

# 2018 Local Arts Agency Salary Report

## PROGRAMS / SERVICES / CULTURAL ACTIVITIES

Staff members who report that their primary role or responsibility most closely matches the **Programs / Services / Cultural Activities** category are typically involved in the development and delivery of the programs and services that the local arts agency presents/produces/provides to the community. The responsibilities of these positions can include development, production, and promotion of community cultural programming as well as the delivery of technical assistance to arts organizations, artists, and the general public. **Titles** can include director of programs and services; community outreach manager; program manager, cultural activities specialist; community arts coordinator; and programs coordinator.

### ↓ FULL-TIME PAID POSITIONS ONLY ↓

ALL LOCAL ARTS AGENCIES	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	<b>All Full-Time Positions</b>	<b>\$56,360</b>	<b>\$52,000</b>	<b>\$21,504</b>	<b>\$130,000</b>	<b>85</b>
	<i>For comparison purposes only:</i>					
	2013 Findings	\$52,511	\$52,000	\$21,000	\$92,000	50
	2001 Findings	\$40,924	\$39,500	\$10,000	\$92,000	61
	<b>Employment Level:</b>					
	Executive staff	\$63,500	\$63,500	\$40,000	\$87,000	4
	Management staff	\$56,036	\$50,000	\$21,504	\$130,000	47
	Program staff	\$57,265	\$53,000	\$26,000	\$110,611	31
	Administrative staff	\$42,557	\$45,000	\$30,600	\$52,070	3
	PUBLIC/GOVERNMENT LAAs ONLY	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	<b>All Full-Time Positions</b>	<b>\$64,220</b>	<b>\$58,000</b>	<b>\$38,885</b>	<b>\$109,000</b>	<b>36</b>
	Executive staff	**	\$87,000	**	**	1
	Management staff	\$63,669	\$58,000	\$38,885	\$109,000	15
	Program staff	\$64,096	\$58,000	\$44,300	\$98,064	19
	Administrative staff	**	\$52,070	**	**	1
	PRIVATE/NONPROFIT LAAs ONLY	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	<b>All Full-Time Positions</b>	<b>\$50,585</b>	<b>\$47,250</b>	<b>\$21,504</b>	<b>\$130,000</b>	<b>49</b>
	Executive staff	\$55,667	\$0	\$40,000	\$85,000	3
	Management staff	\$52,458	\$49,950	\$21,504	\$130,000	32
	Program staff	\$46,450	\$42,500	\$26,000	\$110,611	12
	Administrative staff	\$37,800	**	\$30,600	\$45,000	2

### ↓ PART-TIME PAID POSITIONS ONLY ↓

ALL LOCAL ARTS AGENCIES	ALL LOCAL ARTS AGENCIES	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	<b>All Part-Time Positions</b>	<b>\$27,794</b>	<b>\$26,066</b>	<b>\$6,400</b>	<b>\$60,000</b>	<b>16</b>
	<i>For comparison purposes only:</i>					
	2013 Findings	\$15,935	\$16,000	\$3,000	\$29,000	13
	2001 Findings	\$17,987	\$15,990	\$8,300	\$30,000	6
	<b>Employment Level:</b>					
	Executive staff	**	**	**	**	0
	Management staff	\$29,333	\$29,000	\$24,000	\$35,000	3
	Program staff	\$28,643	\$27,131	\$6,400	\$60,000	7
	Administrative staff	\$26,033	\$22,100	\$18,000	\$38,000	6
	<b>Legal Status</b>					
	Public/Government LAAs Only	\$26,275	\$25,550	\$19,000	\$35,000	4
	Private/Nonprofit LAAs Only	\$28,300	\$26,066	\$6,400	\$60,000	12

Some sample sizes are small and should be used with caution.

Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)

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2018 Local Arts Agency Salary Report  
PROGRAMS / SERVICES / CULTURAL ACTIVITIES (continued)

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

Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	Respondents
<b>Fewer than 30,000 (all)</b>	<b>\$59,700</b>	<b>\$65,000</b>	<b>\$43,000</b>	<b>\$72,500</b>	<b>5</b>
Executive staff	**	**	**	**	0
Management staff	\$53,667	\$51,000	\$43,000	\$67,000	3
Program staff	\$68,750	**	\$65,000	\$72,500	2
Administrative staff	**	**	**	**	0
<b>30,000 to 99,999 (all)</b>	<b>\$68,921</b>	<b>\$65,000</b>	<b>\$44,300</b>	<b>\$98,064</b>	<b>8</b>
Executive staff	**	**	**	**	0
Management staff	\$61,667	\$58,000	\$49,000	\$78,000	3
Program staff	\$73,273	\$72,000	\$44,300	\$98,064	5
Administrative staff	**	**	**	**	0
<b>100,000 to 249,999 (all)</b>	<b>\$63,118</b>	<b>\$57,000</b>	<b>\$38,885</b>	<b>\$109,000</b>	<b>9</b>
Executive staff	**	**	**	**	0
Management staff	\$63,857	\$55,750	\$38,885	\$109,000	6
Program staff	\$61,640	\$57,000	\$52,000	\$75,920	3
Administrative staff	**	**	**	**	0
<b>250,000 to 499,999 (all)</b>	<b>**</b>	<b>\$52,070</b>	<b>**</b>	<b>**</b>	<b>1</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	\$52,070	**	**	1
<b>500,000 to 999,999 (all)</b>	<b>\$64,300</b>	<b>\$54,000</b>	<b>\$48,900</b>	<b>\$90,000</b>	<b>3</b>
Executive staff	**	**	**	**	0
Management staff	**	\$48,900	**	**	1
Program staff	\$72,000	**	\$54,000	\$90,000	2
Administrative staff	**	**	**	**	0
<b>1,000,000 or more (all)</b>	<b>\$64,904</b>	<b>\$58,000</b>	<b>\$47,436</b>	<b>\$91,000</b>	<b>10</b>
Executive staff	**	\$87,000	**	**	1
Management staff	\$88,500	**	\$86,000	\$91,000	2
Program staff	\$55,005	\$53,000	\$47,436	\$65,000	7
Administrative staff	**	**	**	**	0
<b>Operating Budget</b>	<b>AVERAGE</b>	<b>MEDIAN</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>Number of</b>
	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>Respondents</b>
<b>Less than \$100,000 (all)</b>	<b>\$60,167</b>	<b>\$65,000</b>	<b>\$43,000</b>	<b>\$72,500</b>	<b>3</b>
Executive staff	**	**	**	**	0
Management staff	**	\$43,000	**	**	1
Program staff	\$68,750	**	\$65,000	\$72,500	2
Administrative staff	**	**	**	**	0
<b>\$100,000 to \$249,999 (all)</b>	<b>\$54,918</b>	<b>\$58,000</b>	<b>\$48,755</b>	<b>\$58,000</b>	<b>3</b>
Executive staff	**	**	**	**	0
Management staff	\$53,378	**	\$48,755	\$58,000	2
Program staff	**	\$58,000	**	**	1
Administrative staff	**	**	**	**	0
<b>\$250,000 to \$499,999 (all)</b>	<b>\$66,795</b>	<b>\$67,000</b>	<b>\$49,000</b>	<b>\$98,064</b>	<b>7</b>
Executive staff	**	**	**	**	0
Management staff	\$59,500	\$52,500	\$49,000	\$78,000	5
Program staff	\$85,032	**	\$72,000	\$98,064	2
Administrative staff	**	**	**	**	0
<b>\$500,000 to \$999,999 (all)</b>	<b>**</b>	<b>\$75,920</b>	<b>**</b>	<b>**</b>	<b>1</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	\$75,920	**	**	1
Administrative staff	**	**	**	**	0
<b>\$1,000,000 to \$4,999,999 (all)</b>	<b>\$68,579</b>	<b>\$62,000</b>	<b>\$38,885</b>	<b>\$109,000</b>	<b>10</b>
Executive staff	**	\$0	**	**	1
Management staff	\$66,157	\$59,000	\$38,885	\$109,000	5
Program staff	\$67,000	\$61,000	\$52,000	\$94,000	4
Administrative staff	**	**	**	**	0
<b>\$5,000,000 to \$9,999,999 (all)</b>	<b>\$60,334</b>	<b>\$52,070</b>	<b>\$51,600</b>	<b>\$91,000</b>	<b>5</b>
Executive staff	**	**	**	**	0
Management staff	**	\$91,000	**	**	1
Program staff	\$52,867	\$52,000	\$51,600	\$55,000	3
Administrative staff	**	\$52,070	**	**	1
<b>\$10,000,000 or more (all)</b>	<b>\$62,248</b>	<b>\$54,000</b>	<b>\$44,300</b>	<b>\$90,000</b>	<b>7</b>
Executive staff	**	**	**	**	0
Management staff	**	\$86,000	**	**	1
Program staff	\$58,289	\$53,500	\$44,300	\$90,000	6
Administrative staff	**	**	**	**	0

