

Demographics and Equity, Diversity, Inclusion, and Anti-Racism Report 2022

Date: August 22, 2022

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.

This report is a work in progress and we welcome any suggestions to improve our ability to fulfill 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 underlying methodology received input from the Staff EDIA Forum and was approved by the EDIA Committee in March 2021 and was subsequently updated for the 2022 report to include sections on San Gabriel Valley demographics and comparisons of individual artists hired to number of times an artist was hired across multiple shows in a season.

Executive Summary

ANW's community identifies as majority under 45 and slim-majority Female with the three race/ethnicity groups most identified with being: White (32%), Hispanic or Latinx/o/a/e (17%), and Black or African American (13%). In comparison with the 2020-21 season, the community stayed similar in terms of age breakdown and gender orientation and became more racially/ethnically diverse. Many areas of the organization increased race/ethnicity diversity including Actors, Creative Teams, Administrative Staff, the Board of Directors, and Teaching Artists. Other areas including the Front of House and Production Team experienced a decrease in race/ethnicity diversity and became more White.

The 2021-22 season was the first season in which we collected demographic data for Noise Now partners. The way in which these Noise Now partnerships contribute to the variety of perspectives at ANW makes a clear argument for the inherent value of the program. We also experienced a small but meaningful increase in community members identifying as gender nonconforming or gender non-binary (3% up from 0%) and identifying as having a disability (3% up from 1%).

The pandemic continued to create challenges in staffing on a national level and 2021-22 at ANW was no exception. The company hired more positions than the prior year both due to our ability to produce a full season and also due to turnover that was experienced across the national job market. Returning to a full season of production with renewed focus on equity, diversity, inclusion, and anti-racism/access is beginning to improve the company's recruitment processes and as we continue to refine those processes, we should also focus on retention strategies that help the company maintain its gains.

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METHODOLOGY

All demographic information is self-reported and, with the exception of Board demographic data, 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. As a change from 2020-21, there is also a review of Actors and Creative Team members by show – not just counting their participation in the season overall, but how many shows they were hired on. This accounting helps reflect how many casting/design assignments are available (and an actor can have multiple characters in their assignment for a given show) and how many went to Actors/Creative Team members identifying with a particular race/ethnicity.

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.

- Reviewers of the survey protocol also agreed that separating Actors into principal and supporting roles was not necessary at this time.
- ANW began collecting demographic data on Noise Now partners beginning in the 2021-22 season and therefore no comparisons with prior periods are available.
- ANW intended to collect demographic data on Volunteer Ushers beginning in the 2021-22 season but did not accomplish this goal. A renewed effort will be put forth in the 2022-23 season to collect demographic data on this vital group of representatives of the organization.
- 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 rise in total respondents from 2020-21 to 2021-22 can be explained by our return from the pandemic to live production and also by our more successful communication strategy with the community on why gathering these data is important.
- ANW's community identifies as majority under 45 and slim-majority Female with the three race/ethnicity groups most identified with being: White (32%), Hispanic or Latinx/o/a/e (17%), and Black or African American (13%).
- While ANW can improve access and inclusion for all members of our greater community, we have the most work to do to welcome the following groups who are conspicuously absent:
 - o Gender Non-Conforming or Gender Non-Binary people
 - o People identifying as having a disability
 - o Asian Americans and Pacific Islanders
 - o Native Americans
- See table on following page.

	Actor	Creative Team	Production Team	Administrative Staff	Front of House	Teaching Artists	Board of Directors	Noise Now Partners	Total
Total 2019-2020	57	30	29	20	19	25	23		203
Total 2020-2021	39	23	33	18	12	25	23		173
Total 2021-2022	50	42	56	24	17	21	23	61	294

Age	18-44	45-64	65+	Other	Decline to State	No Response	Total
2019-20	147	34	21	0	1	0	203
2019-20%	72%	17%	10%	0%	0%	0%	
2020-21	123	31	19	0	0	0	173
2020-21%	71%	18%	11%	0%	0%	0%	
2021-22	206	62	22	0	3	1	294
2021-22%	70%	21%	7%	0%	1%	0%	

Race/ethnicity	Asian	Black or African American	Hispanic or Latinx/o/a/e	Native Hawaiian or Other Pacific Islander	Native American or Alaska Native	Two or more races	White	Self-Selected Option or "Other"	Decline to State	No Response	Total
2019-20	8	15	31	0	0	6	94	0	6	43	203
2019-20%	4%	7%	15%	0%	0%	3%	46%	0%	3%	21%	
2020-21	9	10	28	0	0	7	76	0	7	36	173
2020-21%	5%	6%	16%	0%	0%	4%	44%	0%	4%	21%	
2021-22	14	39	52	1	1	16	112	4	11	44	294
2021-22%	5%	13%	18%	0%	0%	5%	38%	1%	4%	15%	

Gender Orientation	Male	Female	Gender Nonconforming or Gender Non-Binary	Other	Decline to State	No Response	Total
2019-20	80	102	0	0	2	19	203
2019-20%	39%	50%	0%	0%	1%	9%	
2020-21	56	93	0	0	1	23	173
2020-21%	32%	54%	0%	0%	1%	13%	
2021-22	103	150	9	0	2	30	294
2021-22%	35%	51%	3%	0%	1%	10%	

Disability Status	Yes	No	Other	Decline to State	No Response	Total
2019-20	1	16	23	1	162	203
2019-20%	0%	8%	11%	0%	80%	
2020-21	1	12	23	1	136	173
2020-21%	1%	7%	13%	1%	79%	
2021-22	10	76	23	4	181	294
2021-22%	3%	26%	8%	1%	62%	

LOCAL DEMOGRAPHIC BENCHMARKS

2020 Census Data for Los Angeles County

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

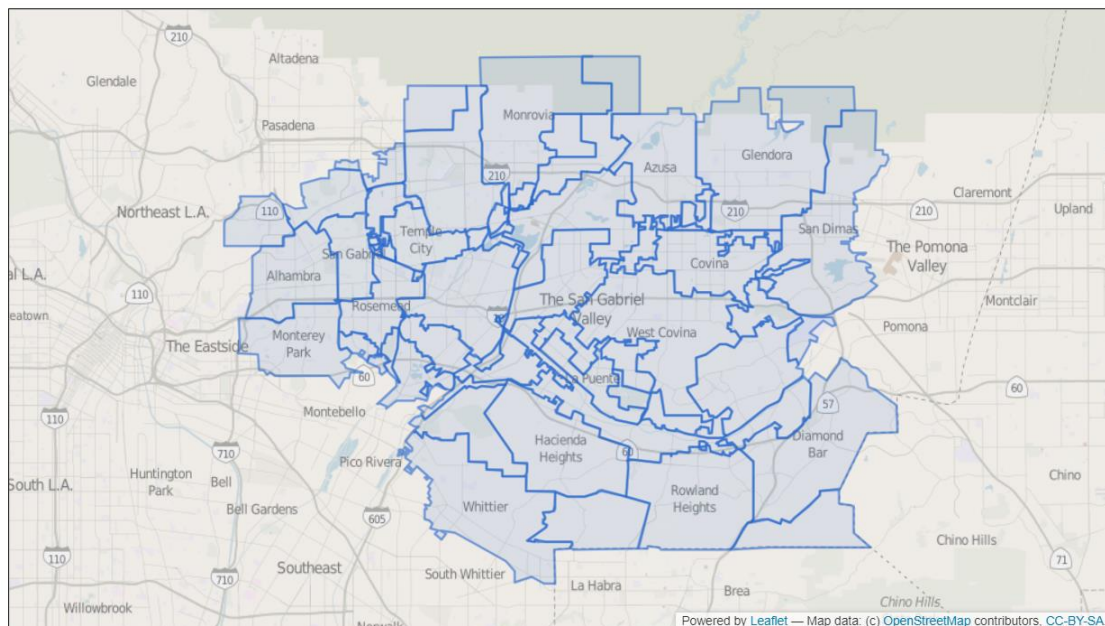
Age	18-44	45-64	65+
	27%	not reported	14%

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
	15%	9%	49%	40%	1%	3%	26%

Gender Orientation	Male	Female	Non-binary
	49%	51%	not reported

San Gabriel Valley Data; Source: LA Times Mapping Project, 2010

While out of date, The Los Angeles Times Mapping Project data provides a window into specifically San Gabriel Valley demographics that make up ANW's immediate neighborhood.



