

Canadian Actors'
EQUITY
 Association



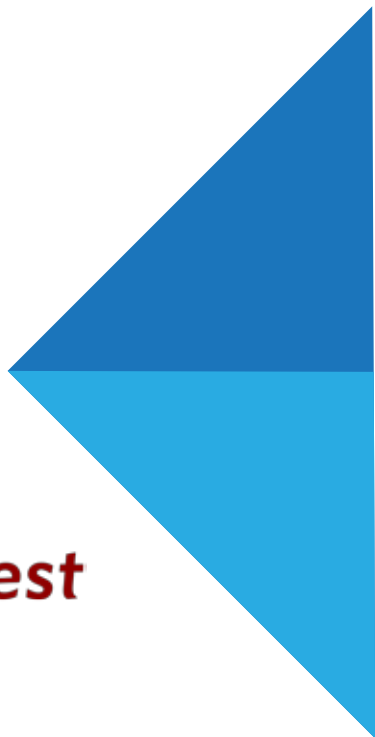
THE EQUITY CENSUS

ABILITY | AGE | CULTURE & ETHNICITY | GENDER IDENTITY | SEXUAL ORIENTATION

STAGING THE FUTURE

CANADIAN ACTORS' EQUITY ASSOCIATION

EXECUTIVE SUMMARY NOVEMBER 9, 2015



Term	Definition
Caucasian/White (C/W)	Persons self-identifying as the following Ethnocultural and/or Racial Identities: Caucasian/White (e.g., Canadian, Jewish, European).
D/deaf and/or a person with a disability (D/deaf, Disability)	Deaf and/or a person with disability or impairment (including hard of hearing; learning disability; mental health disability; physical disability; speech or language disability; and vision disability). <i>Note: "Diverse Ability" used in original survey questions.</i>
Diverse Group(s)	Members identifying as one or more of the following: D/deaf or a person with a disability or impairment, LGBTQ, Trans and Other Gender and Racially Diverse Member or Person of Colour or Visible Minority.
Ethnoculturally and/or Racially Diverse (E/R Diverse)	Self-declared non-Caucasian/White or non-Indigenous/Aboriginal Ethnocultural and/or Racial Identity.
Ethnic Heritage	The ethnic or cultural origin(s) in which a member's family or people have roots.
Ethnocultural and/or Racial Identity	Ethnocultural and/or racial group(s) with which a person identifies. Examples provided in the survey include: Arab, Black, Cambodian, French-Canadian, Filipino, Indigenous, Latin American, South Asian, Chinese, Vietnamese, Japanese, Korean and Caucasian/White.
Gender	Gender publicly presented or expressed in the world, even if it is different from the internal, individual experience of gender.
Indigenous	North American Indigenous (First Nations, Inuit, Métis) and elsewhere Indigenous/Aboriginal. <i>Note: "Aboriginal" used in original survey questions.</i>
LGBTQ	Lesbian, gay, bisexual, transgender and queer+.
Person of Colour (POC) or Visible Minority (VM) (POC/VM)	The Employment Equity Act defines Person of Colour or Visible Minority as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". In The Equity Census , members answered "yes" or "no" when asked if they identify as a Person of Colour or Visible Minority.
Racially Diverse Member (RDM)	The "Racially Diverse Member" variable was developed as the most accurate way to identify Ethnoculturally and/or Racially Diverse Members based on an anonymous review of member responses to two survey questions. Racially Diverse Members are those members self-identifying as a Person of Colour and/or a Visible Minority (Q12b) <i>and</i> members who identified as one of the following when asked to indicate their Ethnocultural and/or Racial Identity (Q12a): Black/African; Asian; Indigenous; or Mixed/Biracial. In this report, six key survey questions are analyzed by a Racially Diverse Member variable.
Sexual Identity (sexual orientation)	The physical and/or emotional attraction felt for others.
Trans and Other Gender	Non-binary, trans, genderqueer, intersex, transgender, transsexual, trans FtM, trans MtF and two-spirit Gender.

Note: Due to rounding of percentages (to the nearest quarter percent) in some cases numbers in tables and/or charts may not add up to exactly 100%.

EXECUTIVE SUMMARY

Canadian Actors' Equity Association (Equity) represents almost 6,000 professional artists working in live performance. Membership includes performers (i.e., actors, singers and dancers), directors, choreographers, fight directors and stage managers, engaged in theatre, opera and dance in English Canada.