Some sample sizes are small and should be used with caution.

Source: 2018 Local Arts Agency Salary Survey (data collected during September-October 2018)

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2018 Local Arts Agency Salary Report  
PROGRAMS / SERVICES / CULTURAL ACTIVITIES (continued)

↓ FULL-TIME PAID POSITIONS at PRIVATE/NONPROFIT LAAs ONLY ↓

Population of Service Area	AVERAGE	MEDIAN	MINIMUM	MAXIMUM	Number of Respondents
	2018 Salary	2018 Salary	2018 Salary	2018 Salary	
<b>Fewer than 30,000 (all)</b>	<b>\$42,500</b>	<b>\$37,500</b>	<b>\$30,000</b>	<b>\$65,000</b>	<b>4</b>
Executive staff	**	**	**	**	0
Management staff	\$41,667	\$30,000	\$30,000	\$65,000	3
Program staff	**	**	**	**	0
Administrative staff	**	\$45,000	**	**	1
<b>30,000 to 99,999 (all)</b>	<b>\$41,001</b>	<b>\$42,000</b>	<b>\$21,504</b>	<b>\$55,000</b>	<b>8</b>
Executive staff	**	\$40,000	**	**	1
Management staff	\$44,501	\$50,000	\$21,504	\$55,000	5
Program staff	\$32,750	**	\$26,000	\$39,500	2
Administrative staff	**	**	**	**	0
<b>100,000 to 249,999 (all)</b>	<b>\$55,435</b>	<b>\$48,000</b>	<b>\$35,000</b>	<b>\$110,611</b>	<b>6</b>
Executive staff	**	**	**	**	0
Management staff	\$43,500	\$42,000	\$35,000	\$55,000	4
Program staff	\$79,306	**	\$48,000	\$110,611	2
Administrative staff	**	**	**	**	0
<b>250,000 to 499,999 (all)</b>	<b>\$52,179</b>	<b>\$48,000</b>	<b>\$28,000</b>	<b>\$92,250</b>	<b>7</b>
Executive staff	**	\$42,000	**	**	1
Management staff	\$53,875	\$50,500	\$28,000	\$92,250	6
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>500,000 to 999,999 (all)</b>	<b>\$70,485</b>	<b>\$62,450</b>	<b>\$27,040</b>	<b>\$130,000</b>	<b>4</b>
Executive staff	**	**	**	**	0
Management staff	\$84,967	\$75,000	\$49,900	\$130,000	3
Program staff	**	\$27,040	**	**	1
Administrative staff	**	**	**	**	0
<b>1,000,000 or more (all)</b>	<b>\$50,043</b>	<b>\$45,500</b>	<b>\$30,600</b>	<b>\$85,000</b>	<b>20</b>
Executive staff	**	\$85,000	**	**	1
Management staff	\$52,636	\$50,000	\$37,000	\$83,500	11
Program staff	\$43,750	\$44,000	\$36,000	\$54,000	7
Administrative staff	**	\$30,600	**	**	1
<b>Operating Budget</b>	<b>AVERAGE</b>	<b>MEDIAN</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>Number of</b>
	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>2018 Salary</b>	<b>Respondents</b>
<b>Less than \$100,000 (all)</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>0</b>
Executive staff	**	**	**	**	0
Management staff	**	**	**	**	0
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$100,000 to \$249,999 (all)</b>	<b>\$40,750</b>	<b>\$40,000</b>	<b>\$28,000</b>	<b>\$55,000</b>	<b>4</b>
Executive staff	**	\$0	**	**	1
Management staff	\$41,500	**	\$28,000	\$55,000	2
Program staff	**	\$40,000	**	**	1
Administrative staff	**	**	**	**	0
<b>\$250,000 to \$499,999 (all)</b>	<b>\$36,358</b>	<b>\$35,000</b>	<b>\$21,504</b>	<b>\$60,000</b>	<b>7</b>
Executive staff	**	\$0	**	**	1
Management staff	\$35,417	\$32,500	\$21,504	\$60,000	6
Program staff	**	**	**	**	0
Administrative staff	**	**	**	**	0
<b>\$500,000 to \$999,999 (all)</b>	<b>\$44,083</b>	<b>\$47,500</b>	<b>\$26,000</b>	<b>\$55,000</b>	<b>12</b>
Executive staff	**	**	**	**	0
Management staff	\$49,050	\$48,950	\$39,500	\$55,000	8
Program staff	\$35,333	\$36,000	\$26,000	\$44,000	3
Administrative staff	**	\$30,600	**	**	1
<b>\$1,000,000 to \$4,999,999 (all)</b>	<b>\$51,926</b>	<b>\$48,000</b>	<b>\$38,000</b>	<b>\$92,250</b>	<b>17</b>
Executive staff	**	**	**	**	0
Management staff	\$55,438	\$51,000	\$38,000	\$92,250	12
Program staff	\$43,125	\$42,500	\$39,500	\$48,000	4
Administrative staff	**	\$45,000	**	**	1
<b>\$5,000,000 to \$9,999,999 (all)</b>	<b>\$63,188</b>	<b>\$65,375</b>	<b>\$37,000</b>	<b>\$85,000</b>	<b>4</b>
Executive staff	**	\$0	**	**	1
Management staff	\$60,250	**	\$37,000	\$83,500	2
Program staff	**	\$47,250	**	**	1
Administrative staff	**	**	**	**	0
<b>\$10,000,000 or more (all)</b>	<b>\$79,330</b>	<b>\$75,000</b>	<b>\$27,040</b>	<b>\$130,000</b>	<b>5</b>
Executive staff	**	**	**	**	0
Management staff	\$102,500	**	\$75,000	\$130,000	2
Program staff	\$63,884	\$54,000	\$27,040	\$110,611	3
Administrative staff	**	**	**	**	0

