



2022 DEMOGRAPHIC PROFILE OF CALGARY'S ARTS SECTOR

Land Acknowledgement

We acknowledge that the land we gather on, Mohkingsstsis, is the ancestral territory of the Siksikaitsitapi — the Blackfoot people — comprising the Siksika, Kainai and Piikani Nations, as well as Treaty 7 signatories, the Tsuut'ina Nation, and the Îyâxe Nakoda Bearspaw, Chiniki and Goodstoney First Nations. Today this land is home to the Métis of Region 3 as well as many First Nations and Inuit peoples from across Turtle Island.

We acknowledge that there has been art, music, dance, storytelling and ceremony on this land since time immemorial and it is in the spirit of this land and its people that we do our work.

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About This Report

In summer 2021 Calgary Arts Development undertook a demographic survey of Calgary's arts sector, as represented by the 168 not-for-profit arts organizations that receive annual operating funds from Calgary Arts Development. This survey was an update to the **2017 Equity, Diversity and Inclusion survey**. The purpose of the survey was to provide the updated detailed data necessary to construct a demographic profile of Calgary's arts sector.

The 2021 survey was undertaken by Calgary Arts Development and administered by SMU DataArts. Administration by SMU DataArts helps guarantee anonymity and data security, as well as provides organizations with tools and resources previously unavailable in both the completion of the survey and potential reporting of results.

While this reporting is mandatory for organizations funded through Calgary Arts Development's operating grant program, it has no bearing on funding amounts. The purpose of this study is to provide detailed data needed for a demographic profile of Calgary's arts sector. The results are reported as aggregated data only, and provide baseline data needed to accurately track and identify trends in Calgary's arts sector.

This report focuses on the demographic information collected through a voluntary self-disclosure form. Organizations were asked to distribute a link to the online voluntary self-disclosure form to all artists, administrators and volunteers who worked with them in the fiscal year beginning in 2020.

The survey was completed during the early stages of the COVID-19 lockdown, which affected the ability for many organizations to share the survey as broadly as they had in the past. With many organizations having reduced or no programming taking place, Calgary Arts Development was advised that it was more difficult to engage volunteers whose connection to organizations had become irregular. It was also more difficult to survey staff and artists who found themselves furloughed during this time.

Despite the many challenges in sharing the survey during a pandemic 4,595 completed voluntary self-disclosure forms were submitted, a 45.8% increase from the 3,151 completed forms in 2017. In part this can be attributed to the quality of the DataArts platform being used in this version of the survey, as well as the increased familiarity organizations now have with the survey in its second iteration.

There continues to be limitations to the reporting methodology and subsequently the data findings. Rather than a survey of all who participate in the sector, this is solely a survey of those who participate via organizations funded by Calgary Arts Development's operating grant program. Other surveys indicate that many equity seeking individuals in particular choose not to participate in the arts via these organizations, and thus are not included in this work. Generalizing the findings to all arts organizations or the entire arts sector in Calgary must be done with caution.

Self-disclosure forms were developed to be as inclusive as possible with increased identification options from the original survey. Calgary Arts Development is committed to ensuring that demographic data collected remains anonymous.

When the number of individuals identifying themselves with a particular identity gets too small it may become possible to identify specific individuals. Too small of a sample size also means results may be true for an individual respondent, but cannot be extrapolated to understand whether it is true across a group of people that share a demographic identity. In some demographic categories the number of individuals reporting a particular identity was too small to report on individually, and larger categories were required for this report.

It is beneficial to interpret basic demographic data when possible in comparison to federal census data at the Calgary level. While this survey was completed in mid-2021, releasing this report was significantly delayed while waiting for the 2021 federal census data to be published in late-2022.

Federal census results for Calgary can be viewed at the following website:

www12.statcan.gc.ca/census-recensement

SMU DatatArts, in dialogue with demographers, has created a methodology for surveying individuals regarding their ethnic origin / race / ethnicity.

Summary categories are presented as White, Indigenous and Visible Minority. To be able to compare the Canadian federal census, the following categories are included together within the umbrella of visible minority; Asian, Black, Hispanic/Latino/a/x, Middle-Eastern, Mixed-Race. While not all individuals within a category may choose to identify the same way, these categories are most closely aligned to census categories.

Key Findings

The arts sector continues to be significantly less racially diverse than the population of Calgary. While 41% of Calgarians identify as visible minorities, only 21% of those participating in the arts share that identity. Those who identify as a visible minority are more likely to hold entry-level positions and are less likely to earn over \$59K per year than those who are white.

While women make up the majority of the sector according to gender (59%), those who identify as male are still more likely to hold leadership positions either as board members or senior management. Those who identify as male are also more likely to earn over \$50K per year. Those who identify as non-binary gender identities are more likely to have artistic and entry level roles.

Indigenous representation in the sector is nearly identical to representation in the general population when compared to census data. While this movement is positive, participation numbers are not equal within organizations. Indigenous individuals are far more likely to hold roles in organizations at the entry or individual contributor level rather than at the senior or mid-level management levels.

While the federal census does not capture 2SLGBTIQ+ data at the local level, those identifying as 2SLGBTIQ+ are well represented in the arts sector, though they are less likely to earn over \$50K per year than heterosexual respondents.

Income for those working in the arts lags those working in other industries. Only 32% of those working for arts organizations (excluding volunteers) make over \$50K per year. As well as earning a low wage in the sector, it is difficult to find full-time work. Of those working for arts organizations, only 44% earn the majority of their income in the arts.

COVID-19 Survey Impact

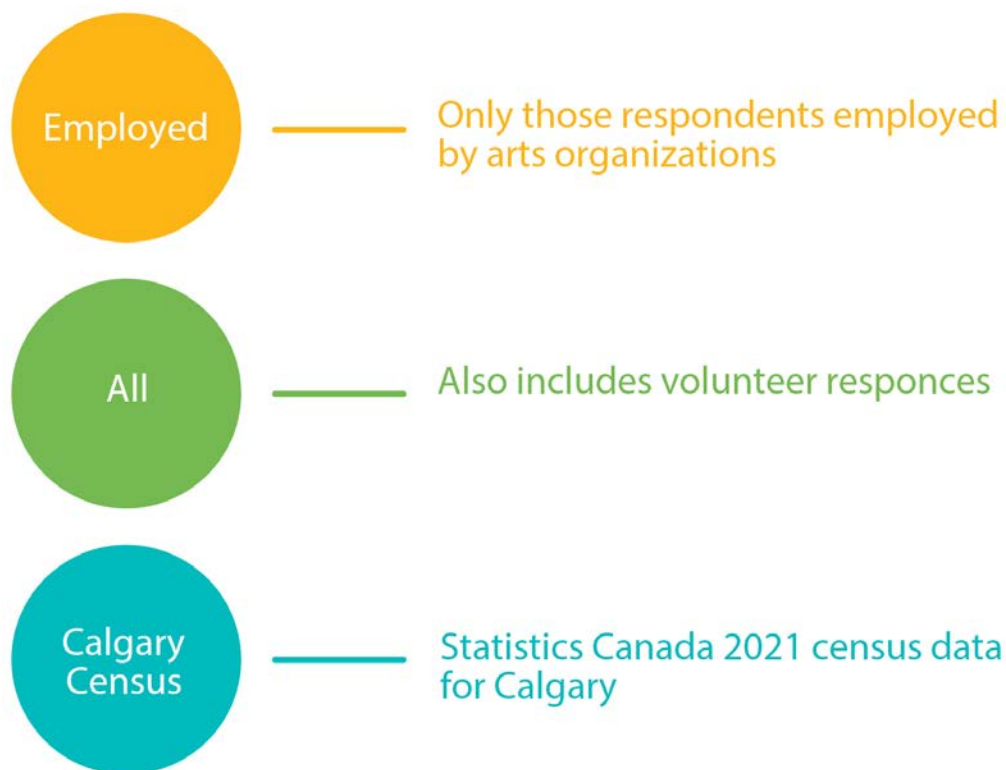
This survey was fielded in 2021, when Covid-19 was still significantly impacting organizations' staffing, volunteer and programming levels. Some shifts in responses from 2017 may be the result of layoffs during the pandemic. A reduction of entry level positions may skew results like income to be higher due to low-paying positions being vacant. The pandemic also significantly impacted the number of volunteer positions currently available in the sector.

Future versions of this survey will identify whether these are long-term shifts in the sector or temporary anomalies

Basic Demographic Profile of the Arts Sector

This demographic profile was completed the same year as the Canadian Census. As a result, key demographic factors collected in this survey can be compared relative to the general population of Calgary. The basic demographic profile of the arts sector provides a general overview of Calgary's arts sector, with comparisons to 2021 federal census data whenever possible.

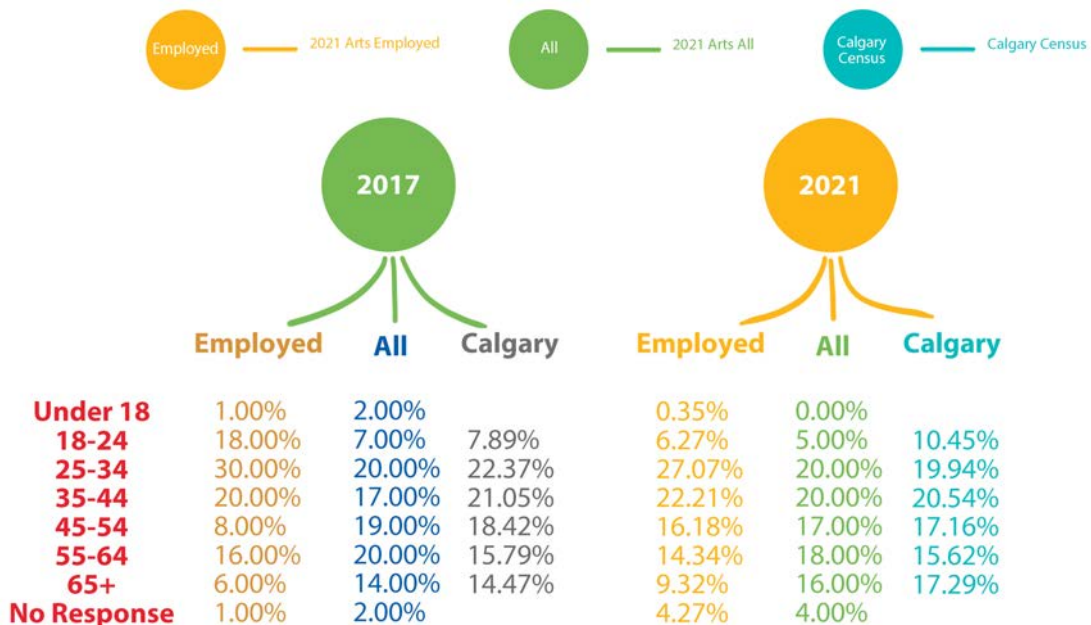
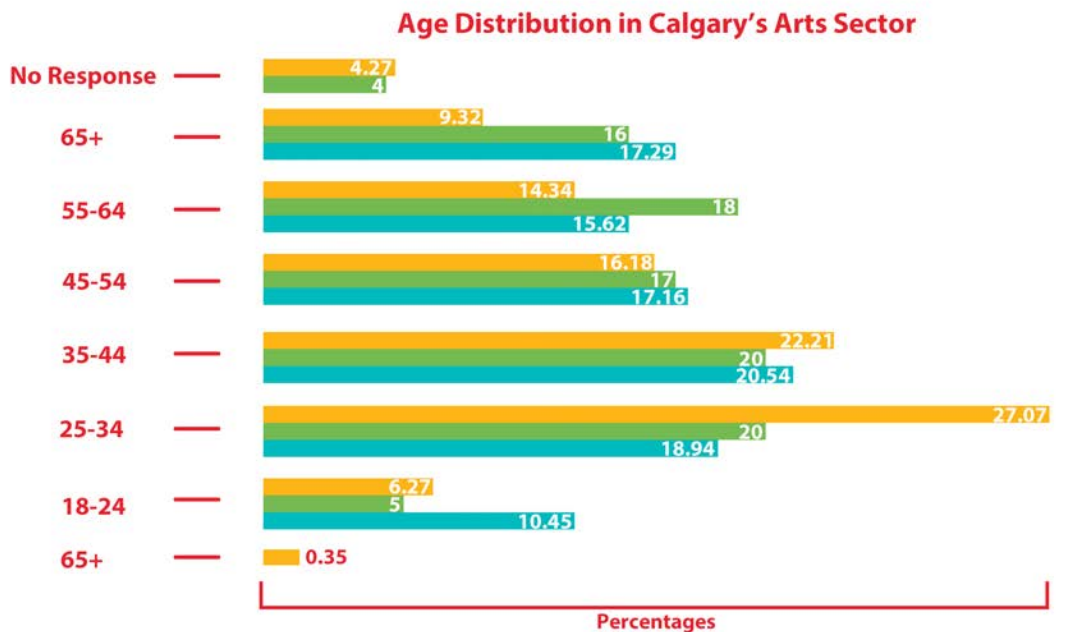
In the basic demographic profile, survey respondents are broken out by employed and all. Employed statistics include only those respondents who indicated they had employment with arts organizations surveyed (2,309 responses). All include an additional 2,286 volunteer responses.



Age

Those employed in the arts continue to skew younger than the general population of Calgary. 49% of those employed in the arts are aged 25-44, compared to 39% of the general population. There are fewer individuals over 65 who continue to work in the arts relative to those who are over 65 in the general population. When including volunteers, the sector overall matches closely with Calgary's population of individuals over 25 years of age.

These are similar findings to the 2017 demographic survey, with only slight shifts in the ages of those employed in the arts as well as the sector overall.

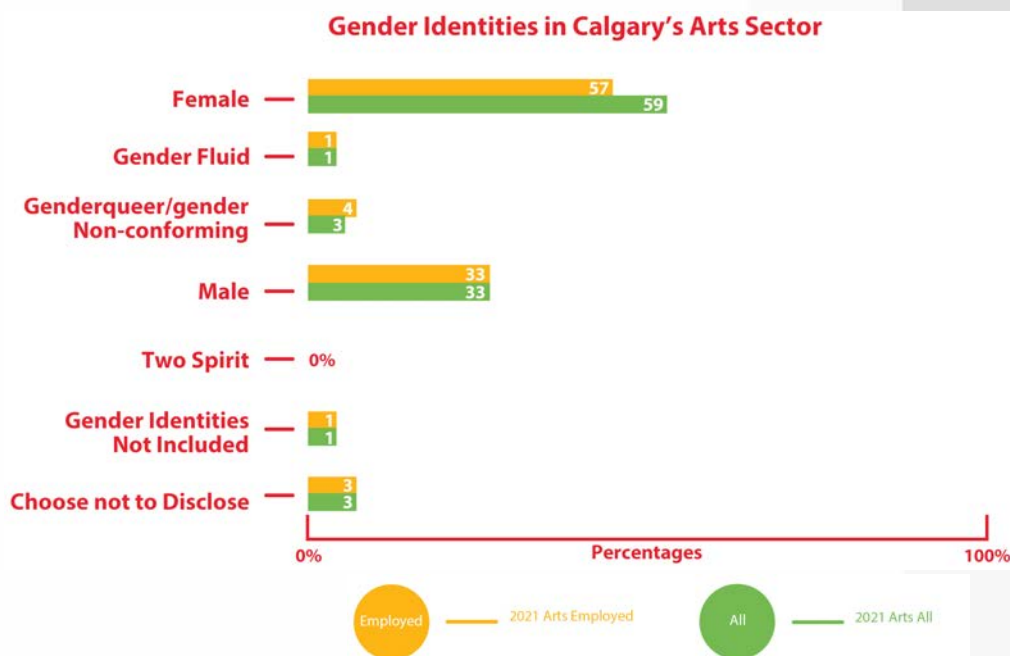


Gender

Though the majority of individuals engaged with Calgary's arts sector again identify as female (59% in 2021), the share of female respondents is lower than in 2017 (63%). The number of respondents who identify with a gender other than male or female increased from 2% in 2017 to 5% in 2021, likely due to improvements in question methodology.

While some survey respondents did identify as Two-Spirit in the 2021 survey (.2%) it was not a large enough sample to appear on the graph. This option was regrettably not included in the 2017 survey so no comparison between surveys is available.

Census data for gender beyond male and female is not currently provided by Statistics Canada at the municipal level. Census data for Calgary is limited to identifying the population as 49.7% male and 50.3% female.



	2017		2021	
	Employed	All	Employed	All
Female	62.00%	63.00%	57.00%	59.00%
Gender Fluid	1.00%	1.00%	1.00%	1.00%
Genderqueer/Gender non-conforming	1.00%	1.00%	4.00%	3.00%
Male	35.00%	33.00%	33.00%	33.00%
Two Spirit	0.00%	0.00%	0.00%	0.00%
Gender Identities Not Included Elsewhere	1.00%	0.00%	1.00%	1.00%
I Choose Not to Disclose	1.00%	2.00%	3.00%	3.00%

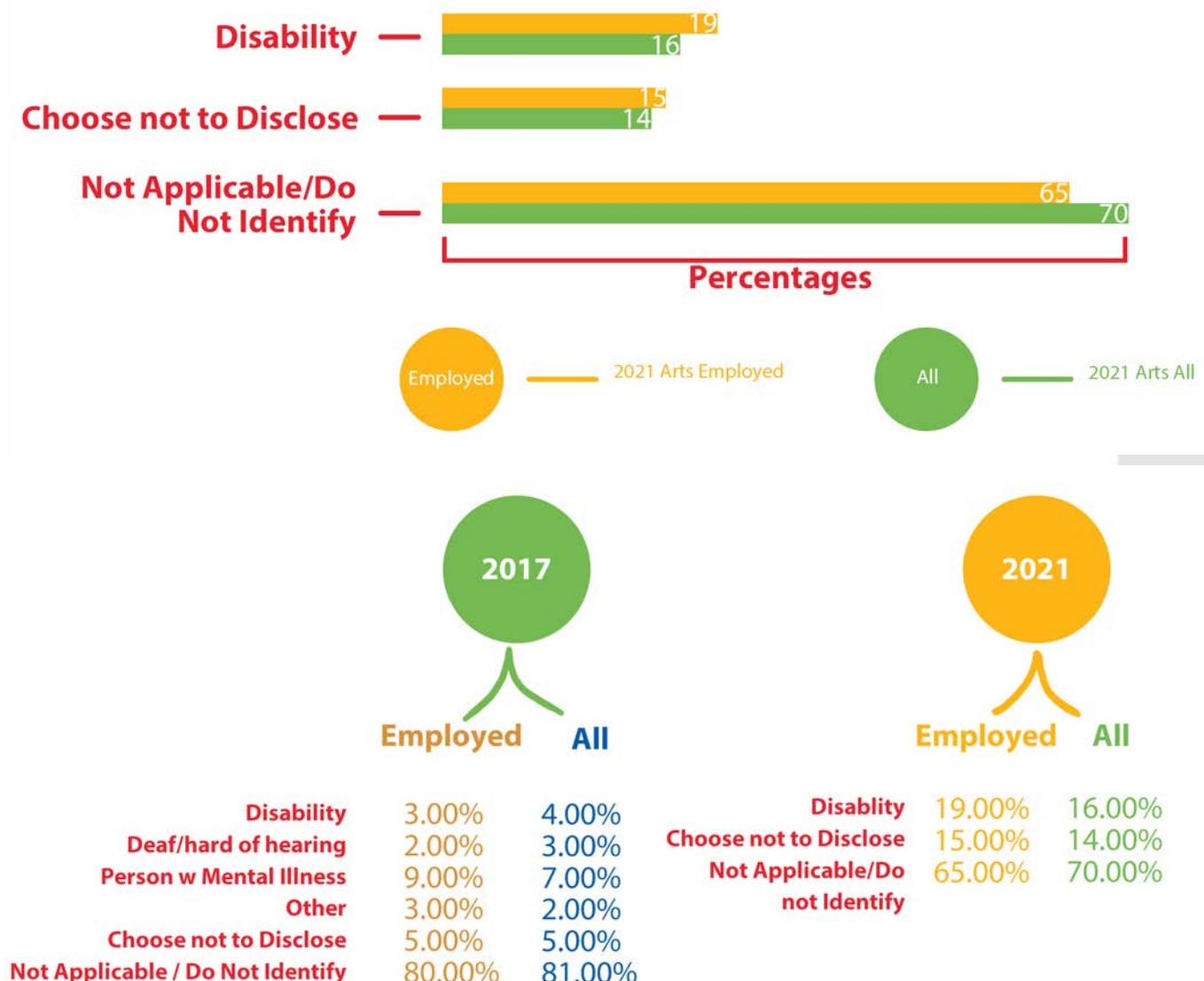
Disability

The share of those who identify as either not disabled or choosing not to disclose this information has decreased slightly since 2017. A change in methodology does not allow for direct comparisons of those who identify as disabled as more options were available in 2017.

Comparisons in the past between the arts sector and the general population were made using general population survey tools that were not specific to Calgary, nor produced using a census from Statistics Canada.

Future versions of this survey will include more detailed response options including the ability to identify mental illness as an option. Hopefully better data sources for the general population in Calgary will also be available to allow for direct comparisons.

Disability in Calgary's Arts Sector

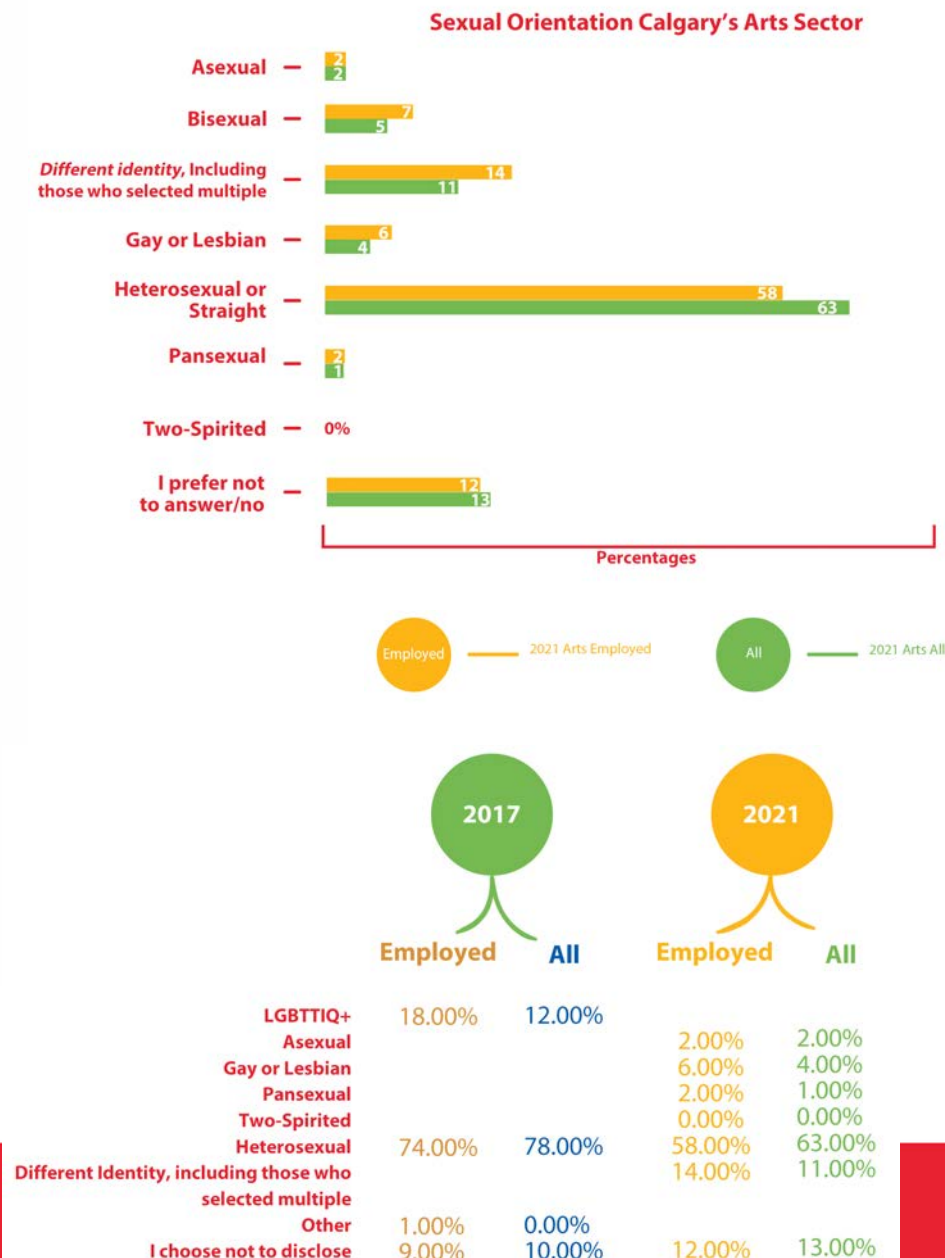


Sexual Orientation

The share of those who identify as heterosexual has decreased since 2017. Using a new survey methodology allows for the selection of multiple sexual orientations, including heterosexual. Individual who select multiple responses are included in the category different identity and represented 11% of all respondents which may account for some of the change since 2017.

