M; senior staff = 5F, 2M; junior staff = 3F, 1M; interns = 3F, 1M)
- Admin Staff has no Black representation and Asian American representation is exclusively in part-time and intern-level support. Recommend a stronger focus on seeking diverse candidates when roles become available



## Box Office/Front of House

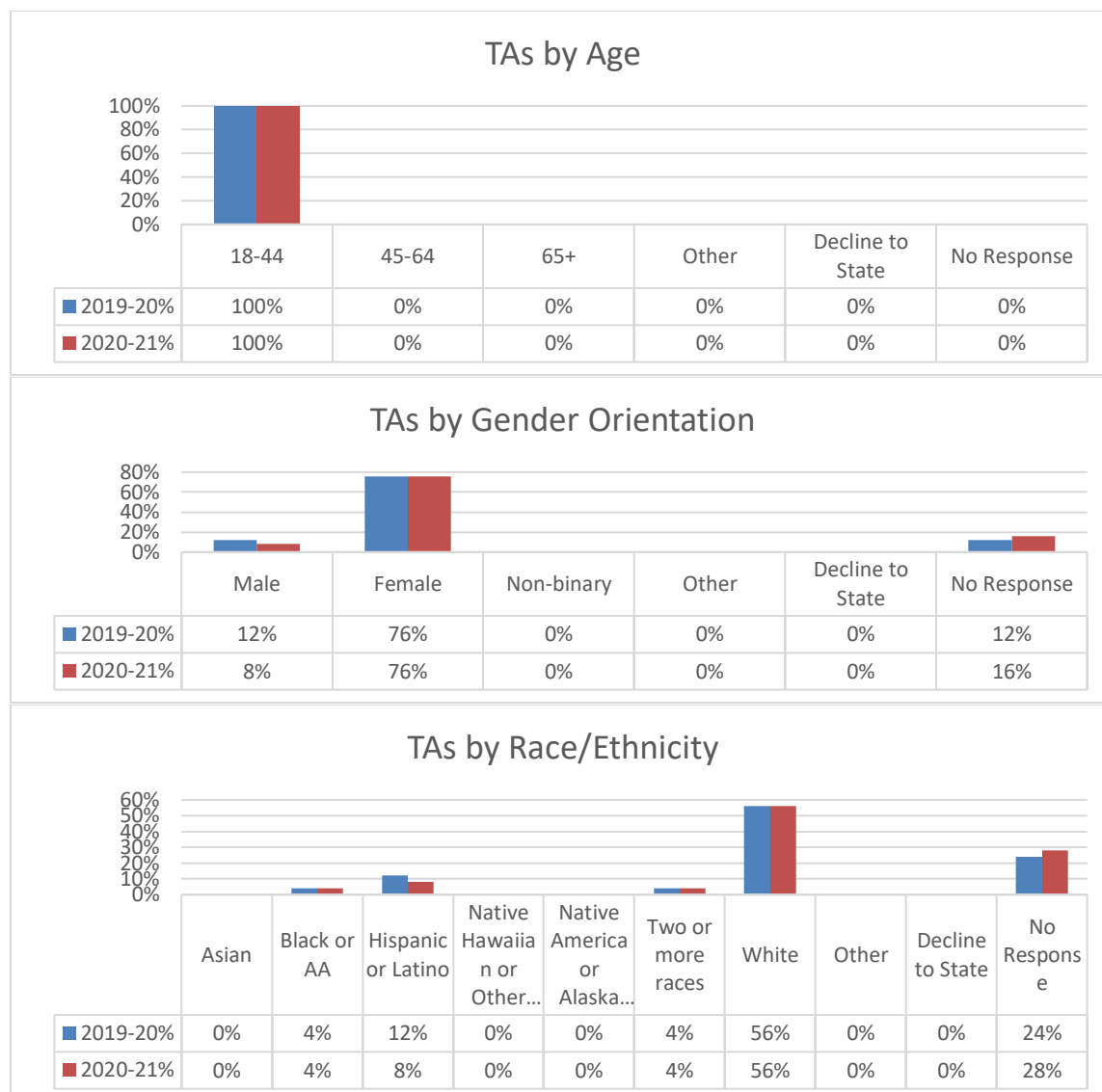
- Relatively younger staff may be reflective of wages available
- Between no and very little Black and Asian American representation. When roles become available, recommend a stronger focus on seeking diverse candidates.
- High “no response” rate again indicates the need to inform employees of the importance of this effort





## Teaching Artists

- Our Teaching Artists identify exclusively as under 45
- Our Teaching Artists identify as majority Female
- Few Teaching Artists identify as Black or Hispanic/Latino compared to the general population, and none identify as Asian. Recommend stronger focus on both seeking diverse candidates *and* encouraging responses from those already hired



## Board of Directors

- Our Board Members identify as in a higher Age bracket than most of our other categories – there may be an opportunity to recruit members in the 18-44 age bracket to benefit from a different perspective, especially since they would have that characteristic in common with many staff, artists, and teaching artists
- Few Board Members identify as Black or Hispanic/Latino compared to the general population, and none identify as Asian. However, as ANW has made Board diversity an important focus, these demographics can be expected to move towards greater diversity of Race/Ethnicity in the coming season(s)

