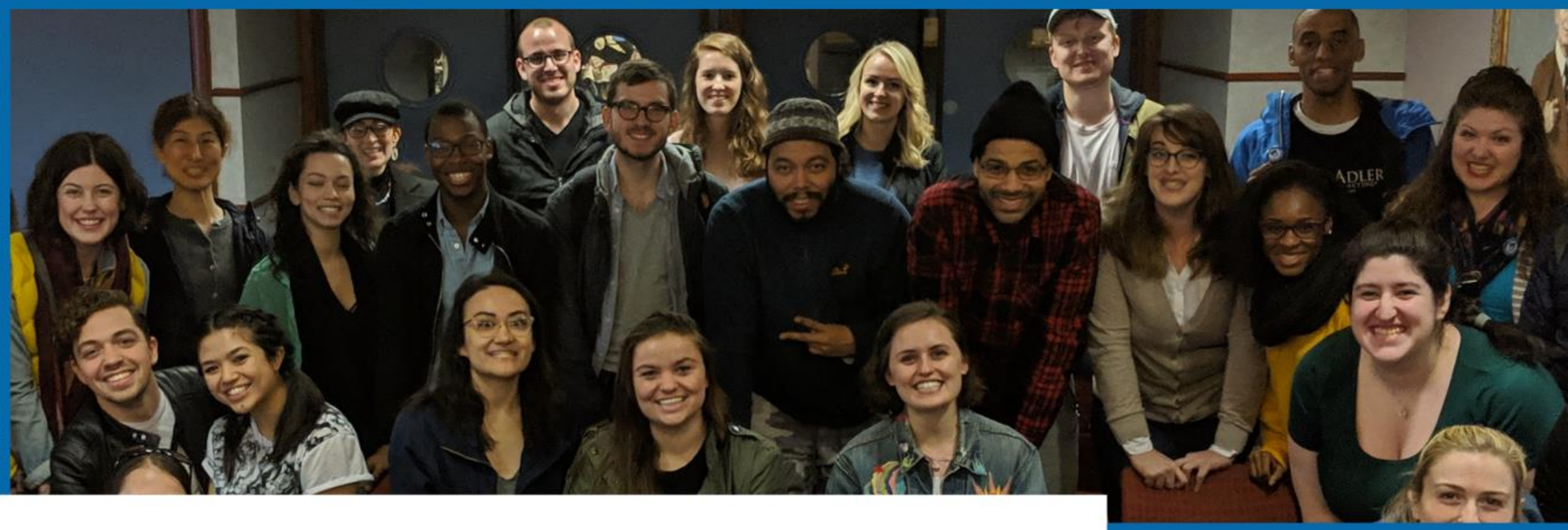
ACTORS' EQUITY ASSOCIATION

DIVERSITY REPORT

2016-2019 IN REVIEW



ACTORS' EQUITY ASSOCIATION 1913

EXECUTIVE SUMMARY

In 2017, Actors' Equity Association published the first Diversity and Inclusion Report, tracking the demographics of how its 51,000 members are hired for acting and stage management work, and how much they are paid. This is a follow up to that report, covering hiring statistics from 2016 through 2019.

Expanded Analysis

The last study focused on gender and race as points of identification, and briefly mentioned disability. It measured both rate of representation and earnings, including what demographic had the power to negotiate additional compensation. The current study has added "non-binary/third gender" or "prefer to self-describe" as gender options and includes data about orientation and transgender status. It has more data about hiring of disabled members and includes information on veteran status and age as well.

Study Structure

This study is in two parts. The data in the first section is national. It measures the distribution of race, gender and orientation, age, disability and veteran status across all Equity contracts. This data also includes the race and gender distribution among Equity's two most prominent contracts: the Production Contract (used on Broadway and some national tours) and the LORT Contract (The League of Resident Theatres Contract, used at major regional theaters nationally). In the second section, the data is divided by Equity's three geographical regions and considers both race and gender in each region.

Incremental Industry Shifts

In short, there has been improvement since the 2017 study - meaning that there has been more equitable distribution of contracts and earnings - but most improvements have been extremely gradual and inconsistent across geographical areas.

In terms of race, contracts going to people of color increased from 15.3% in the prior study to 23.3% in the current study. Contracts to Black members 45.7% of that increase. That change however, does not necessarily reflect improvement across the industry. For example, among Production Contracts, much of the increased representation of people of color can be attributed to multiple productions of *Hamilton* alone.