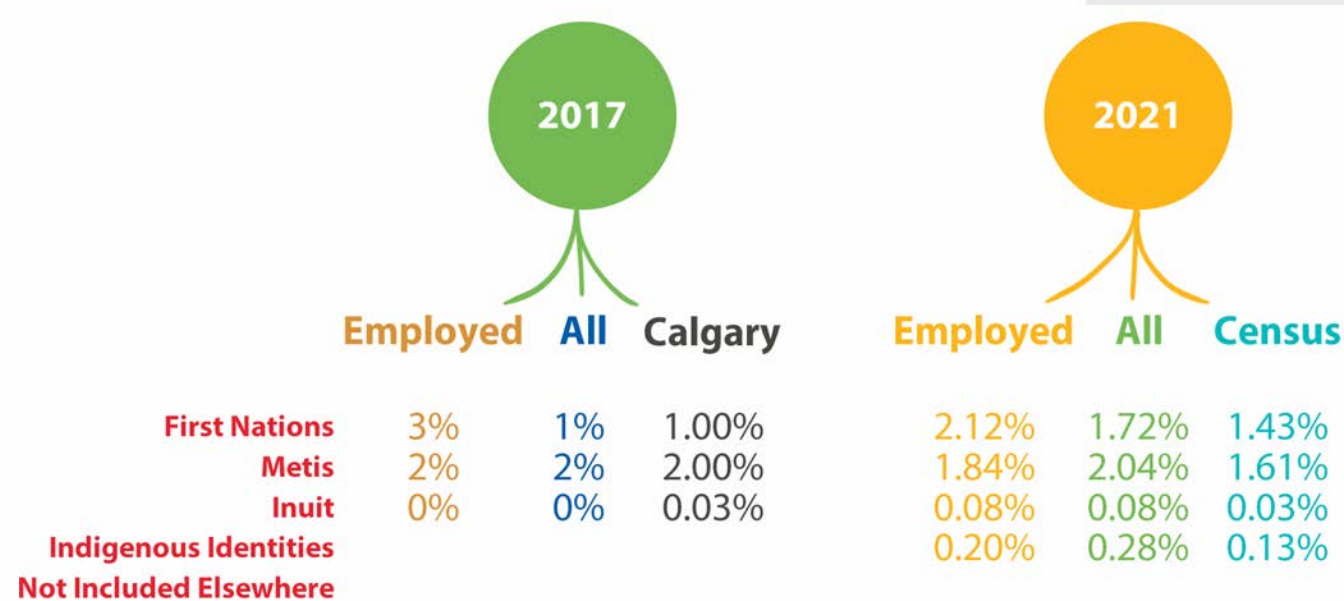
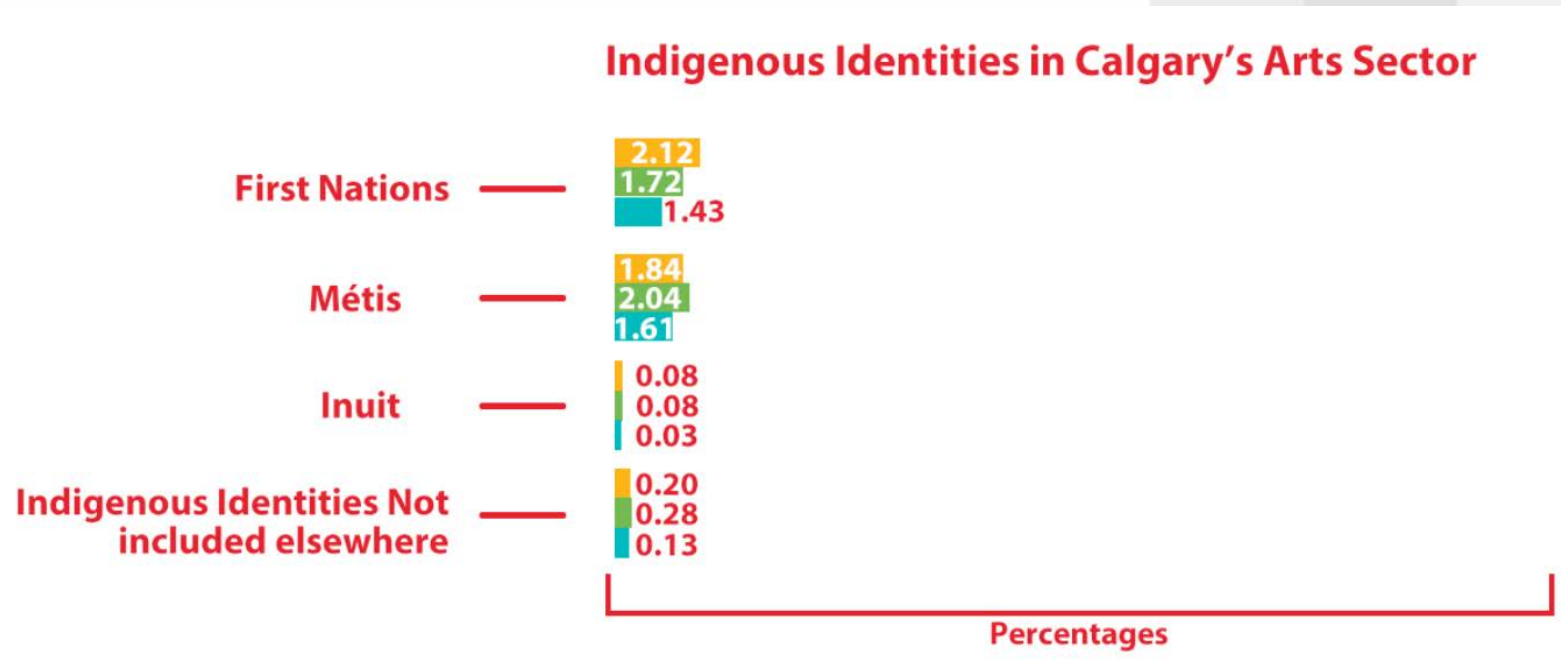
Comparisons in the past between the arts sector and the general population were made using general population survey tools that were not specific to Calgary, nor produced using a census from Statistics Canada. Though it is likely that Calgary's arts sector shows a larger representation of 2SLGBTIQ+ individuals than the general population, accurate comparisons cannot be made. Calgary Arts Development will continue to advocate for this information to be collected in the full census.

Responding to community feedback, a change in methodology has resulted in more detailed response options in the 2021 version of this question, including the option to select more than one identity. As a result of change in response options, full comparisons cannot be made between the 2017 and 2021 surveys.



Indigenous Identities

The arts sector continues to show a similar proportion of individuals who identify as either First Nations, Métis or Inuit (FNMI) as the general Calgary population. Indigenous representation in the arts in 2021 is nearly identical to 2017.



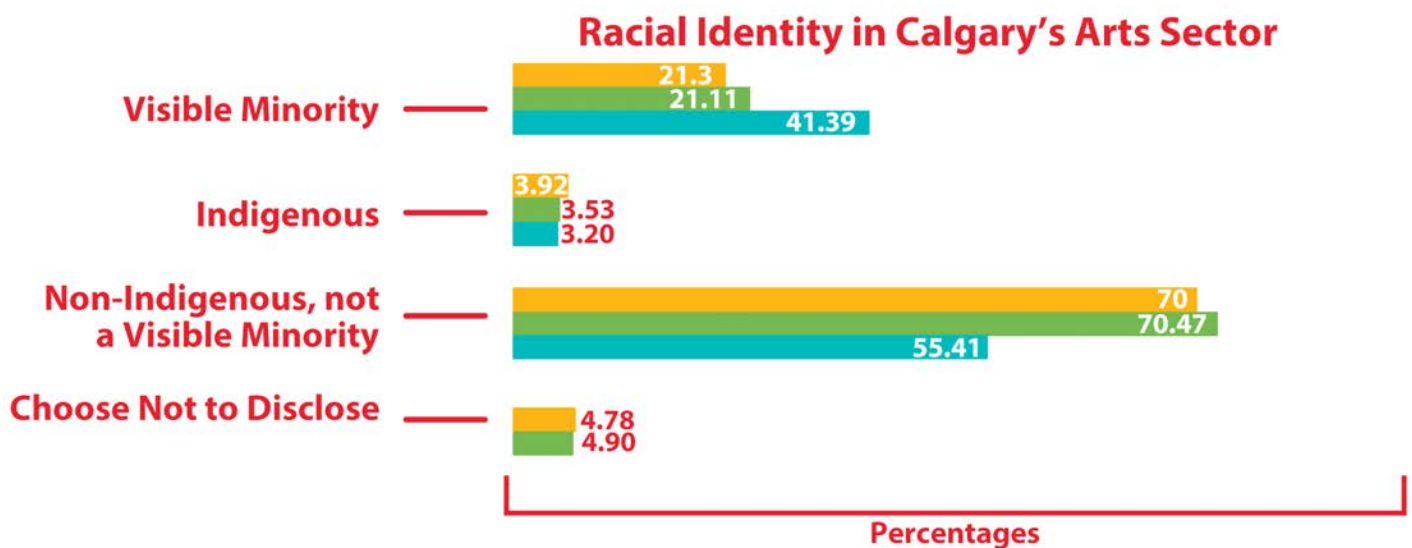
Race

The results when looking at racial diversity in the arts are clear — significantly fewer individuals who identify as visible minorities are participating in the arts either as volunteers or as employees compared to Calgary’s general population. While 41% of Calgarians identify as visible minorities, only 21% of those participating in the arts share that identity. As Canada’s third most diverse city, much work still needs to be done to better represent this diversity within the arts sector.

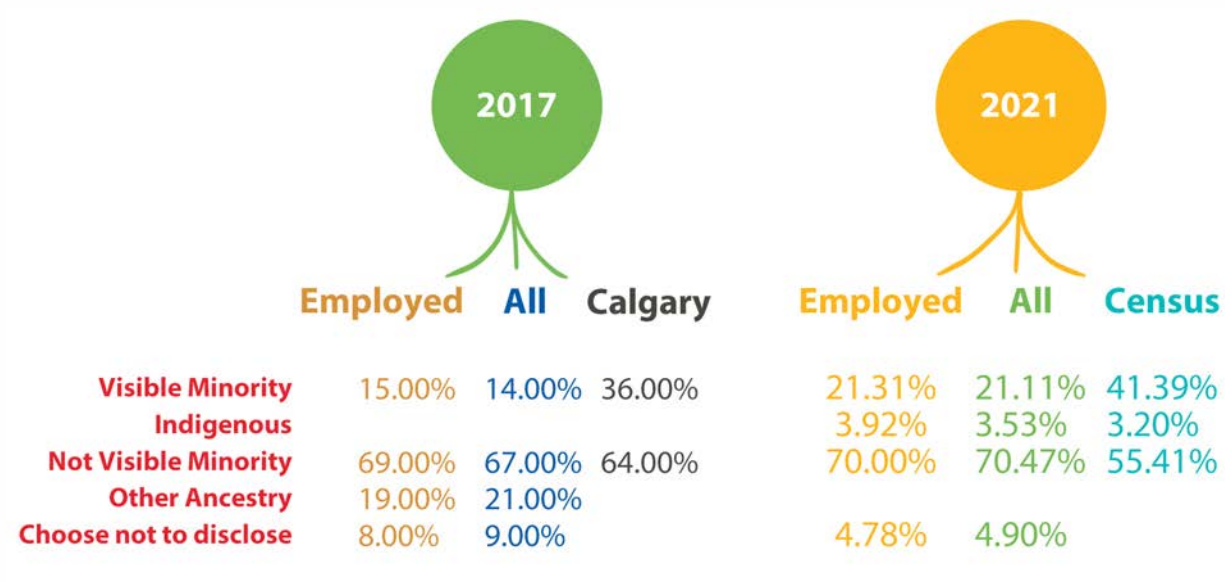
A change in survey methods makes it difficult to make full comparisons between the 2017 and 2021 results when looking at questions related to racial identity. Fewer individuals selecting “other ancestry” has resulted in an increase in both visible minority as well as non-Indigenous non-visible minority representation. Setting aside “other ancestry,” the share of those who identify as visible minority in the arts has increased substantially though is still nowhere close to the share of the general population.

In the previous survey, a slightly higher number of individuals who identified as visible minority were participating through volunteering only, rather than having the opportunity to be employed within the sector. In the 2021 survey those who identified as visible minority or as Indigenous were participating as volunteers at the same rate as those who did not share those identities.

The previous survey tool had a much higher percentage of individuals who choose not to disclose. The 2021 survey had a much larger completion rate for questions related to racial identity, making comparisons with the general population more accurate.



Race



Transgender Identity

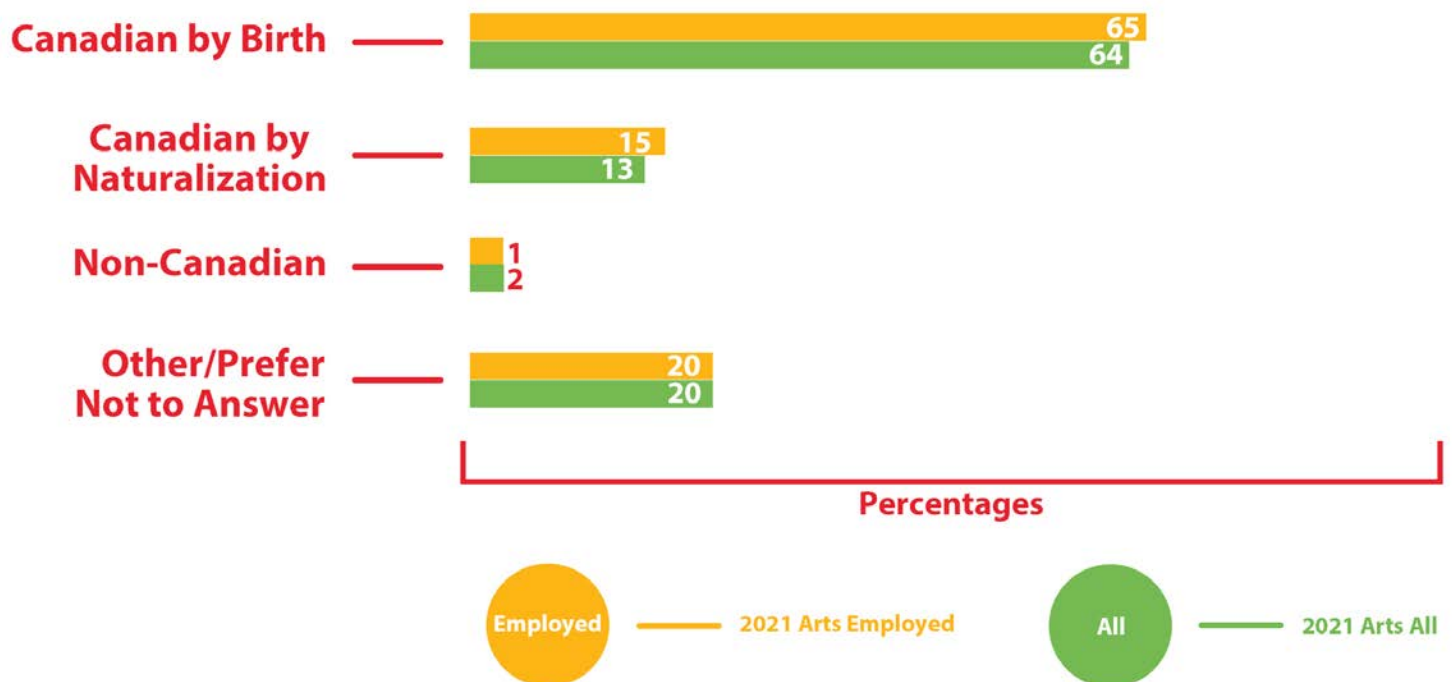
The 2017 survey included Transgender as a gender identity. A question around transgender identity is now included as a stand-alone survey question, so is not included in the 2021 gender identity chart.

1.5% of all survey respondents identified as transgender in 2021. 2.1% of those employed in the arts identified as transgender in 2021.

Citizenship

A change in survey methodology means it is not possible to compare to previous citizenship survey responses. Though the new methodology is useful, questions around citizenship continue to have one of the highest rates of survey respondents preferring not to answer. Citizenship continues to be a politically charged issue, and though survey methodology has improved, this continues to be a question one in five respondents (20%) choose not to answer.

Citizenship in Calgary's Arts Sector



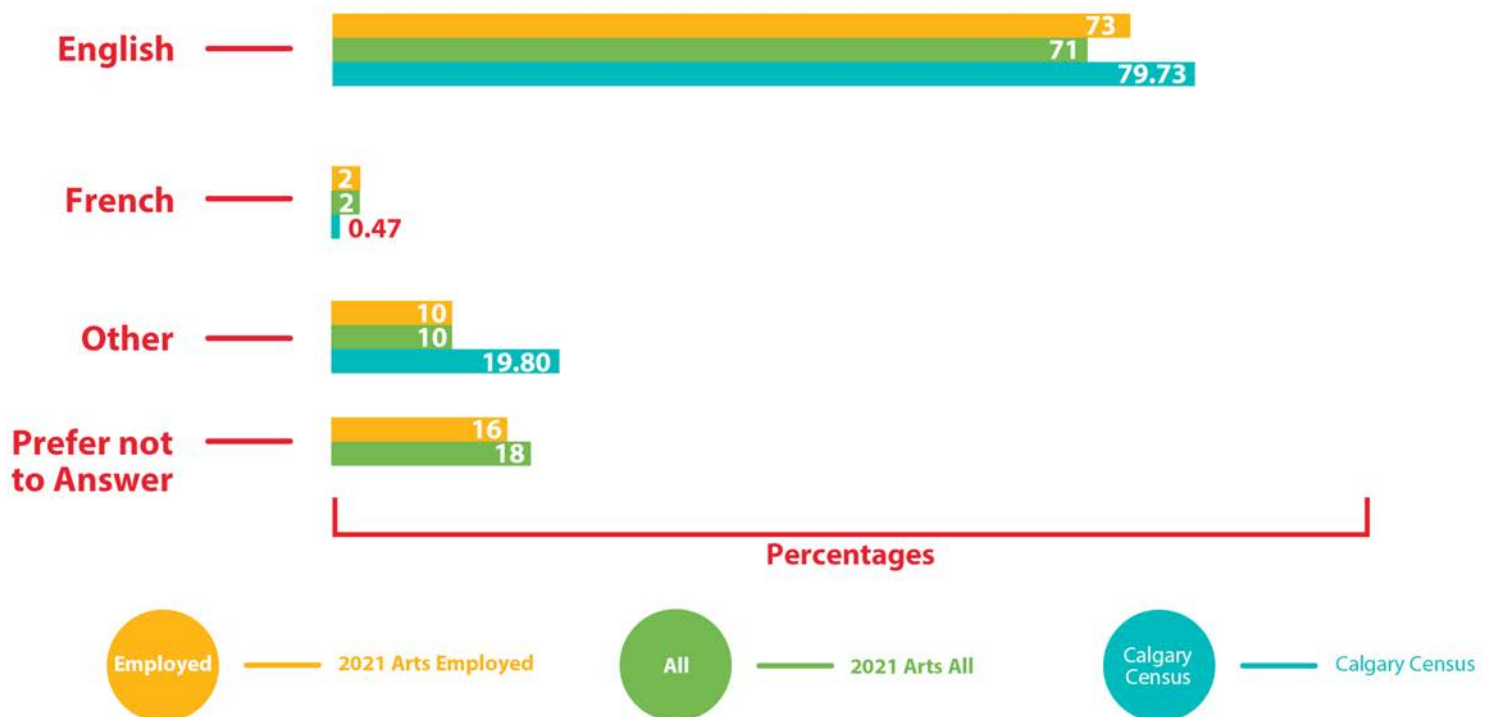
Languages Spoken

The focus of the 2021 languages spoken question centered on primary language, which is a closer match to the federal census question of language spoken most often at home. Similar to the 2017 study the arts community has a slightly higher percentage of individuals speaking French than the general population.

The percentage of people speaking languages other than English or French is much lower in the arts than in the general population. The census does not provide the “prefer not to answer” option. If looking just at those who choose to respond to the question, there would still only be 12% primarily speaking languages other than English or French compared to 20% of the general population in Calgary that primarily speak a language other than English or French.

In the 2017 version of this question the focus was on all languages spoken. In that study nearly all respondents spoke English, with 13% of the respondents speaking French, and 17% speaking other languages. As a result of the change of question methodology, comparative data to the 2017 report regarding primary language spoken is not available.

Primary Languages Spoken by Individuals in Calgary's Arts Sector

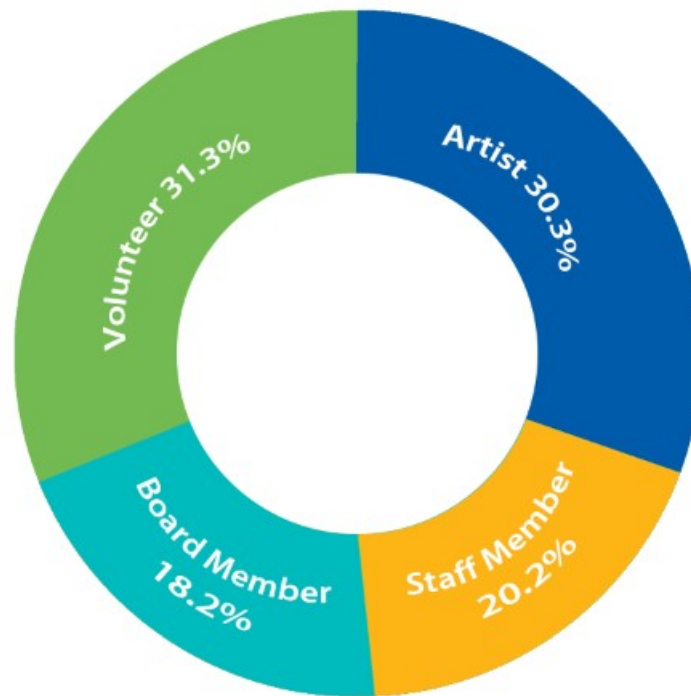


Forms of Engagement in Calgary's Arts Sector

Individuals participating in the arts can engage in the sector in many ways, often taking on multiple organizational identities simultaneously. This may include volunteer roles with not-for-profit arts organizations, artistic roles, administrative roles, etc.

Significant changes in methodology and more detailed answer options mean comparisons to the 2017 survey are not possible for these questions.

Forms of Engagement



Volunteers, either as board members (18.2%) and other volunteer positions (31.3%), combine to make up almost half of all survey participants. In the last fiscal year these volunteers contributed 295,015 hours toward the success of the organizations they participate in. These volunteers often support multiple organizations simultaneously.

Artists are the next largest segment of the sector, representing 30% of survey respondents. Staff members, at 20%, make up the smallest portion of the sector.

Among those who indicate they are compensated for their organizational roles, artists make up 61% of paid individuals and staff members make up the remaining 39% of paid individuals.

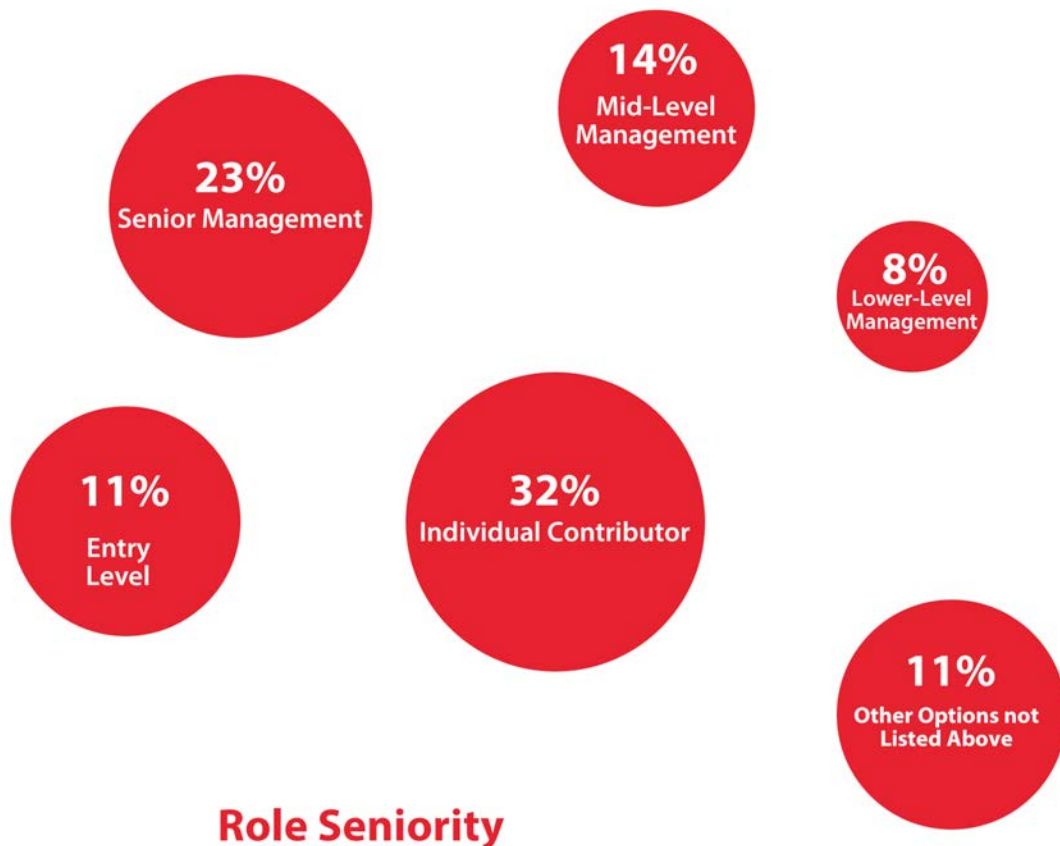
Forms of Engagement in Calgary's Arts Sector

Role seniority

Roles also vary in terms of the level of seniority within a given arts organization, with leadership/management and board member roles representing the highest degree of organizational authority.

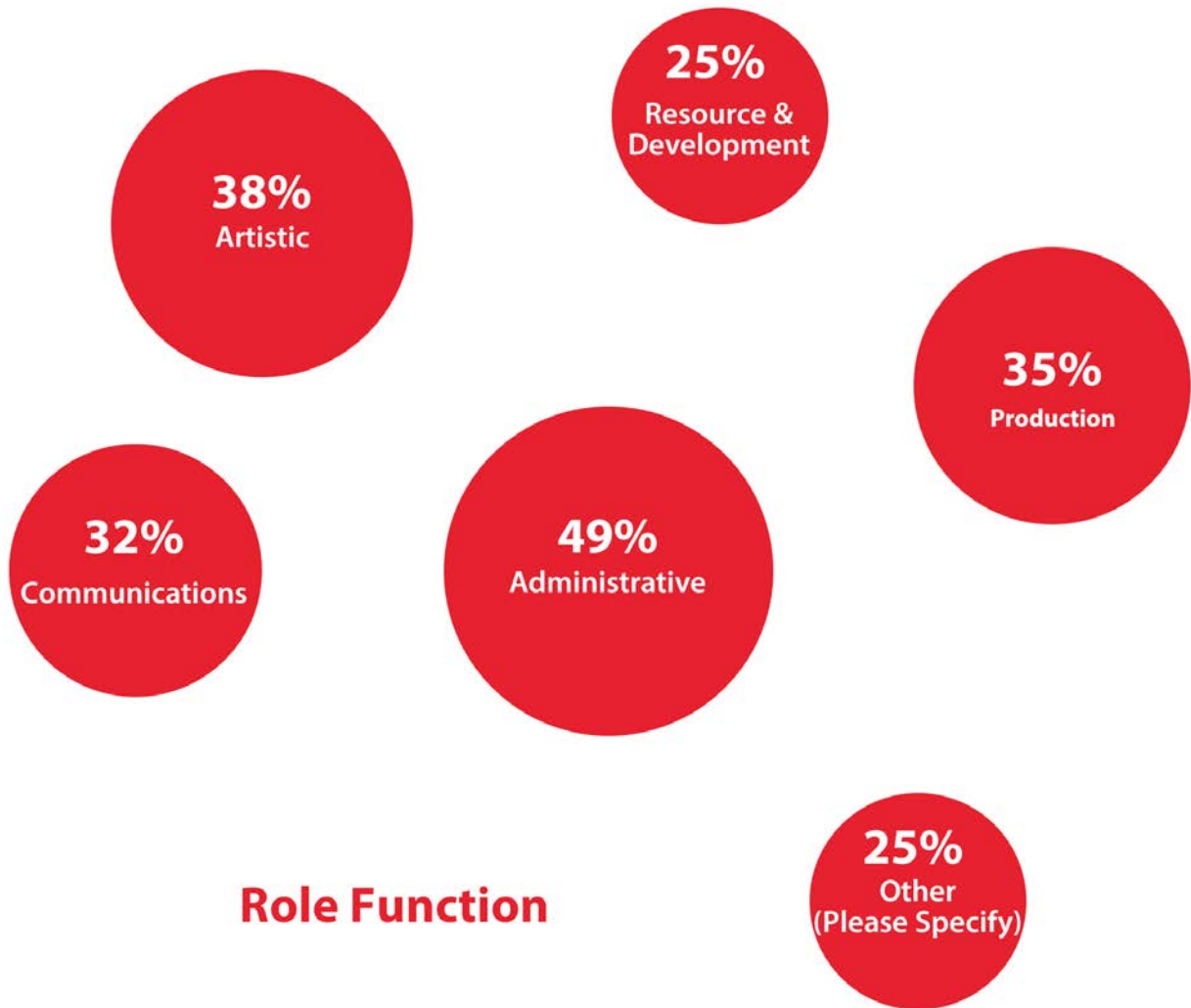
Senior leadership make up 23% of arts organization staff. Organizations report an average staff size of 4.3 FTE, so 23% senior leadership positions would represent an average of one senior leader per organization.