Population:

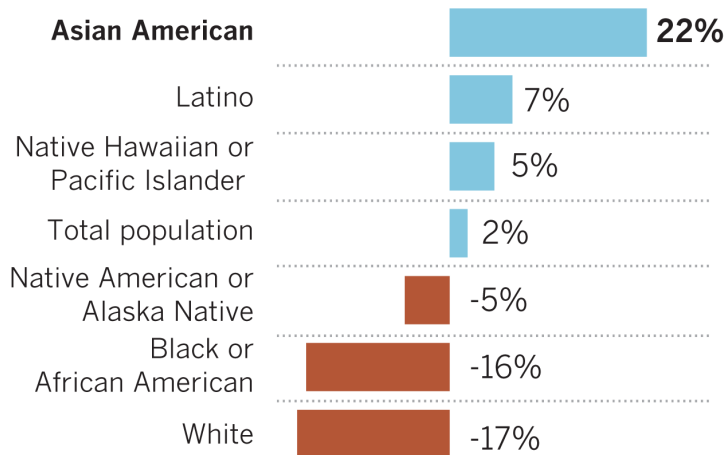
- **1,433,429** population in 2000, according to the [U.S. Census](#) 1,511,867 in 2019 according to the CA State Department of Finance¹.
- 2018: Asian-Americans comprise 28 percent of the region’s entire population, with Latinos making up the majority at 46 percent.²

Ethnicity

- The most diverse neighborhood is **Ramona**, and the least diverse neighborhood is **Irwindale**.



Population growth in the San Gabriel Valley from 2000 to 2010



Source: U.S. Census Bureau

@latimesgraphics

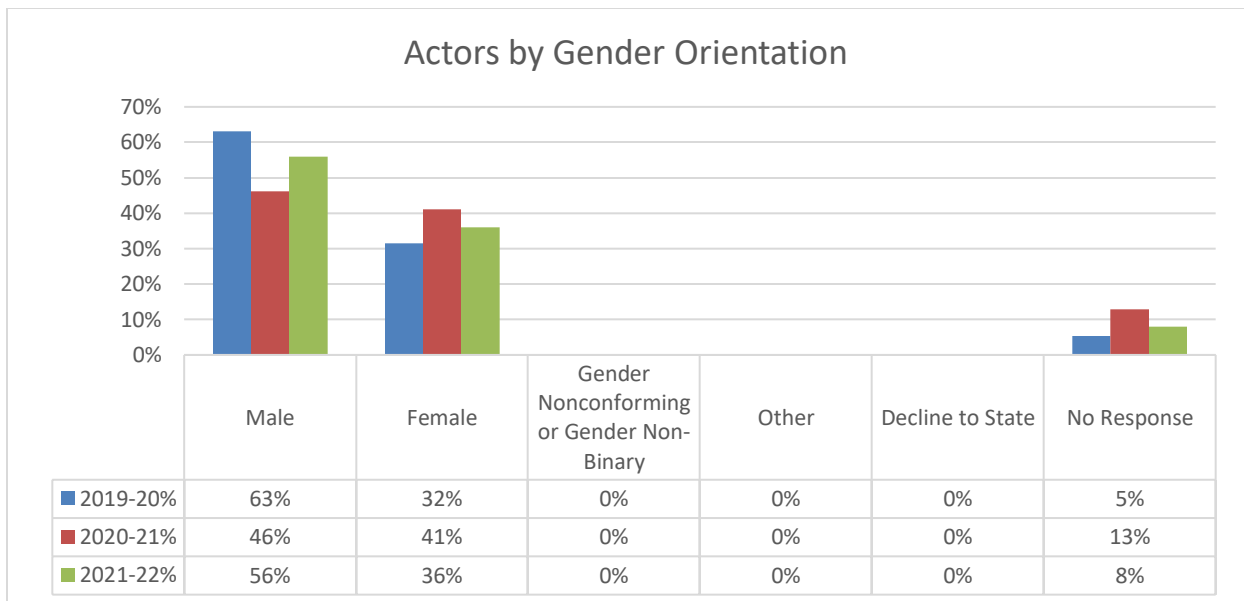
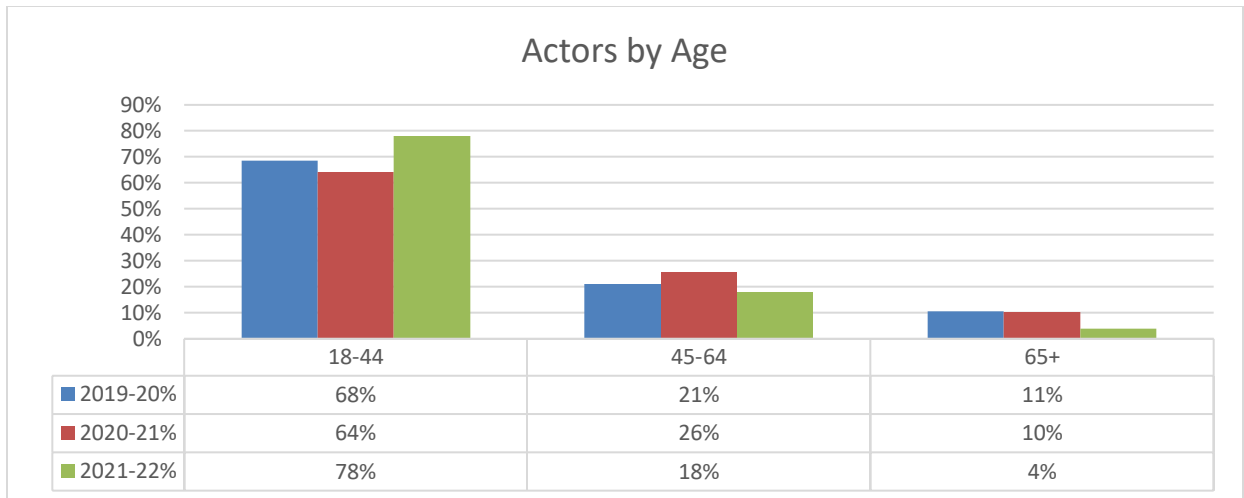
¹ San Gabriel Valley Sector Member Cities and Population Estimate: <https://file.lacounty.gov/SDSInter/bos/supdocs/151523.pdf>

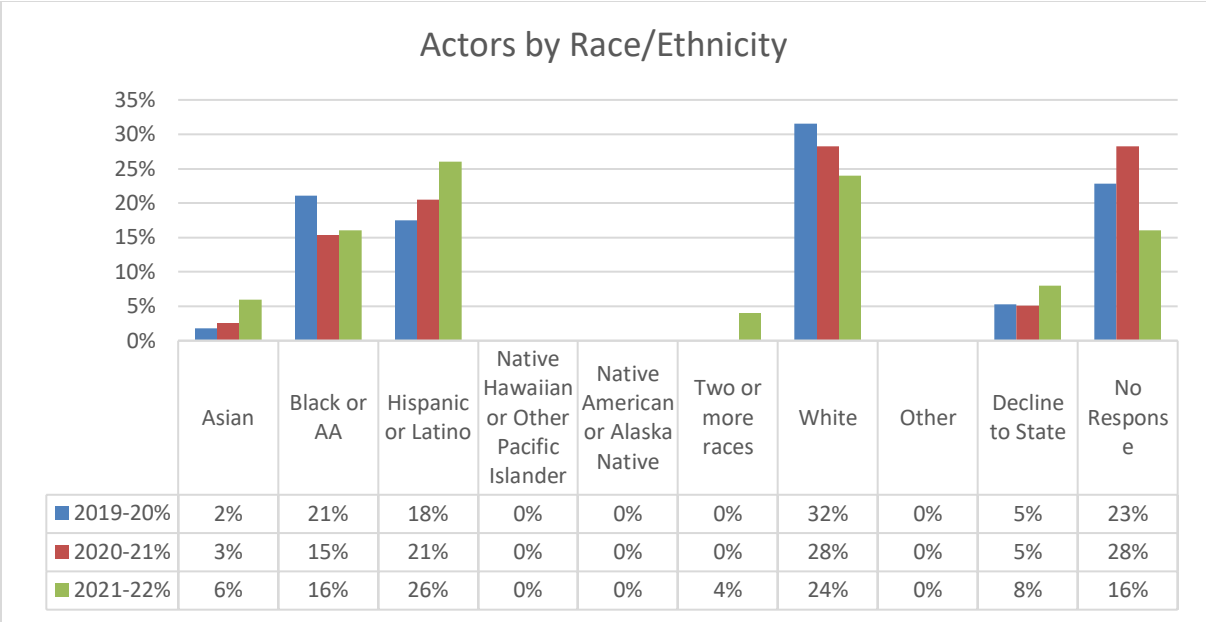
² “A Community of Contrasts: Asian-Americans, Native Hawaiians and Pacific Islanders in the San Gabriel Valley,” <https://sgv2018.herokuapp.com>