Importantly, what little change has occurred since 2015 falls short of reflecting demographics of the communities which the shows serve. For example, as of the 2010 U.S. Census, 39.6% Americans are of color. But from 2016-2019, 21.5% of Equity contracts nationally went to members of color. Furthermore, sometimes improvements only exist within certain job categories. For example, chorus roles (which overwhelmingly appear in musicals) tend to be more racially diverse than principal roles in both plays and musicals. Hiring of stage managers seems the most resistant to change, with a much smaller improvement for racial diversity nationally compared to actors. This is a reminder that our industry's inclusion problems go much deeper than casting alone.

In terms of gender, more contracts still go to men. Nationally, contracts that went to women increased from 43.5% of all contracts to 44.9% in the current study. A pay gap remains between genders because men are able to receive more overscale (payments above minimum requirements). Not only do women earn less than men, but transgender, non-binary or gender-nonconforming members usually earn less than their cisgender peers in the same job categories on any given contract type.

Barely 1% of contracts issued from 2016-2019 were to members who report living with a disability. This number is surely higher in reality. Nationally, roughly one in four Americans are living with a disability. Furthermore, people with disabilities tend to earn less than their non-disabled counterparts.

Aging in the industry tends to exacerbate many of these issues. While Equity does not have data on what percentage of the union's older members are actively seeking work, there has been a decrease in the percentage of contracts going to members over 65 since 2013-2015. In addition, contracts issued to members of color skewed younger compared to white members, who were most likely to be issued contracts beyond age 65. From 2016-2019, not a single contract went to a member who self-identified to the union as both Indigenous Hawaiian/Pacific Islander/North American or Middle Eastern/North African and over the age of 65. Nationally, 73.8% of all contracts for members 65 years old and older went to white members."

METHODOLOGY

- This report analyzes demographic information for members of Actors' Equity Association working on Equity contracts nationwide from January 1, 2016 to December 31, 2019. Older data included for purposes of comparison are from January 1, 2013 through December 31, 2015.
- Demographic information (age, gender, disability, race, etc.,) is gathered from Equity members confidentially self-identifying to the union, and earnings information comes from contracts filed with the union.
- Intended to represent initial job opportunity and earning potential, this data is collected solely from contracts involving a production's opening performance and does not consider replacement contracts or salary increases over the course of a run. Therefore, as with the prior study, only productions that opened during the study timeframe area included in the study.
- A "contract" does not refer to an individual member, but a job; if the report says, for example, that 20 contracts went to women, that could mean one woman with 20 contracts, 20 women with one contract each, or anything in-between. This study examines 93,957 contracts from 2016-2019.
- This study examines five different types of jobs: Principal actor in a play, principal actor in a musical, chorus actor, stage manager and assistant stage manager.
- There are two categories that represent a lack of information: "Prefer not to say" is an option for members who wish to keep demographic information private, whereas "unknown" means the question went unanswered.
- "People of color" (POC) refers to individuals who actively opt to self-identify as non-white or European American.
- This study excludes a small subset of 93 contracts in which members earn over $10,000 overscale weekly.
- Averages are calculated as arithmetic means.

How to Use This Report

Statistical analysis like this takes a subset of the population— in this case, Equity members— and compares them to the general population— in this case, the U.S. If that subset seems to differ strongly from the general population, it means that an external force is creating that change. These differences are examined through characteristics protected by various US nondiscrimination laws, such as gender and race.

This report also examines compensation, specifically by Equity employers on Equity contracts. When you read this report, as you would assume a population's subset should reflect the overall population, assume equal pay for equal work. Any trends in data showing otherwise similarly indicate an external force creating differences.

What those external forces might be, however, is beyond the scope of this report. The opportunity and income inequality reflected in this report are the result of a complicated web of artistic discretion and systemic, institutional and internalized marginalization. No one trend or data tells the whole story, but are many, many narratives in aggregate, from a bird's eye view.

The data and format of this study, however, cannot definitively prove which external forces have caused income and opportunity inequality.

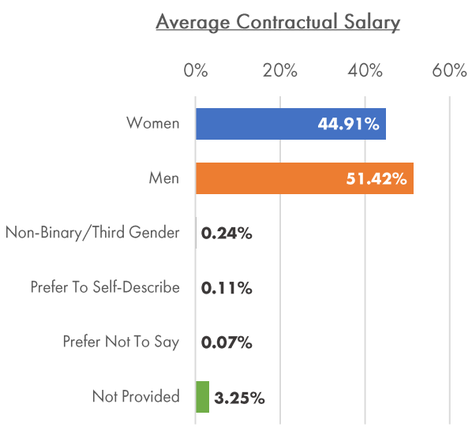
Throughout the report, pie graphs show distribution of representation along a single protected characteristic in terms of percentages. For some protected characteristics, the numbers are such a small fraction of the whole that a graph is not useful to convey a rate of representation. In those cases, a chart is included which conveys representation numerically. Attendant with each pie graph is a horizontal bar graph. Each bar graph offers a side-by-side comparison of the average rate of pay for each of the identity groups represented in the pie.

