



CANADA COUNCIL FOR THE ARTS

DEMOGRAPHIC QUESTIONNAIRE 2019

JANUARY 16, 2019

INTRODUCTION

Thank you for your interest in this demographic survey for the Canada Council for the Arts (the Canada Council).

The Canada Council is conducting this pilot survey to better understand the demographic makeup of the workforce and boards of the organizations it funds. Your organization has voluntarily agreed to take part in this survey. You are not required to participate in the survey, you can choose which questions to answer as there is a “prefer not to answer” option for each. The results of this survey will not be used in the application process or in the assessment of *Artistic Institutions* and will not affect your organization. The Council will draw on the results and learnings from the pilot to develop a measurement tool that will help arts organizations build diversity in their workforces.

Your responses to this survey:

- Are voluntary;
- Will remain anonymous;
- Will only be shared in combination with many other responses (i.e., in aggregate form); and
- Will **not** be connected to you personally.

This pilot survey is an important part of the Canada Council’s aim to increase understanding, at an aggregate level, of who works in the organizations that it funds, while providing the arts sector with much needed data on the demographics of its workforce. This survey includes questions on gender, age, cultural diversity, Indigenous heritage, official language minority status, disability and opinions on the arts sector in general as well as the organization you work for. The survey should take about 7-10 minutes to complete.

Who should complete this survey?

- Board members
- Permanent, contract or seasonal workers working either full-time or part-time in the following areas: administration, artistic and technical

But **not**:

- Artists or others commissioned or engaged for a single performance or show
- Volunteers other than board members
- Employees of schools associated with the organization

If you’re not sure if you should complete the survey, please contact Forum Research (tshash@forumresearch.com).

Your organization will receive a summary report of its workforce only if there are sufficient responses to protect the identity of each respondent. The Canada Council’s Privacy Notice is available at <https://canadacouncil.ca/about/public-accountability/privacy-notice>.

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The project team has made significant efforts to ensure that the language used in this survey is as open and inclusive as possible. That being said, some questions have been based on standard wording from other Canadian surveys including Statistics Canada. We are particularly interested in your feedback regarding the focus and wording of the questions, which you can provide at the end of this pilot survey.

If you do not wish to answer a specific question, please select “prefer not to answer” rather than skipping the question. This will help us understand which questions may require modification in the future.

You may navigate through the survey using the arrow buttons at the bottom of the page. Please do **not** use your browser’s navigation buttons as this may cause technical issues with your survey. The survey will time out after 10 minutes of inactivity, therefore it is recommended to complete the survey in one sitting.

[For more information about your rights as a participant, please read the Forum Research and Canada Council’s Privacy Statement regarding this survey here before proceeding.](#)

By clicking “I agree”, you agree to the collection and use of your personal information as described in the Privacy Statement.

- I agree
- I disagree

To begin, please click the right arrow below.

S1. Do you currently work for an arts organization or serve as a board member in an arts organization? *You should respond “yes” if you are, a permanent, contract or seasonal worker working full or part-time, or a board member. You should respond “no” if you are commissioned or engaged for a single performance or show, or if you volunteer in a role other than as a Board member.*

- 01 Yes
- 02 No [T1]**

SECTION A: EMPLOYMENT

Q1. For which organization participating in this pilot project do you work, or, serve as a board member?

[list of all organizations included in the pilot]

Q2. Which of the following best describes the principal focus of your role at **[pipe in organization]**?
(Select up to 2)

- 01 Artistic/creative **[Skip to Q4 A]**
- 02 Technical/production **[Skip to Q4 A]**
- 03 Administrative **[Skip to Q4 A]**
- 04 Board Member
- 05 Other – please specify **[open-text box]** **[Skip to Q4 B]**
- 06 Prefer not to answer **[Skip to Q5]**

Q3. How long have you been a member of the board? **[continue to Q10]**

- 01 Less than 1 year
- 02 1 to 5 years
- 03 6 to 10 years
- 04 More than 10 years
- 05 Prefer not to answer

Q4. How long have you been working in a(n) **[pipe-in Q2]** role at **[pipe-in Q1]**? **[continue to Q10]**

- 01 Less than 1 year
- 02 1 to 5 years
- 03 6 to 10 years
- 04 More than 10 years
- 05 Prefer not to answer

Q5. **[Show if Q2=01 AND/OR 02 AND/OR 03]** Are you in a senior management position at **[pipe in organization]**? (e.g., Artistic Directors, Executive Directors, other directors, managers, and Senior Curators)

- 01 Yes
- 02 No
- 03 Prefer not to answer

Q6. **[Show if Q2=01 AND/OR 02 AND/OR 03]** Were you hired into the organization at this level or were you promoted from within the organization?