RESULTS BY CATEGORY

Actors

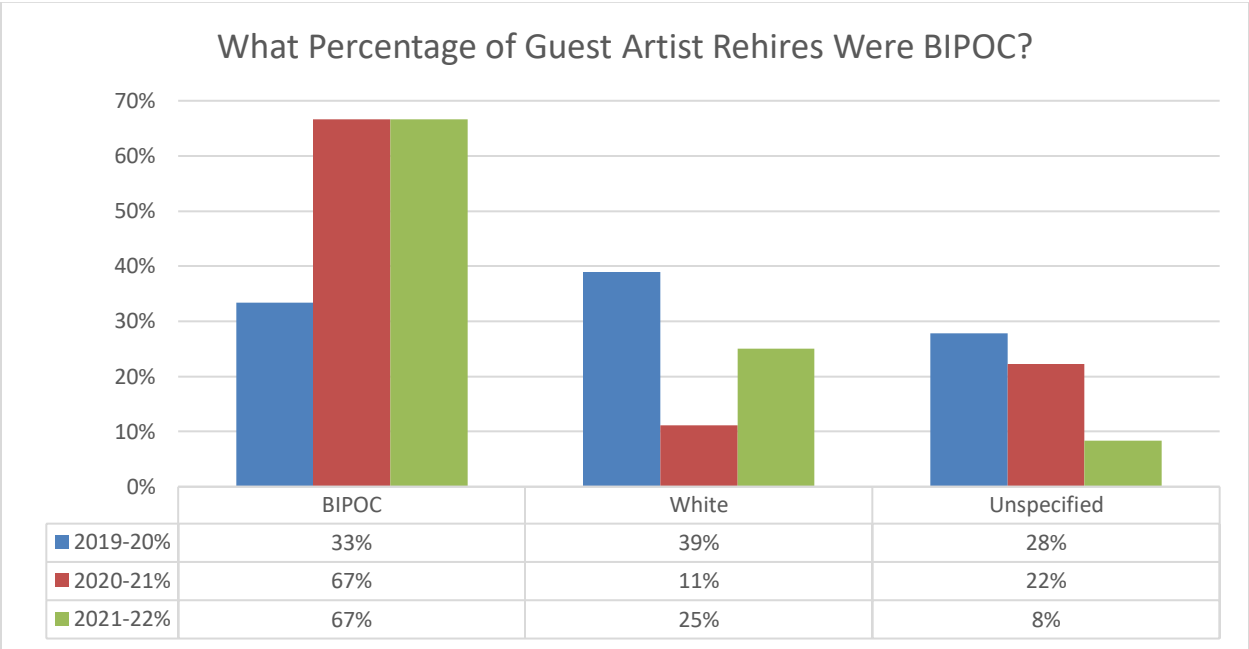
- Various demographic categories may be somewhat dependent on play selection.
- Representation of respondents by race/ethnicity moved toward a more equitable distribution with the exception of Native Pacific Islander and Native American/Alaska Native.
- Representation of Hispanic or Latino Actors increased 5% to 26% in the 2021-22 season compared to 17% of the general population – our production of *Anna in the Tropics* likely contributed to this increase.





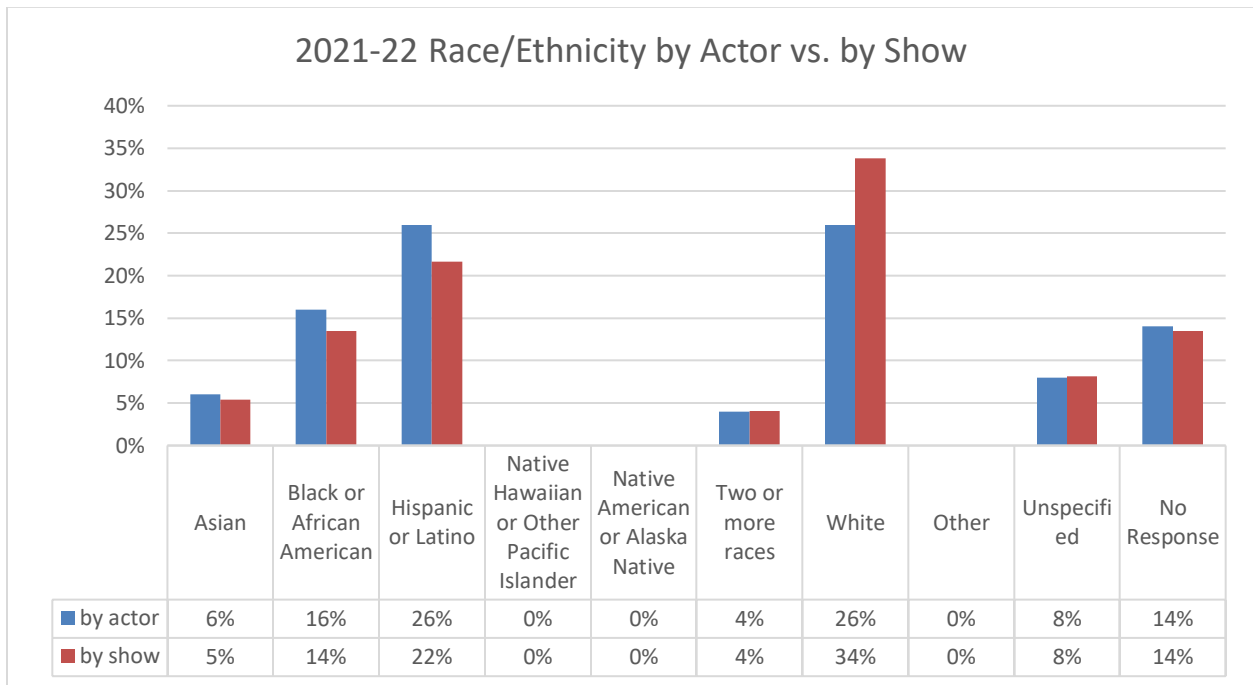
What percentage of Actor Guest Artists re-hires were BIPOC?

- Re-hiring of BIPOC Guest Artists in 2021-22 remained high (67%) compared with the re-hiring of White Guest Artists (25%).



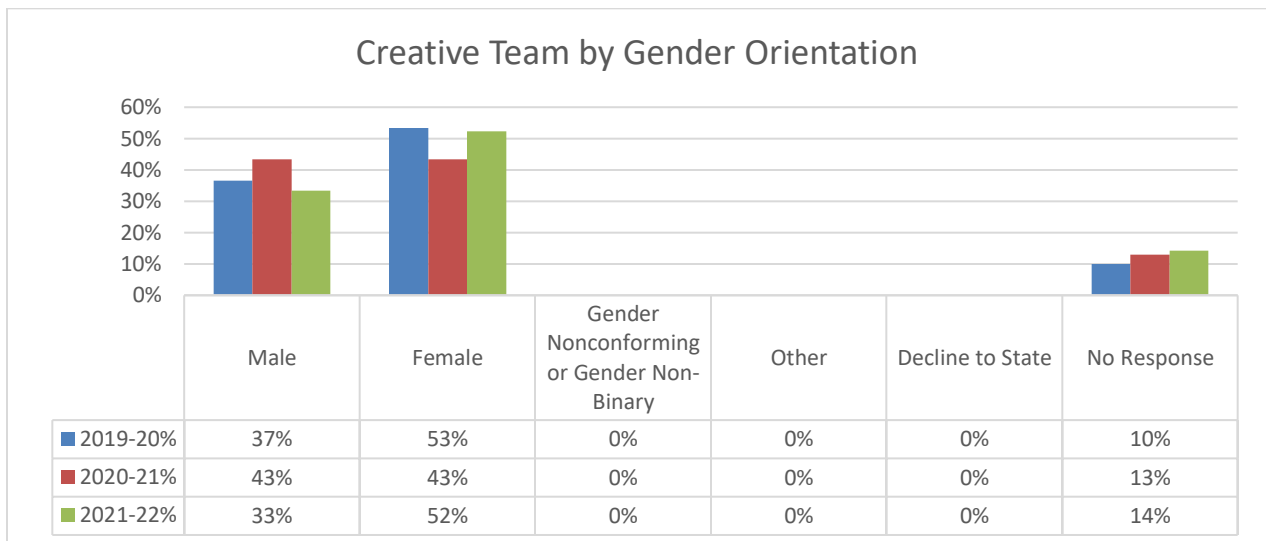
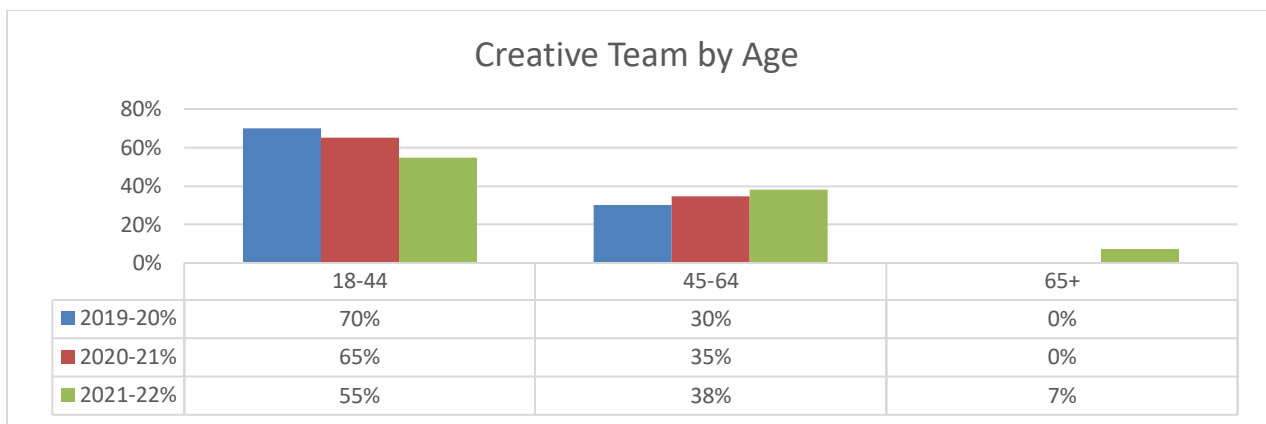
How many Actors are cast in multiple shows in the season?