Senior management is typically over 35 years old and has more than 15 years of experience in the sector. Those who identify as male, white and without impairments have higher rates of senior leadership positions as compared to leadership rates among those who do not share those identities.



Role Function

With average staff sizes of 4.3 FTE positions, employed individuals often hold multiple areas of responsibility or function within an organization. While almost half of individuals describe their work as administrative (49%), communications (32%) and resource development (25%) were also common functions of employees. More directly related to the creation of art, 38% describe having an artistic role and 35% work in artistic production.



Income and the Arts

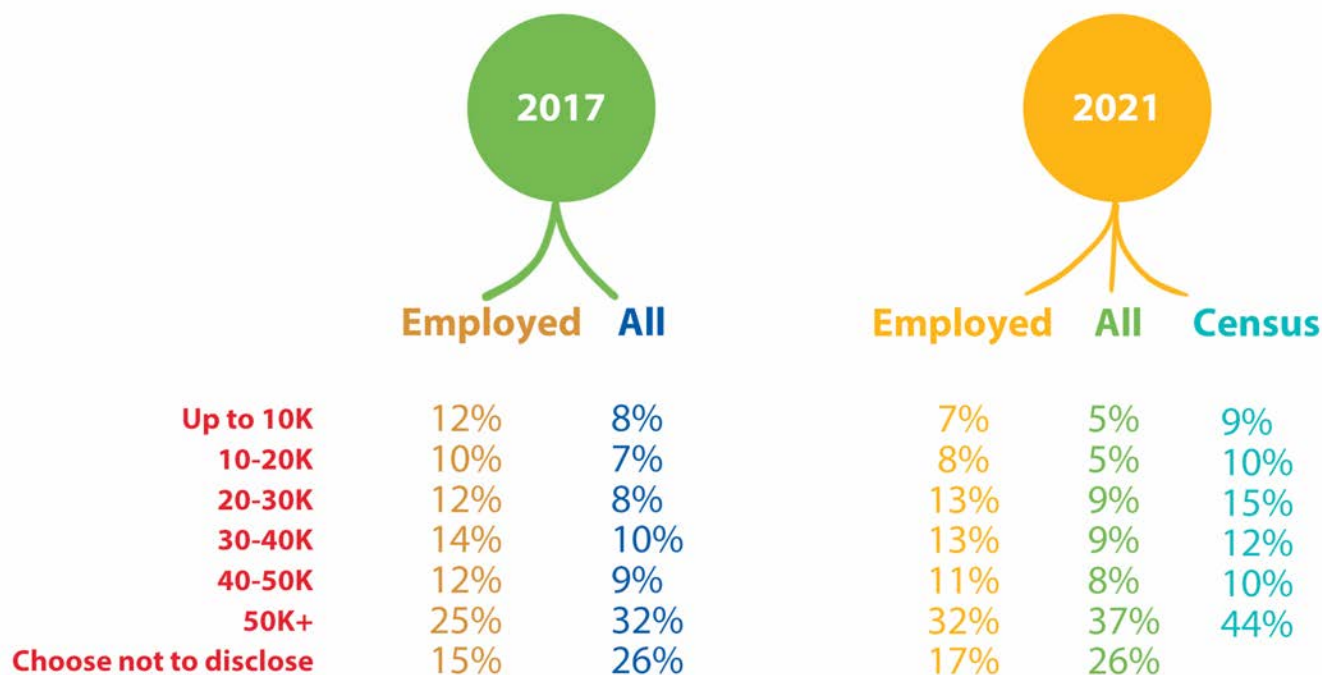
Gross annual income for those working in the arts continues to be lower than those working in other fields according to the 2021 census. Within the arts sector 32% of those employed by arts organizations earn at least 50K per year, while 44% of the general public earn over that amount.

There was a slight decrease in the number of individuals, including volunteers, earning over \$50K in 2021 (37% in 2021 compared to 32% in 2017). The number of individuals earning at least \$50K who earned an income from an arts organization increased from 25% to 32% in 2021. Those who are volunteering are earning more in general than those working for arts organizations.

Future surveys should clarify whether this was because of an actual change in income trends or whether it was because this survey, fielded during the pandemic, excluded low income earners who may have been more likely to have lost their jobs.

This survey question continues to have the highest rates of individuals choosing not to disclose, making it the least accurate of survey questions fielded.

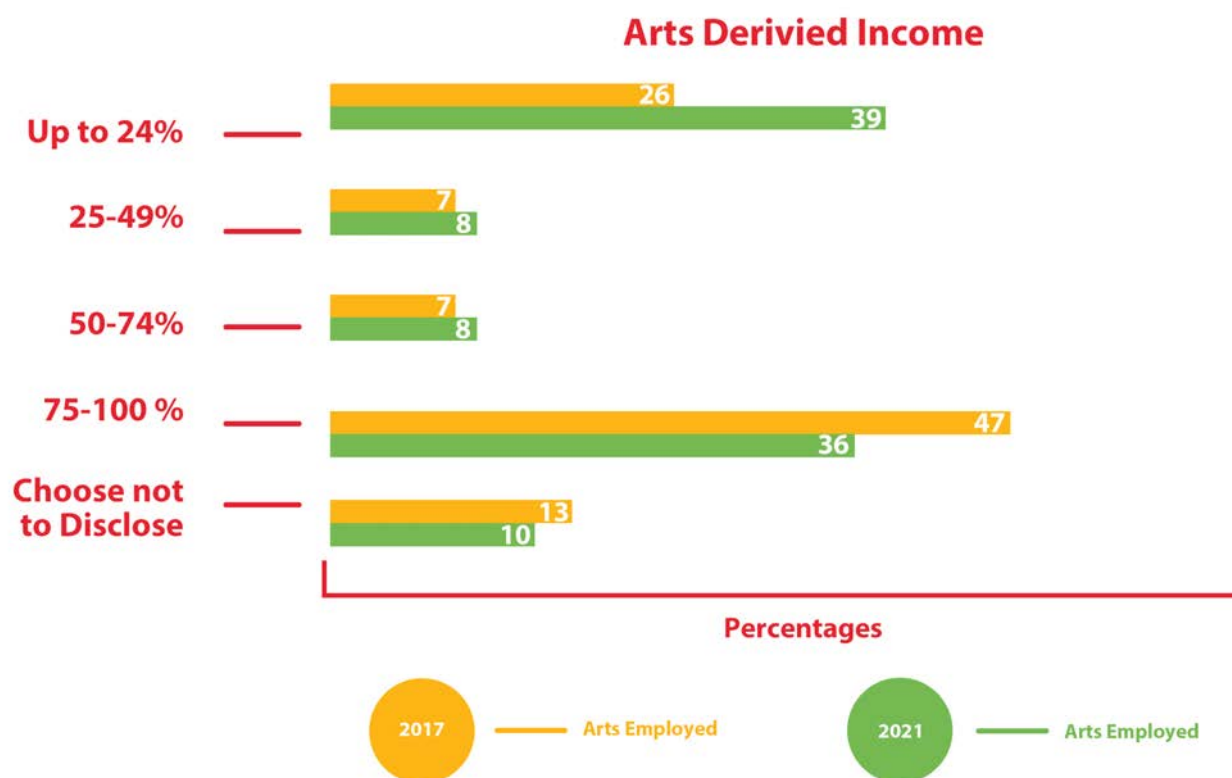




Income from Arts Work

Among those working for arts organizations, fewer individuals in 2021 are earning the majority of their income from the arts sector compared to 2017. While 54% of those working for arts organizations earned the majority of their income from the arts sector in 2017, that number has fallen to 44% in 2021.

The greatest drop came from those earning over 75% of their income from arts employment, with only 36% of individuals earning 75% or more of their income from the arts compared to 47% of individuals in 2017.



Demographic Patterns in the Arts Sector

Demographic reporting continues to provide a critical snapshot of how our sector's demographics reflect the changing demographics of Calgary.

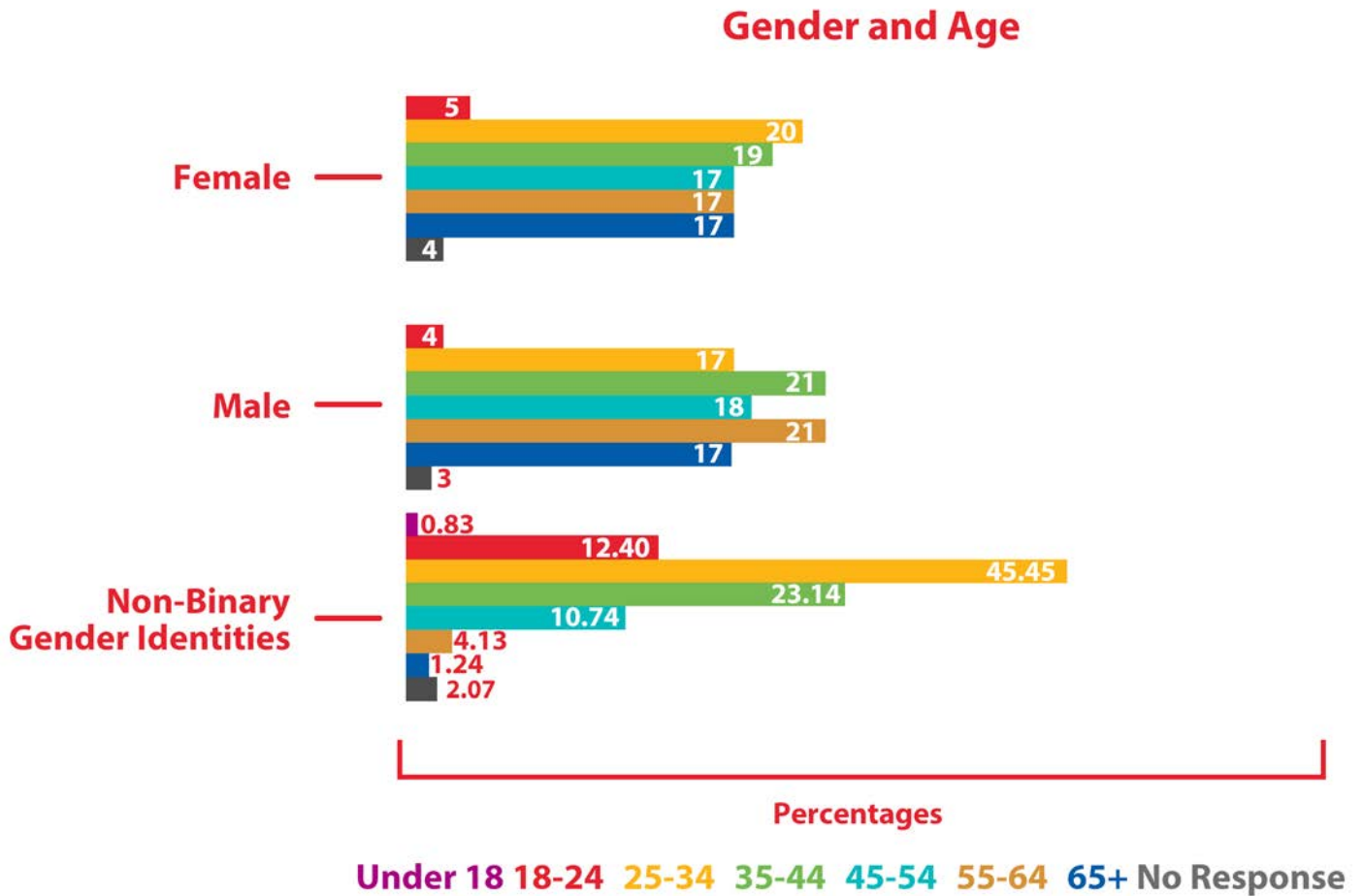
Aside from understanding the basic demographic makeup, this reporting also allows for critical reflection on how demographic factors influence the ways in which individuals are able to engage with Calgary's arts sector. Demographic factors appear to influence the ability of individuals to fully participate at all levels within the sector.

The following sections provide an overview of the ways in which gender, race, sexual orientation and age affect the ways in which individuals participate in the arts in Calgary.

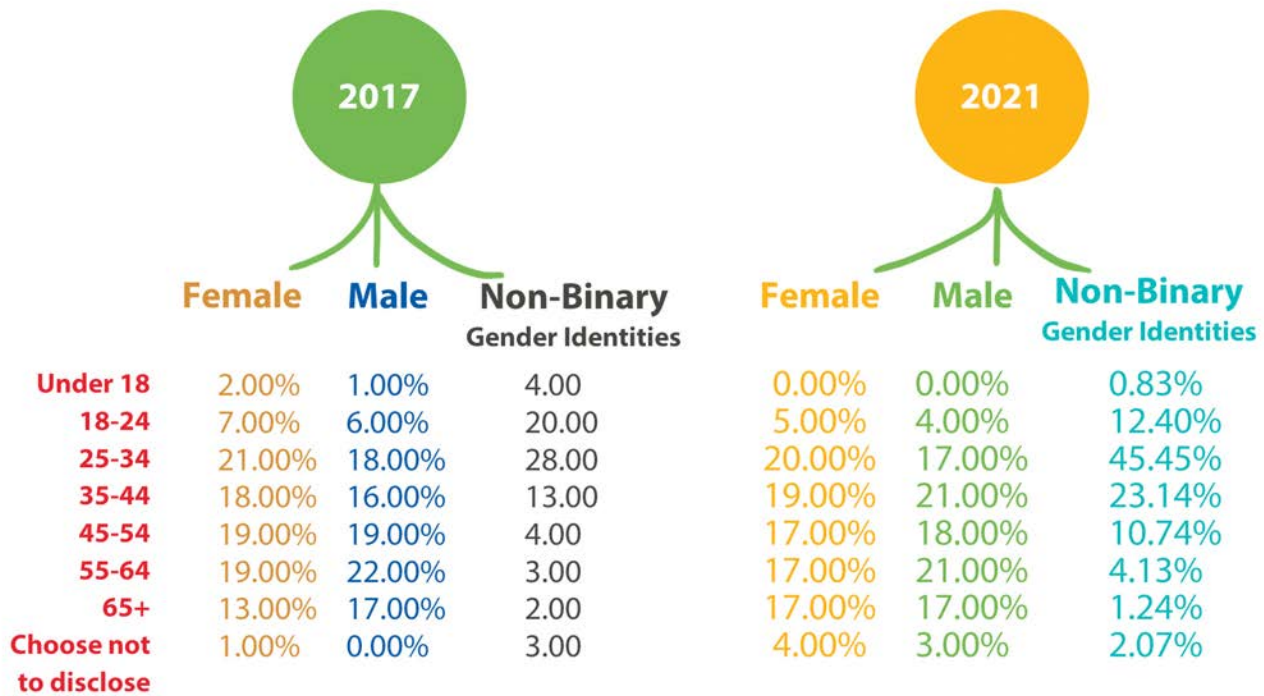
Gender

Gender and Age

There continue to be differences in participation patterns according to age and gender. Those identifying as male tend to skew slightly older in age. Those identifying as non-binary skew significantly younger than those that identify as either female or male.



Gender and Age

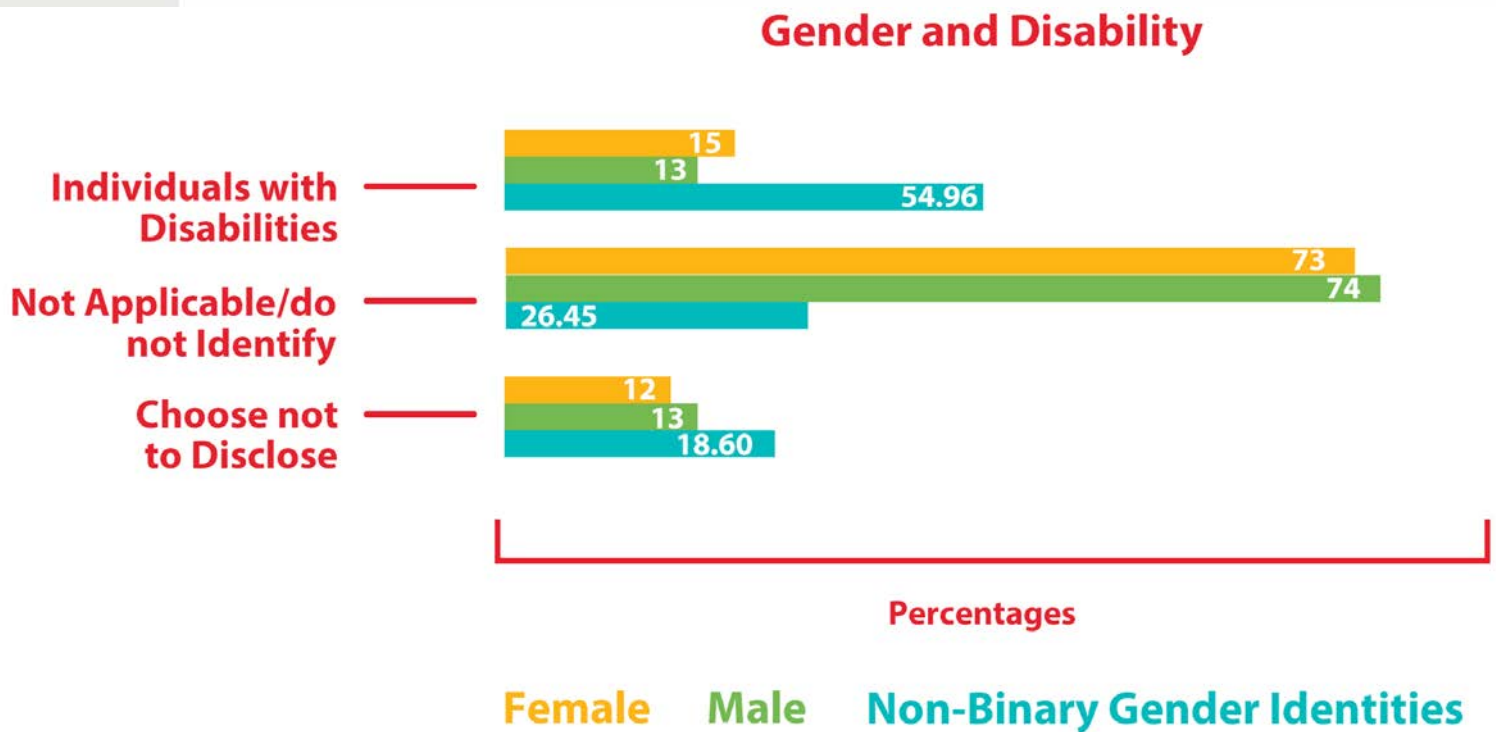


Gender and Disability

There continues to be clear intersectionality between gender and disability, as those who identify as non-binary are 3.7 times more likely to identify as having a disability as those who identify as either female or male.

Full comparisons are not possible as there was a significant change in survey methodology between 2017 and 2021. In 2017 81% of females and 83% of males identified as not having a disability of any kind, while in 2021 only 73% of females and 74% of males identified as not having a disability. The largest increase in 2021 came in the category of those who choose not to disclose. This is likely attributable to a change in survey techniques between 2017 and 2021.

Future research will include more specific options to allow for more accurate self identification.





Female Male Non-Binary Gender Identities

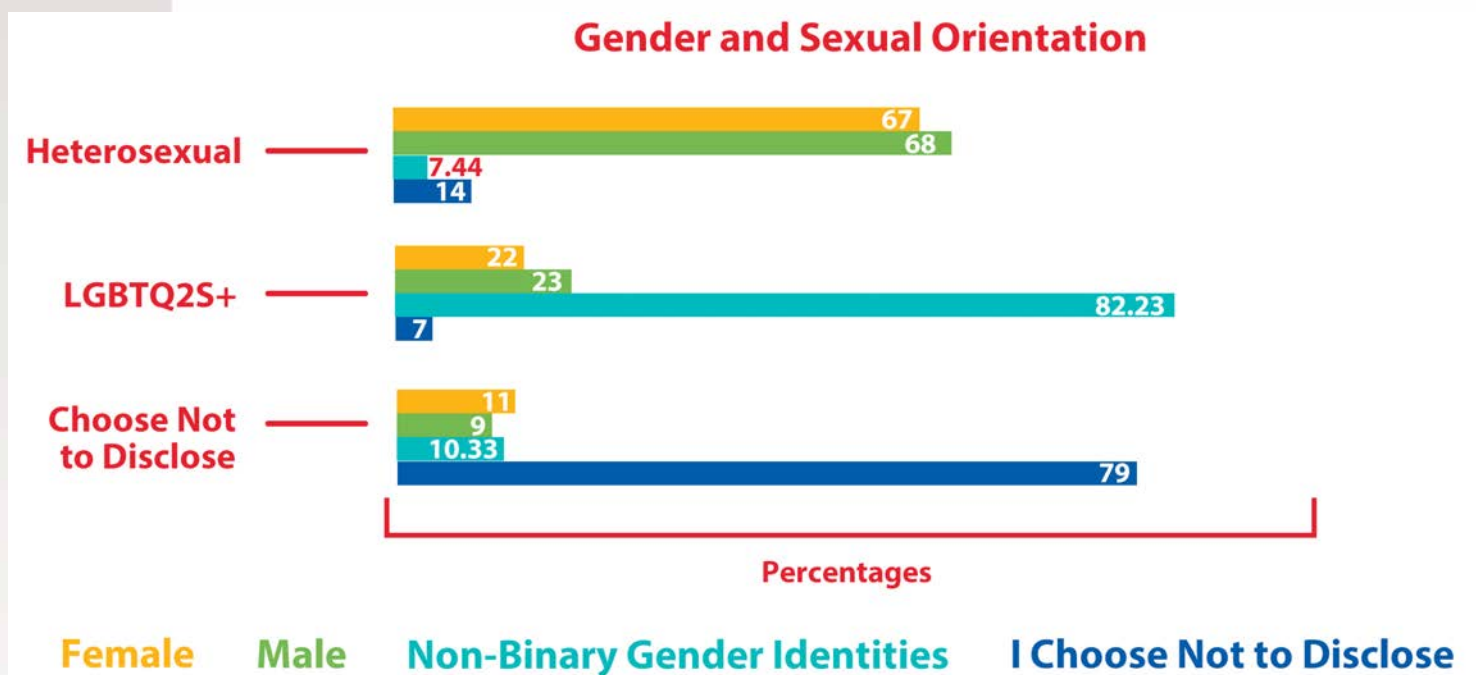
Female Male Non-Binary Gender Identities

Disability	3.00%	4.00%	34.67%	15%	13%	54.96%
Deaf/Hard of Hearing	3.00%	3.00%	26.67%			
Person with Mental Illness	8.00%	5.00%	4.00%			
Write in Response	3.00%	2.00%	32.00%			
Choose not to Disclose	4.00%	4.00%	2.67%	12%	13%	18.60%
Not Applicable/Do not Identify	81%	83%		73%	74%	26.45%

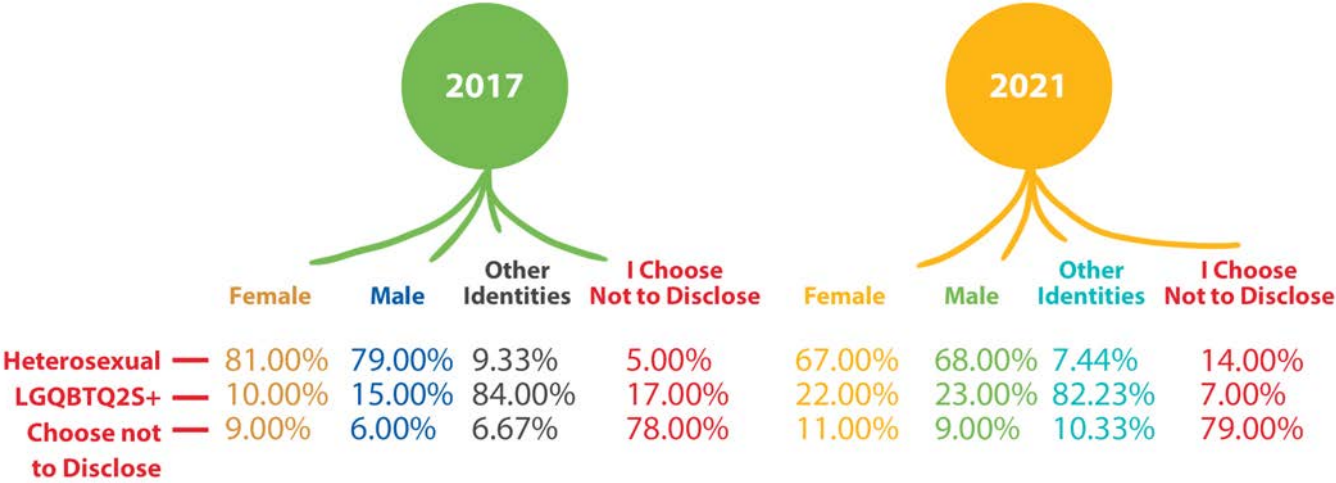
Gender and sexual orientation

Those who identify as female or male are most likely to identify as heterosexual, though the frequency at which female and male respondents identify as heterosexual dropped significantly in 2021 compared to 2017.