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2018 Local Arts Agency Salary Report  
PROGRAMS / SERVICES / CULTURAL ACTIVITIES (continued)

↓ ALL FULL-TIME PAID POSITIONS ↓

GEOGRAPHY	Geographic Location	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	New England	\$57,500	**	\$48,000	\$67,000	2
	Middle Atlantic	\$43,004	\$44,000	\$27,040	\$61,000	9
	South Atlantic	\$58,847	\$52,000	\$26,000	\$130,000	17
	East South Central	\$51,750	\$46,000	\$28,000	\$87,000	4
	East North Central	\$54,219	\$49,500	\$39,500	\$92,250	8
	West South Central	\$62,399	\$61,500	\$30,600	\$91,000	12
	West North Central	\$40,750	**	\$39,500	\$42,000	2
	Mountain	\$59,640	\$55,000	\$38,000	\$109,000	13
	Pacific	\$57,877	\$52,800	\$21,504	\$98,064	18

REGION	Type of Service Area	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Single city or town	\$62,053	\$55,000	\$30,000	\$109,000	39
	Multiple cities	\$52,313	\$48,500	\$38,000	\$75,000	8
	Single county	\$54,269	\$50,000	\$21,504	\$130,000	19
	Multiple counties (and larger)	\$48,468	\$44,000	\$26,000	\$86,000	19

DENSITY	Population Density	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Rural	\$45,500	\$42,500	\$30,000	\$67,000	6
	Suburban	\$53,980	\$51,000	\$26,000	\$110,611	23
	Urban	\$58,501	\$52,535	\$21,504	\$130,000	56