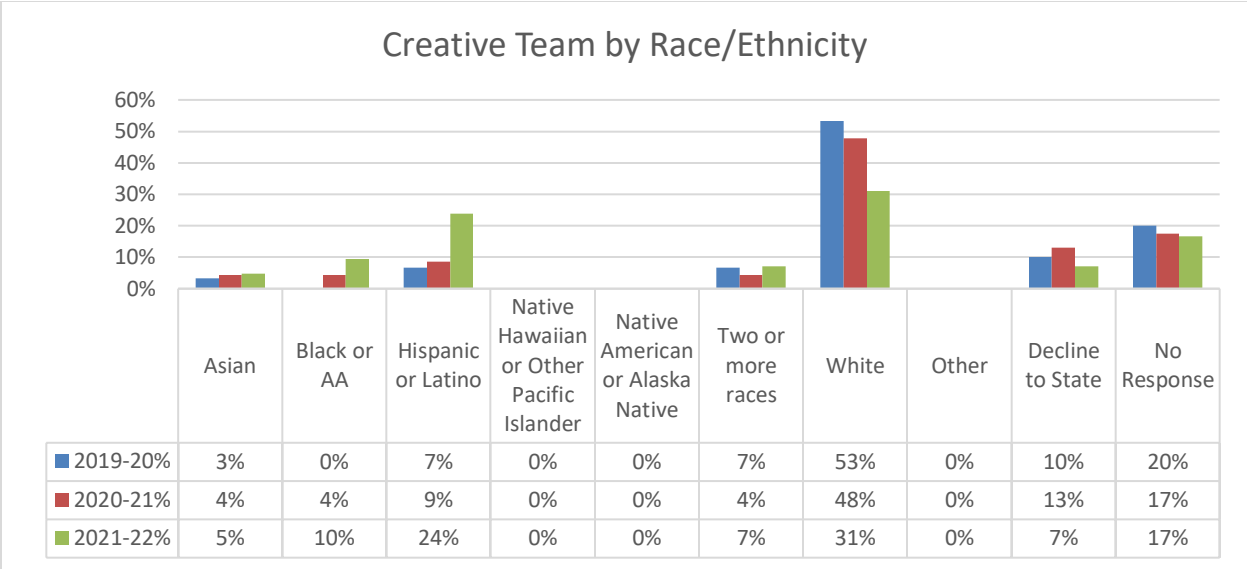
- When counted by show rather than by individual, White Actors accounted for 8% more casting in shows than of the individuals cast in the season as a whole. This indicates that White Actors were cast multiple times per season more often than BIPOC Actors.



Creative Team

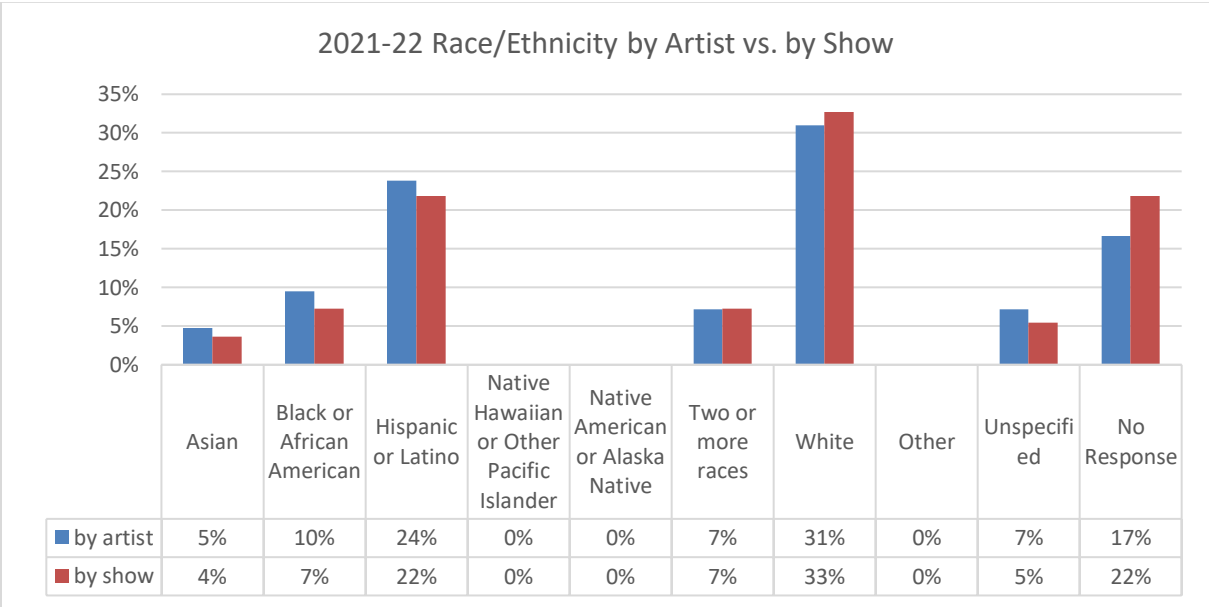
- Data is not available for 2019 due to AB5, so comparisons to that season may not be accurate.
- We continue the trend of hiring older Creative Team members, increasing the percentage over age 45 10% from 2020-21 to 45%.
- The percentages of Creative Team members identifying as Asian American, Black or African American, or Hispanic or Latino increased from prior years and Creative Team members identifying as White decreased 17% from 2020-21 to 31%.





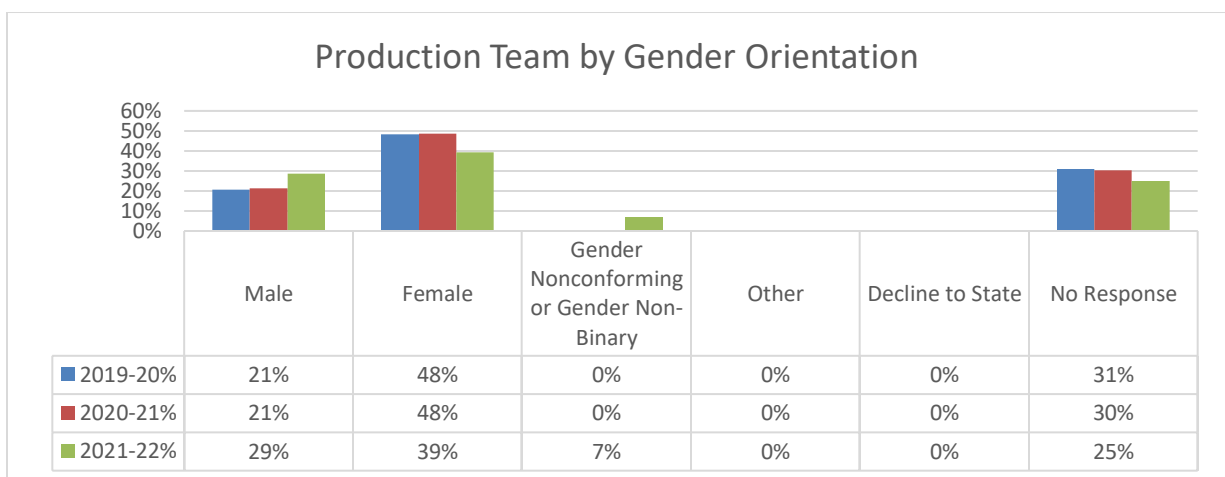
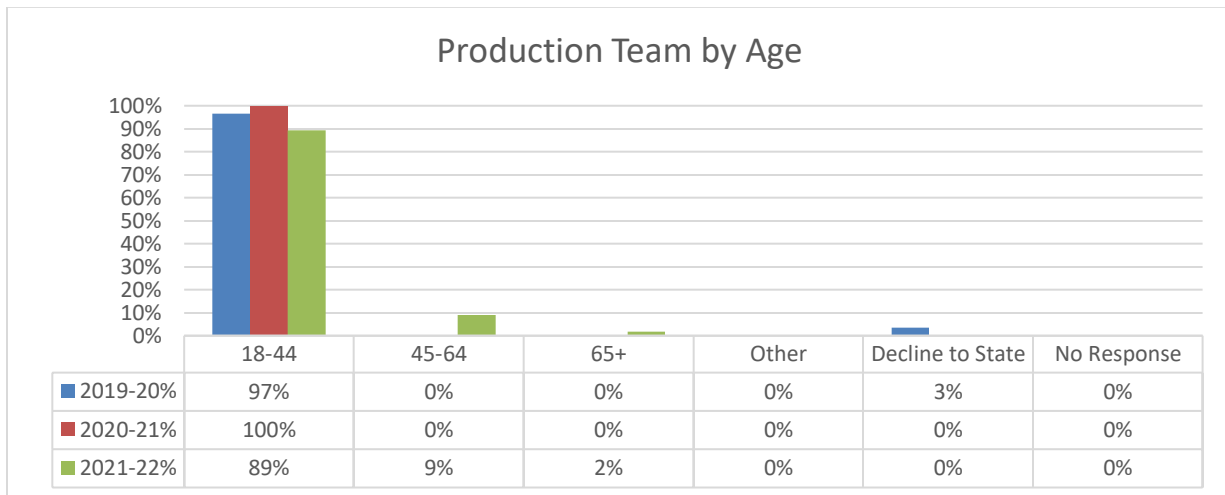
How many Artists are hired onto multiple shows in the season?