Those who identify as non-binary rather than female or male continue to be more likely to identify as 2SLGBTIQ+, at rates almost exactly the same as in 2017.

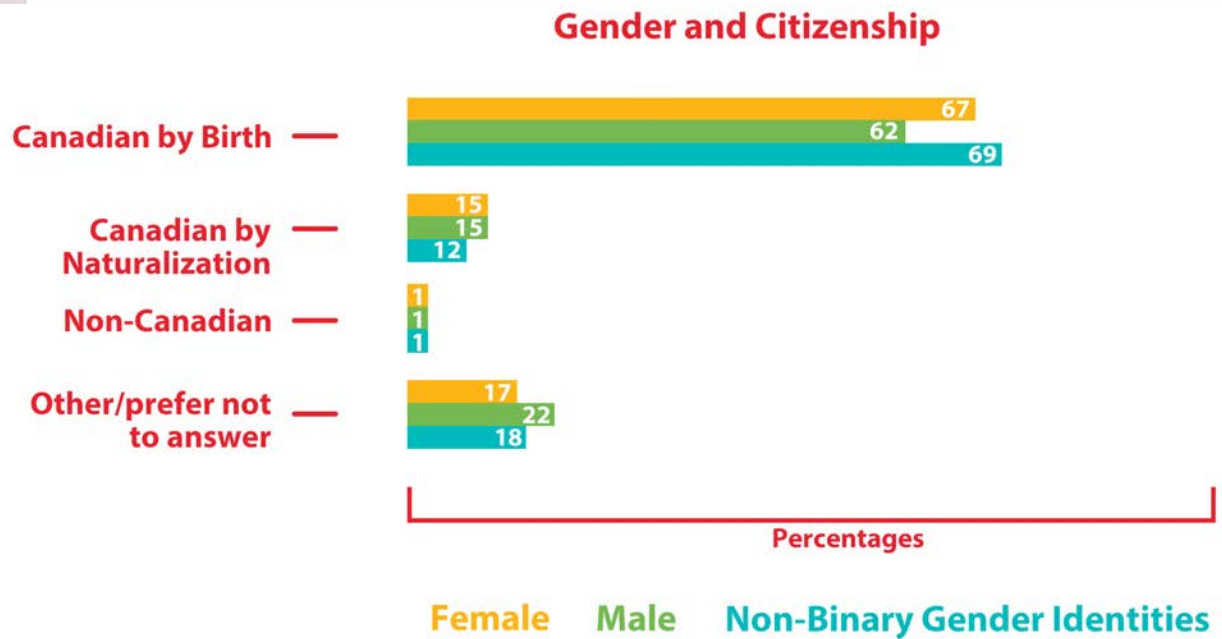


Gender and sexual orientation



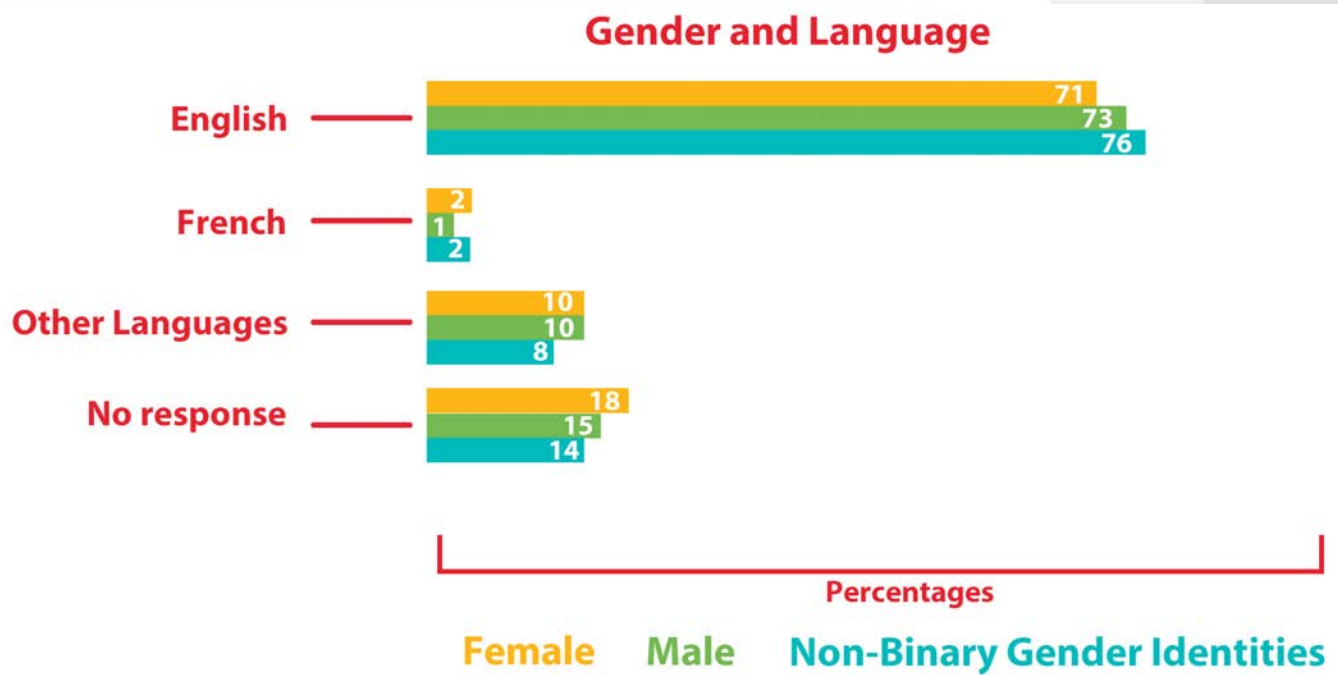
Gender and citizenship

There are only slight differences in the relationship between gender and citizenship. Change in methodology makes it not possible to compare to 2017 survey data, though in general no significant differences existed in the relationship between gender and citizenship in 2017.



Gender and language

Only slight differences exist in the relationship between gender and primary language spoken.



Gender and sector role

Differences between gender identities exist when comparing types of roles individuals take on. New survey methodology has allowed for greater granularity when understanding the roles individuals take on within organizations. As the question format has changed significantly, direct comparisons cannot be made to 2017 data in terms of staff roles within an organization.

Two questions identify the types of roles individuals have within the sector. The first questions asked individuals to identify whether the role they played was as a staff member, artist, volunteer or board member. For those that indicated they hold staff positions in organizations, an additional question explores the type of role and level of seniority they have within an organization.

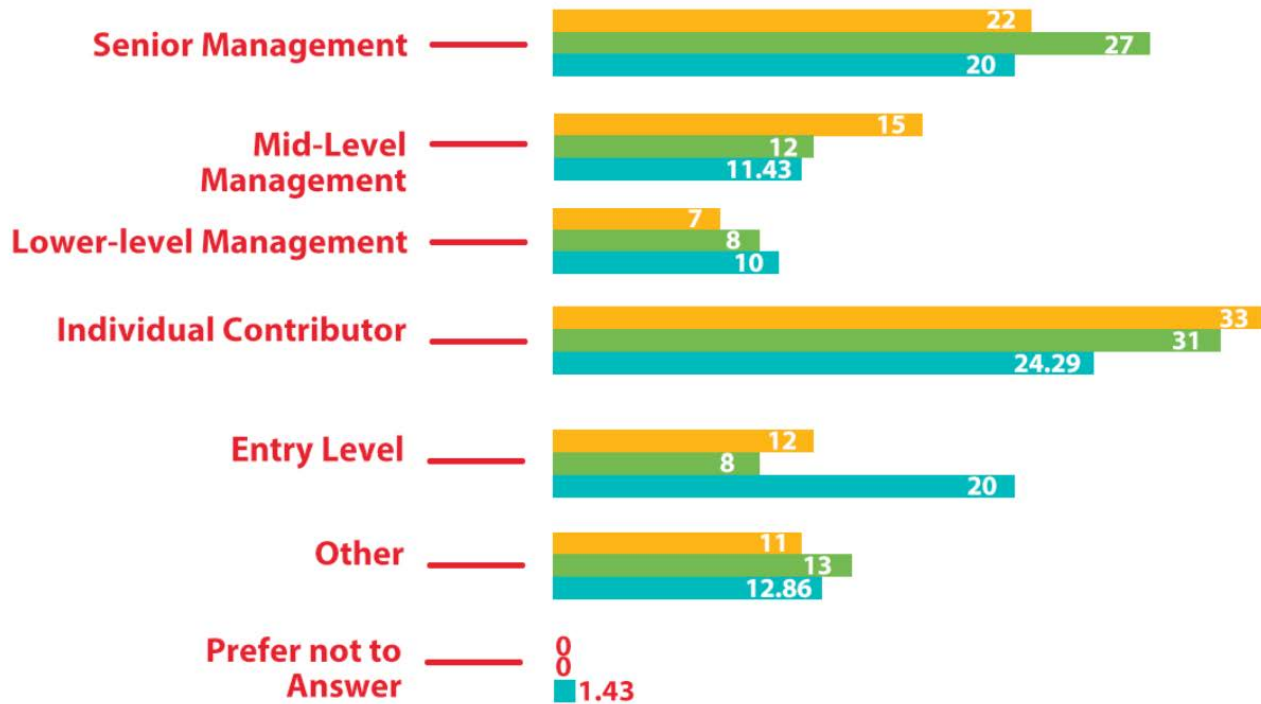
In 2021 those who identify as male were more likely to be board members or senior management within organizations than those with other gender identities, and less likely to have entry level roles. Those who identify as female were more likely to be volunteers, and those who identify as non-binary are more likely to have artistic roles and entry level roles.

It is not surprising that there are drastically fewer total volunteers across all genders as most organizations reported that they eliminated nearly all volunteer roles during the pandemic.



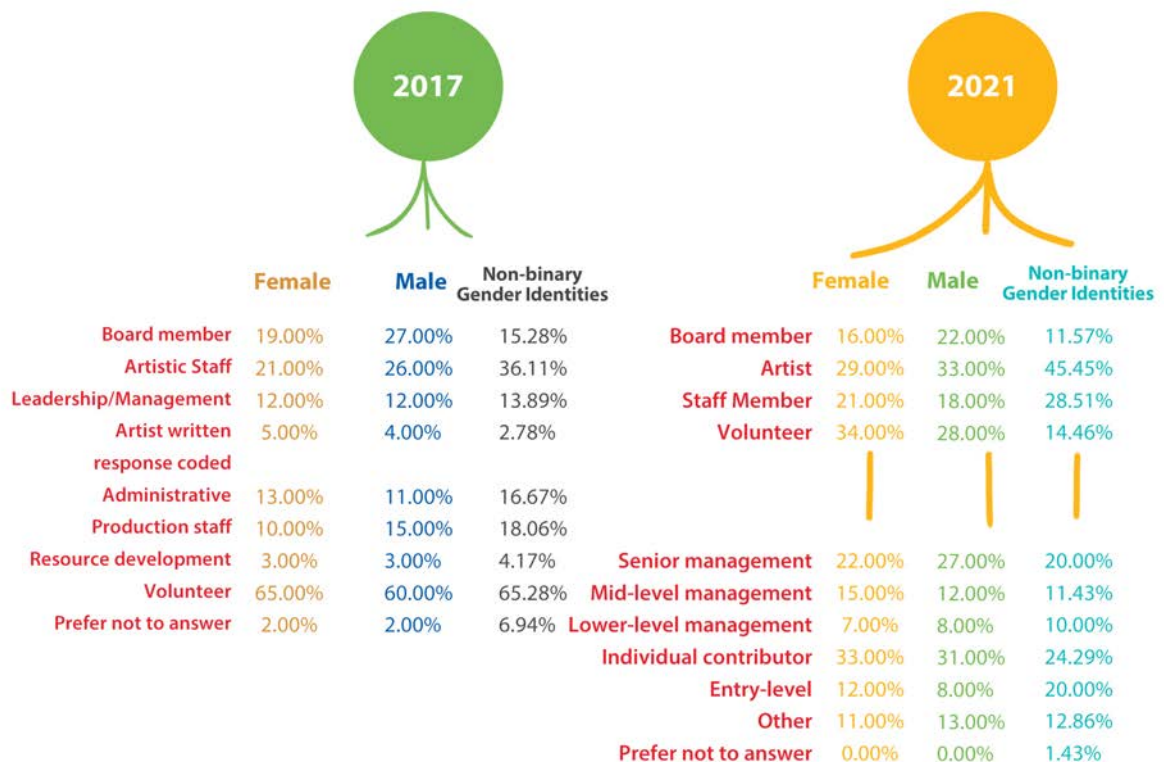
Gender and Staff role

Gender and Staff Role



Percentages

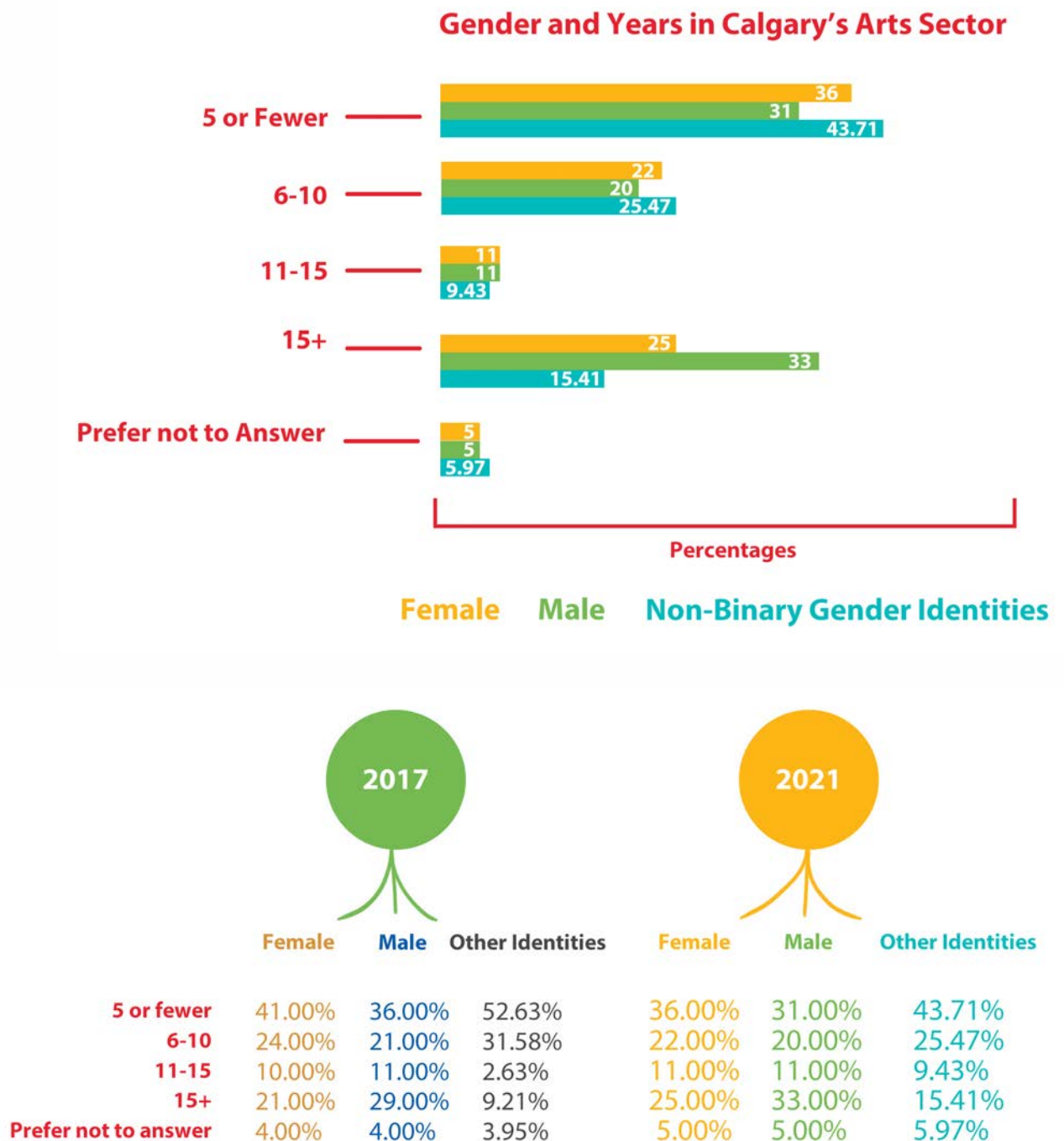
Female Male Non-Binary Gender Identities



Gender and years in Calgary's arts sector

Years of involvement in Calgary's arts sector continues to be differentiated by gender. An increasing share of male respondents (33% in 2021) have been in the sector at least 15 years compared to 25% of women and 15% of those who identify as non-binary.

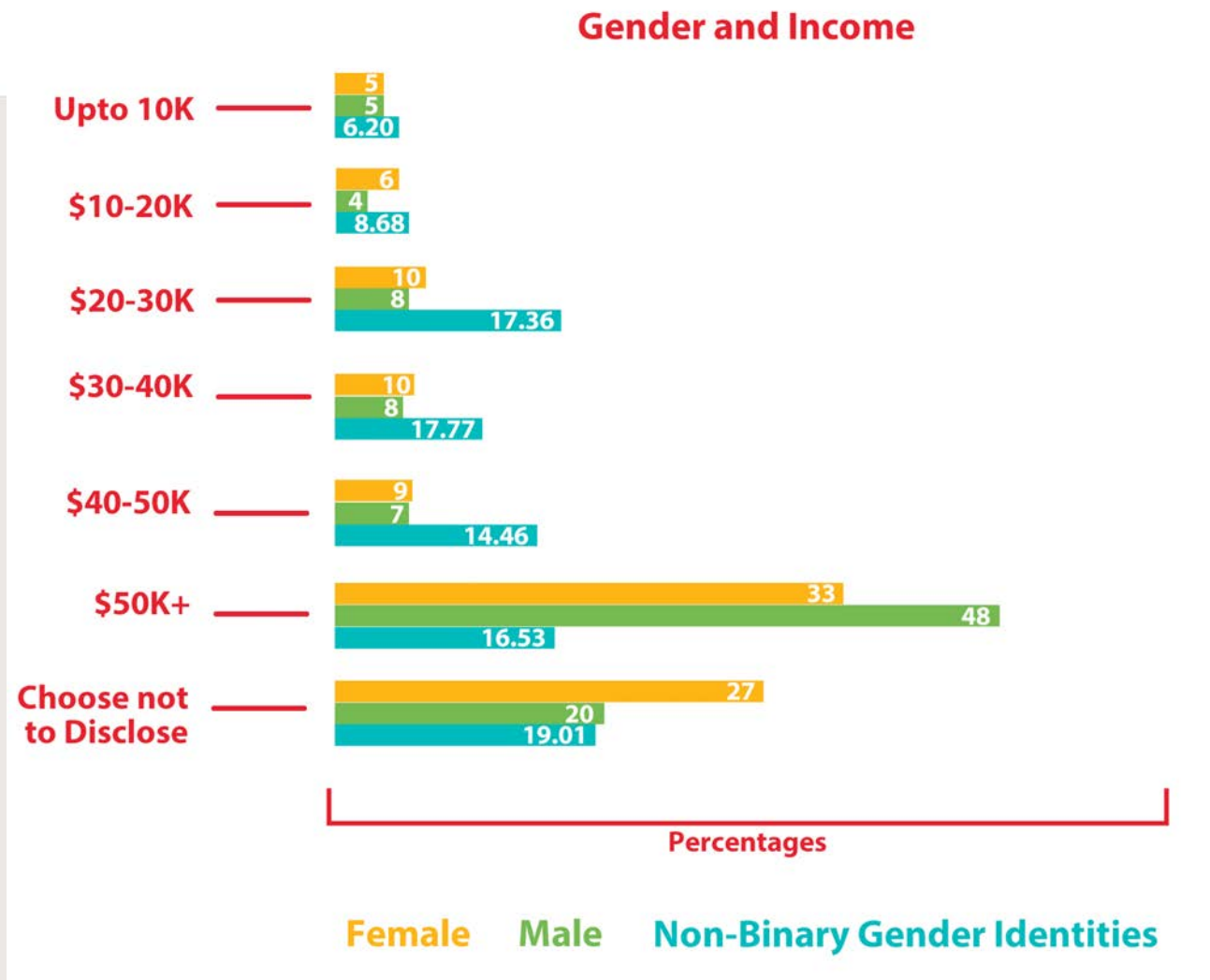
Across all gender identities the years in Calgary's arts sector has increased. This may in part be due to the timing of the survey during the pandemic. Those who have been in the field the longest are the most likely to have increased job security and were not displaced during the pandemic, skewing those continuing to participate slightly older. The next demographic survey should give clues as to whether the aging of the field was a temporary result of the pandemic.



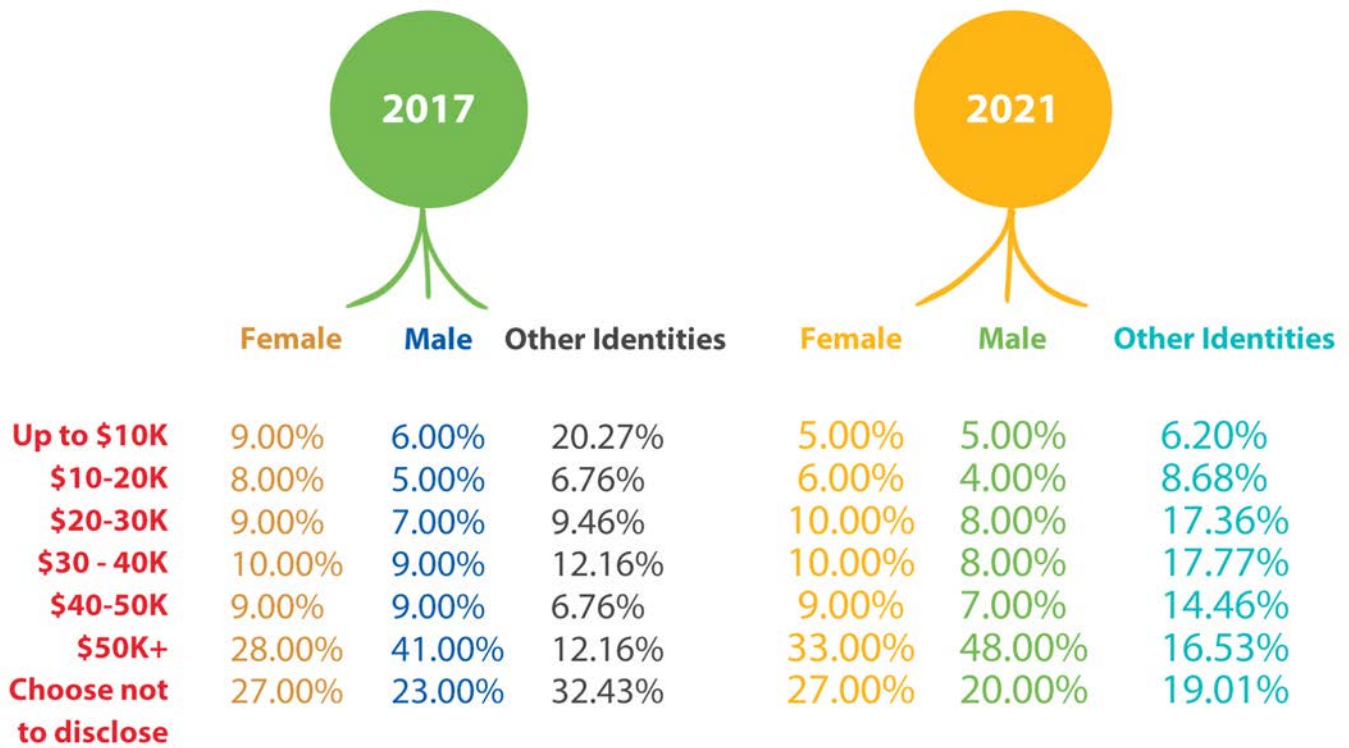
Gender and income

Gender identity is also a factor when identifying the ability to generate a living wage in Calgary. 48% of males identify as earning over \$50K per year, while only 33% of females and 17% of non-binary respondents are earning over \$50K per year.

Though a higher percentage of respondents regardless of gender report generating slightly higher income than in 2017, this is possibly the result of lower wage earners being disproportionately displaced from their jobs during the pandemic. Future surveys should show if this was an anomaly during the pandemic or if this was a permanent, though minimal, increase in overall sector compensation.



Gender and income

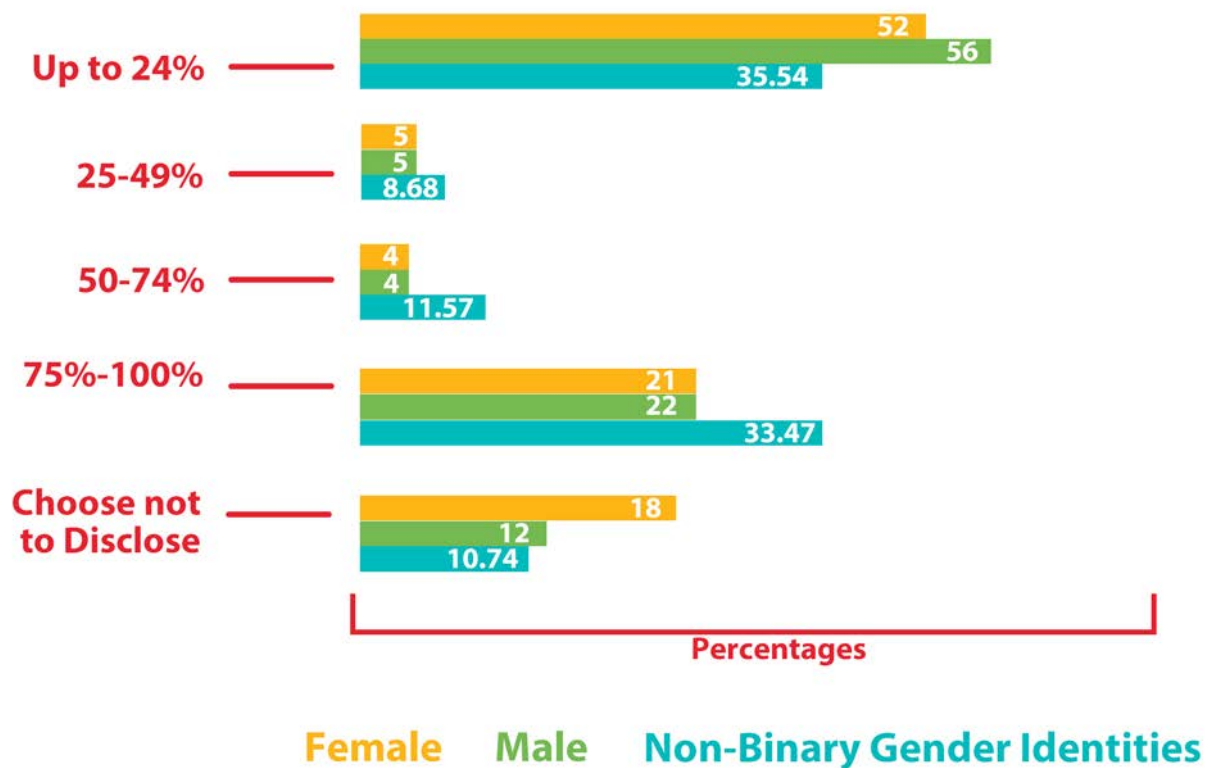


Gender and percentage of income earned from arts related work

The ability to earn the majority of your income from the arts is relatively even between female and male respondents, with a higher number of non-binary respondents indicating they earn at least 75% of their total income from arts work though they are a minority of total survey respondents.