STAFF SIZE	Number of Paid Staff	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	One employee	\$56,851	\$58,000	\$40,000	\$72,500	5
	Two employees	\$46,857	\$51,000	\$30,000	\$67,000	7
	Three to five employees	\$51,067	\$48,000	\$21,504	\$110,611	23
	Six to nine employees	\$58,071	\$54,750	\$38,000	\$98,064	8
	10 to 19 employees	\$58,000	\$52,000	\$26,000	\$109,000	23
	20 employees or more	\$62,624	\$54,000	\$27,040	\$130,000	18

TENURE	Number of Years in Position	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Fewer than two years	\$53,564	\$51,600	\$26,000	\$110,611	35
	Two to four years	\$56,813	\$50,000	\$21,504	\$130,000	27
	Five to nine years	\$54,663	\$50,000	\$35,000	\$98,064	15
	10 to 19 years	\$77,320	\$76,960	\$52,000	\$109,000	6
	20 years or more	\$49,000	**	\$43,000	\$55,000	2

GENDER	Gender Identity	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Female (cisgender)	\$56,275	\$51,600	\$21,504	\$130,000	69
	Male (cisgender)	\$54,507	\$52,000	\$30,600	\$94,000	15

EDUCATION	Educational Attainment	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	High school degree (or less)	\$51,126	\$44,500	\$21,504	\$94,000	4
	2-year college degree (Associate)	\$28,520	**	\$27,040	\$30,000	2
	4-year college degree (Bachelor's)	\$53,257	\$49,400	\$26,000	\$110,611	46
	Master's degree	\$61,489	\$54,000	\$36,000	\$130,000	31
	Doctoral or other terminal degree	\$86,532	**	\$75,000	\$98,064	2
	Type of Degree Attained	AVERAGE 2018 Salary	MEDIAN 2018 Salary	MINIMUM 2018 Salary	MAXIMUM 2018 Salary	Number of Respondents
	Arts management or administration	\$60,583	\$51,600	\$39,500	\$110,611	13
	Other arts-related degree	\$52,269	\$52,000	\$26,000	\$85,000	41
	Non-arts degree	\$61,314	\$52,000	\$30,000	\$130,000	27

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↓ EMPLOYMENT BENEFITS RECEIVED BY THE RESPONDENTS ↓

PAY ADJUSTMENTS	Full-Time, Paid Respondents who received a pay adjustment during the past 12 months	PERCENTAGE Who Received Pay Increase	AVERAGE Most Recent Pay Increase	MINIMUM Most Recent Pay Increase	MAXIMUM Most Recent Pay Increase	Number of Respondents
	Received ANY increase	69.4%	6.16%	0.0%	37.5%	59
	Cost of living adjustment	10.6%	2.67%	1.0%	5.0%	9
	Promotion/new responsibilities	17.6%	14.29%	2.5%	37.5%	15
	Performance (not promotion)	29.4%	3.94%	1.0%	9.9%	25
	Length of service/tenure	2.4%	2.00%	1.0%	3.0%	2
	Government pay scale	9.4%	2.81%	1.0%	4.5%	8
	Pay remained the same	30.6%				26
	Received ANY decrease	0.0%				0
	Budget cuts	0.0%				0
	Change in title or responsibilities	0.0%				0

