EVENT PLANNING / MEETINGS AND SPECIAL EVENTS

Staff members who report that their primary role or responsibility most closely matches the **Event Planning / Meetings and Special Events** category are typically involved in the design and implementation of the local arts agency's conferences, meetings, and special events. The responsibilities of these positions can include negotiating with hotels and transportation vendors, promoting events through marketing and signage, and managing all event-related logistics. **Titles** can include director of meetings and events; special events manager; community events manager; festival manager; and event coordinator.

\downarrow FULL-TIME PAID POSITIONS ONLY \downarrow

	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	All Full-Time Positions	\$53,607	\$50,000	\$30,000	\$119,000	19
	For comparison purposes only:					
	2013 Findings	\$44,665	\$43,000	\$26,000	\$66,809	8
	2001 Findings	**	**	**	**	0
	Employment Level:					
S	Executive staff	**	\$75,000	**	**	1
S	Management staff	\$60,880	\$53,000	\$33,242	\$119,000	8
Z	Program staff	\$47,167	\$47,000	\$30,000	\$75,000	9
AGENCIES	Administrative staff	**	\$32,000	**	**	1
TS	PUBLIC/GOVERNMENT LAAs ONLY	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
LOCAL ARTS		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	All Full-Time Positions	\$71,286	\$65,000	\$50,000	\$119,000	7
S	Executive staff	**	**	**	**	0
2	Management staff	\$78,000	\$70,000	\$53,000	\$119,000	4
ALL	Program staff	\$62,333	\$62,000	\$50,000	\$75,000	3
A	Administrative staff	**	**	**	**	0
	PRIVATE/NONPROFIT LAAs ONLY	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	PRIVATE/NONPROFIT LAAS ONLY	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	All Full-Time Positions	\$43,295	\$40,400	\$30,000	\$75,000	12
	Executive staff	**	\$0	**	**	1
	Management staff	\$43,761	\$44,400	\$33,242	\$53,000	4
	Program staff	\$39,583	\$36,750	\$30,000	\$56,000	6
	Administrative staff	**	\$32,000	**	**	1

\downarrow PART-TIME PAID POSITIONS ONLY \downarrow

	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
ES	All Part-Time Positions	\$16,466	\$12,280	\$10,000	\$31,305	4
Ş	For comparison purposes only:					
Ξ	2013 Findings	\$21,750	**	\$19,500	\$24,000	2
ΑĞ	2001 Findings	**	**	**	**	0
ARTS AGENCIES	Employment Level:					
AR	Executive staff	**	**	**	**	0
Ţ	Management staff	\$20,653	**	\$10,000	\$31,305	2
LOCAL	Program staff	**	\$14,560	**	**	1
2	Administrative staff	**	\$10,000	**	**	1
ALL	Legal Status					
	Public/Government LAAs Only	**	\$14,560	**	**	1
	Private/Nonprofit LAAs Only	\$17,102	\$10,000	\$10,000	\$31,305	3