- 01 Hired at this level
- 02 Promoted from within
- 03 Other (please specify) **[open-text box]**
- 04 Prefer not to answer

Q7. **[Show if Q2=01 AND/OR 02 AND/OR 03]** What is your employment status?

- 01 Full-Time Permanent
- 02 Part-Time Permanent
- 03 Full-Time Contract (including seasonal)
- 04 Part-Time Contract (including seasonal)
- 05 Prefer not to answer

Q8. **[ASK IF Q6≠01]** What was your annual income in this role at **[pipe-in Q1]** before taxes in 2018? If unsure, please use your best estimate.

- 01 Less than \$10,000
- 02 \$10,000 to \$19,999
- 03 \$20,000 to \$39,999
- 04 \$40,000 to \$59,999
- 05 \$60,000 to \$79,999
- 06 \$80,000 to \$99,999
- 07 \$100,000 to \$149,999
- 08 \$150,000 to \$199,999
- 09 \$200,000 or more
- 10 Prefer not to answer

Q9. What do you anticipate your 2019 annual income will be before taxes in your role at **[pipe-in Q1]**?

- 01 Less than \$10,000
- 02 \$10,000 to \$19,999
- 03 \$20,000 to \$39,999
- 04 \$40,000 to \$59,999
- 05 \$60,000 to \$79,999
- 06 \$80,000 to \$99,999
- 07 \$100,000 to \$149,999
- 08 \$150,000 to \$199,999
- 09 \$200,000 or more
- 10 Prefer not to answer

Q10. **[SHOW IF Q2=04]** What was your total annual income before taxes in 2018? If unsure, please use your best estimate.

- 01 Less than \$10,000
- 02 \$10,000 to \$19,999
- 03 \$20,000 to \$39,999
- 04 \$40,000 to \$59,999

- 05 \$60,000 to \$79,999
- 06 \$80,000 to \$99,999
- 07 \$100,000 to \$149,999
- 08 \$150,000 to \$199,999
- 09 \$200,000 or more
- 10 Prefer not to answer

SECTION B: DEMOGRAPHIC INFORMATION

Q11. What is your age?

- 01 19 and under
- 02 20-24
- 03 25-29
- 04 30-34
- 05 35-39
- 06 40-44
- 07 45-49
- 08 50-54
- 09 55-59
- 10 60-64
- 11 65-69
- 12 70-74
- 13 75 and over
- 14 Prefer not to answer

Q12. Please select the language(s) you speak and understand. Please select all that apply.

The list below is based on Statistics Canada census responses as the languages most spoken.

- 01 English
- 02 French
- 03 Indigenous language (please specify) **[open text box]**
- 04 Mandarin
- 05 Cantonese
- 06 Punjabi
- 07 Spanish
- 08 Tagalog
- 09 Arabic
- 10 ASL (American Sign Language)
- 11 LSQ (Langue des signes québécoise)
- 12 Other Language (please specify) **[open text box]**
- 13 Prefer not to answer

Q13. Of Canada's two official languages (English and French), which language(s) did you learn to speak first?

- 01 English
- 02 French
- 03 English and French

Prefer not to answer

- Q14. Do you identify as a member of an Official Language Minority Community?
Official Language Minority Communities are groups of Canadians whose maternal or chosen Official Language (i.e. English or French) is the minority language in their province or territory.
- 01 No
 - 02 Yes, Anglophone official-language minority (i.e. English speaker in Quebec)
 - 03 Yes, Francophone official-language minority (i.e. French speaker outside Quebec)
 - 04 Prefer not to answer
- Q15. Do you identify as culturally diverse ?
The Canada Council for the Arts uses “culturally diverse” to respectfully identify racialized groups that correspond to “visible minorities” under the [Employment Equity Act](#).
- 01 Yes
 - 02 No
 - 03 Prefer not to answer
- Q16. Do you identify with any of the following group(s)? Please select all that apply.
The list below is based on Statistics Canada census questions.
- 01 White
 - 02 Indigenous (Status and Non-Status First Nations, Inuit, Métis)
 - 03 South Asian (e.g. East Indian, Pakistani, Sri Lankan)
 - 04 Chinese
 - 05 Black (e.g., Caribbean, African descent)
 - 06 Filipino
 - 07 Latin American/Hispanic
 - 08 Arab
 - 09 Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)
 - 10 West Asian (e.g., Iranian, Afghan)
 - 11 Korean
 - 12 Japanese
 - 13 Other (please specify) **[open-text box]**
 - 14 Prefer not to answer
- Q17. **[Ask if Q16=02]** Please select the option(s) that best describe(s) you.
- 01 First Nations
 - 02 Métis
 - 03 Inuit
 - 04 Other (please specify) **[open-text box]**
 - 05 Prefer not to say

