

## **The 2021 ACTRA National Member Census: Overview and Summary**

The ACTRA National Member Census is the first Canada-wide census that ACTRA has ever conducted.

The objectives of the census were to:

- collect data to help ACTRA better understand the demographic composition of its full membership;
- identify potential employment barriers experienced by members working in Canada;
- record the experiences of members from historically underrepresented communities; and
- understand the prevalence of acts of discrimination, harassment, violence, and abuse.

The data gathered is a powerful tool to assist ACTRA in delivering better services and supports to its members, and advancing its work related to collective bargaining and lobbying, public policy, and diversity and inclusion efforts.

ACTRA engaged Ipsos to conduct the census and report on the findings. As a third-party research firm, Ipsos ensured that the privacy and confidentiality of ACTRA members were protected. All ACTRA members were invited to participate in the survey. The survey was open from August 5 to August 31, 2021. Ipsos sent email invitations with a unique survey link to each member. Parental consent was obtained for members under the age of 16.

A total of 8,713 ACTRA members completed the census. This reflects an overall response rate of 33%, which Ipsos considers to be statistically sufficient to serve as a sample size for the entire membership. Data were weighted to reflect ACTRA's membership by age, gender and regional branch.

### **ACTRA National Membership Demographics**

#### **Ethnic Representation**

Members were asked about the ethnic and racial groups with which they identify as well as whether or not they self-identify as a person of colour (POC) or a racialized person. Most members (81%) identified with one ethnic or racial group only. Of those, 56% identified as White. 10% identified as Asian, 9% identified as Black, 3% identified as Indigenous, 2% identified as Latine/Hispanic, and 1% identified as Middle Eastern-North African (MENA).

Three percent (3%) of members identified as belonging to another ethnic or racial group other than the ones listed above, and 1% preferred not to answer. Approximately 15% of members identified as having more than one ethnicity, however, only half (8%) self-identified as POC.

When asked whether or not they self-identify as POC, 70% of members responded “no”, 24% responded “yes” and 5% preferred not to answer. So while 56% of members identified as White, a larger proportion (70%) self-identified as non-racialized, suggesting that most ACTRA members are White. This is comparable to representation within the Canadian population (72%).

Other ethnic and racial groups are either underrepresented or overrepresented within ACTRA.

- 10% of members identified as Asian, lower than the Canadian population (17%)
- 9% of members identified as Black, higher than the Canadian population (3.7%)
- 3% of members identified as Indigenous, slightly lower than the Canadian population (5%)
- 1% of members identified as Middle Eastern-North African, slightly lower than the Canadian population (2%)

Latine/Hispanic representation (2%) is comparable to the Canadian population (1.7%)

### **Sexual Orientation**

Sixteen percent (16%) of members identified as 2SLGBTQIA+. This is more than five times greater than identified in the Canadian population (3.3%).

### **Gender and Gender Identity**

Women are slightly underrepresented in the membership relative to the Canadian population (46% vs. 49%), while men are overrepresented (54% vs. 51%). Less than one percent of members (0.07%) identified as trans or non-binary. This is slightly higher than the Canadian population (0.03%).

### **Persons Living with a Disability**

Nearly one quarter of members (23%) are living with a disability. This is reflective of the Canadian population (22.3%). Among those who report a disability or condition, mental health (38%), long-term health/chronic health (31%), and neurodiverse (26%) conditions are the most common.

### **Age**

The reported mean age of members is 42.7 years. This is only slightly higher than the Canadian population (41.9 years). A greater proportion of members are aged 25 to 54 compared to the Canadian population. A lower proportion of members are under the age of 18.

## **ACTRA National Membership Experiences**

### **Experiences of Discrimination**

Twenty-six percent (26%) of ACTRA members report having experienced acts of harassment, racism, abuse, or violence in the workplace. Of these, 15% report experiencing such acts in the past five years. Slightly more (29%) report having witnessed these acts – 19% in the past five years.

Over half of ACTRA members (55%) say they are reluctant to turn down work for fear of being labelled “difficult.” Younger members (aged 18-34) are more likely to say so (62%) as are women (59%), trans and non-binary folks (66%), 2SLGBTQIA+ folks (63%) and members living with a disability (62%). Interestingly, members belonging to the largest branches also feel the pressure of not being able to turn down work – 57% in BC and 56% in Toronto.

Most respondents agree that ACTRA is responsive to its members (70%) and that the organization has been effective in taking action to address harassment, racism, abuse or violence in the industry (57%). The majority of respondents also agree that ACTRA has been effective in advocating for greater equity and inclusion in the industry (65%) and including greater representation of diversity within the organization itself (61%).

### **Auditions and Bookings**

During the 2019 calendar year, 79% of performers reported booking at least one audition (in-person or self-tapes) and 58% booked at least one job.

### **Earnings from ACTRA productions**

In 2019, 65% of members registered earnings above zero dollars with 50% reporting less than \$20,000. Twelve percent (12%) reported earnings over \$20,000 but less than \$100,000, and 3% reported earnings over \$100,000. The average earnings were less than \$20,000.

### **Gross Annual Income from all sources**

In 2019, the average income of all members was under \$26,000. Seventy-five percent (75%) of members reported a gross income of less than \$15,000, including 23% of members who did not report any income.