Each bar has a label with the exact dollar value. Through each bar graph, there is a broken red line denoting the average pay overall, so the readers can see which groups are above and below the overall average pay rate. The red line is also labeled with an exact dollar value of the average earnings overall.

Finally, the appendix has further information, including comparisons to census data and contract terms (such as minimum salary rate tiers). Every piece of data collected and visualized for the 2020 edition of the diversity study is charted numerically in the appendix.

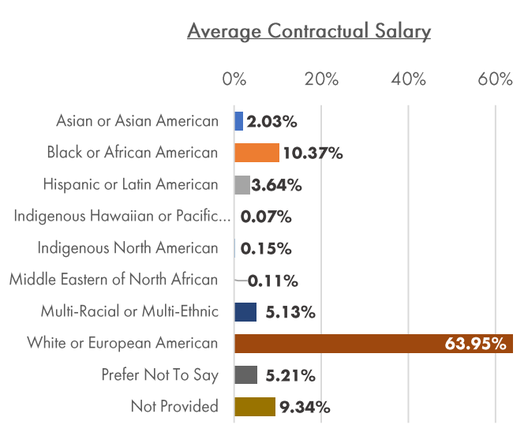
Contracts by Gender: National

Total contracts – 93,957

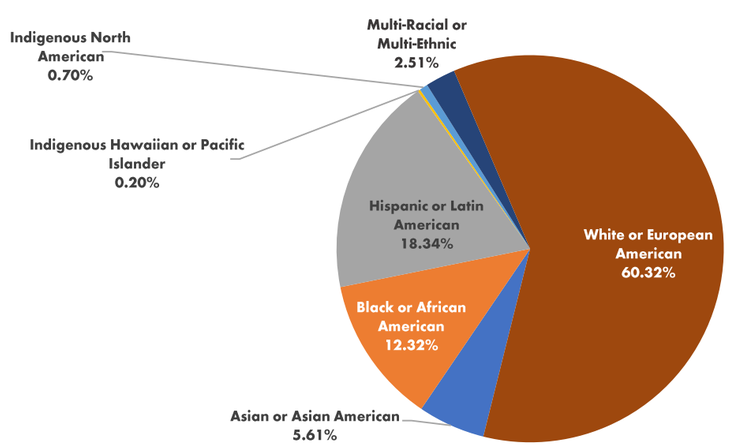


Contracts by Race/Ethnicity: National

Total contracts – 93,957



FOR REFERENCE:
Race/Ethnicity in the United States: 2010 Census Data



DIVERSITY AND INCLUSION 2020: PUSHING FORWARD

In January 2020, the last issue of *Equity News* before the pandemic, I wrote about what I called "the necessity of difficult conversations."

I concluded that column by noting that as a nation, we were more frequently having difficult conversations about marginalized groups and harassment in the workplace.

So much has happened since March, and we are now in a time of reckoning for our lack of acknowledging the marginalizing of our fellow citizens in our society, as well as the marginalization or our BIPOC, disabled, transgender and gender non-binary members in our workplace.

This study is a follow up to the Diversity Study we published in 2017. We waited too long to collect this data the first time, and we waited too long to follow up. From now on, we intend to release a refreshed version of this report annually, and to make it publicly available. We understand that there is a human being attached to every piece of data shown here.

Equity cannot control who an individual employer chooses to hire, but we can be loud and insistent in calling out a structure built on biases both implicit and overt. It is our duty to be part of the solution, to work to tear down barriers and rebuild a structure that is truly inclusive.

This report shows that there have been some gains: For example, a higher percentage of total contracts nationally have gone to women as well as people of color. However, these gains have been woefully insufficient, and not uniformly true across the country.

We rely on you to make this information as accurate as possible. For example, as we have continued to track contracts that have been worked by members with disabilities, the increases we have seen can be attributed not only to a change in hiring practices, but also to more members telling us that they self-identify as living with a disability. You help us to represent you when you self when self-ID in the member portal. This information is not used to track individuals, and your personal information is not shared with employers. It is used so that we can hold ourselves accountable to our diverse membership and to hold the industry accountable as well.

This report is one tool that we have to use to better represent all of you. And, it is information that you need to have to hold us accountable. We will be releasing further analysis of the data over the next few months.