Only 21% of all respondents report earning 75% – 100% of their income from arts-related work. 59% of respondents earn less than 50% of their income from arts-related work.

Gender and Percentage of Income Earned From Arts Related Work



Gender and Percentage of Income Earned from Arts Related Work

	Female	Male	Non-binary Gender Identities
Up to 24%	52.00%	56.00%	35.54%
25 - 49%	5.00%	5.00%	8.68%
50 - 74%	4.00%	4.00%	11.57%
75-100%	21.00%	22.00%	33.47%
Choose not to disclose	18.00%	12.00%	10.74%

Racial Identity

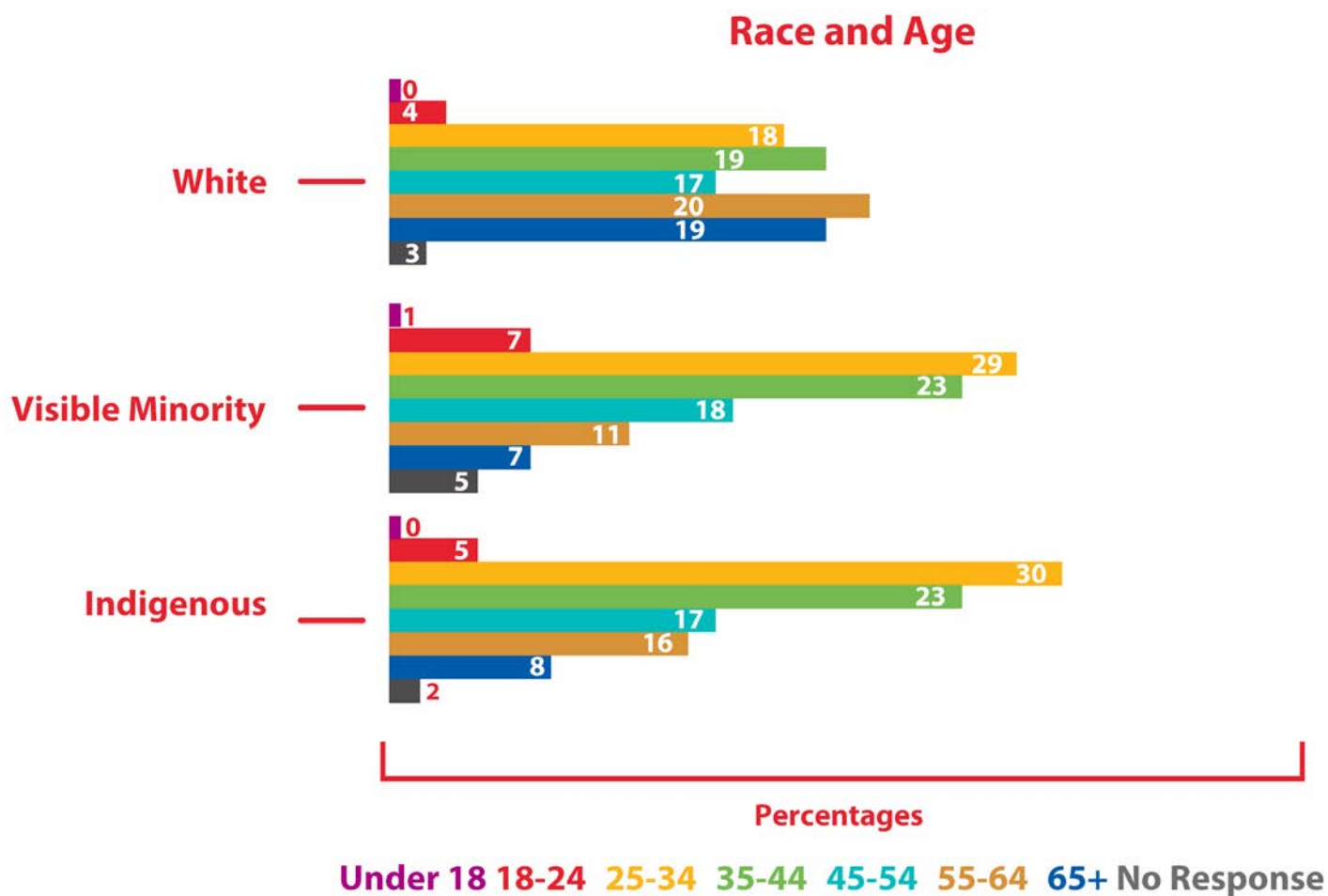
As a reminder about the methodology in how racial identity categories are created and used, SMU DatatArts, in dialogue with demographers, has created a methodology for surveying individuals regarding their ethnic origin / race / ethnicity. Summary categories are presented as White, Indigenous and Visible Minority.

To be able to compare the Canadian federal census, the following categories are included together within the umbrella of visible minority; Asian, Black, Hispanic/Latino/a/x, Middle-Eastern, Mixed-Race. While not all individuals within a category may choose to identify the same way, these categories are most closely aligned to census categories.

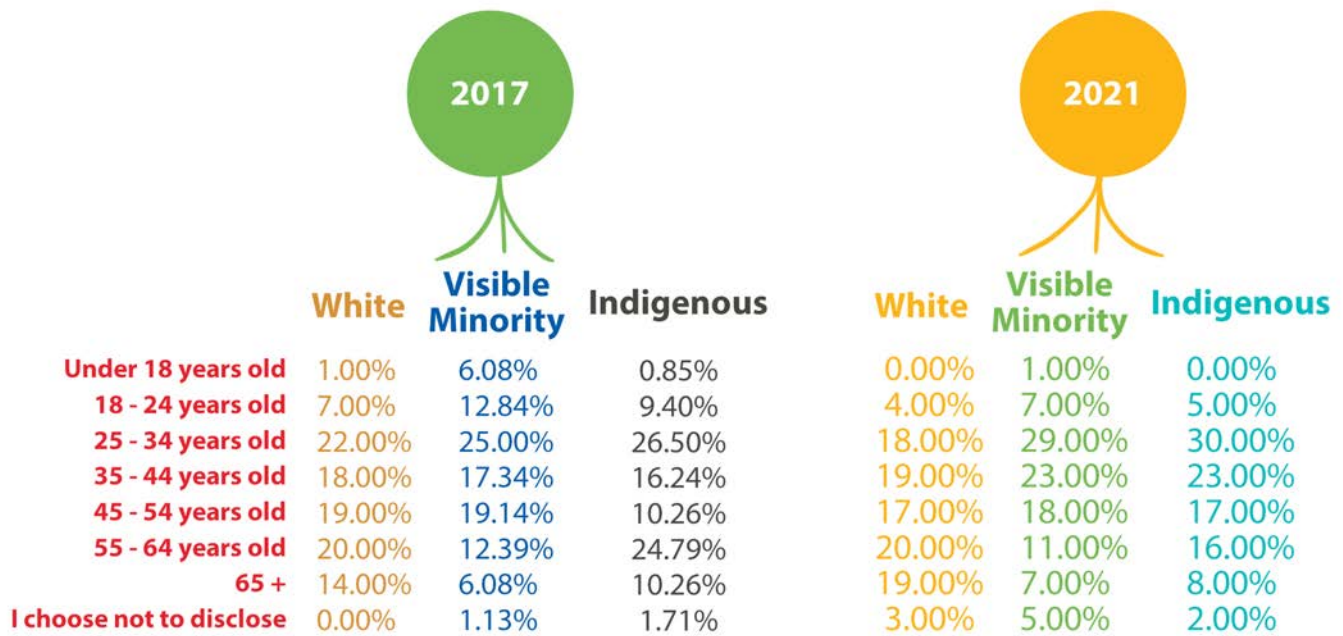
Race and Age

Across all racial identities, the sector aged, possibly due to older individuals maintaining positions during the pandemic while younger people faced less job certainty. Future surveys should reveal if the sector is aging in general or if this was a temporary anomaly.

Similar to the 2017 study, individuals who identify as white have a larger share of older respondents, with 56% of individuals over the age of 45 compared to 36% of those who identify as a visible minority and 41% of Indigenous individuals.



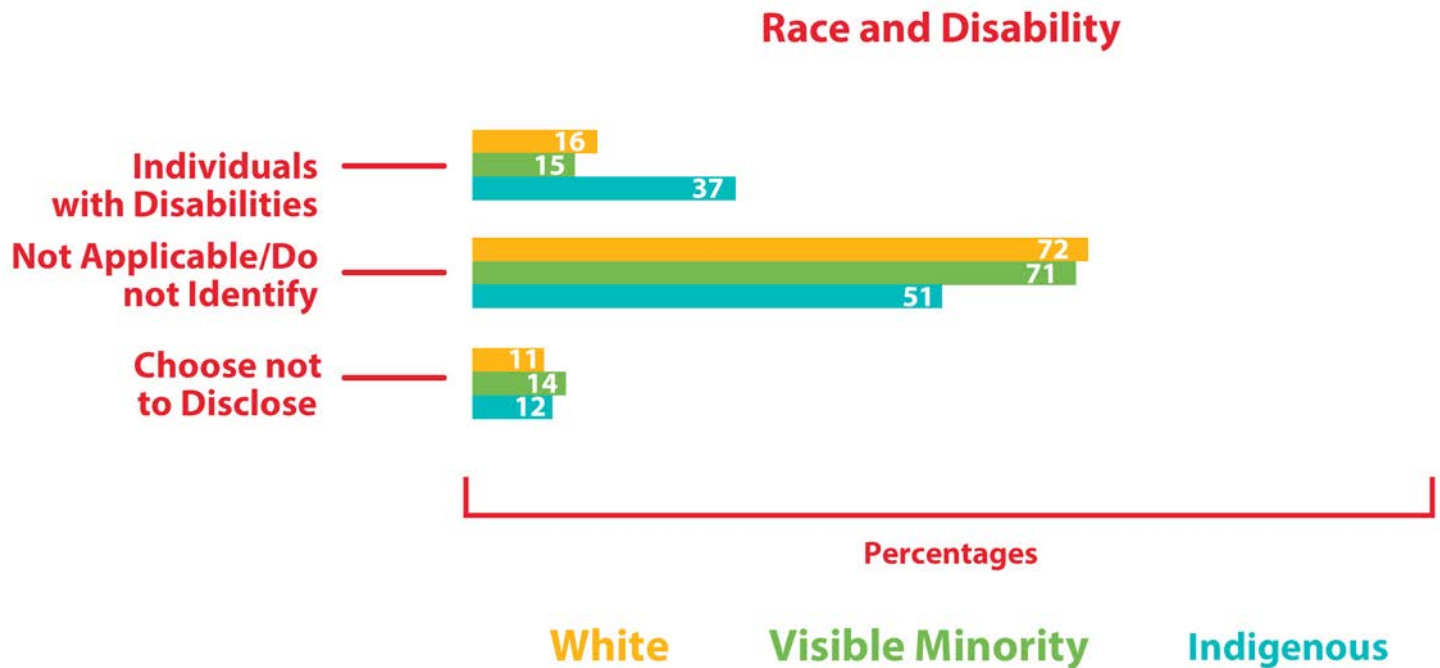
Race and Age



Race and disability

While there is little difference in those reporting a disability between individuals who identify as white (16% and those who identify as visible minority (15%, those who identify as Indigenous are over twice as likely (36%) to report being an individual with a disability.

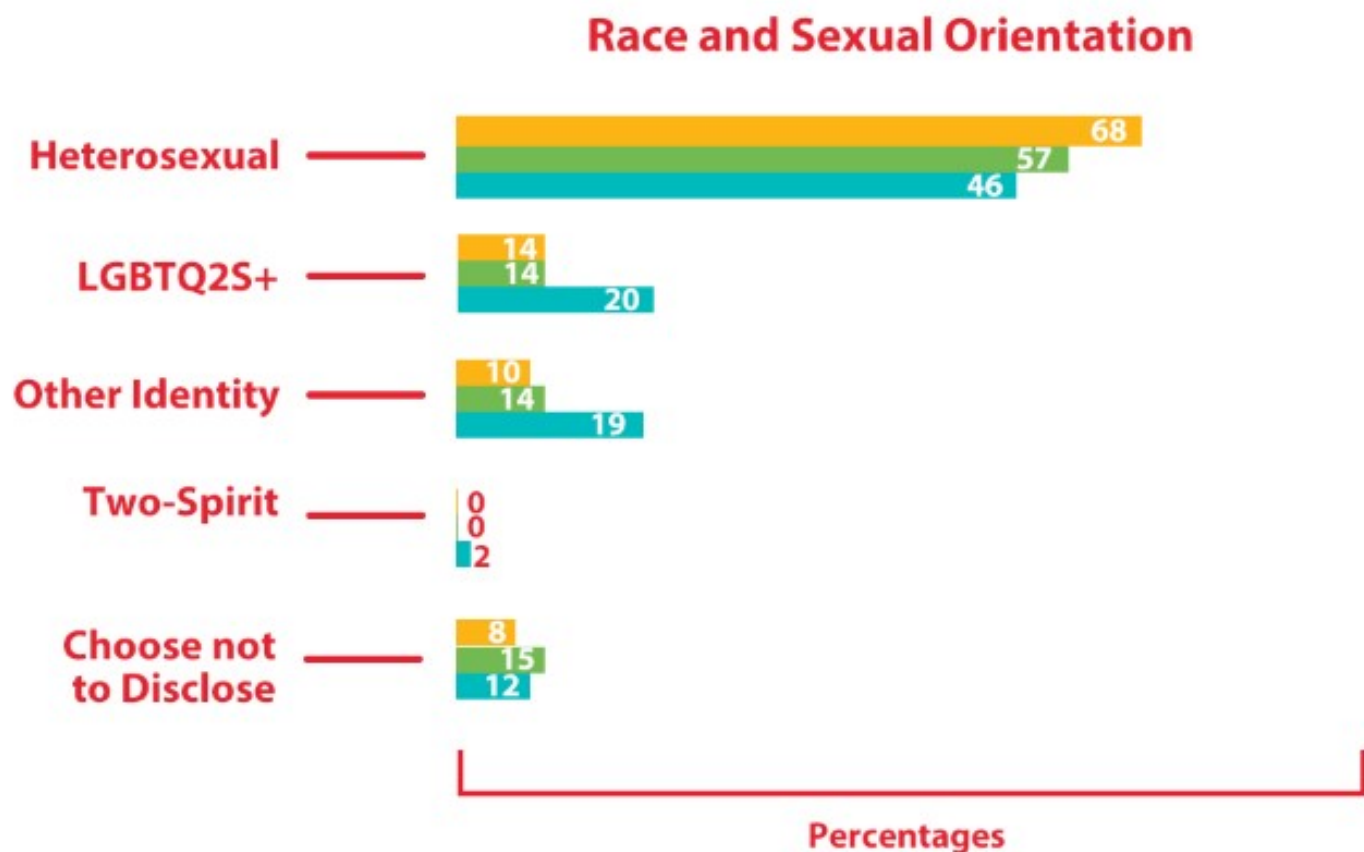
Future research will include more specific disability options to allow for more accurate self identification.



Race and sexual orientation

Changes in methodology in the 2021 survey have added additional options for sexual orientation, including the category of other identity for those individuals who have selected more than one sexual orientation. The 2021 survey also introduced the option of Two-Spirit, which was regrettably lacking in the 2017 survey. As a result of these changes, direct comparisons to 2017 cannot be made.

Individuals identifying as white were more likely to identify as heterosexual than those who identify as visible minority or Indigenous. Indigenous respondents were more likely to identify as 2SLGBTIQ+ or Other Identities than either White or Visible Minority respondents.

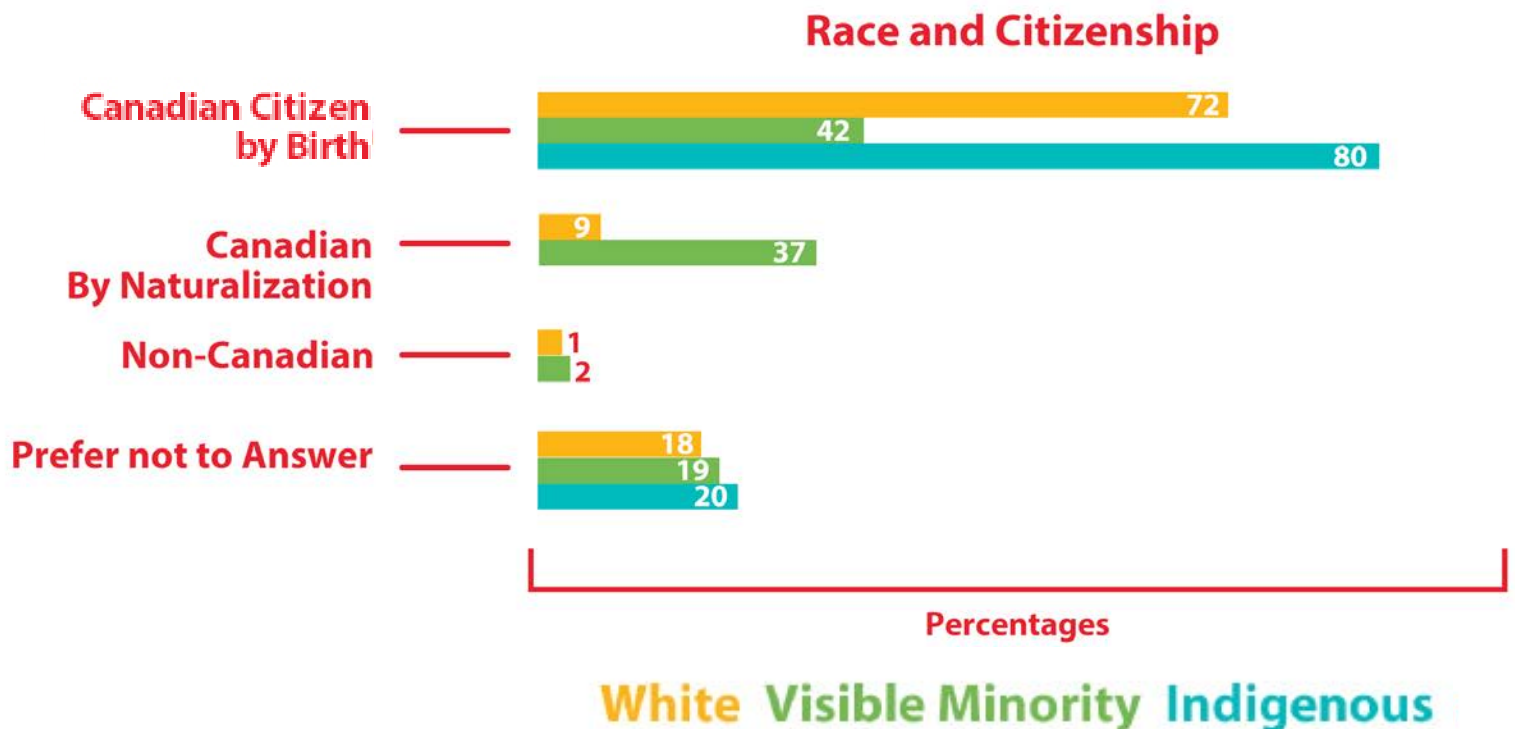


Race and Citizenship

Those who identify as a visible minority were less likely to identify as Canadian by birth (42%) than those who identify as white (72%) or those who identify as Indigenous (80%).

Across all racial identities nearly one in five survey respondents preferred not to answer the question. Challenges remain in surveying individuals about citizenship. Survey vocabulary has not been standardized to the same degree other demographic questions have. As well, the ongoing politicization of citizenship in North America leaves some feeling uncomfortable reporting this part of their identity in part because of continued fear of reprisal for holding a non-Citizen identity.

As a result of changing survey methodology, comparisons to previous surveys is not possible. The only comparable data point would be nearly identical levels of visible minorities reporting being Canadian by birth (39% in 2017, 42% in 2021).

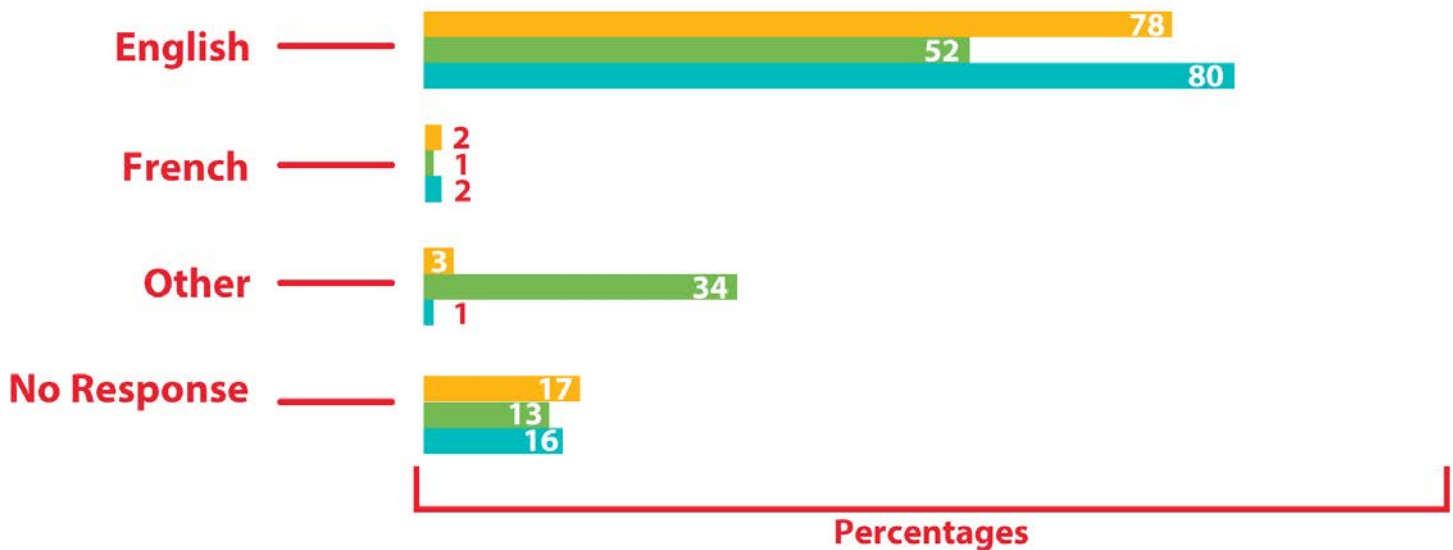


Race and language

The previous version of the demographic survey did not ask primary language, but instead asked all languages spoken. The 2021 demographic census focussed on primary language spoken, thus comparisons cannot be made to the 2017 survey.

Across all racial identities, English was the most common primary language, though only a slim majority (52%) of those who identify as a visible minority identified English as their primary language. Over one-third (34%) of those who identified as visible minority selected a language other than English or French as their primary language.

Race and Language



White Visible Minority Indigenous

Race and Sector Role

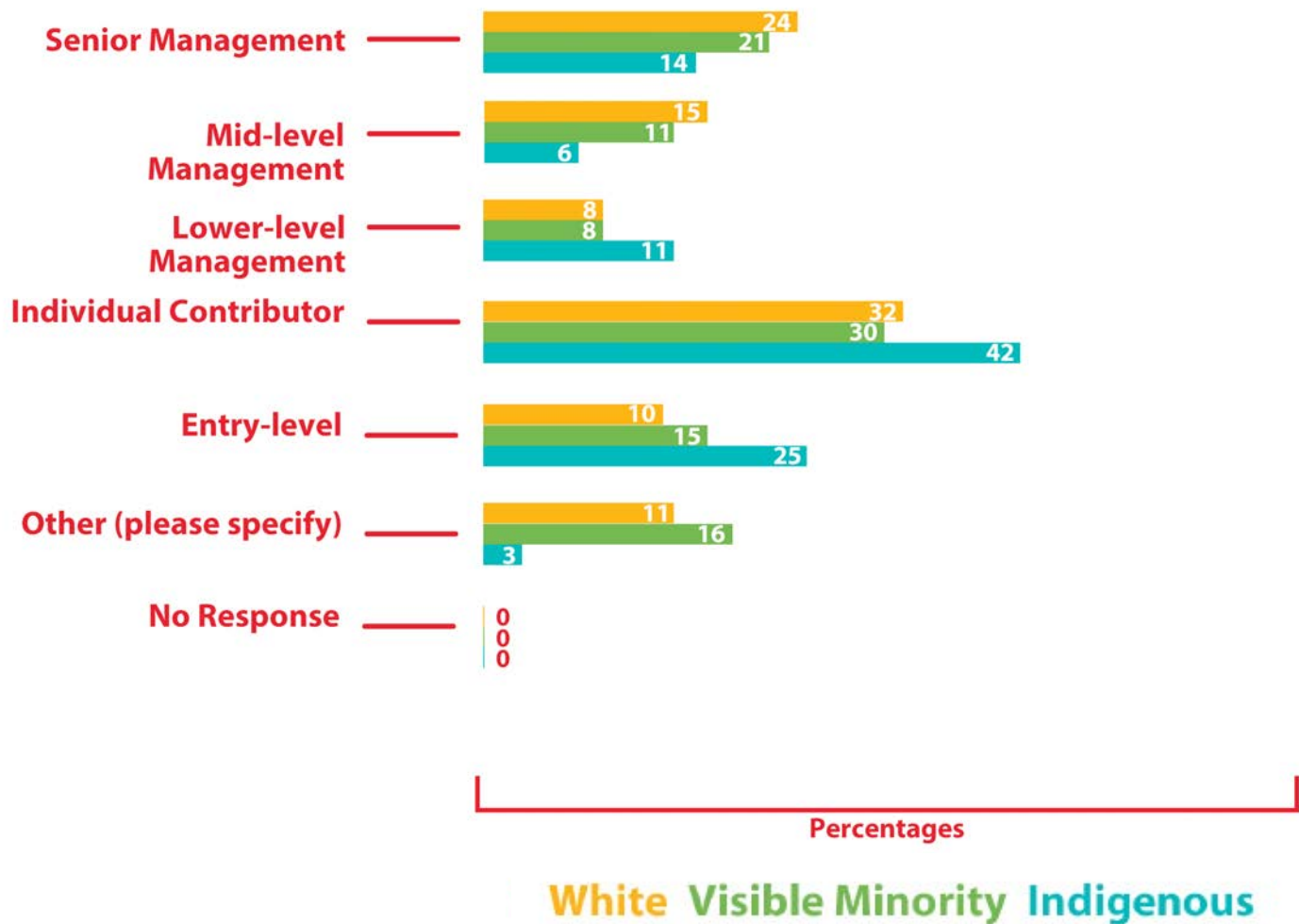
There are two ways of looking at racial identity and roles in the sector. The first is to understand what roles individuals within a racial group occupy, the second is to then look at the type of roles that exist, and the racial identity of those holding those roles.