- There is a very small difference between the race/ethnicity demographics by individual vs. by show. This indicates that Artists of various races/ethnicities were hired onto multiple shows in the season at relatively equal rates.

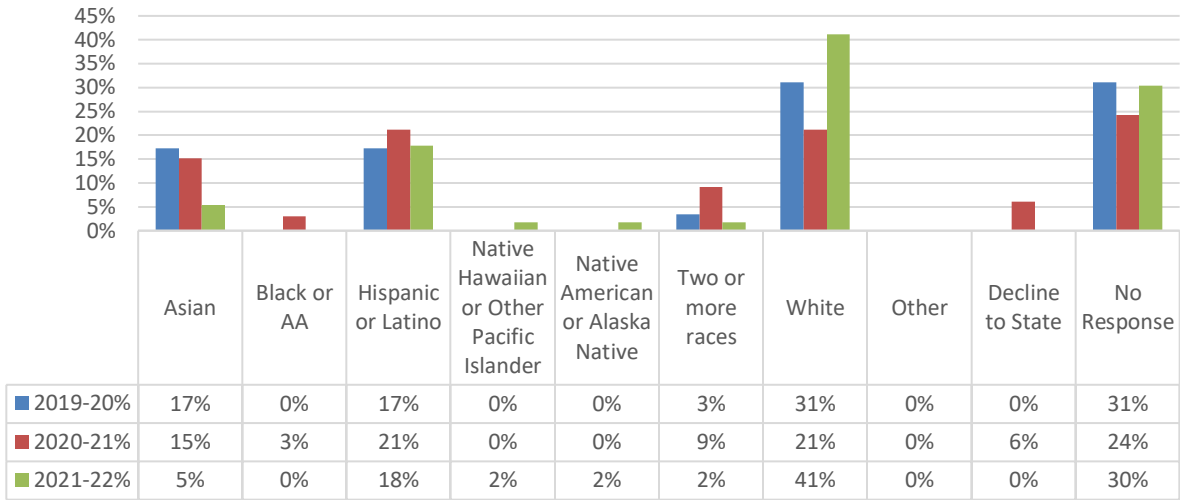


Production Team

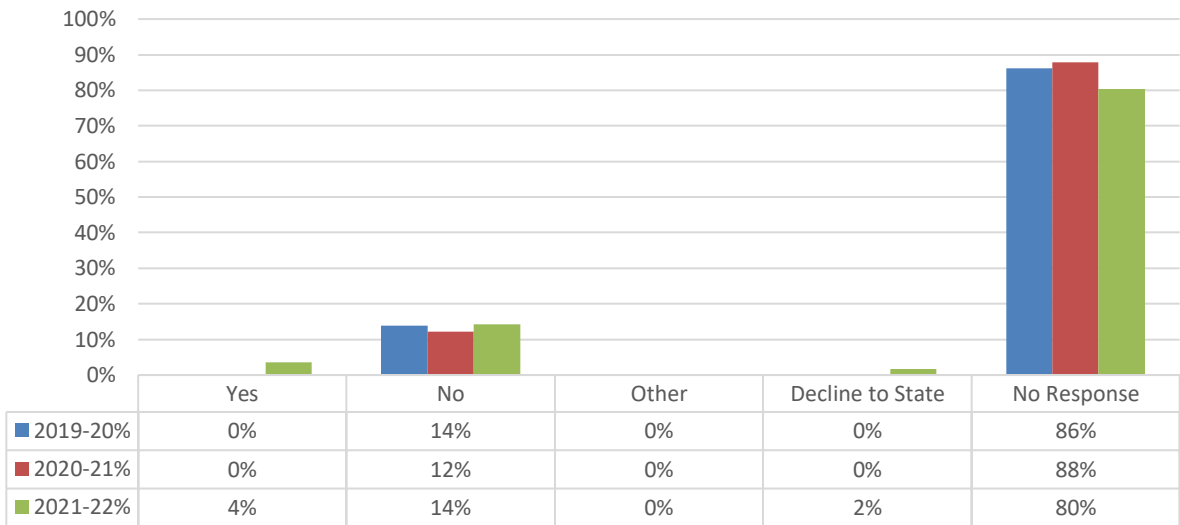
- Our Production Team identifies primarily as under 45
- The percentage of our Production Team that identifies as Male increased 8% over the prior year. This may be influenced by turnover in the Production Department, which resulted in the hiring of lead Production Team members who identify as Male.
- The Production Team increased the percentage of members identifying as White by 20% in the 2021-22 season and generally underrepresented groups became even less well represented. This represents a significant change in demographics for the Production Team in a way that is counter to ANW's goals of greater inclusion; recommend investigating change in more detail to understand the cause.



Production Team by Race/Ethnicity

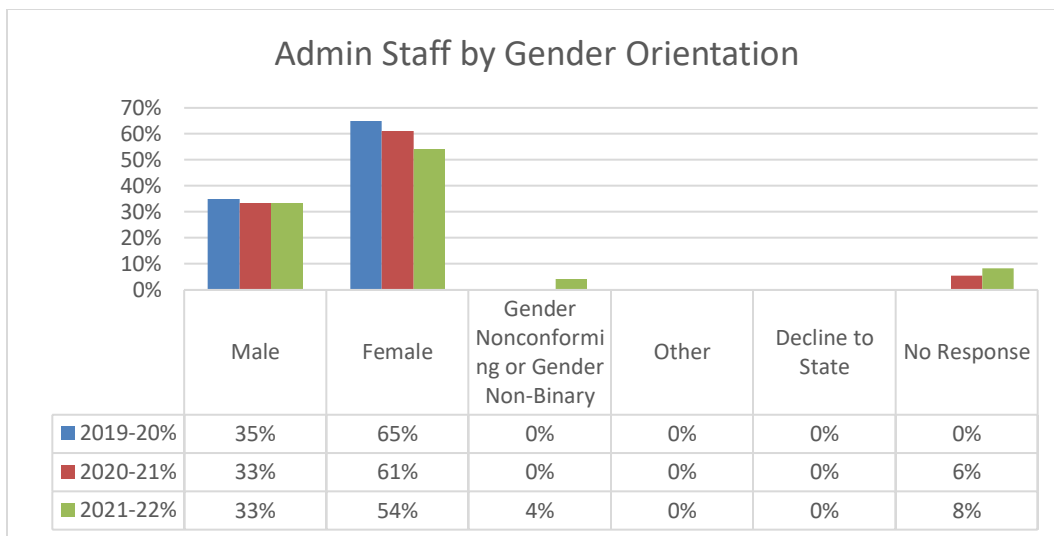
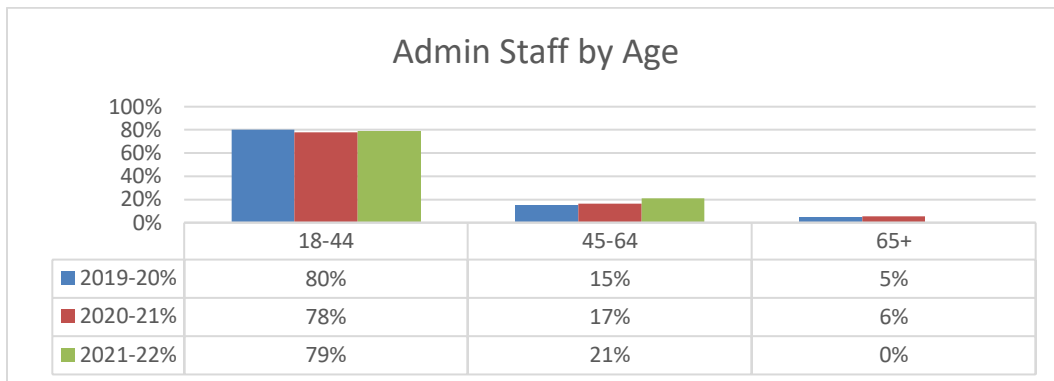