In solidarity,

Mary McColl
Executive Director
Actors' Equity Association

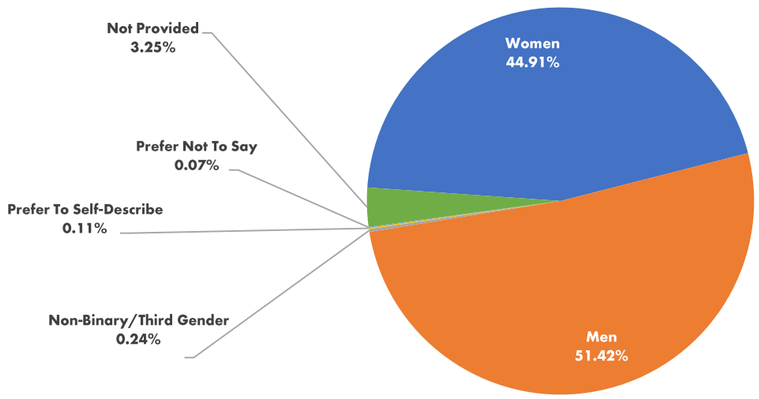
NATIONAL DATA

NATIONAL DATA

Contracts by Gender: National

Total contracts – 93,957

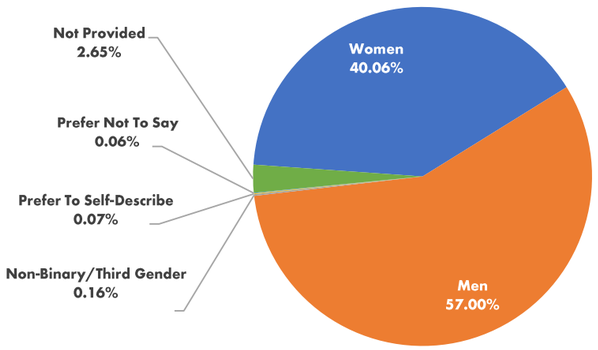
% Contracts



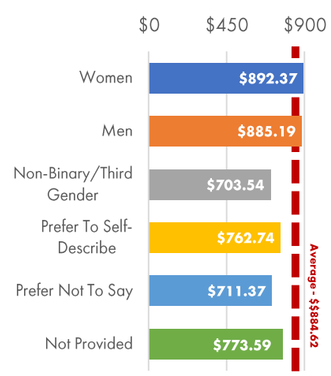
Principal Contracts by Gender: National (Musical)

Total contracts – 22,281

% Contracts



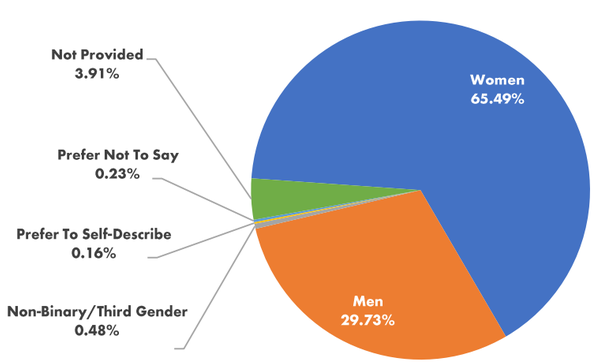
Average Contractual Salary



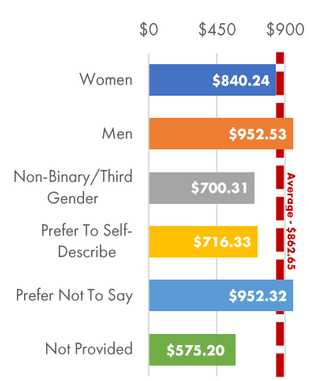
Stage Manager Contracts by Gender: National

Total contracts – 12,061

% Contracts



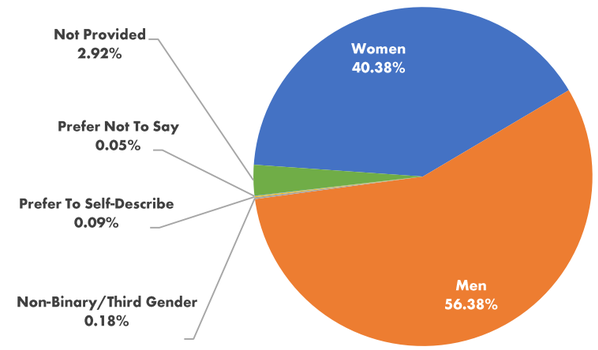
Average Contractual Salary



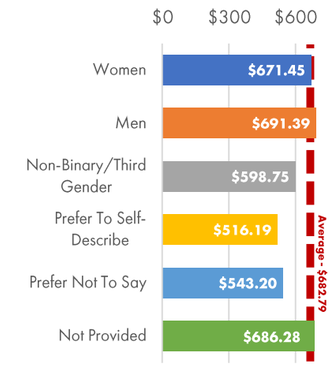
Principal Contracts by Gender: National (Play)