- Q18. Do you identify as a person who is Deaf, partially deaf or hard of hearing?
- 01 Yes
 - 02 No
 - 03 Prefer not to answer
- Q19. Do you identify as a person with a disability?
- For the purposes of this survey, disability includes persons who have a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment or chronic illness.*
- 01 Yes
 - 02 No
 - 03 Prefer not to answer
- Q20. What is your Canadian citizenship or immigration status?
- 01 Canadian Citizen
 - 02 Permanent Resident
 - 03 Landed Immigrant
 - 04 Refugee
 - 05 On a work visa/permit
 - 06 Prefer not to answer
- Q21. What is the highest level of education you have completed?
- 01 Specialized non-academic training (e.g. mentorship, self study)
 - 02 Secondary (high) school diploma or equivalency certificate
 - 03 Apprenticeship or trades certificate or diploma
 - 04 College, CEGEP or other non-university certificate or diploma
 - 05 University certificate or diploma below bachelor level
 - 06 Bachelor's degree
 - 07 University certificate or diploma above bachelor level
 - 08 Master's degree
 - 09 Doctoral or professional degree
 - 10 Prefer not to answer

Q22. What is your gender identity? Select all that apply.

- 01 Woman
- 02 Man
- 03 Transgender
- 04 Cisgender
- 05 Genderqueer
- 06 Agender
- 07 Gender non-conforming / non-binary
- 08 Two-spirit **[Show if Q16=02]**
- 09 Intersex
- 10 A gender identity not listed, please specify:
- 11 Prefer not to answer

Q23. Which of the following best describes your sexual orientation or identity? Select all that apply.

- 01 Gay
- 02 Lesbian
- 03 Bisexual
- 04 Heterosexual
- 05 Asexual
- 06 Queer
- 07 Questioning
- 08 Pansexual
- 09 A sexual orientation not listed, please specify:
- 10 Prefer not to answer

SECTION C: SECTOR EXPERIENCE

The Canada Council values your perspectives on important issues facing the arts sector in Canada, including your understanding of equity and diversity. The questions in this section give you the opportunity to consider these issues as they relate to arts workplaces.

The Canada Council for the Arts defines “equity” as “a principle and process that promotes fair conditions for all persons to fully participate in society. It recognizes that while all people have the right to be treated equally, not all experience equal access to resources, opportunities or benefits. Achieving equality does not necessarily mean treating individuals or groups in the same way, but may require the use of specific measures to ensure fairness.” For more information please consult the Canada Council’s [Equity Policy](#) online.

Q24. Overall, how equitable, inclusive, and reflective of society are the practices of the Canadian arts sector with regards to diversity?

- 01 Very equitable, inclusive, and reflective
- 02 Somewhat equitable, inclusive, and reflective
- 03 Neutral
- 04 Not very equitable, inclusive, and reflective
- 05 Not at all equitable, inclusive, and reflective
- 06 Prefer not to answer

Q25. Regarding equity and diversity, how important do you think the following are to the capacity of **[pipe-in Q1] in meeting its mandate and goals?**

	01 – Very unimportant	02 – Somewhat unimportant	03 - Neither important nor unimportant	04 - Somewhat important	05 - Very important	06 - Prefer not to answer
Inclusion of people who are culturally diverse						
Inclusion of people who are Deaf or who have a disability						
Gender diversity and sexual identity						
Reconciliation with Indigenous people						

Inclusion of diverse individuals at the leadership level (senior management / board)						
Inclusion of linguistic diversity including official languages						

Q26. How do you feel that **[pipe-in Q1]** is doing with regard to these issues?

	01 – Very poorly	02 – Somewhat poorly	03 - Adequately	04 - Quite well	05 - Very well	06 - Prefer not to answer
Inclusion of people who are culturally diverse						
Inclusion of people who are Deaf or who have a disability						
Gender diversity and sexual identity						
Reconciliation with Indigenous people						
Inclusion of diverse individuals at the leadership level (senior management / board)						
Inclusion of linguistic diversity including official						

languages						
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SECTION D: SURVEY FEEDBACK

[text below to be shown on a separate page]

Your feedback on this survey is very important to us!

The Canada Council wishes to further its commitment to diversity, equity and inclusion.,This pilot survey is a part of the Council's strategy to collect and share meaningful data on the arts sector.

We'd like to ask you a few questions about your survey experience and any feedback you may have.

Q27. What are your overall thoughts on the survey?

[Open-text box]

Q28. Are there any other questions that you thought should be included?

[Open-text box]

Q29. Are there any questions that you thought should be removed or reworded?

[Open-text box]

CONCLUSION

Thank you for your input. Our survey is now concluded. We appreciate that you took the time to support the Canada Council's commitment to diversity, equity and inclusion. Your participation will help provide the arts sector with much needed data on the demographics of its workforce.