In the first chart there is relatively even distribution within racial categories across the roles of board member, staff member, artist and volunteers. Indigenous respondents are slightly more likely to be engaged as artists and fewer as volunteer.



For those that hold roles as staff members, Indigenous respondents are less likely to be either senior or mid-level management, and more likely to hold entry-level or lower level management roles, as well as roles as individual contributors. White respondents were most likely to hold senior or mid-level management positions.

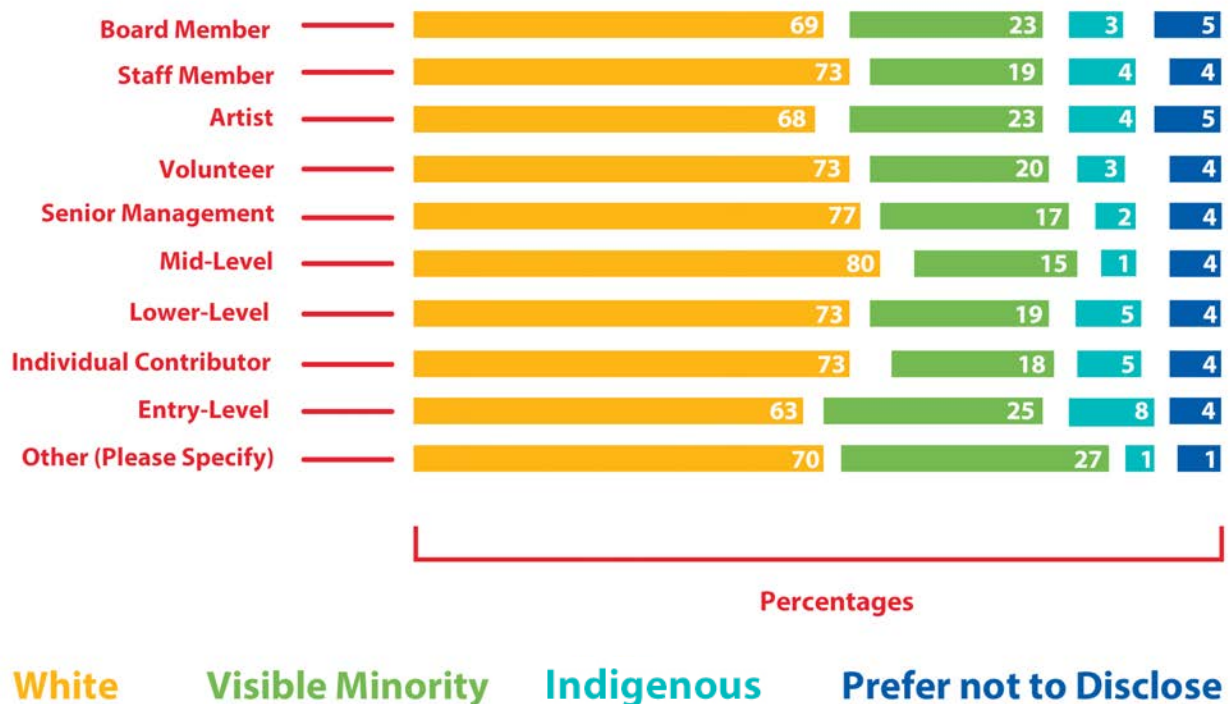
Race and Staff Role



The above charts are only representative of those who have found their way into the sector, and do not represent what the density of representation within positions looks like. If few members of a group are able to participate in the arts, even at senior levels, those positions across the sector won't represent the depth of diversity in Calgary.

When looking at racial identity within the types of engagement in the sector, the greatest diversity that comes closest to matching Calgary's demographics exists only in entry level positions and artist positions. Even in those positions, the arts sector remains nearly 10% whiter than the general population. The least diverse roles in the sector are senior and mid-level management positions.

Race Representation within Sector Roles

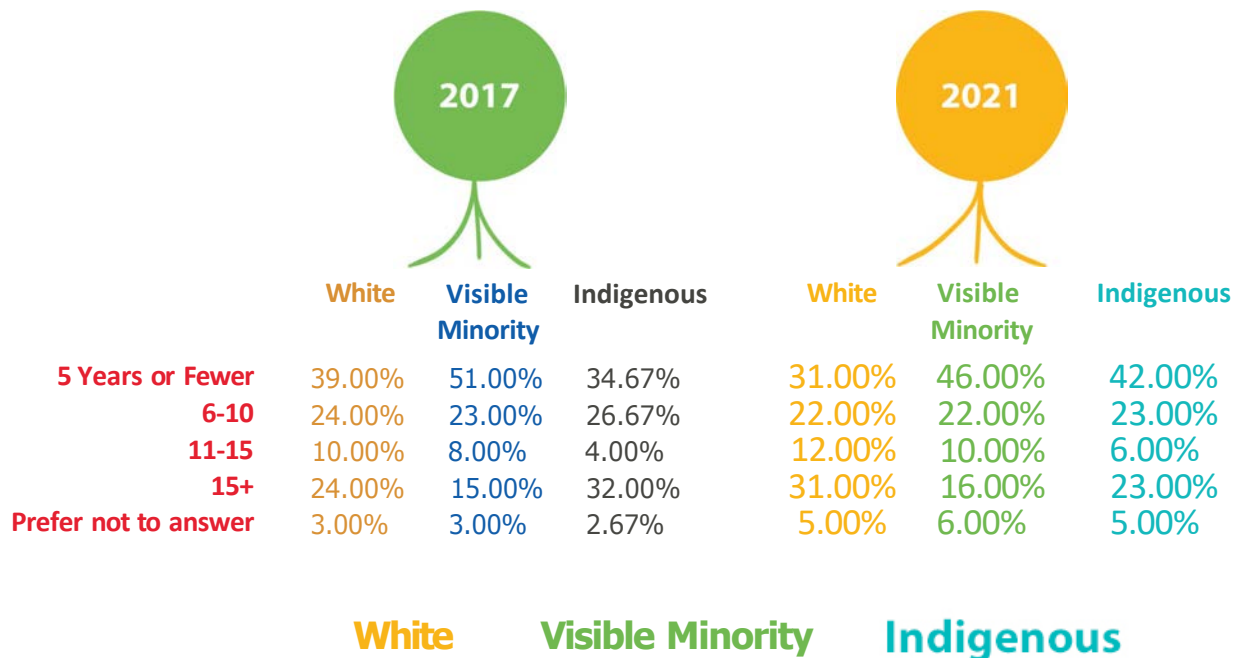


Race and years in Calgary's arts sector

Two-thirds of both visible minority respondents and Indigenous respondents report being engaged in the sector for 10 years or less. Those who identify as white are most likely to have engaged in the sector for longer than 15 years.

While little has changed since 2017 for length in the sector for those who identify as visible minority, the number of individuals who identify as white and have been in the sector for fewer than five years has dropped. For Indigenous respondents the number of respondents who have been in the sector over 15 years has decreased while the share of those who have been in the sector 5 years or less has increased.

Race and Years in Calgary's Arts Sector



Racial Identity and Income

Across all racial identities there was a shift towards earning over \$50K and away from earning under \$20K for those that choose to disclose their income. Only future surveys will show whether this was a shift in the actual earning potential of those engaged in the sector, or if this was a temporary shift caused by lower income positions being temporarily vacant during the pandemic.

Those who identify as white continue to be most likely to earn over \$50K per year, while those who identify as Indigenous are least likely to fall into that income bracket. Those who identify as visible minority are most likely to be reporting earnings of under \$20K.

Racial Identity & Income



	2017			2021		
	White	Visible Minority	Indigenous	White	Visible Minority	Indigenous
Up to \$10K	10.26%	19.72%	8.82%	6.49%	9.46%	10.26%
\$10-20K	7.69%	14.08%	23.53%	6.49%	8.11%	3.85%
\$20-30K	11.54%	14.08%	14.71%	11.69%	14.86%	20.51%
\$30 - 40K	14.10%	12.68%	8.82%	11.69%	14.86%	15.38%
\$40-50K	12.82%	8.45%	11.76%	11.69%	9.46%	16.67%
\$50K+	43.59%	30.99%	32.35%	51.95%	43.24%	33.33%

Race and percentage of income earned from arts related work

The ability to earn the majority of your income from the arts is difficult regardless of racial identity. While Indigenous respondents were most likely to earn more than 50% of their income from arts related work, still only 37% were earning the majority of their income from the arts.

Race and percentage of Income Earned from Arts Related Work

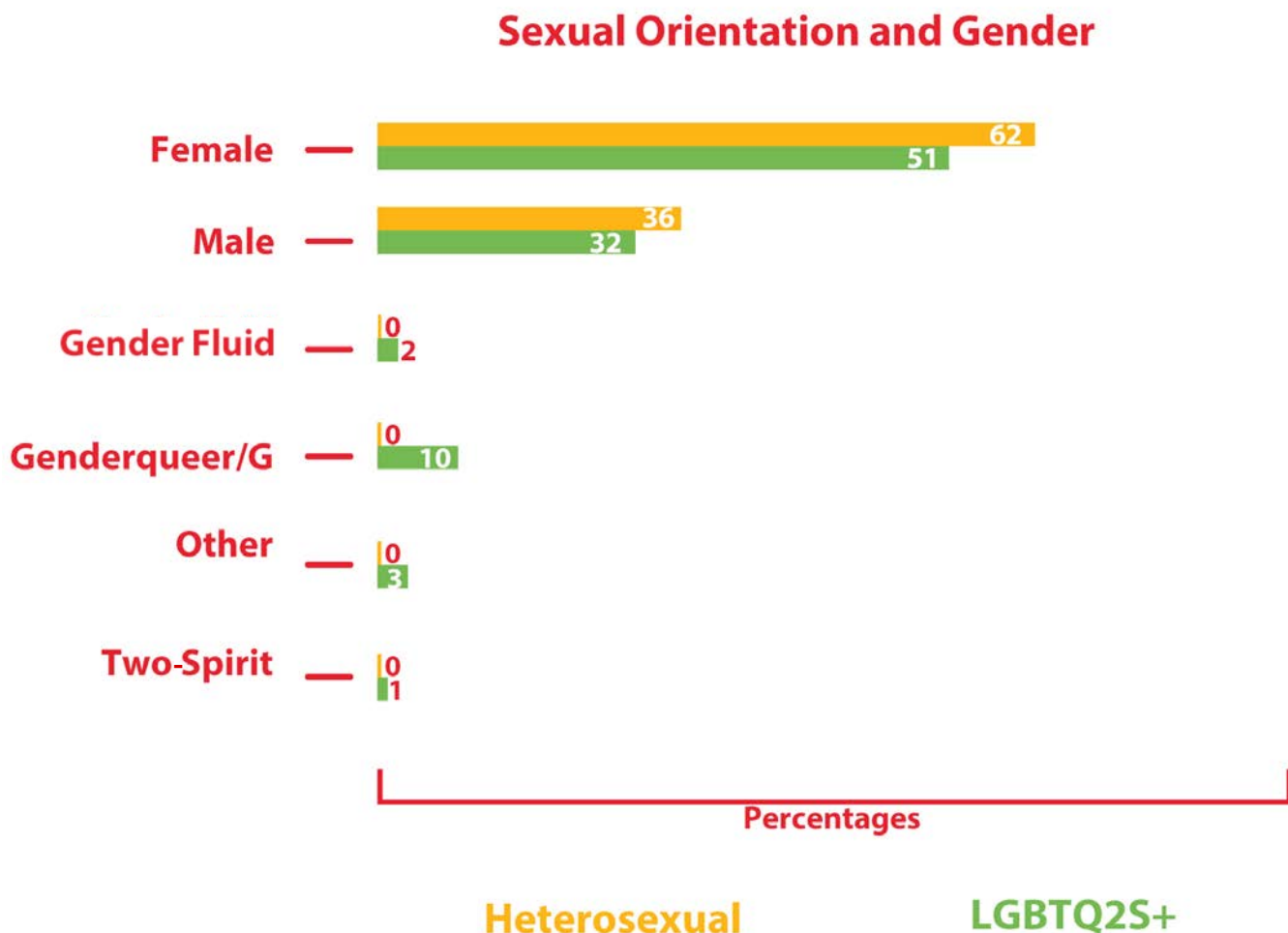


Sexual orientation

Responding to community feedback, a change in methodology has resulted in more detailed response options in the 2021 version of this question, including the option to select more than one identity. As a result of change in response options, full comparisons cannot be made between the 2017 and 2021 surveys.

Sexual Orientation and Gender

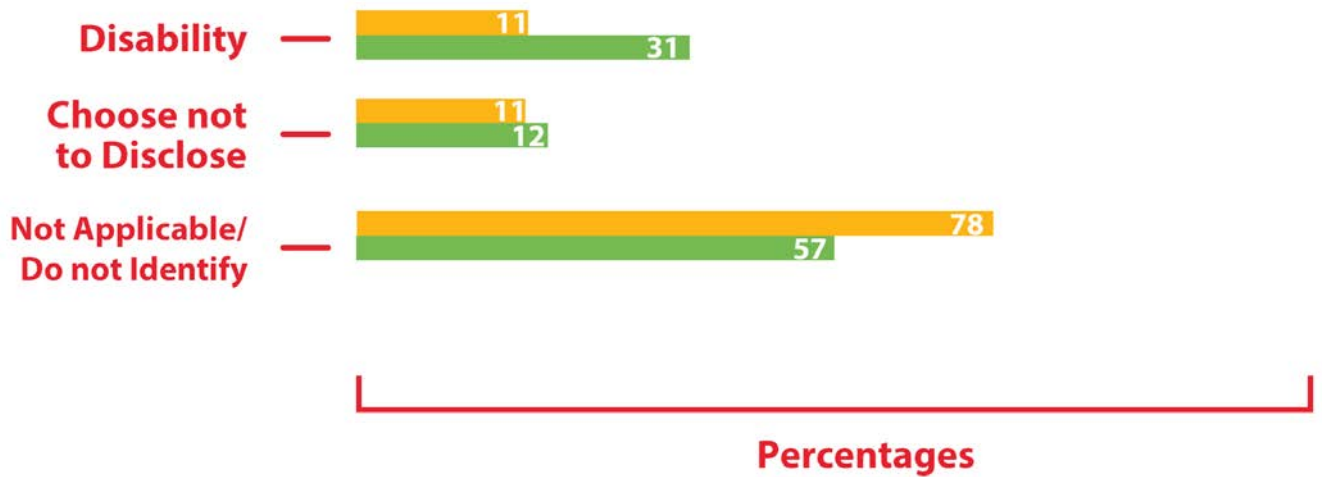
Individuals who identify as heterosexual have not identified as any gender identity other than male or female, while 16% of individuals who identify as LGBTQ2S+ identify as gender non-binary.



Sexual orientation and disability

LGBTQ2S+ respondents are almost three times as likely as heterosexual respondents to identify as having a disability, similar to 2017 responses. Detailed comparisons to 2017 data are not possible as a result of changes in methodology. Future iterations of disability questions will include more detailed response options.

Sexual Orientation and Disability



Heterosexual

LGBTQ2S+

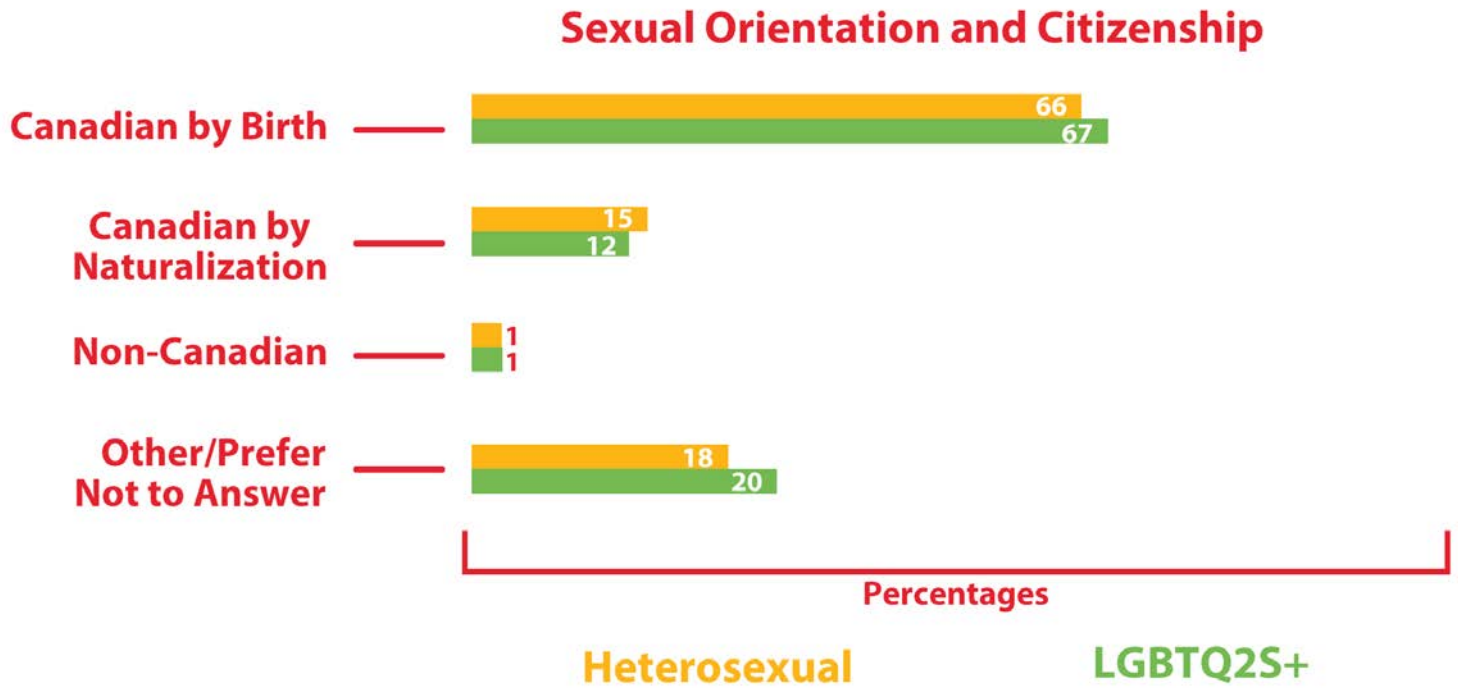


Disability	3.00%	8.00%
Deaf/hard of hearing	3.00%	2.00%
Person w Mental Illness	5.00%	22.00%
Other	2.00%	3.00%
Choose not to Disclose	3.00%	5.00%
Not Applicable / Do Not Identify	85.00%	63.00%

Disability	11.00%	31.00%
Choose not to Disclose	11.00%	12.00%
Not Applicable / Do Not Identify	78.00%	57.00%

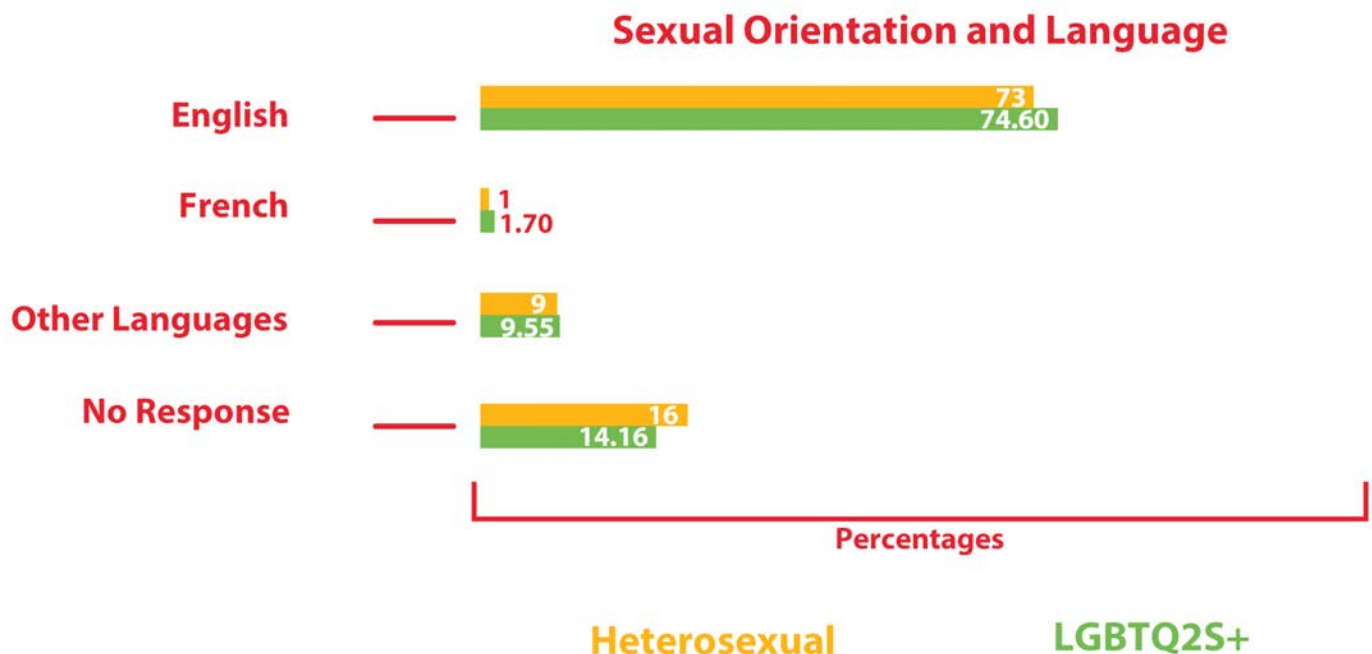
Sexual Orientation and Citizenship

There are only slight differences in the relationship between sexual orientation and citizenship. A change in methodology means it is not possible to compare to 2017 survey data, though in general no significant differences existed in the relationship between gender and citizenship in 2017.



Sexual orientation and Language

There are no noticeable differences in primary language spoken between individuals who identify as heterosexual and those who identify as LGBTQ2S+.

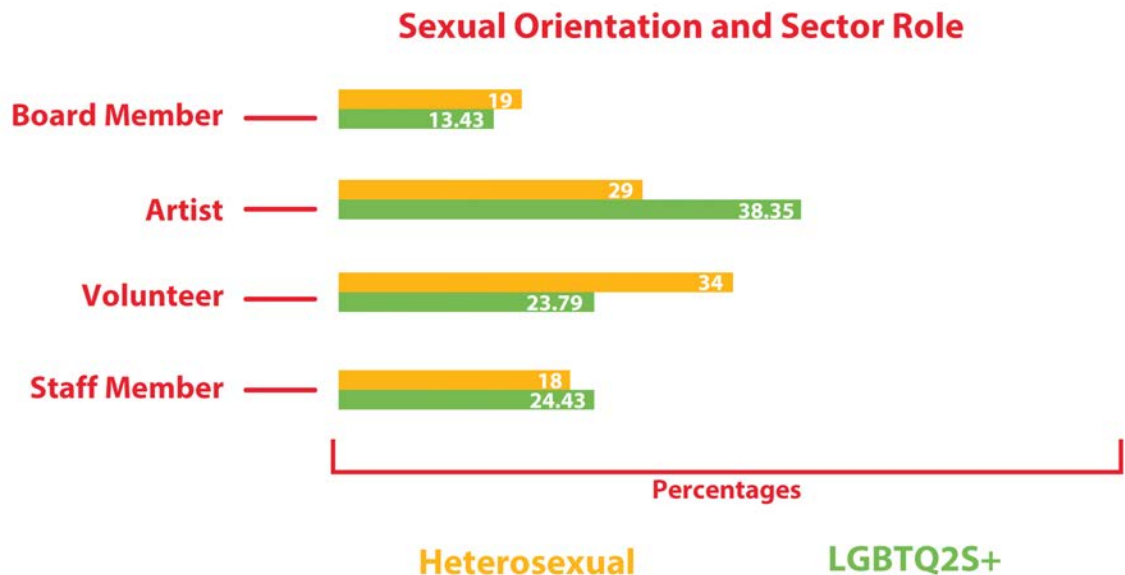
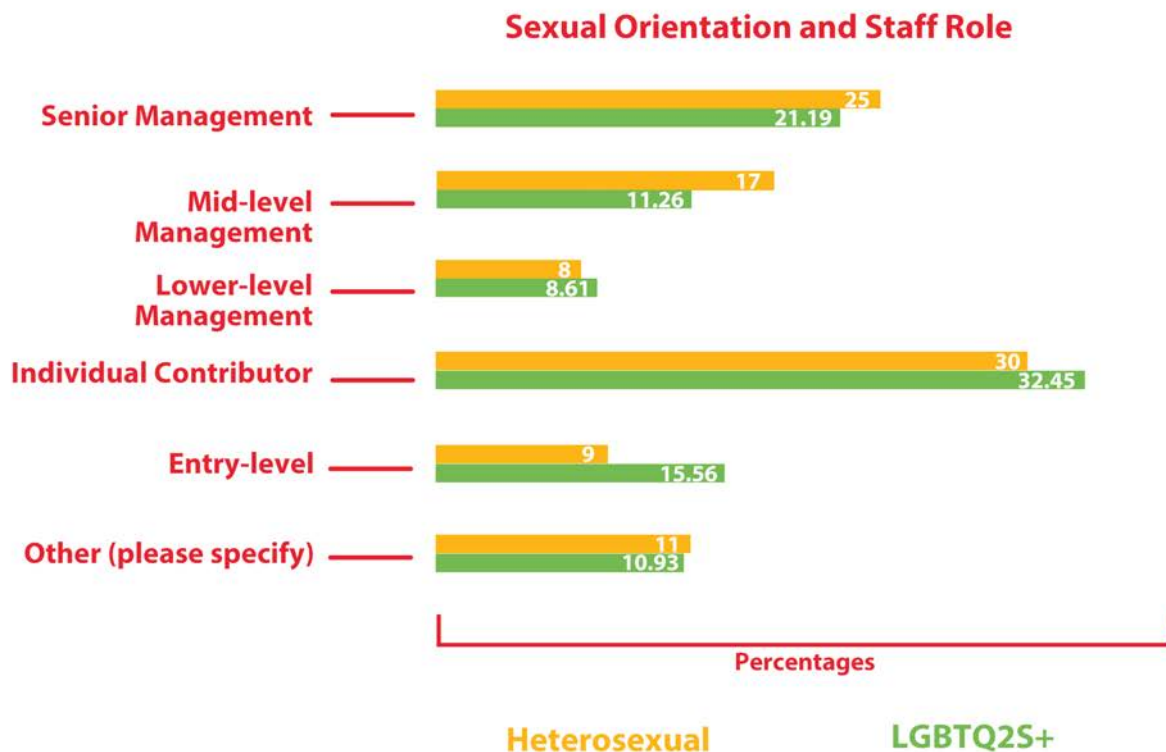


Sexual Orientation and Sector Role

Slight differences exist between the roles individuals who identify as heterosexual and those who identify as LGBTQ2S+ have within the sector. Individuals who identify as LGBTQ2S+ are more likely to hold roles as artists and entry level roles, while individuals who identify as heterosexual are more likely to hold roles as senior and mid-level managers within organizations.