Total contracts – 44,737

% Contracts



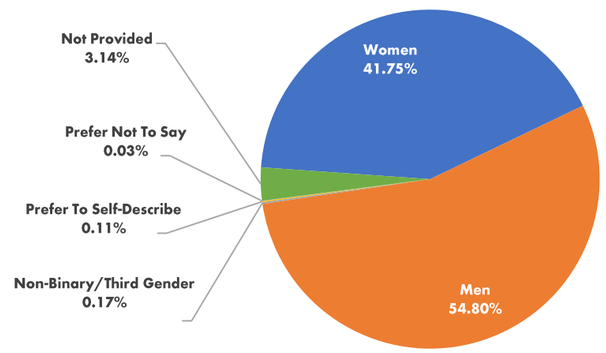
Average Contractual Salary



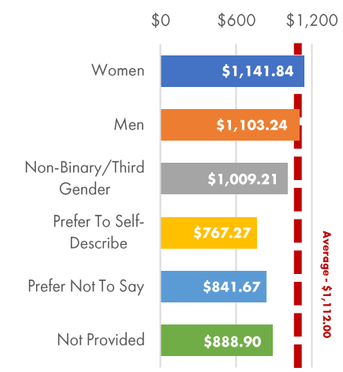
Chorus Contracts by Gender: National

Total contracts – 9,893

% Contracts



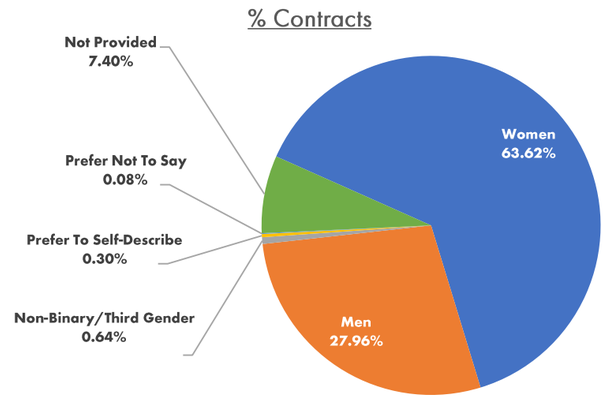
Average Contractual Salary



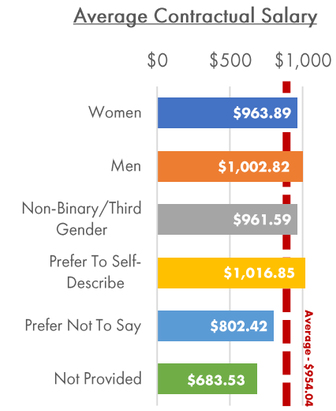
Assistant Stage Manager Contracts by Gender: National

Total contracts – 4,985

% Contracts



Average Contractual Salary



Member Self Identity	2016-19 Contracts	% Contracts
TOTAL	93957	100%
Veteran	278	0.30%
LGBTQ+	7440	7.92%
Disability	945	1.01%

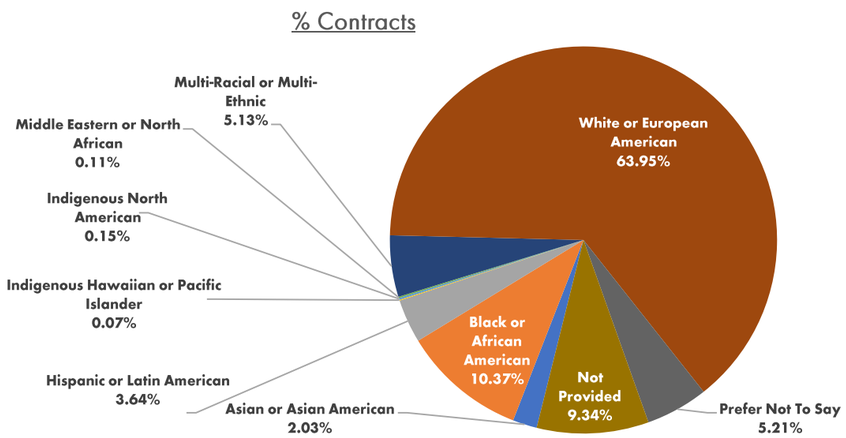
NATIONAL DATA: RACE/ETHNICITY

Race/Ethnicity Key

- Asian or Asian American
- Black or African American
- Hispanic or Latin American
- Indigenous Hawaiian or Pacific Islander
- Indigenous North American
- Middle Eastern or North African
- Multi-Racial or Multi-Ethnic
- White or European American
- Prefer Not To Say
- Not Provided