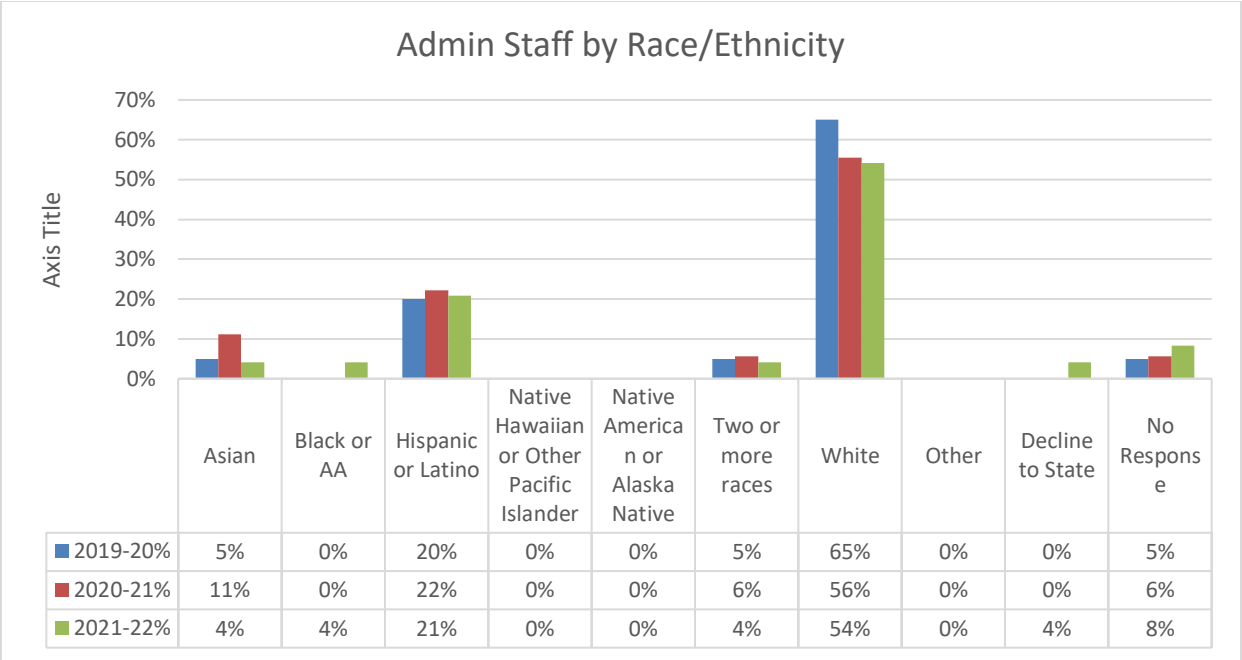
Production Team by Disability Status



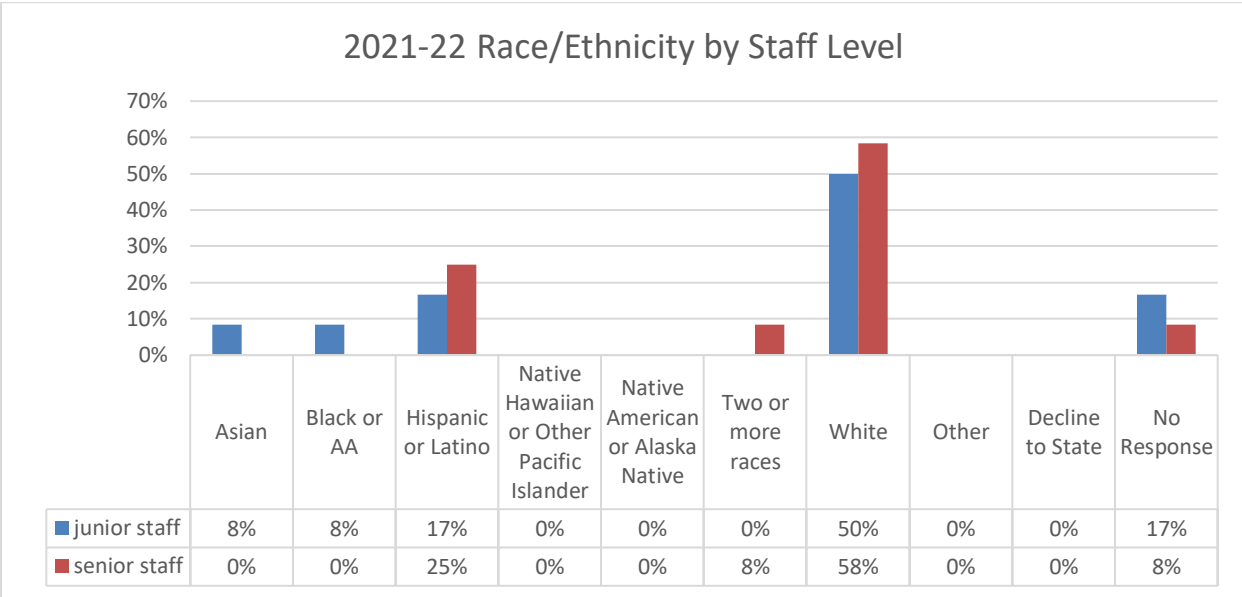
Administrative Staff

- ANW's Administrative Staff experienced significant turnover in 2021-22 (as have many theaters returning to work after the pandemic) and the demographic make up of the staff at any one moment is challenging to represent in the charts below
 - o Generally, the Staff remains majority under 45, Female, and White; recommend greater effort to recruit and retain BIPOC staff members