Across all demographic identities the number of volunteers has decreased, likely due to the opportunities to volunteer diminishing during the pandemic.

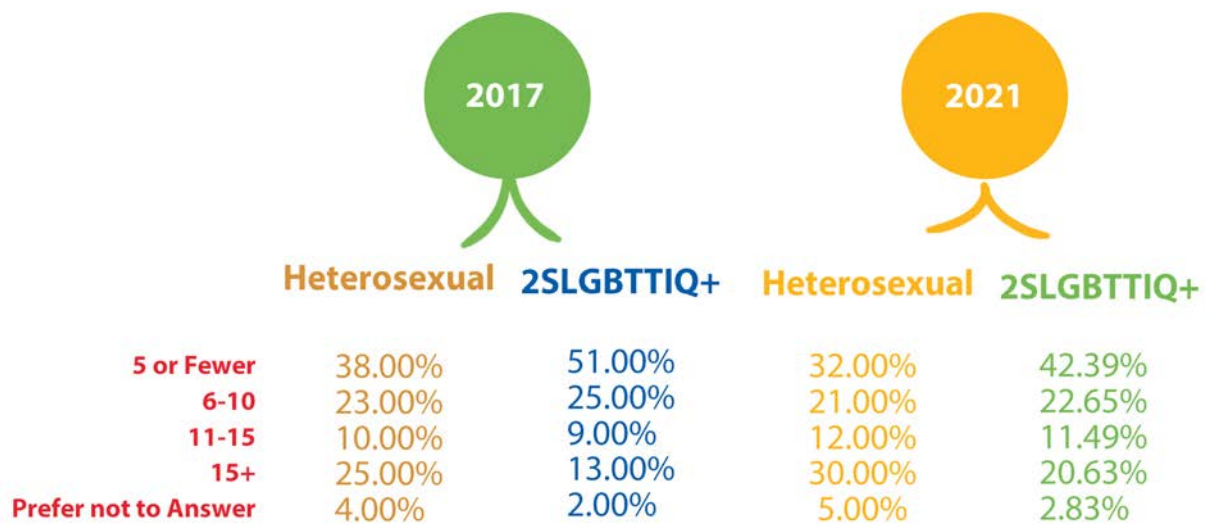
Changes in methodology make comparison between 2021 and 2017 not possible for types or roles within organizations as categorizations have changed.



Sexual Orientation and years in Calgary's Arts Sector

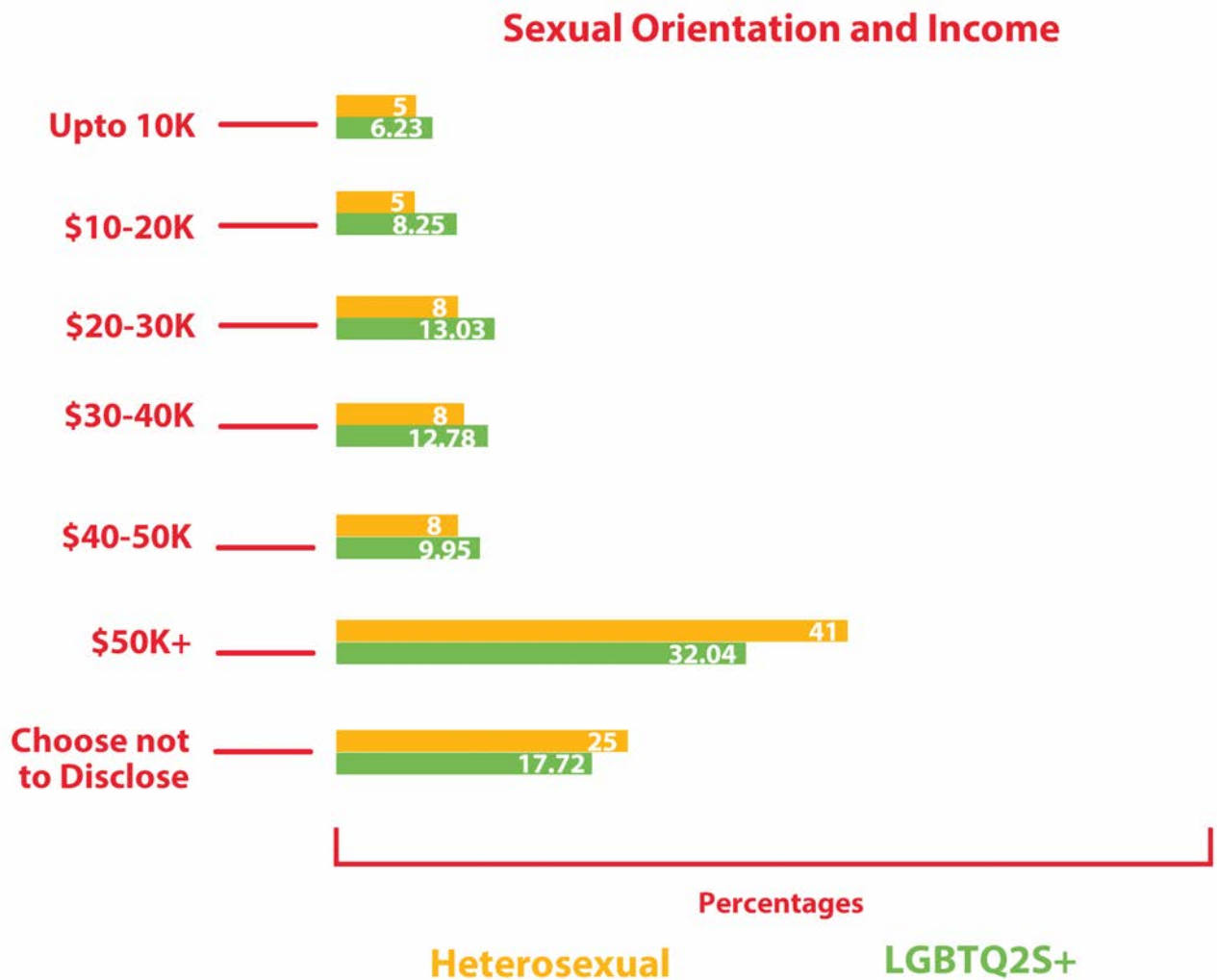
Differences in career length continue to be evident between LGBTQ2S+ and heterosexual respondents. Heterosexual respondents are more likely to have been in the sector for 15+ years compared to LGBTQ2S+ respondents, continuing a trend identified in 2017.

Sexual Orientation and Years in Calgary's Arts Sector



Sexual Orientation and Income

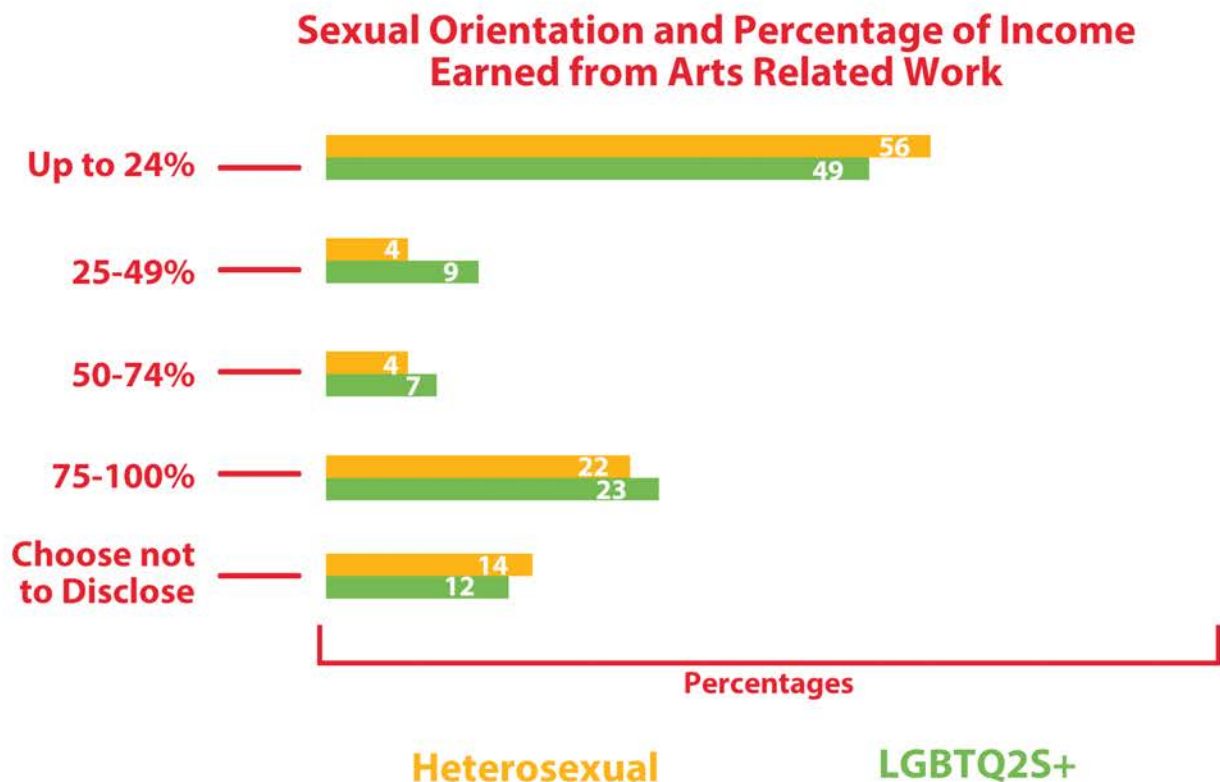
Those who identify as heterosexual are more likely to generate an income over \$50K (41%) compared to those who identify as LGBTQ2S+(32%).



Sexual orientation and Percentage of Income Earned from Arts Related Work

Though some individuals are able to earn the majority of their income from arts related work, as a group neither those that identify as heterosexual nor those that identify as LGBTQ2S+ are earning the majority of their income from arts related work. Across all demographic factors, there are no demographic groups earning the majority of their income from arts related work.

Future versions of this question will focus on those working for organizations, removing volunteer respondents, to provide a better understanding of who is able to earn the majority of their income from arts related work.



Age

Those employed in the arts continue to skew younger than the general population of Calgary. 49% of those employed in the arts are aged 25-44, compared to 39% of the general population. When including volunteers, the sector overall matches closely with Calgary's population of individuals over 25 years of age.

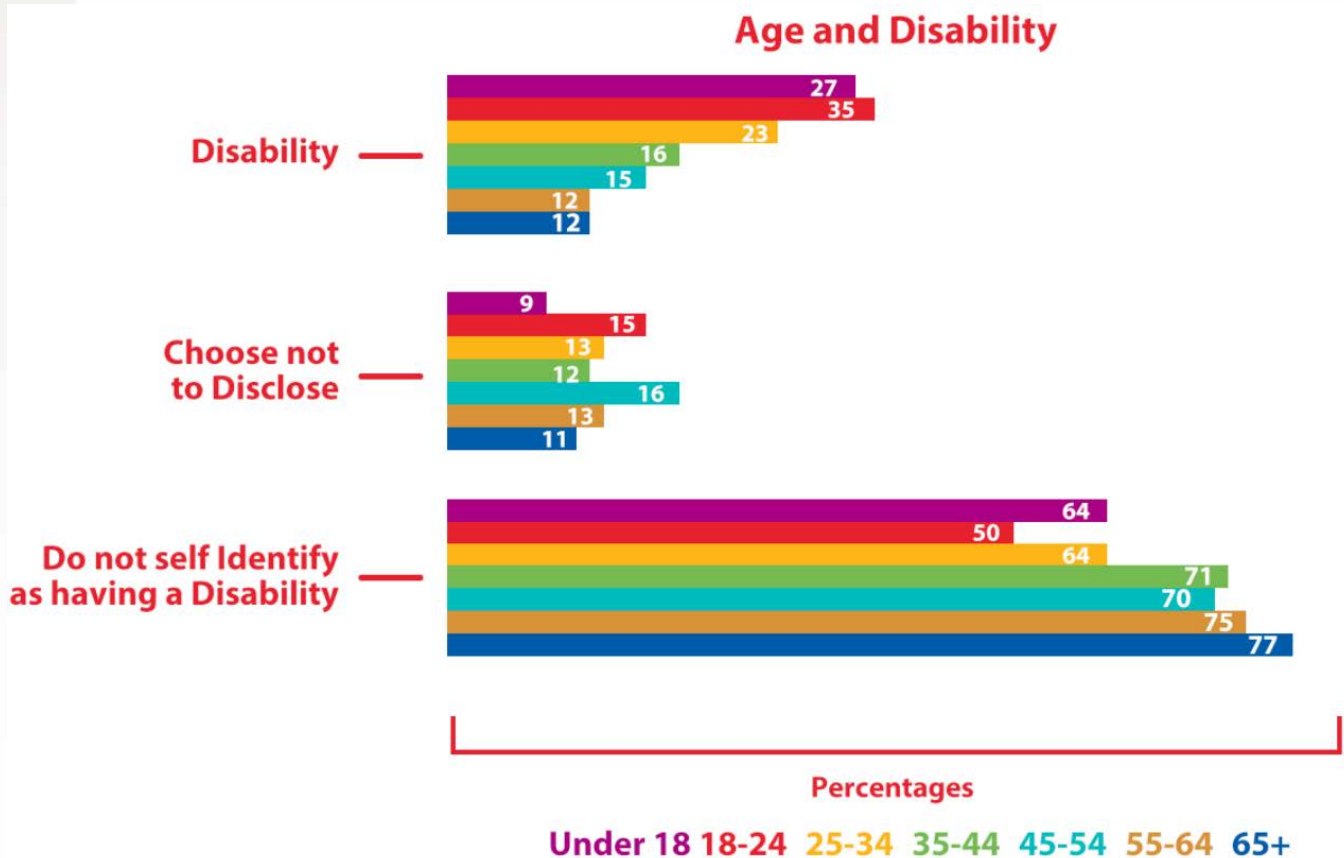
These are similar findings to the 2017 demographic survey, with only slight shifts in the ages of those employed in the arts as well as the sector overall. Future versions of the survey will explore whether these shifts were temporary due to job losses during the pandemic or are more indicative of long-term changes in the sector.

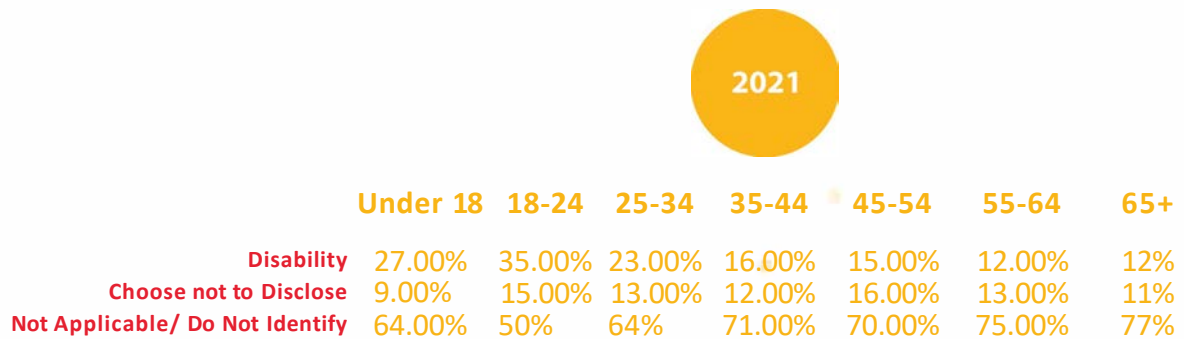
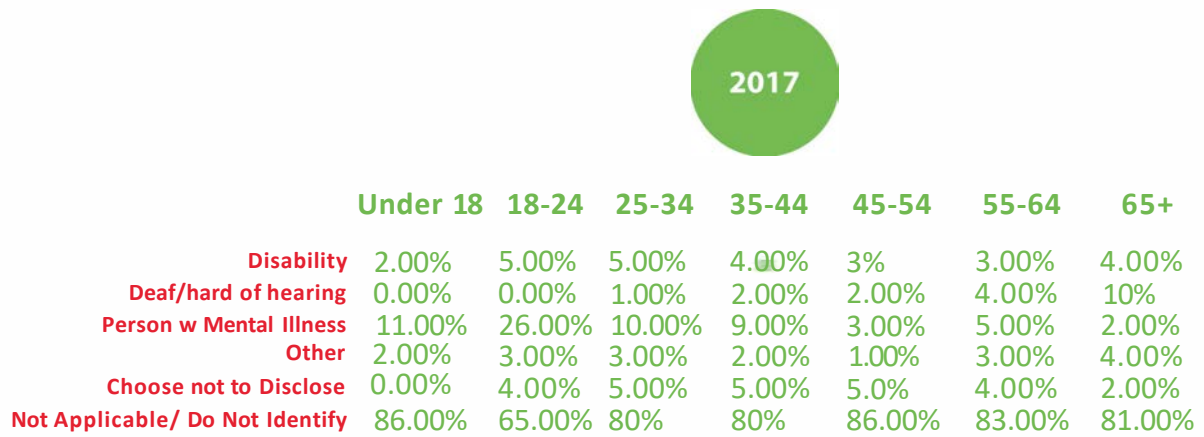
Age and Disability

Those aged 18-24 were more than twice as likely to identify as having a disability than those over 35.

Changes in survey methodology has resulted in less granular options for self-defining types of impairments. Future iterations of the survey will include the ability to select from a wider variety of options, including differentiating between mental illness and other forms of impairment.

Changes in survey methods make it difficult to compare to 2017 results.





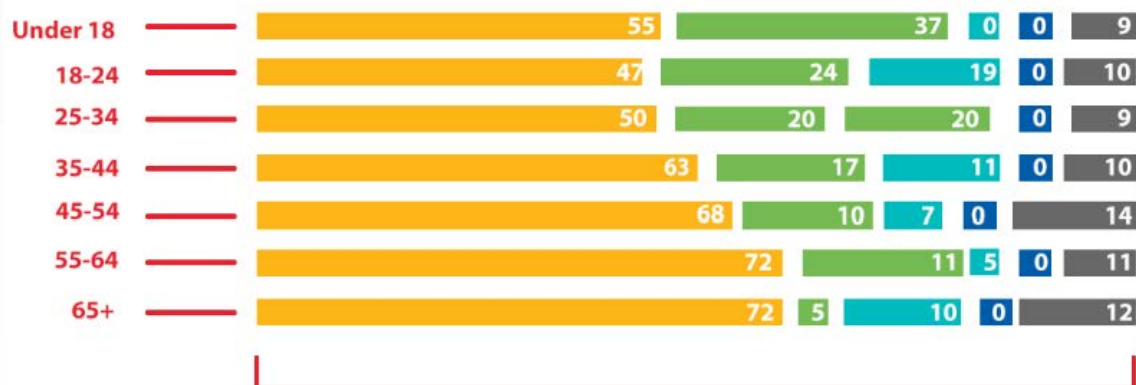
Age and Sexual Orientation

Younger adults aged 34 or under are far more likely to hold LGBTQ2S+ and other identities than those of older age groups.

Additional identities include those respondents who selected more than one sexual orientation.

Changes in methodology don't allow for direct comparison to 2017 data.

Age and Sexual Orientation

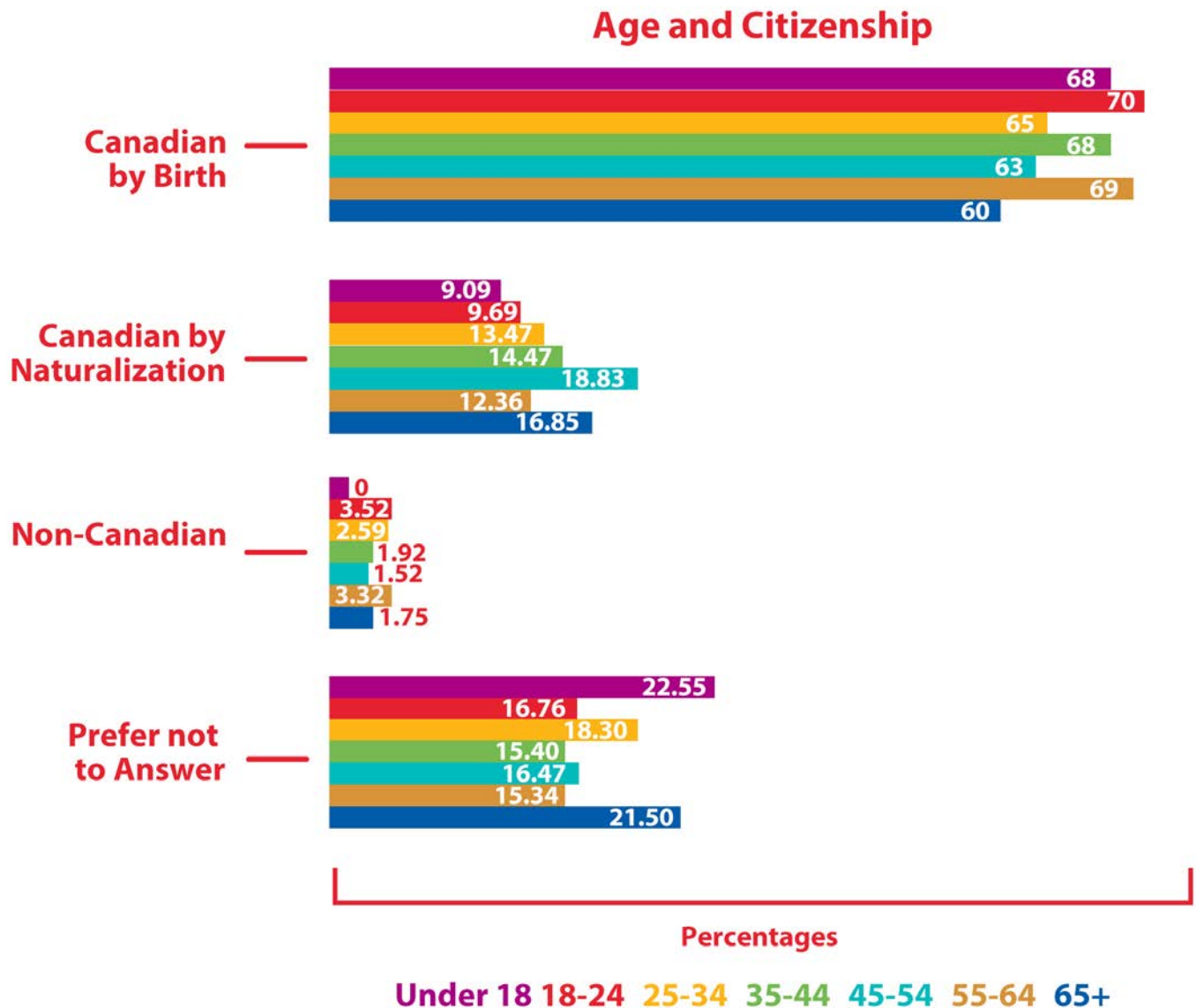


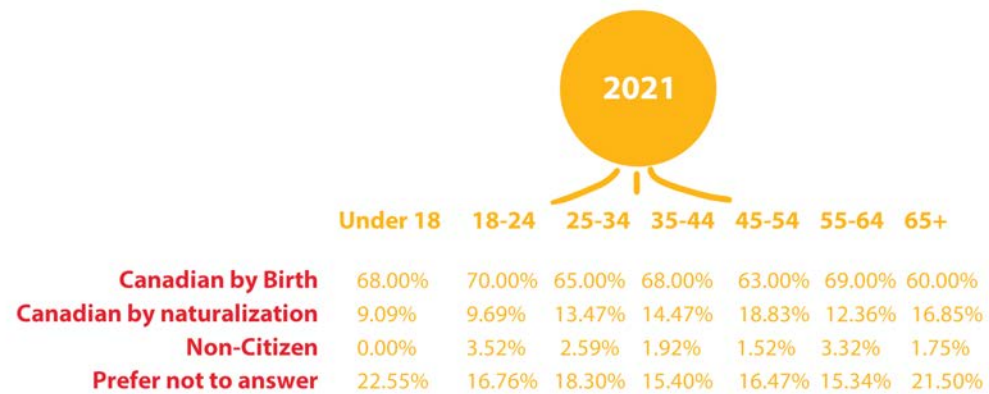
Percentages

Heterosexual LGBTQ2S+ Additional Identities Two-Spirited Choose Not to Disclose

Age and Citizenship

Similar to previous studies, the highest rates of those who identify as Canadians by naturalization as opposed to by birth occur with older adults aged over 45. The highest rates of those who identify as not a Canadian citizen occur for those aged 18-24 and those aged 55-64.