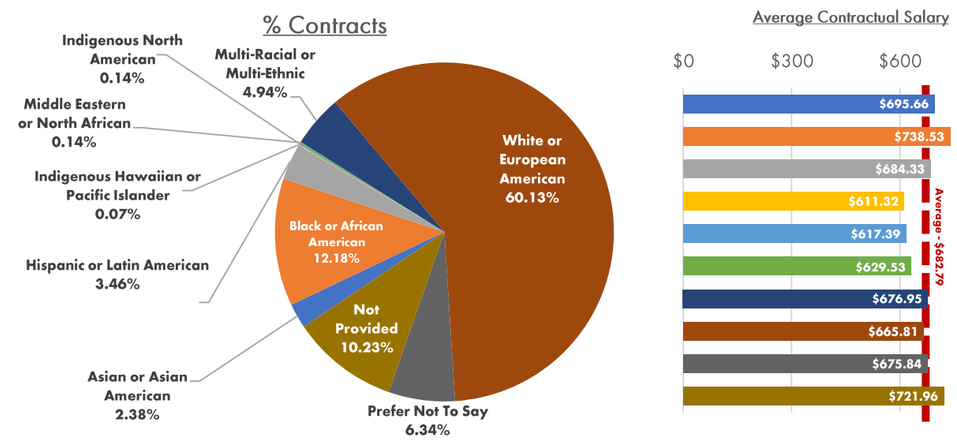
Total Contracts by Race/Ethnicity: National

Total contracts – 93,957



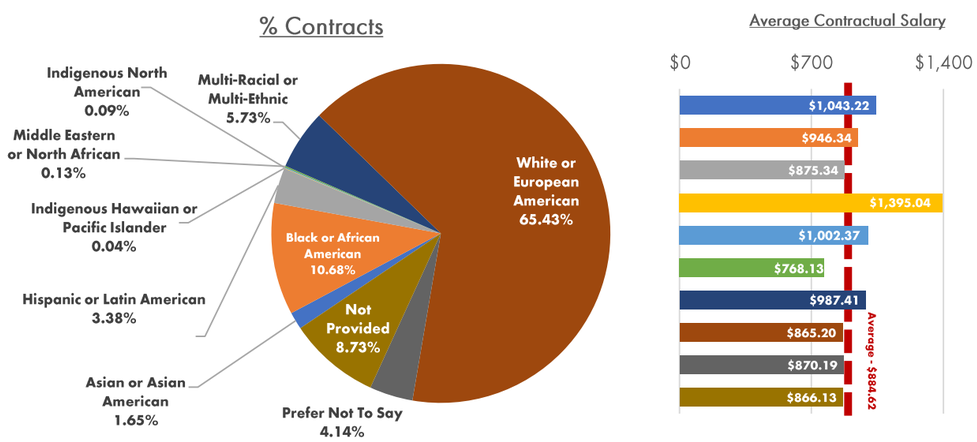
Principal Contracts by Race/Ethnicity: National (Play)

Total contracts – 44,737



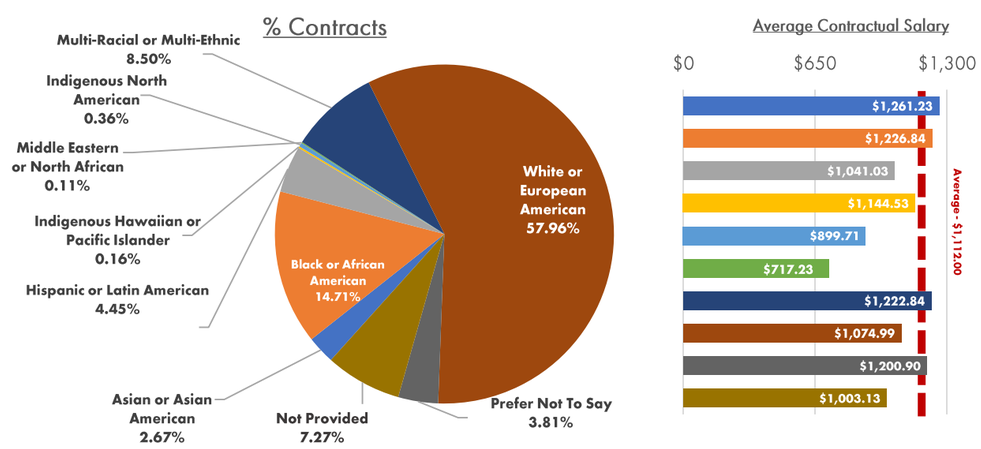
Principal Contracts by Race/Ethnicity: National (Musical)