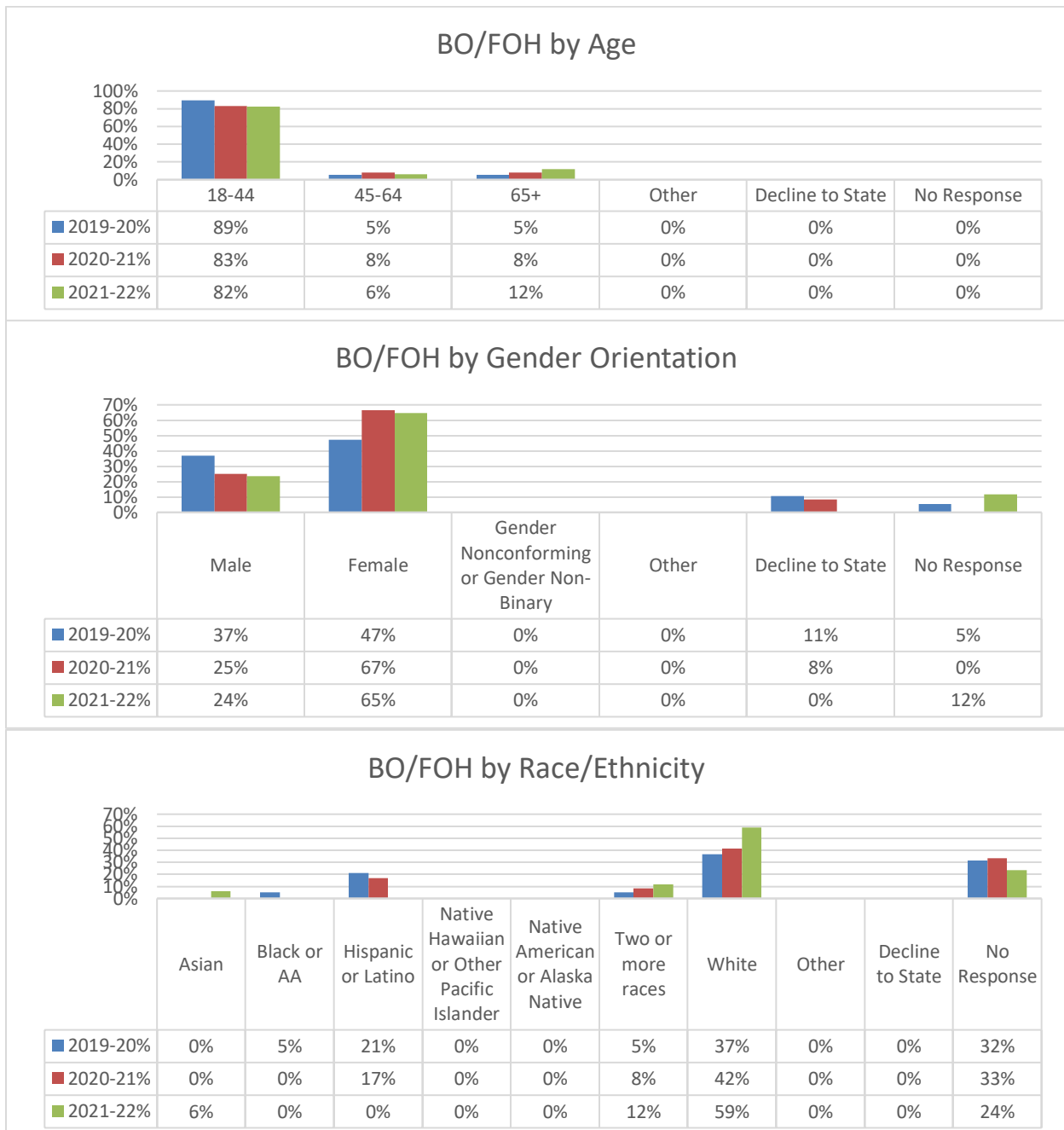


- How is ANW’s race/ethnicity diversity distributed across seniority?
 - o The senior staff of ANW is primarily composed of individuals identifying as Hispanic or Latino (25%) or White (58%), whereas the junior staff is somewhat more diverse; recommend a major focus on recruiting and retaining BIPOC staff members for senior staff roles.



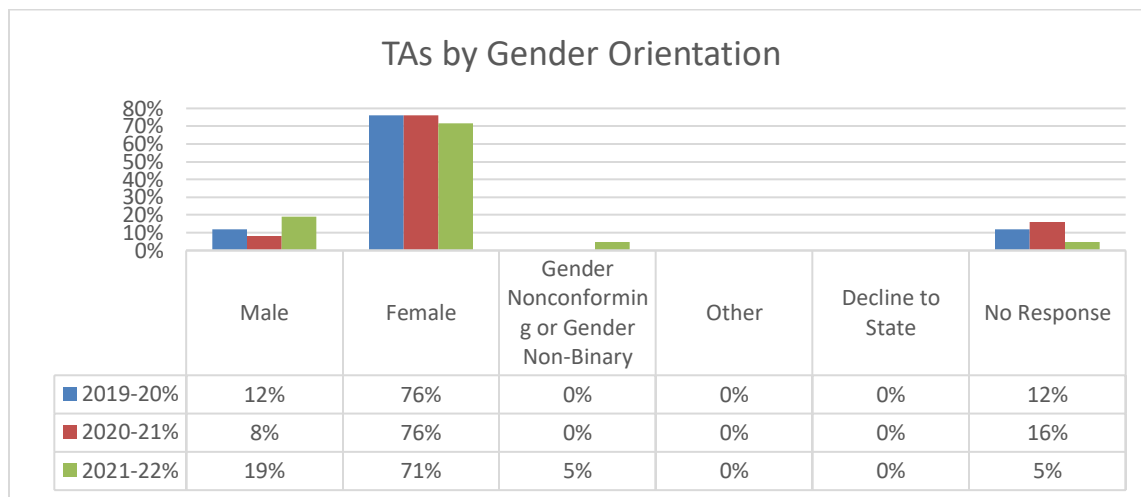
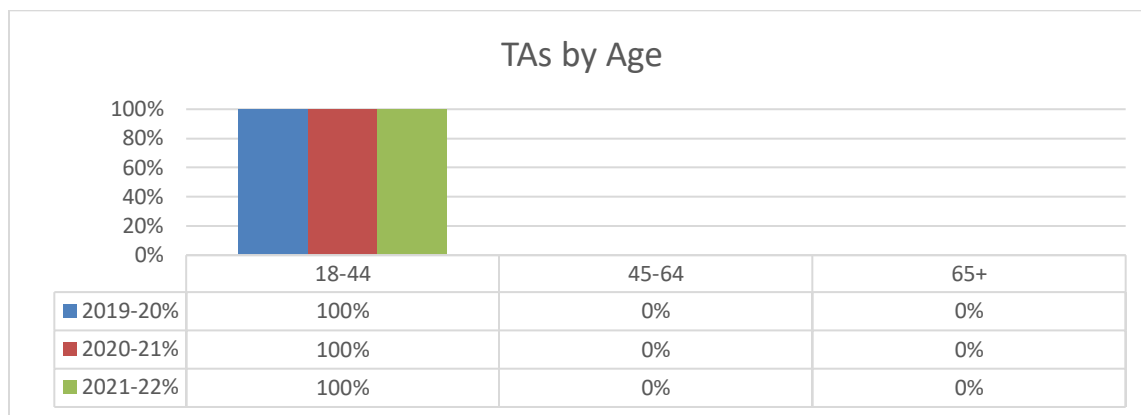
Box Office/Front of House

- Relatively younger staff may be reflective of wages available
- Racial/Ethnic diversity decreased in 2021-22 as the Box Office/Front of House Staff became majority White; recommend a stronger focus on seeking diverse candidates when roles become available even as post-pandemic hiring makes seeking candidates a bigger challenge

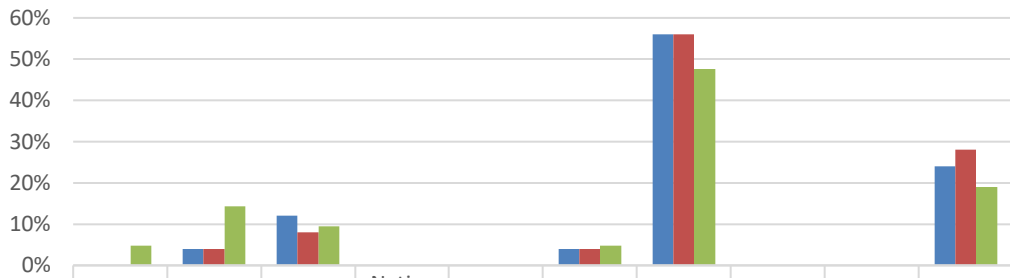


Teaching Artists

- Our Teaching Artists (TAs) continue to identify exclusively as under 45
- Our TAs continue to identify as majority Female
- While TAs remain plurality White (48%), 2021-22 shows an increase in BIPOC-identifying TAs that reflects a growing effort to recruit BIPOC-identifying TAs and/or a growing effort to have TAs self-identify when hired; recommend continuing to focus on both seeking diverse candidates *and* encouraging responses from those already hired



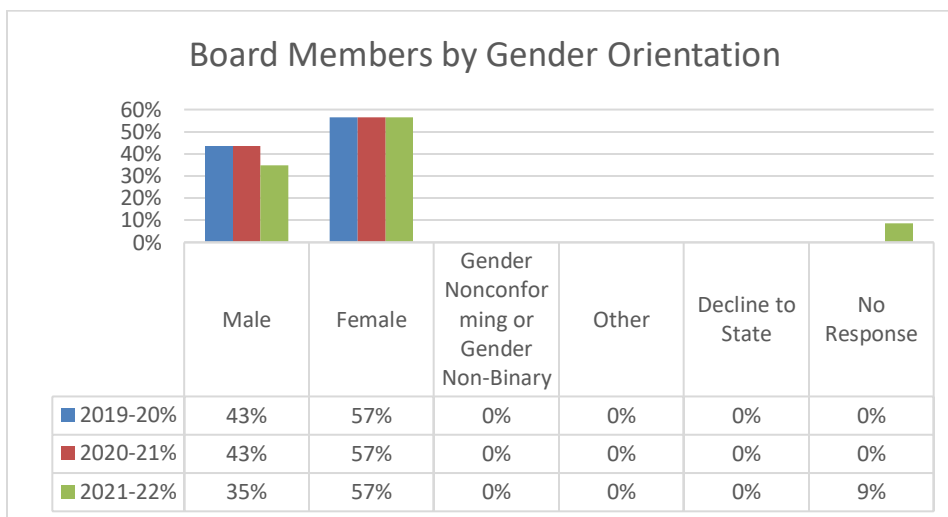
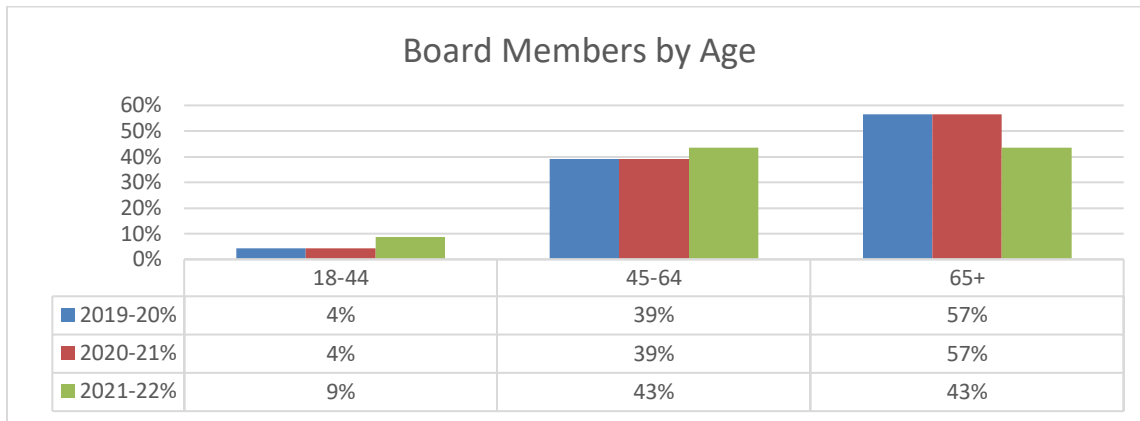
TAs by Race/Ethnicity