Equity negotiates and administers collective agreements, provides benefit plans, information and support and acts as an advocate for its membership. The Association is committed to creating and promoting policies that ensure members work in a live performance environment that reflects the diversity of the community in which they work.

The 2015 Equity Census was a groundbreaking survey developed by Equity to better understand the demographic composition of its membership and to identify potential barriers to employment experienced by members in Equity's jurisdiction. Key findings from **The Equity Census** were analyzed at the total level by ability, age, ethnocultural and/or racial identity including Person of Colour and/or Visible Minority, gender identity and sexual orientation as well as by measures associated with the Equity membership (i.e., area of live performance, primary discipline, year member joined Equity and formal training).

Findings of **The Equity Census** were intended to strengthen Equity's advocacy efforts promoting live performance and aid in making recommendations for legislative change. Data collected was also intended to support the Association's collective bargaining efforts for equitable representation of diversity onstage and in related hiring.

55.9% of members invited to participate in **The Equity Census** completed a survey, reflecting a strong representative response rate. Results are highly representative of Equity's membership

OBJECTIVES

1. Membership Composition

The first objective of **The Equity Census** was to provide a detailed understanding of the composition of Equity's membership.

MEMBERSHIP COMPOSITION

Ability:

8% of members indicated that they were D/deaf and/or had a disability, 90% of members indicated that they are able-bodied and 2% preferred not to answer.

Age: 44% of members who completed the Census were between the ages of 36 and 55 years, followed by 25% who were 35 years or younger, 17% between the ages of 56 and 64 years and 14% who were 65 years or older.

Sexual Identity (Orientation):

78% of Equity's members identified as heterosexual and 16% identified as LGBTQ; gay (9%), bisexual (4%), asexual/lesbian/queer/other (2%) and 4% preferred not to answer.

Gender: Less than 1% (a total of 19) of Equity's members identified as a Trans or Other while the remainder identified as male (45%) or female (54%).

Ethnocultural and/or Racial Identity: 15% of responding members were defined as "Racially Diverse Members" (i.e., they self-identified as a Person of Colour or Visible Minority, or as Asian, Black/African, Indigenous, or Mixed/Biracial).

Among members who participated in the Census, results indicated that **34%** (1,059) have one or more “diversities” (D/deaf and/or person with a disability, LGBTQ, Racially Diverse Member, Trans and Other Gender)

2. Employment Experiences

The second objective of **The Equity Census** was to assess the employment experiences of Equity members in order to determine potential barriers to employment based on Ability, Ethnocultural and/or Racial Identity, Gender and Sexual Identity (Orientation) and Equity membership.

Annual Income

The highest proportion of total annual income reported by members was \$20,000 to less than \$45,000 (40%), with an average annual income of **\$41,670**

- Lower annual incomes were reported for females, younger members, D/deaf and/or members with a disability and Racially Diverse Members.
 - ▶ **Ability:** 27% of D/deaf and members with a disability earned less than \$20,000 vs. 18% of able-bodied members.
 - ▶ **Age:** Younger members (<36) were more likely than older members (>36) to indicate a total annual income of *less than \$20,000*.
 - ▶ **Ethnocultural and/or Racial Identity:** Racially Diverse Members reported earning 8.5% lower average annual income (\$38,411) than Caucasian/White members (\$41,958).
 - ▶ **Gender:** Females were more likely than males to indicate a total annual income of *less than \$20,000* (21% female vs. 15% male) and \$20,000 to less than \$45,000 (43% vs. 37%).
- Lower annual incomes were reported for members working in theatre and opera, performers and members who joined Equity after 1999.

- ▶ **Area of Live Performance:** Members working in theatre (19%) and opera (17%) were more likely to indicate earning *less than \$20,000* compared to members working in dance (8%).
- ▶ **Primary Discipline:** Performers (21%) were much more likely to earn *less than \$20,000* compared to directors/choreographers (10%) and stage managers (9%).
- **Year Member Joined Equity:** Members who joined Equity before 1999 were more likely to earn \$45,000+ than members who joined after 1999 (39% vs. 22%).