Total contracts – 22,281



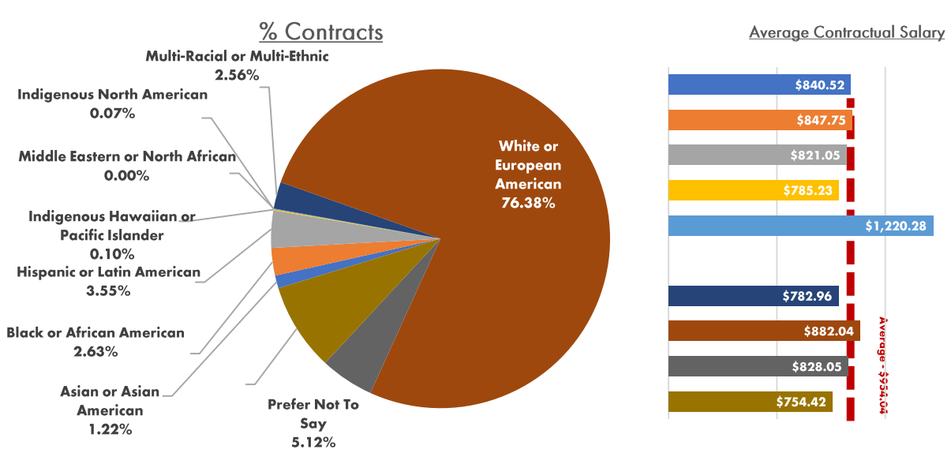
Chorus Contracts by Race/Ethnicity: National

Total contracts – 9,893



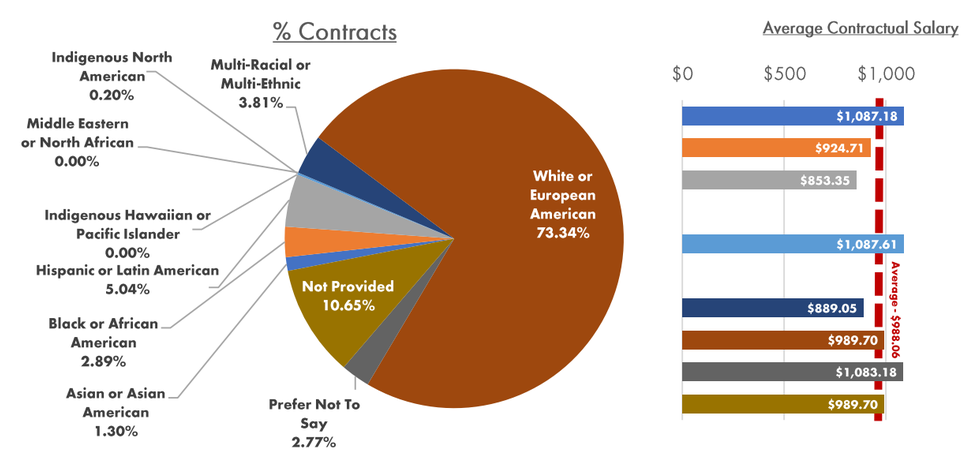
Stage Manager Contracts by Race/Ethnicity: National