EMPLOYMENT BENEFITS	Type of Benefits Offered (paid respondents only)	LAA Budget Less than \$250,000 N = 16	LAA Budget \$250,000 to \$999,999 N = 33	LAA Budget \$1,000,000 or More N = 52	All Respondents N = 101
	Performance review and evaluation (past 12 months)	56.3%	60.6%	71.2%	65.3%
	Medical insurance	56.3%	54.5%	90.4%	73.3%
	Dental insurance	43.8%	42.4%	82.7%	63.4%
	Vision insurance	43.8%	39.4%	71.2%	56.4%
	Life insurance	43.8%	36.4%	67.3%	53.5%
	Disability insurance	25.0%	27.3%	44.2%	35.6%
	Cash bonus	18.8%	6.1%	11.5%	10.9%
	Retirement savings account	43.8%	48.5%	75.0%	61.4%
	Pre-tax flexible spending account	25.0%	24.2%	59.6%	42.6%
	Paid time off (e.g., paid vacation, sick, and/or personal days)	81.3%	90.9%	88.5%	88.1%
	Average number of days accrued in 2018	16.8	19.8	25.9	22.5
	Paid parental leave	31.3%	18.2%	42.3%	32.7%
	Flexible scheduling	62.5%	48.5%	53.8%	53.5%
	Telecommuting / working remotely	25.0%	33.3%	23.1%	26.7%
	Tuition reimbursement	25.0%	18.2%	26.9%	23.8%
	Professional development (e.g., conferences, workshops)	62.5%	72.7%	82.7%	76.2%
	Association/professional dues	43.8%	24.2%	28.8%	29.7%
	Health club membership/discount	31.3%	15.2%	21.2%	20.8%
	Free/discounted tickets for cultural activities	6.3%	24.2%	42.3%	30.7%
	None of the above	0.0%	3.0%	0.0%	1.0%

JOB SATISFACTION	Level of Satisfaction (paid respondents only)	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
	How satisfied are you with your total cash compensation at your local arts agency?	27.7%	36.6%	13.9%	17.8%	4.0%
	How satisfied are you with your employment benefits package (e.g., health insurance, paid time off, etc.) at your local arts agency?	39.6%	23.8%	17.8%	10.9%	7.9%
	Level of Agreement (paid respondents only)	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
	I have a clear path for job advancement.	11.9%	31.7%	25.7%	15.8%	14.9%
	My job requirements are well defined.	30.7%	34.7%	14.9%	12.9%	6.9%
	I am proud to work for my local arts agency.	69.3%	24.8%	3.0%	3.0%	0.0%
	I feel fulfilled performing my work at my local arts agency.	46.5%	34.7%	12.9%	5.0%	1.0%
	I can see how my work affects and/or impacts my community.	70.3%	26.7%	2.0%	1.0%	0.0%
	Likelihood of Remaining Employed in Arts Industry (paid respondents only)	Yes	No	I have no idea, but I hope so	I have no idea, but I hope not	
	Do you anticipate that you will still be working in the arts industry five years from today?	55.4%	9.9%	31.7%	3.0%	

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↓ DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS ↓