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

	Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff Administrative staff	**	**	**	**	0
	30,000 to 99,999 (all)	**	\$50,000	**	**	1
	Executive staff	**	**	**	**	0
	Management staff	**	**	**	**	0
	Program staff	**	\$50,000	**	**	1
	Administrative staff 100,000 to 249,999 (all)	**	**	**	**	0
	Executive staff	\$78,000 **	\$62,000 **	\$53,000 **	\$119,000 **	3 0
	Management staff	\$86,000	**	\$53,000	\$119,000	2
	Program staff	**	\$62,000	**	**	1
	Administrative staff	**	**	**	**	0
	250,000 to 499,999 (all)	**	**	**	**	0
	Executive staff	**	**	**	**	0
	Management staff Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	500,000 to 999,999 (all)	\$70,000	**	\$65,000	\$75,000	2
	Executive staff	**	**	**	**	0
	Management staff	**	\$65,000	**	**	1
>	Program staff	**	\$75,000 **	**	**	1
	Administrative staff	**		** **	** **	0
ō	1,000,000 or more (all) Executive staff	**	\$75,000 **	**	**	1 0
ł2	Management staff	**	\$75,000	**	**	1
A	Program staff	**	**	**	**	0
	Administrative staff	**	**	**	**	0
	0 5	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Operating Budget	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
Ž	Less than \$100,000 (all)	**	**	**	**	0
8						-
	Executive staff	**	**	**	**	0
2	Management staff	**	**	**	**	0
300	Management staff Program staff	**	**	**	**	0
7/GOV	Management staff Program staff Administrative staff	** ** **	** ** **	** ** **	** ** **	0 0 0
LIC/GOV	Management staff Program staff Administrative staff \$100,000 to \$249,999 (all)	**	**	**	**	0 0 0 0
JBLIC/GOV	Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff	** ** **	** ** **	** ** **	**	0 0 0
PUBLIC/GOVERNMENT LAAS ONLY	Management staff Program staff Administrative staff \$100,000 to \$249,999 (all)	** ** ** ** **	** ** ** **	** ** ** **	** ** ** **	0 0 0 0 0
PUBLIC/GOV	Management staff Program staff Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff	** ** ** ** ** **	** ** ** ** ** **	** ** ** ** ** **	** ** ** ** **	0 0 0 0
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PUBLIC/GOV	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 Administrative staff \$500,000 to \$999,999 (all) Executive staff Management staff	** ** ** ** ** ** ** ** ** **	** ** ** ** ** \$50,000 ** ** \$5119,000	** ** ** ** ** ** ** ** ** **	** ** ** ** ** ** ** ** ** **	0 0 0 0 0 0 0 0 0 0 1 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 Avec	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	Population of Service Area	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Fewer than 30,000 (all)	**	\$33,242	**	**	1
	Executive staff	**	**	**	**	0
	Management staff Program staff	**	\$33,242 **	**	**	1 0
	Administrative staff	**	**	**	**	0
	30,000 to 99,999 (all)	\$30,500	**	\$30,000	\$31,000	2
	Executive staff	**	**	**	**	0
	Management staff Program staff	\$30,500	**	\$30,000	\$31,000	2
	Administrative staff	**	**	**	**	0
	100,000 to 249,999 (all)	**	\$40,800	**	**	1
	Executive staff Management staff	**	** \$40,800	**	**	0
	Program staff	**	\$40,800 **	**	**	0
	Administrative staff	**	**	**	**	0
	250,000 to 499,999 (all)	\$39,500 **	\$33,500 **	\$32,000 **	\$53,000 **	3
	Executive staff Management staff	**	\$53,000	**	**	0
	Program staff	**	\$33,500	**	**	1
	Administrative staff	**	\$32,000	**	**	1
	500,000 to 999,999 (all)	\$57,500 **	**	\$40,000 **	\$75,000 **	2
	Executive staff Management staff	**	\$75,000 **	**	**	1 0
	Program staff	**	\$40,000	**	**	1
	Administrative staff	**	**	**	**	0
	1,000,000 or more (all) Executive staff	\$50,333 **	\$48,000 **	\$47,000 **	\$56,000 **	3 0
S	Management staff	**	\$48,000	**	**	1
₹	Program staff	\$51,500	**	\$47,000	\$56,000	2
-	Administrative staff	**	**	**	**	0
	Operating Budget	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
30	operacing sudget	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
핔	Less than \$100,000 (all)	**	**	**	**	0
6	Executive staff Management staff	**	**	**	**	0
Z	3					
	Program staff	**	**	**	**	0
ΤĒ	Administrative staff	**	**	**	**	0
/ATE	Administrative staff \$100,000 to \$249,999 (all)	**	**	**	**	0 0 0
RIVATE,	Administrative staff \$100,000 to \$249,999 (all) Executive staff	**	**	**	**	0 0 0 0
PRIVATE/NONPROFIT LAAS ONLY	Administrative staff \$100,000 to \$249,999 (all)	** **	** ** **	** ** **	** **	0 0 0
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PRIVATE	Administrative staff \$100,000 to \$249,999 (all) Executive staff Management staff Program staff Administrative staff	** ** ** ** ** \$31,621	** ** ** ** ** ** ** ** **	** ** ** ** ** ** \$30,000	** ** ** ** ** \$33,242	0 0 0 0 0 0
PRIVATE	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 Program staff	** ** ** ** ** \$31,621 ** **	** ** ** ** ** ** ** ** \$33,242 \$30,000	** ** ** ** ** \$30,000 ** ** **	** ** ** ** ** \$33,242 ** ** **	0 0 0 0 0 0 0 0 2 0 1
PRIVATE	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 Administrative staff	** ** ** ** ** \$31,621 ** ** **	** ** ** ** ** ** ** \$33,242 \$30,000 **	** ** ** ** ** \$30,000 ** ** ** **	** ** ** ** ** \$33,242 ** ** ** **	0 0 0 0 0 0 0 2 0 1 1
PRIVATE	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)	** ** ** ** ** \$31,621 ** **	** ** ** ** ** ** ** ** \$33,242 \$30,000	** ** ** ** ** \$30,000 ** ** **	** ** ** ** ** \$33,242 ** ** **	0 0 0 0 0 0 0 2 0 1 1
PRIVATE	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 Administrative staff	** ** ** ** \$31,621 ** ** ** \$36,400 ** **	** ** ** ** ** ** \$33,242 \$30,000 ** ** ** \$40,800	** ** ** ** \$30,000 ** ** ** \$32,000 ** **	** ** ** ** \$33,242 ** ** ** \$40,800 ** **	0 0 0 0 0 0 0 2 0 1 1
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Some sample sizes are small and should be used with caution.

Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018) Copyright 2019 by Americans for the Arts (www.AmericansForTheArts.org).

EVENT PLANNING / MEETINGS AND SPECIAL EVENTS (continued)

\downarrow ALL FULL-TIME PAID POSITIONS \downarrow

	Geographic Location	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
		2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
\	New England	**	\$53,000	**	**	1
<u>L</u>	Middle Atlantic	**	\$30,000	**	**	1
RA	South Atlantic	\$35,167	\$33,500	\$32,000	\$40,000	3
85	East South Central	**	**	**	**	0
EOG	East North Central	\$59,333	\$56,000	\$47,000	\$75,000	3
Ä	West South Central	\$47,267	\$48,000	\$40,800	\$53,000	3
9	West North Central	**	**	**	**	0
	Mountain	\$51,061	\$49,121	\$31,000	\$75,000	4
	Pacific	\$76,500	\$68,500	\$50,000	\$119,000	4

	Type of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Z	Type of Service Area	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
<u>6</u>	Single city or town	\$56,462	\$51,500	\$31,000	\$119,000	12
EG	Multiple cities	\$61,000	**	\$47,000	\$75,000	2
~	Single county	**	**	**	**	0
	Multiple counties (and larger)	\$43,800	\$48,000	\$30,000	\$56,000	5

>	Population Density	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	r opulation belisity	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
NS	Rural	**	\$33,242	**	**	1
ш	Suburban	\$47,667	\$50,000	\$31,000	\$62,000	3
Ω	Urban	\$56,153	\$53,000	\$30,000	\$119,000	15

	Number of Paid Staff	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Ų	realiser of raid starr	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
SIZ	One employee	**	\$119,000	**	**	1
11.	Two employees	**	\$50,000	**	**	1
AF	Three to five employees	\$48,208	\$40,800	\$30,000	\$75,000	5
	Six to nine employees	\$41,625	\$40,750	\$32,000	\$53,000	4
S	10 to 19 employees	\$61,000	**	\$47,000	\$75,000	2
	20 employees or more	\$53,333	\$54,500	\$31,000	\$75,000	6

	Number of Years in Position	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
ш	Number of Tears III Fosition	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
UR	Fewer than two years	\$56,200	\$53,000	\$31,000	\$75,000	5
Z	Two to four years	\$44,322	\$40,800	\$30,000	\$65,000	11
	Five to nine years	**	**	**	**	0
	10 to 19 years	\$83,333	\$75,000	\$56,000	\$119,000	3
	20 years or more	**	**	**	**	0