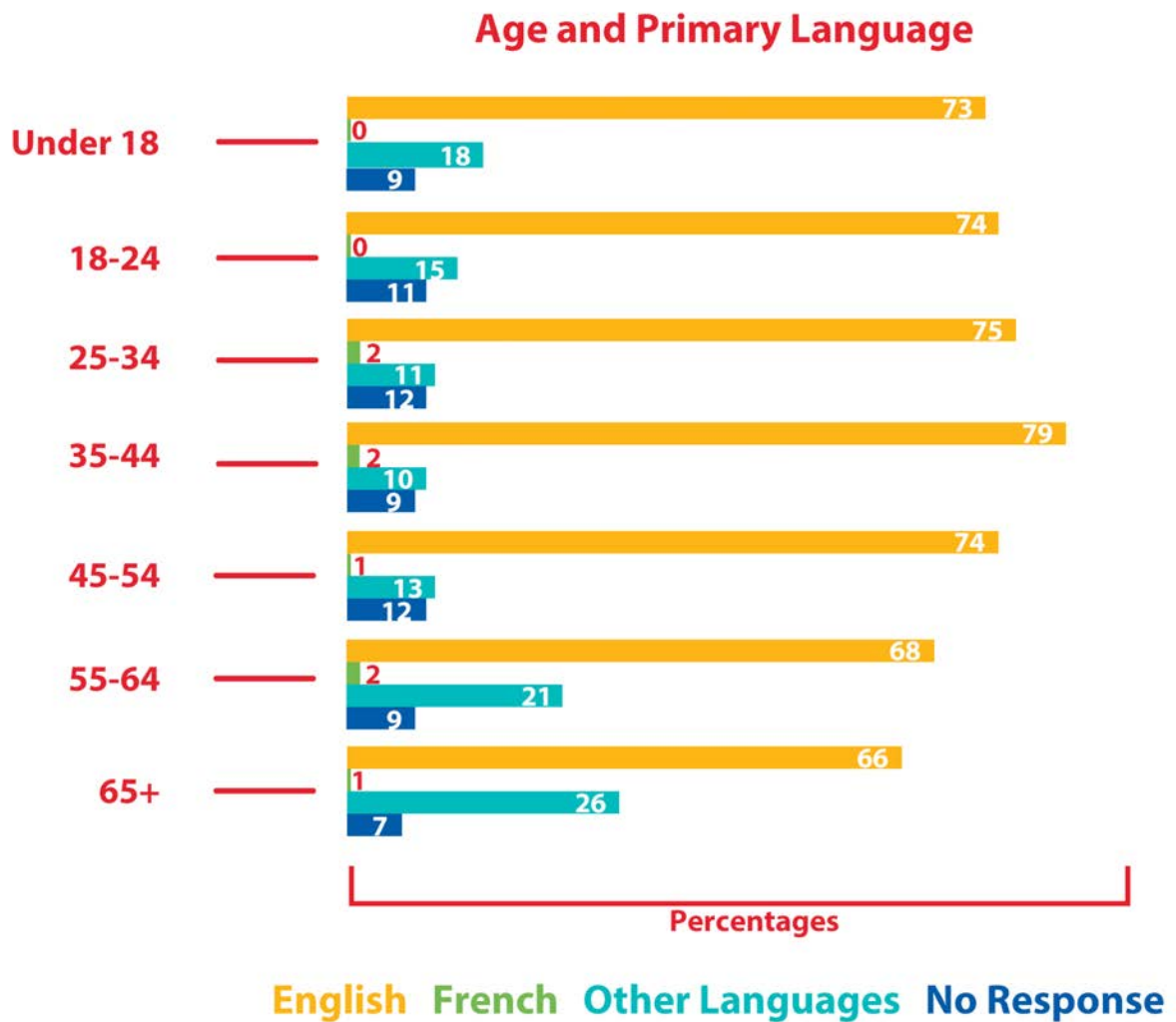




Age and Primary Language

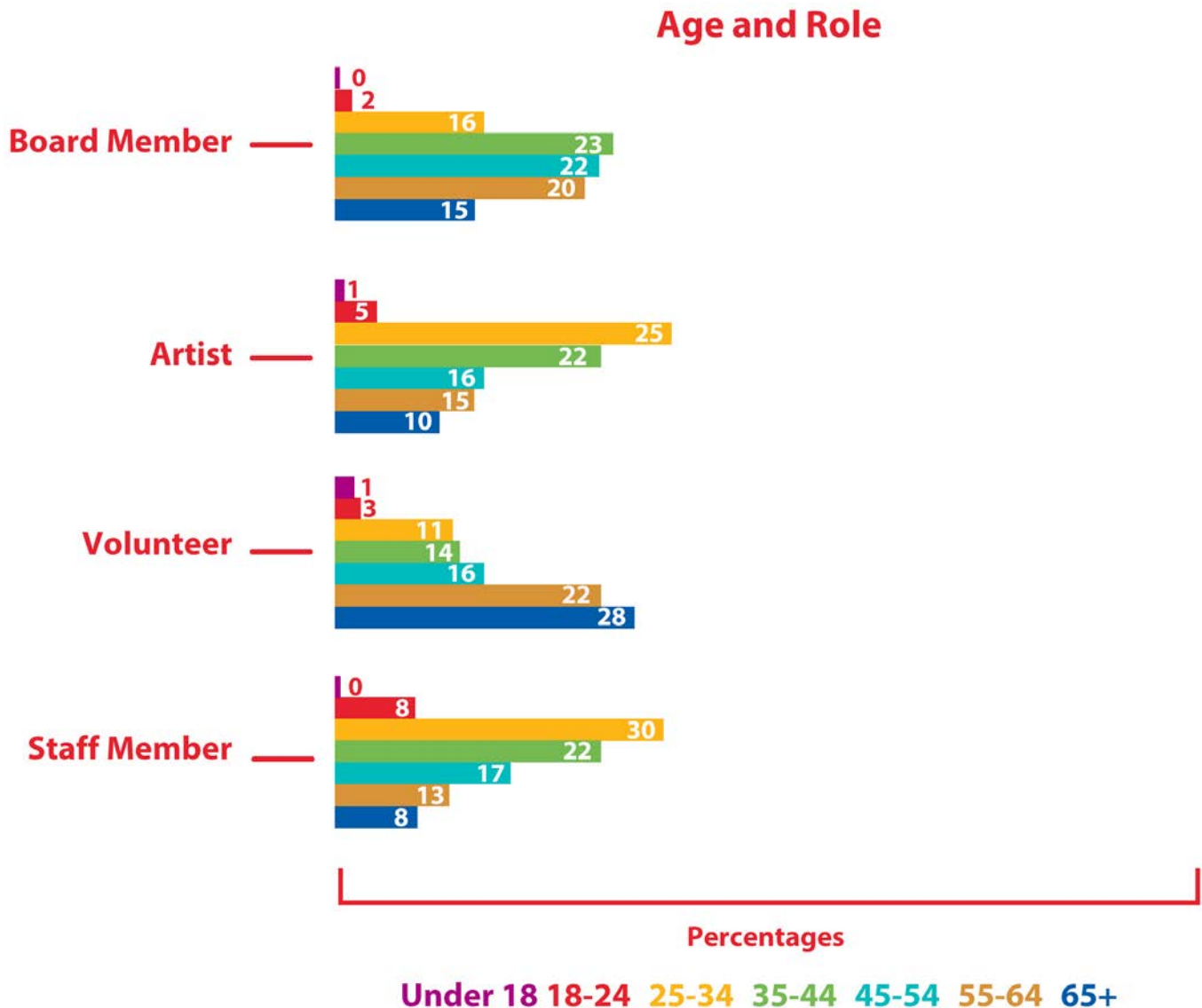
Adults aged 55+ are over twice as likely as those aged 25-44 to have a primary language other than English or French.

A change in survey question methodology makes comparisons to 2017 survey results not possible.

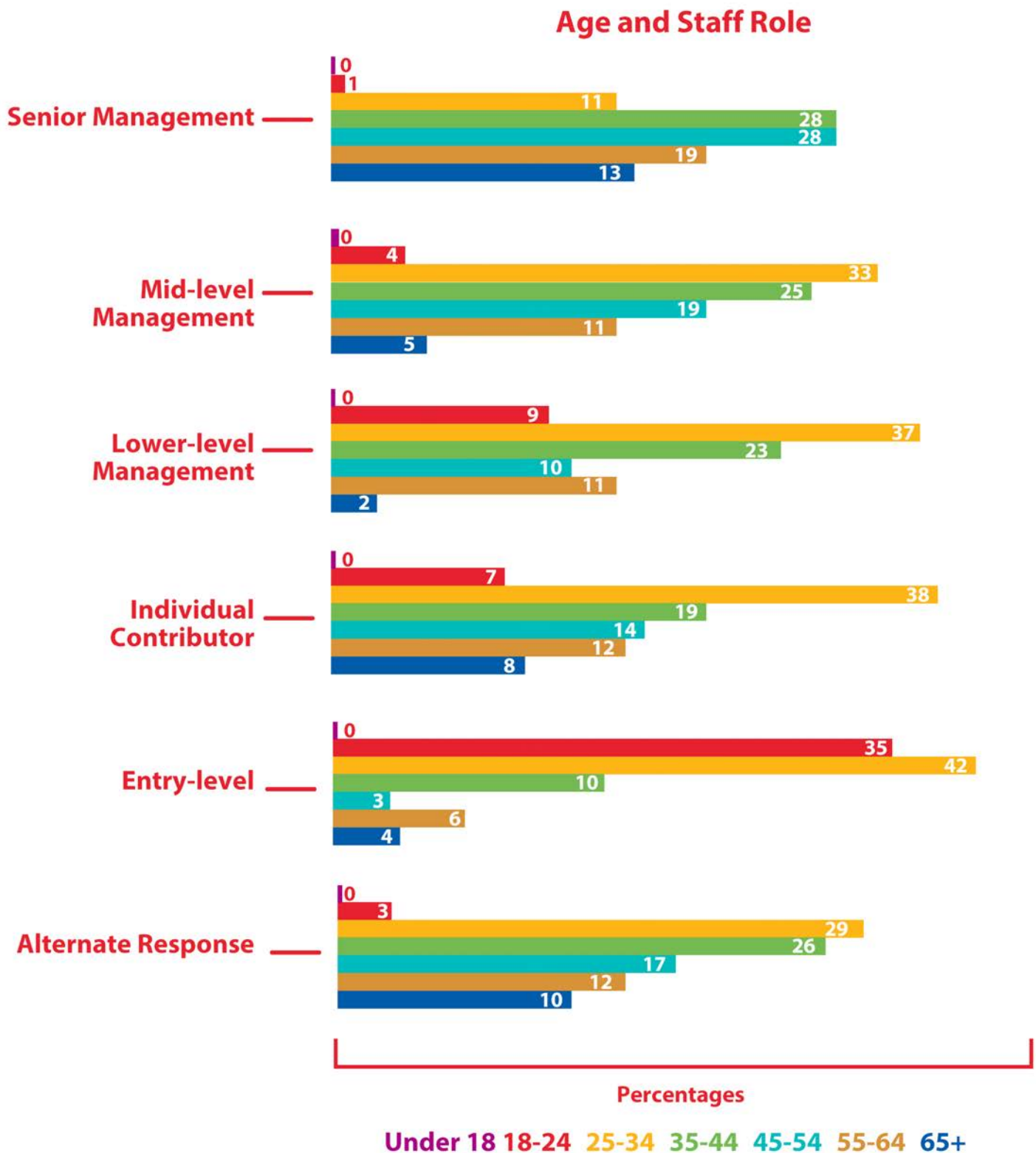


Age and Role

Differences in age have a clear relationship with many of the roles available to individuals within the sector. Over half of board members (57%) and volunteers (66%) are over 45 years old, while over half of artists (53%) and staff members (60%) are under 45.

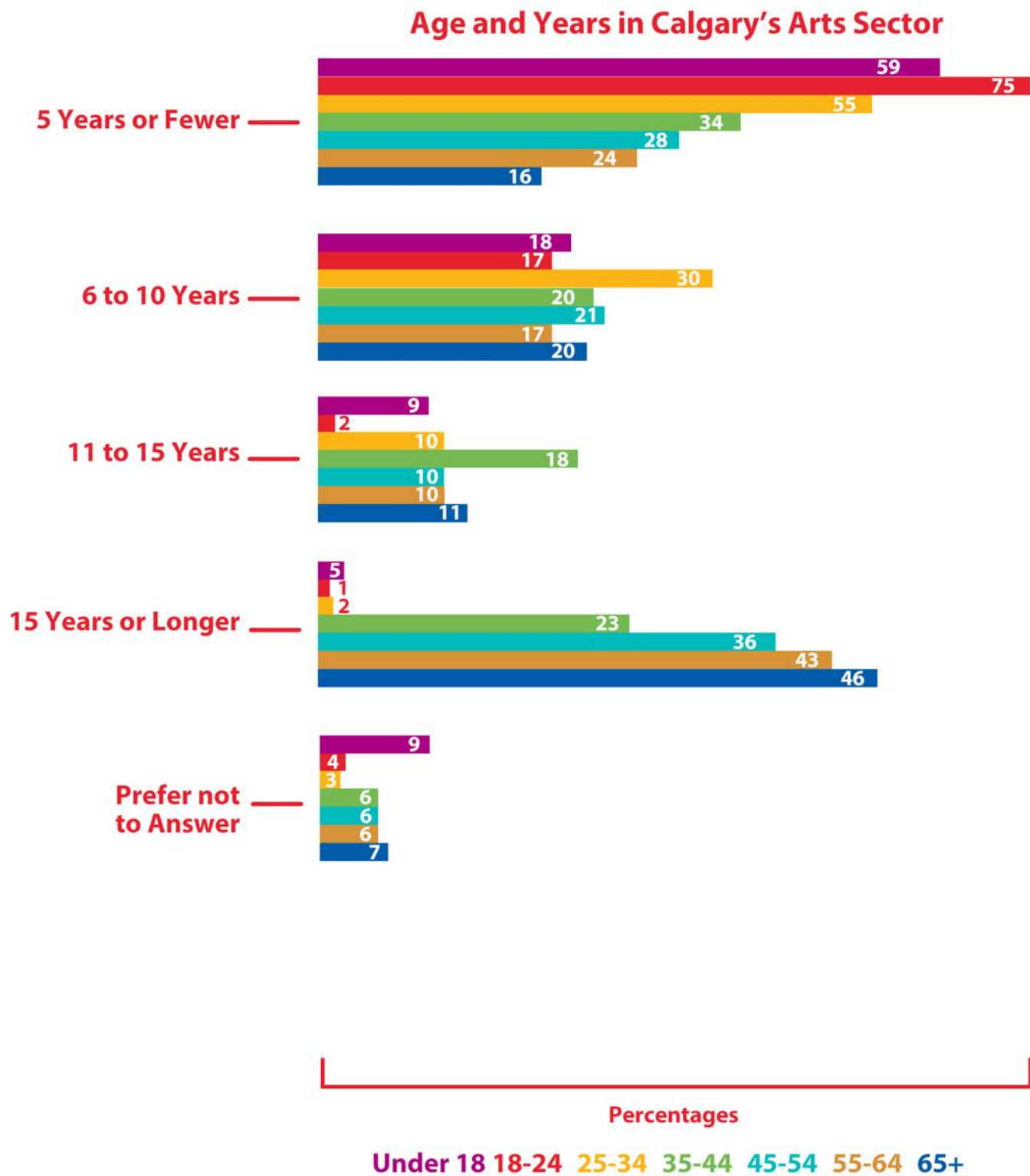


Of those who hold staff roles, the significant majority (60%) of senior management is over 45 years old, while over three-quarters (77%) of respondents who work in entry-level positions are under 35.



Age and Years in Calgary's Arts Sector

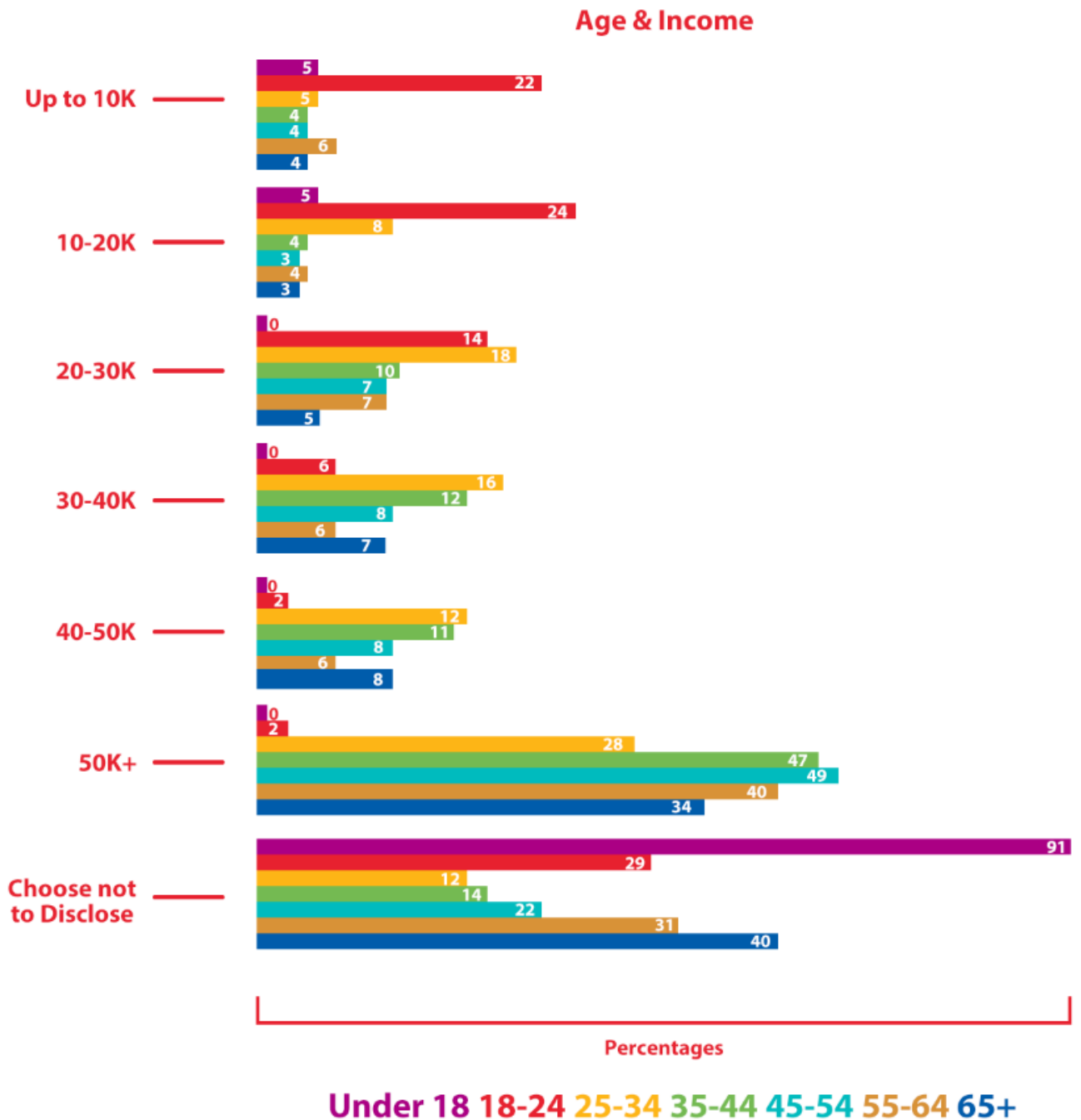
Unsurprisingly there is a direct relationship between age and the number of years an individual has participated in Calgary's arts sector. Older individuals are more likely to have participated in the sector for a longer period of time.



Age and Income

Income continues to follow the trends of total income increasing with age. 60% of individuals age 18-24 made under \$30K, while over half of individuals over 55 were making more than \$30K. Consistent with 2017 findings, the most likely group to be making over \$50K were individuals aged 45-54.

No age group had a majority of individuals reporting earning more than \$50K, which is troubling given increasing costs of living in Calgary.



2017

	Under18	18-24	25-34	45-44	45-54	55-64	65+
Up to \$10K	38.00%	38.00%	9.00%	6.00%	5.00%	6.00%	1.00%
\$10-20K	0.00%	20.00%	11.00%	6.00%	4.00%	4.00%	6.00%
\$20-30K	0.00%	9.00%	15.00%	7.00%	6.00%	6.00%	8.00%
\$30-40K	0.00%	6.00%	15.00%	11.00%	7.00%	7.00%	11.00%
\$40-50K	0.00%	2.00%	14.00%	11.00%	8.00%	9.00%	6.00%
\$50K+	2.00%	3.00%	22.00%	38.00%	43.00%	37.00%	36.00%
Choose not to disclose	61.00%	23.00%	15.00%	21.00%	28.00%	30.00%	32.00%

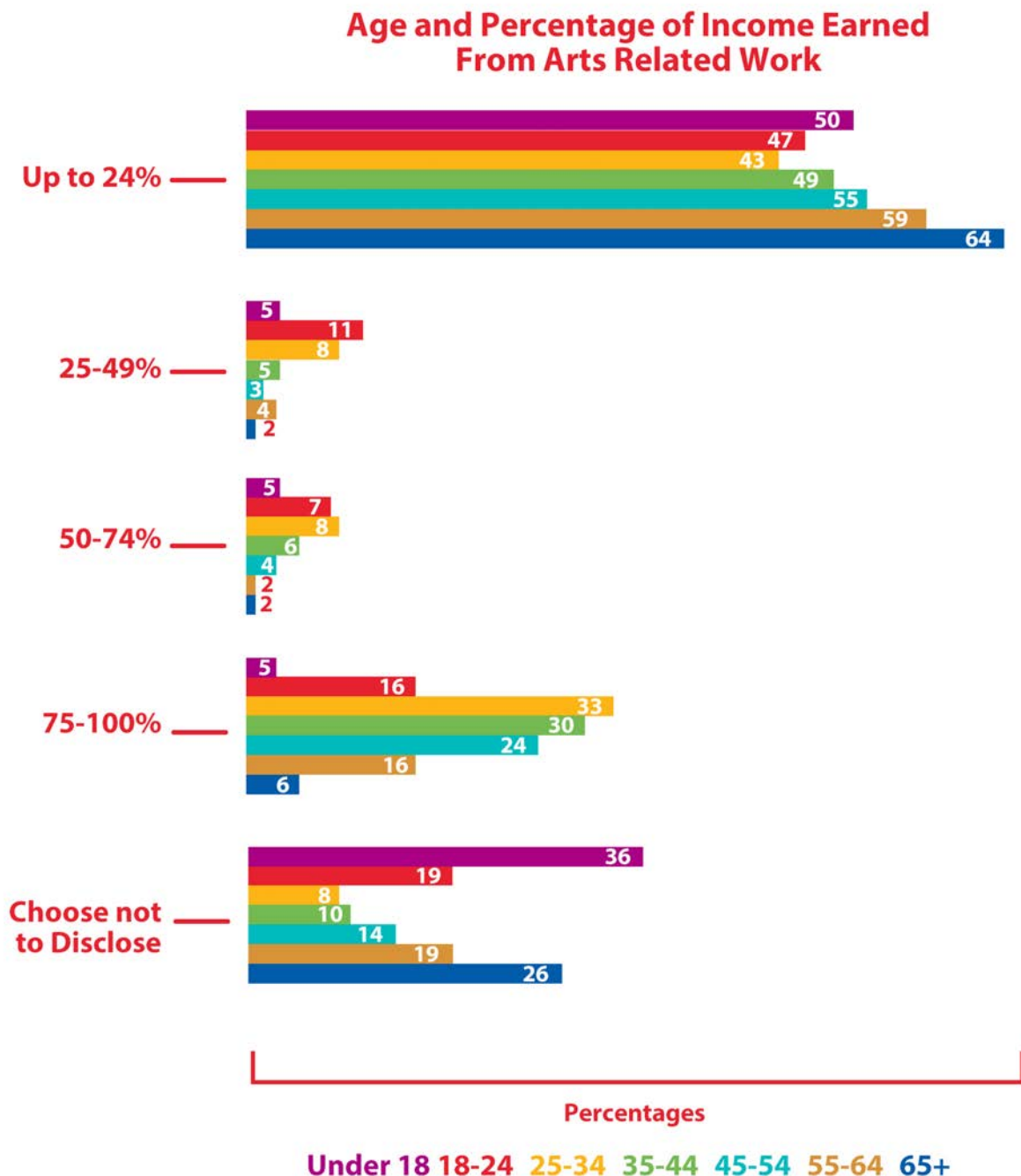
2021

	Under18	18-24	25-34	35-44	45-54	55-64	65+
Up to \$10K	5.00%	22.00%	5.00%	4.00%	4.00%	6.00%	4.00%
\$10-20K	5.00%	24.00%	8.00%	4.00%	3.00%	4.00%	3.00%
\$20-30K	0.00%	14.00%	18.00%	10.00%	7.00%	7.00%	5.00%
\$30-40K	0.00%	6.00%	16.00%	12.00%	8.00%	6.00%	7.00%
\$40-50K	0.00%	2.00%	12.00%	11.00%	8.00%	6.00%	8.00%
\$50K+	0.00%	2.00%	28.00%	47.00%	49.00%	40.00%	34.00%
Choose not to disclose	91.00%	29.00%	12.00%	14.00%	22.00%	31.00%	40.00%

Age and Percentage of Income Earned from Arts Related Work

No age bracket has a group of individuals earning more than 50% of their income from arts related work, indicative of the difficulty of earning an income in the sector. While those aged 25-34 as a group earn over 40% of their income from the arts related work (41%), these results include those who are in volunteer positions, which are typically older individuals and would skew the percentage of older adults earning arts related income down.

Future versions of this question will focus on those working for organizations, removing volunteer respondents.



Next Steps

Future iterations of the survey will return to asking more detailed questions related to both physical and mental disability, allowing for a better understanding of individuals identifying with those demographic characteristics. Better information in this area will also allow for a full section related to how these demographic features relate to things like income, sector role and organizational seniority.

Most other questions will remain relatively consistent, allowing for better comparisons between surveys. Significant changes in methodology improved many response levels (fewer respondents selecting not to disclose or unable to self identify with a presented option) but changes in this survey meant many answers could not be compared to the 2017 survey.

The timing of this survey was intentionally completed at the same time as the federal census in order to be able to compare the arts sector to the general population. The federal census was completed in 2021, but data was not available until late 2022, leading to a significant delay in the release of this report. It is possible that after future versions of this survey are completed, results can be made available to understand the changes within the sector, with comparisons to community data made available later following census release. Releasing data in waves would allow for more timely reporting. Additionally the frequency of the survey will increase to include a demographic survey of the arts sector between census cycles.



2022 DEMOGRAPHIC PROFILE OF CALGARY'S ARTS SECTOR