DEMOGRAPHIC CHARACTERISTICS	<b>Gender Identity</b>	<b>Full-Time Paid N = 85</b>	<b>Part-Time Paid N = 16</b>	<b>Unpaid Volunteer N = 6</b>	<b>All Respondents N = 107</b>
	Female (cisgender/identify with gender assigned at birth)	81.2%	75.0%	50.0%	78.5%
	Male (cisgender)	17.6%	25.0%	33.3%	19.6%
	Transgender	0.0%	0.0%	0.0%	0.0%
	Non-binary/third gender/gender fluid	1.2%	0.0%	16.7%	1.9%
	I prefer to self identify	0.0%	0.0%	0.0%	0.0%
	<b>Race/Ethnicity</b> (respondents were allowed to check all that apply)	<b>Full-Time Paid N = 83</b>	<b>Part-Time Paid N = 15</b>	<b>Unpaid Volunteer N = 6</b>	<b>All Respondents N = 104</b>
	African-American or Black	8.4%	0.0%	**	6.7%
	American Indian or Alaska Native or Indigenous or First Nations	1.2%	0.0%	**	1.0%
	Arab or Middle Eastern	0.0%	0.0%	**	0.0%
	Asian or Asian American	4.8%	0.0%	**	3.8%
	Hispanic or Latina/Latino/Latinx	12.0%	0.0%	**	9.6%
	Native Hawaiian or Pacific Islander	0.0%	0.0%	**	0.0%
	White or Caucasian or European American	79.5%	100.0%	100.0%	83.7%
	I prefer to self identify	1.2%	0.0%	**	1.0%
	White or Caucasian or European American only	74.7%	100.0%	100.0%	79.8%
	All People of Color	25.3%	0.0%	0.0%	20.2%
	<b>Age</b>	<b>Full-Time Paid N = 85</b>	<b>Part-Time Paid N = 16</b>	<b>Unpaid Volunteer N = 6</b>	<b>All Respondents N = 107</b>
	18 to 24	3.5%	6.3%	16.7%	4.7%
	25 to 34	36.5%	37.5%	16.7%	35.5%
	35 to 44	36.5%	25.0%	0.0%	32.7%
	45 to 54	16.5%	12.5%	0.0%	15.0%
	55 to 64	5.9%	0.0%	33.3%	6.5%
	65 to 74	1.2%	6.3%	16.7%	2.8%
	75 or older	0.0%	12.5%	16.7%	2.8%
	<b>Sexual Orientation</b>	<b>Full-Time Paid N = 85</b>	<b>Part-Time Paid N = 16</b>	<b>Unpaid Volunteer N = 6</b>	<b>All Respondents N = 107</b>
	Heterosexual or straight	82.4%	75.0%	66.7%	80.4%
	Gay or lesbian	8.2%	0.0%	0.0%	6.5%
	Bisexual	2.4%	6.3%	16.7%	3.7%
	Asexual	0.0%	0.0%	0.0%	0.0%
	Pansexual	1.2%	0.0%	16.7%	1.9%
	Queer	2.4%	6.3%	0.0%	2.8%
	Questioning	0.0%	6.3%	0.0%	0.9%
	Same sex attracted	3.5%	6.3%	0.0%	3.7%
	I prefer to self identify	0.0%	0.0%	0.0%	0.0%
	<b>Educational Attainment</b>	<b>Full-Time Paid N = 85</b>	<b>Part-Time Paid N = 16</b>	<b>Unpaid Volunteer N = 6</b>	<b>All Respondents N = 107</b>
	High school or less	4.7%	12.5%	33.3%	7.5%
	Associate degree (junior college) or vocational degree/license	2.4%	0.0%	0.0%	1.9%
	Bachelor's degree	54.1%	43.8%	16.7%	50.5%
	Master's degree	36.5%	43.8%	16.7%	36.4%
	Doctoral or other terminal degree	2.4%	0.0%	33.3%	3.7%
	<b>Type of Degree Attained</b>	<b>Full-Time Paid N = 81</b>	<b>Part-Time Paid N = 14</b>	<b>Unpaid Volunteer N = 4</b>	<b>All Respondents N = 99</b>
	Arts management or administration	16.0%	14.3%	0.0%	15.2%
	Other arts-related degree	50.6%	64.3%	75.0%	53.5%
	Non-arts degree	33.3%	21.4%	25.0%	31.3%

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↓ **DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS** ↓

<b>DEMOGRAPHIC CHARACTERISTICS</b>	<b>Disability</b>	<b>Full-Time Paid N = 85</b>	<b>Part-Time Paid N = 16</b>	<b>Unpaid Volunteer N = 6</b>	<b>All Respondents N = 107</b>
	Yes, I identify as a person with a disability	10.6%	0.0%	50.0%	11.2%
	Visible/noticeable to others	3.5%	0.0%	0.0%	2.8%
	Not visible/not noticeable to others	7.1%	0.0%	50.0%	8.4%
	No, I do not identify as a person with a disability	89.4%	100.0%	50.0%	88.8%
	<b>Military Service</b>	<b>Full-Time Paid N = 83</b>	<b>Part-Time Paid N = 16</b>	<b>Unpaid Volunteer N = 6</b>	<b>All Respondents N = 105</b>
	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%
	<b>Voter Registration</b>	<b>Full-Time Paid N = 83</b>	<b>Part-Time Paid N = 16</b>	<b>Unpaid Volunteer N = 6</b>	<b>All Respondents N = 105</b>
	Democrat	66.3%	68.8%	50.0%	65.7%
	Republican	3.6%	0.0%	0.0%	2.9%
	Libertarian	0.0%	6.3%	0.0%	1.0%
	Green	0.0%	0.0%	0.0%	0.0%
	Unaffiliated with a party, but registered	24.1%	18.8%	33.3%	23.8%
	I am not registered to vote	3.6%	6.3%	16.7%	4.8%
	I am unable to register to vote	0.0%	0.0%	0.0%	0.0%
	I prefer to self-identify	2.4%	0.0%	0.0%	1.9%

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