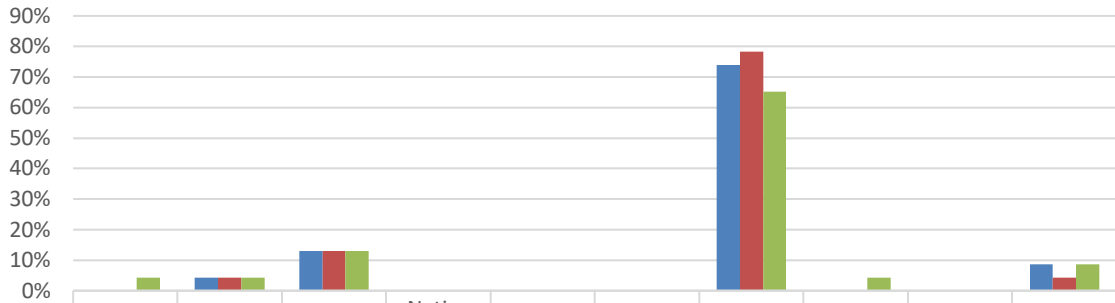
	Asian	Black or AA	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Native American or Alaska Native	Two or more races	White	Other	Decline to State	No Response
2019-20%	0%	4%	12%	0%	0%	4%	56%	0%	0%	24%
2020-21%	0%	4%	8%	0%	0%	4%	56%	0%	0%	28%
2021-22%	5%	14%	10%	0%	0%	5%	48%	0%	0%	19%

Board of Directors

- The Board increased its members under 65 by 9% in 2021-22; recommend continuing 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
- Board Members identifying as White decreased 13% from 2020-21 to 65%. ANW continues to make progress in recruiting BIPOC Board Members, but is not yet near the stated goal of being representative of the community; recommend continuing robust identification of BIPOC Board Member candidates at the Governance/Nominating Committee for consideration for membership



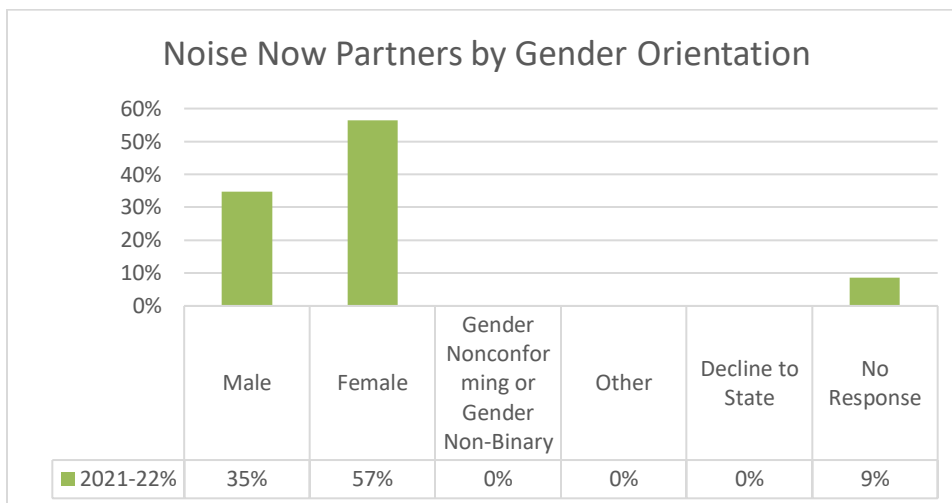
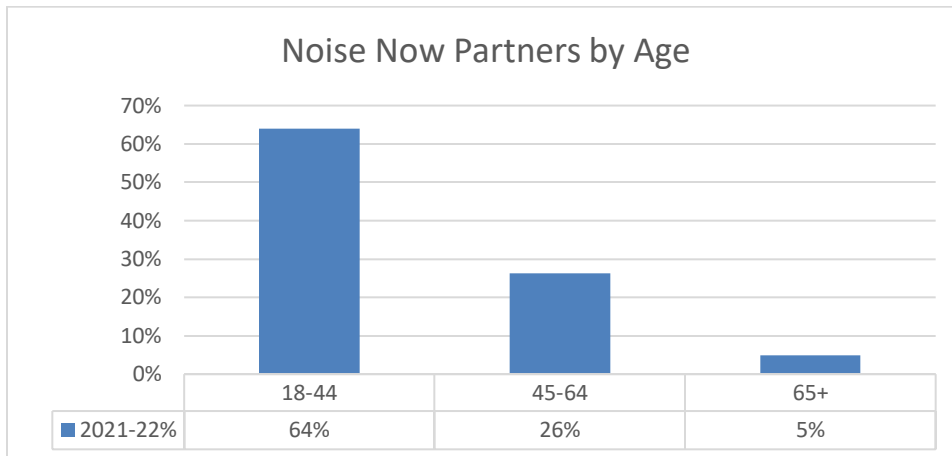
Board Members by Race/Ethnicity



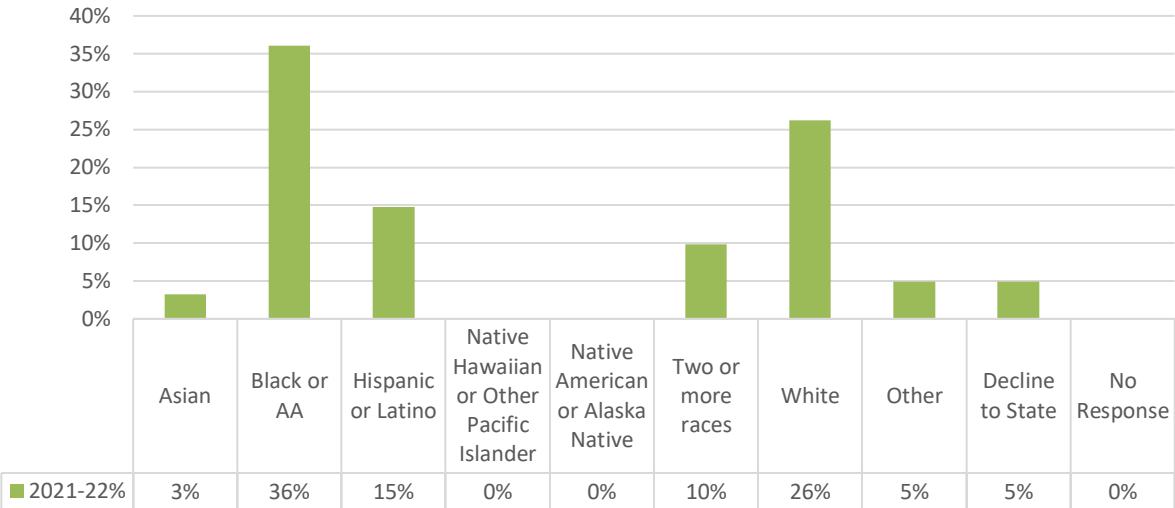
	Asian	Black or AA	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Native American or Alaska Native	Two or more races	White	Other	Decline to State	No Response
■ 2019-20%	0%	4%	13%	0%	0%	0%	74%	0%	0%	9%
■ 2020-21%	0%	4%	13%	0%	0%	0%	78%	0%	0%	4%
■ 2021-22%	4%	4%	13%	0%	0%	0%	65%	4%	0%	9%

Noise Now Partners

- Noise Now partner organizations were not differentiated by role (Actor vs. Creative Team member, etc.) but follow a similar Age breakdown to these two groups.
- Noise Now partners identified as majority Female with the top three race/ethnicities identified with being Black or African American (36%), White (26%), and Hispanic or Latino (15%).
- As with other areas of ANW, recommend that Noise Now continue to seek partnerships with groups underrepresented in the ANW community such as those who identify as AAPI (Asian American or Pacific Islander), Native American or Alaska Native, Gender Nonconforming or Gender Non-Binary, and those who identify as having a disability.



Noise Now Partners by Race/Ethnicity



Noise Now Partners by Disability Status