Annual Income from Equity Engagements

The average annual income reported from Equity engagements was **\$16,874**; 48% of members indicated that they earned *less than \$20,000* from Equity engagements, followed by 25% indicating **zero**

Lower annual incomes from Equity engagements were reported for members who identified as D/deaf and/or members with a disability, older members (>56) and Racially Diverse Members.

- **Ability:** D/deaf and/or members with a disability (35%) were more likely to indicate earning zero from Equity engagements compared to able-bodied members (24%).
- **Age:** Members over the age of 56 were more likely to report earning zero from Equity engagements (37%).
- **Ethnocultural and/or Racial Identity:** Members identifying as Caucasian/White and Indigenous were more likely than Ethnoculturally and/or Racially Diverse Members to indicate they earned zero from Equity engagements (26% C/W and 26% Indigenous vs. 18% E/R Diverse).
 - ▶ Racially Diverse Members are more likely to earn *less than \$20,000* (54% RDM vs. 48% C/W).
 - ▶ Ethnoculturally and/or Racially Diverse Members (not including Indigenous) are more likely to earn *less than \$20,000* (56% E/R Diverse vs. 46% Indigenous and 48% C/W).

Lower annual incomes from Equity engagements were reported for members working in theatre and opera (vs. dance) and performers and directors/choreographers (vs. stage managers).

- **Area of Live Performance:** Members working in theatre and opera were more likely to indicate earning zero and *less than \$20,000* compared to members working in dance (zero: 74% theatre, 70% opera vs. 37% dance).
- **Primary Discipline:** Performers and directors/choreographers are more likely to earn zero and *less than \$20,000* compared to stage managers (zero: 76% performer, 76% director/choreographer vs. 48% stage manager).

3. Identity Reflections

The third objective of **The Equity Census** was to assess members' perceptions of the reflection of their identity in live performance.

Engager Perception

Racially Diverse Members indicated that engagers *less frequently* perceived them as belonging to the same ethnocultural and racial group(s) with which they identified

Over half of all members (66%) indicated that engagers *frequently* perceived them as belonging to the same ethnocultural or racial group with which they identified. However, Racially Diverse Members were *less likely* than Caucasian/White members to indicate that engagers *frequently* perceived them as belonging to the same ethnocultural and racial group(s) (75% C/W vs. 44% RDM). Indigenous members were *even less likely* than Ethnoculturally and/or Racially Diverse Members to indicate this (33% Indigenous vs. 47% E/R Diverse and 75% C/W).

Age and Gender

Members working in theatre and opera and members who joined Equity before 1999 indicated that their age is *not represented* and *is a barrier*. Female members indicated concerns related to the underrepresentation and lack of opportunities for women in live performance

70% of members *did not feel* that their age group is *represented* in live performance and 65% indicated that their age *is a barrier* to work opportunities.

Members over the age of 56, females, and D/deaf and/or disabled members *disagreed* or *strongly disagreed* that their age group was well represented and *agreed* or *strongly agreed* that their age was a barrier to work opportunities.

Overall Identity

Racially Diverse Members indicated that they *were not* adequately represented in Canadian live performance. Indigenous members were less even likely to indicate they were represented

- Over three-quarters of members feel that their identities are *adequately* (42%), or *somewhat* (39%), reflected in Canadian live performance.
- Racially Diverse Members were *more likely* than Caucasian/White members to indicate that they *did not* feel adequately represented in Canadian live performance (48% RDM vs. 9% C/W).
- Indigenous members were *less likely* to indicate they *did not* feel represented compared to members from other Diverse Ethnocultural/Racial Identities (29% Indigenous vs. 53% Diverse E/R Identity).

4. Data Retention for Ongoing Analysis

Another key objective of **The Equity Census** was to secure member commitment to retention of data for ongoing analysis via registry in a secure database. A data registry would allow Equity access to key demographic data to facilitate continuing research about how diverse identities relate to members' work opportunities and income earned and to track change or progress over time.

Participation exceeded all expectations. Almost **three-quarters (74%) of respondents** gave permission for data retention and 85% of these members agreed to participate in follow-up research.

5. Everybody Counts

Equity launched Everybody Counts a five-question demographic member survey June 2016. The Information collected is strictly confidential and is only ever reviewed or disseminated in the aggregate. The continued collection of information from new members (joining since May 2015) and members who did not participate in The Equity Census expands the available data pool for research and allows Equity to reliably track economic change or progress over time.



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