ER	Gender Identity	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
Ω	-	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
	Female (cisgender)	\$52,973	\$48,000	\$30,000	\$119,000	17
פ	Male (cisgender)	\$59,000	**	\$53,000	\$65,000	2

	Educational Attainment	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	High school degree (or less)	**	**	**	**	0
Z	2-year college degree (Associate)	**	**	**	**	0
<u>o</u>	4-year college degree (Bachelor's)	\$49,731	\$47,000	\$31,000	\$75,000	11
	Master's degree	\$64,167	\$59,000	\$30,000	\$119,000	6
CAT	Doctoral or other terminal degree	\$43,250	**	\$33,500	\$53,000	2
-	Type of Degree Attained	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
a	Type of Degree Attained	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
"	Arts management or administration	**	\$62,000	**	**	1
	Other arts-related degree	\$51,274	\$41,750	\$30,000	\$119,000	10
	Non-arts degree	\$55,475	\$50,500	\$40,000	\$75,000	8

↓ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS **↓**

	Full-Time, Paid Respondents	PERCENTAGE	AVERAGE	MINIMUM	MAXIMUM	
S	who received a pay adjustment	Who Received	Most Recent	Most Recent	Most Recent	Number of
Ë	during the past 12 months	Pay Increase	Pay Increase	Pay Increase	Pay Increase	Respondents
Ξ	Received ANY increase	63.2%	3.61%	0.0%	8.3%	12
ADJUSTME	Cost of living adjustment	21.1%	3.00%	2.0%	4.0%	4
S	Promotion/new responsibilities	10.5%	3.75%	3.5%	4.0%	2
\supseteq	Performance (not promotion)	10.5%	5.65%	3.0%	8.3%	2
\Box	Length of service/tenure	0.0%	**	**	**	0
	Government pay scale	21.1%	3.13%	3.0%	3.5%	4
>	Pay remained the same	36.8%				7
PAY	Received ANY decrease	0.0%				0
	Budget cuts	0.0%				0
	Change in title or responsibilities	0.0%				0

	Type of Benefits Offered (paid respondents only)	LAA Budget Less than	LAA Budget \$250,000 to	LAA Budget \$1,000,000	All
		\$250,000	\$999,999	or More	Respondents
		N = 1	N = 8	N = 14	N = 23
	Performance review and evaluation (past 12 months)	0.0%	87.5%	64.3%	69.6%
2	Medical insurance	0.0%	50.0%	85.7%	69.6%
BENEFITS	Dental insurance	0.0%	37.5%	85.7%	65.2%
	Vision insurance	0.0%	37.5%	71.4%	56.5%
롦	Life insurance	0.0%	25.0%	57.1%	43.5%
8	Disability insurance	0.0%	37.5%	28.6%	30.4%
\vdash	Cash bonus	0.0%	0.0%	21.4%	13.0%
EMPLOYMENT	Retirement savings account	0.0%	62.5%	64.3%	60.9%
l ë	Pre-tax flexible spending account	0.0%	37.5%	64.3%	52.2%
	Paid time off (e.g., paid vacation, sick, and/or personal days)	0.0%	75.0%	85.7%	78.3%
Ó	Average number of days accrued in 2018	**	26.7	20.1	22.3
7	Paid parental leave	0.0%	25.0%	21.4%	21.7%
Ė	Flexible scheduling	100.0%	37.5%	57.1%	52.2%
	Telecommuting / working remotely	100.0%	12.5%	28.6%	26.1%
	Tuition reimbursement	0.0%	0.0%	14.3%	8.7%
	Professional development (e.g., conferences, workshops)	0.0%	62.5%	57.1%	56.5%
	Association/professional dues	0.0%	0.0%	35.7%	21.7%
	Health club membership/discount	0.0%	12.5%	14.3%	13.0%
	Free/discounted tickets for cultural activities	0.0%	25.0%	57.1%	43.5%
	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?	21.7%	30.4%	8.7%	13.0%	26.1%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	43.5%	21.7%	13.0%	13.0%	8.7%
5	Level of Agreement	Strongly	Somewhat		Somewhat	Strongly
¥	(paid respondents only)	Agree	Agree	Neutral	Disagree	Disagree
SF	I have a clear path for job advancement.	8.7%	17.4%	17.4%	30.4%	26.1%
┟	My job requirements are well defined.	13.0%	39.1%	21.7%	13.0%	13.0%
	I am proud to work for my local arts agency.	78.3%	0.0%	8.7%	8.7%	4.3%
JOB	I feel fulfilled performing my work at my local arts agency.	39.1%	30.4%	17.4%	4.3%	8.7%
	I can see how my work affects and/or impacts my community.	69.6%	17.4%	8.7%	0.0%	4.3%
	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	39.1%	17.4%	39.1%	4.3%

↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

		Full-Time	Part-Time	Unpaid	All
	Gender Identity	Paid	Paid	Volunteer	Respondents
	delider identity	N = 19	N = 4	N = 2	N = 25
	Female (cisgender/identify with gender assigned at birth) Male (cisgender)	89.5% 10.5%	75.0% 25.0%	50.0% 50.0%	84.0% 16.0%
	Transgender	0.0%	0.0%	0.0%	0.0%
	Non-binary/third gender/gender fluid	0.0%	0.0%	0.0%	0.0%
	I prefer to self identify	0.0%	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 = 19	N = 4	N = 2	N = 25
	African-American or Black	10.5%	0.0%	**	8.0%
	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	5.3%	0.0%	**	4.0%
	Hispanic or Latina/Latino/Latinx Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0% 0.0%
	White or Caucasian or European American	89.5%	100.0%	100.0%	92.0%
	I prefer to self identify	0.0%	0.0%	**	0.0%
		04.20/	100.00/	100.0%	00.00/
	White or Caucasian or European American only All People of Color	84.2% 15.8%	100.0% 0.0%	100.0% 0.0%	88.0% 12.0%
S	All I copie of color	Full-Time	Part-Time	Unpaid	All
Ę	Ago		Paid		
318	Age	Paid		Volunteer	Respondents
Ë		N = 19	N = 4	N = 2	N = 25
טַ	18 to 24	0.0%	25.0%	0.0%	4.0%
₹	25 to 34 35 to 44	47.4% 26.3%	0.0%	0.0% 50.0%	36.0% 24.0%
₹	45 to 54	15.8%	0.0%	0.0%	12.0%
Ċ.	55 to 64	10.5%	75.0%	0.0%	20.0%
C					
<u> </u>	65 to 74	0.0%	0.0%	50.0%	4.0%
OH.	65 to 74 75 or older	0.0% 0.0%	0.0% 0.0%	50.0% 0.0%	4.0% 0.0%
APHIC	75 or older				
3RAPHIC		0.0%	0.0%	0.0%	0.0%
OGRAPHIC	75 or older	0.0% Full-Time	0.0% Part-Time	0.0% Unpaid	0.0% All
MOGRAPHIC	75 or older	0.0% Full-Time Paid	0.0% Part-Time Paid	0.0% Unpaid Volunteer	0.0% All Respondents
DEMOGRAPHIC	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian	0.0% Full-Time Paid N = 19 89.5% 5.3%	0.0% Part-Time Paid N = 4 100.0% 0.0%	0.0% Unpaid Volunteer N = 2 50.0% 50.0%	0.0% All Respondents N = 25 88.0% 8.0%
DEMOGRAPHIC CHARACTERISTICS	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0%	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0%
DEMOGRAPHIC	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0%	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0%
DEMOGRAPHIC	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0%	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0%
DEMOGRAPHIC	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0%	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0%
DEMOGRAPHIC	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0%
DEMOGRAPHIC	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 0.0%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 0.0%
DEMOGRAPHIC	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0%
DEMOGRAPHIC	75 or older Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0% 0.0%
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0% 0.0% All
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% All Respondents
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 0.0%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer N = 2 50.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0% 0.0% All Respondents N = 25 4.0% 0.0%
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 0.0% 57.9%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer N = 2 50.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0% 0.0% All Respondents N = 25 4.0% 0.0% 56.0%
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 0.0% 57.9% 31.6%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer N = 2 50.0% 0.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0% 0.0% All Respondents N = 25 4.0% 0.0% 56.0% 32.0%
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 0.0% 57.9% 31.6% 10.5%	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0%	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 4.0% 0.0% 4.0% 0.0% All Respondents N = 25 4.0% 0.0% 56.0% 32.0% 8.0%
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 0.0% 57.9% 31.6% 10.5% Full-Time	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% Volunteer N = 2 50.0% 0.0% Unpaid Volunteer N = 2 50.0% 0.0% 0.0% Unpaid Unpaid Unpaid Unpaid Unpaid	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0% 0.0% All Respondents N = 25 4.0% 0.0% 56.0% 8.0% All
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 57.9% 31.6% 10.5% Full-Time Paid	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 4.0% 0.0% All Respondents N = 25 4.0% 0.0% 56.0% 8.0% All Respondents
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 0.0% 57.9% 31.6% 10.5% Full-Time	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% Volunteer N = 2 50.0% 0.0% Unpaid Volunteer N = 2 50.0% 0.0% 0.0% Unpaid Unpaid Unpaid Unpaid Unpaid	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0% 0.0% All Respondents N = 25 4.0% 0.0% 56.0% 8.0% All
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree Type of Degree Attained Arts management or administration	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 0.0% 57.9% 31.6% 10.5% Full-Time Paid N = 19	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 4.0% 0.0% 44.0% 0.0% All Respondents N = 25 4.0% 6.0% 32.0% 8.0% All Respondents N = 24 4.2%
DEMOGRAPHIC	Sexual Orientation Heterosexual or straight Gay or lesbian Bisexual Asexual Pansexual Queer Questioning Same sex attracted I prefer to self identify Educational Attainment High school or less Associate degree (junior college) or vocational degree/license Bachelor's degree Master's degree Doctoral or other terminal degree Type of Degree Attained	0.0% Full-Time Paid N = 19 89.5% 5.3% 0.0% 0.0% 0.0% 0.0% 5.3% 0.0% Full-Time Paid N = 19 0.0% 57.9% 31.6% 10.5% Full-Time Paid N = 19	0.0% Part-Time Paid N = 4 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	0.0% Unpaid Volunteer N = 2 50.0% 50.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	0.0% All Respondents N = 25 88.0% 8.0% 0.0% 0.0% 0.0% 0.0% 4.0% 0.0% All Respondents N = 25 4.0% 0.0% 32.0% 8.0% All Respondents N = 24

↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS **↓**

	Full-Time	Part-Time	Unpaid	All
Disability	Paid	Paid	Volunteer	Respondents
	N = 19	N = 4	N = 2	N = 25
Yes, I identify as a person with a disability	0.0%	0.0%	0.0%	0.0%
Visible/noticeable to others	0.0%	0.0%	**	0.0%
Not visible/not noticeable to others	0.0%	0.0%	**	0.0%
No, I do not identify as a person with a disability	100.0%	100.0%	100.0%	100.0%
	Full-Time	Part-Time	Unpaid	All
Military Service	Paid	Paid	Volunteer	Respondents
Visible/noticeable to others Not visible/not noticeable to others No, I do not identify as a person with a disability Military Service Active Service Veteran	N = 19	N = 4	N = 2	N = 25
Active Service	0.0%	0.0%	0.0%	0.0%
Veteran	0.0%	0.0%	0.0%	0.0%
None	100.0%	100.0%	100.0%	100.0%
Voter Registration Democrat Republican Libertarian	Full-Time	Part-Time	Unpaid	All
Voter Registration	Paid	Paid	Volunteer	Respondents
	N = 19	N = 4	N = 2	N = 25
Democrat	57.9%	25.0%	50.0%	52.0%
Republican	5.3%	0.0%	0.0%	4.0%
Libertarian	0.0%	0.0%	0.0%	0.0%
Green	0.0%	0.0%	0.0%	0.0%
Unaffiliated with a party, but registered	31.6%	75.0%	50.0%	40.0%
I am not registered to vote	0.0%	0.0%	0.0%	0.0%
I am unable to register to vote	0.0%	0.0%	0.0%	0.0%
I prefer to self-identify	5.3%	0.0%	0.0%	4.0%

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