Total contracts – 12,061



Assistant Stage Manager Contracts by Race/Ethnicity: National

Total contracts – 4,985

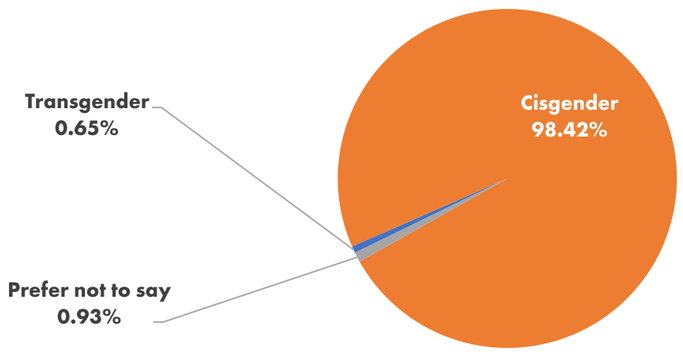


NATIONAL DATA: TRANS/CIS STATUS

Total Contracts by Trans/Cis Status: National

Total contracts – 93,957

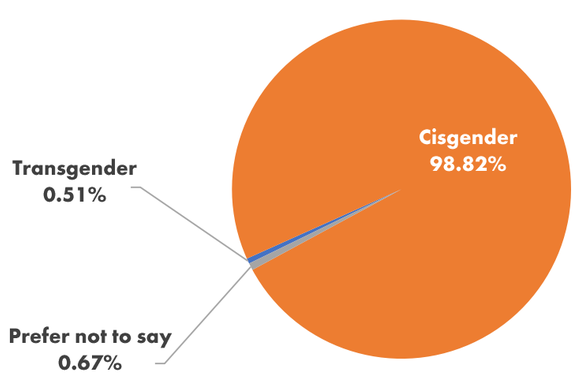
% Contracts



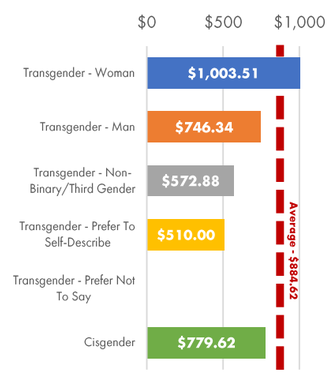
Principal Contracts by Trans/Cis Status: National (Musical)

Total contracts – 22,281

% Contracts



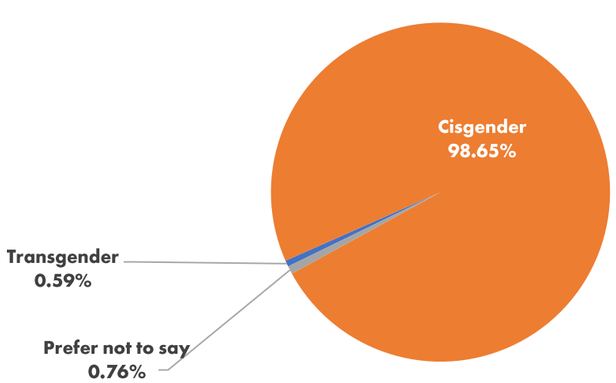
Average Contractual Salary



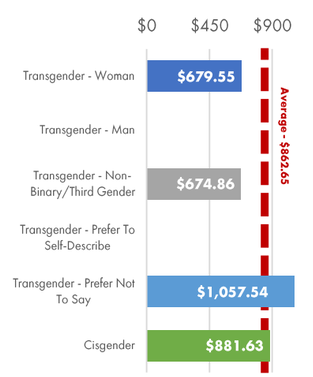
Stage Manager Contracts by Trans/Cis Status: National

Total contracts – 12,061

% Contracts



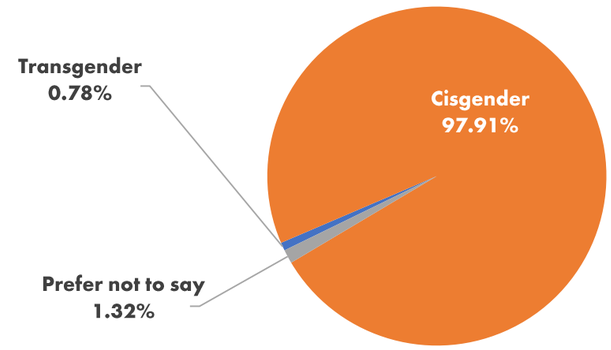
Average Contractual Salary



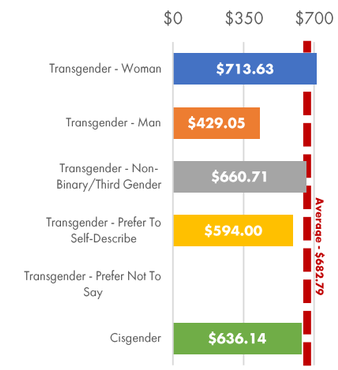
Principal Contracts by Trans/Cis Status: National (Play)

Total contracts – 44,737

% Contracts



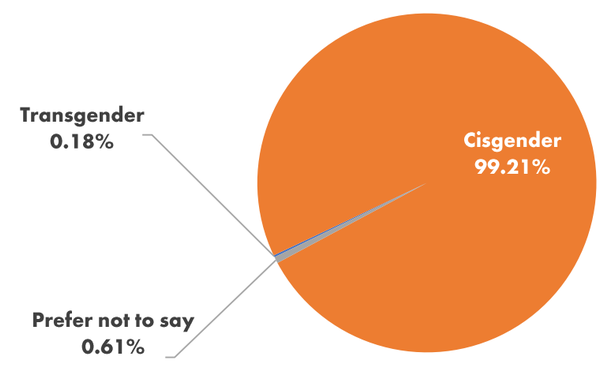
Average Contractual Salary



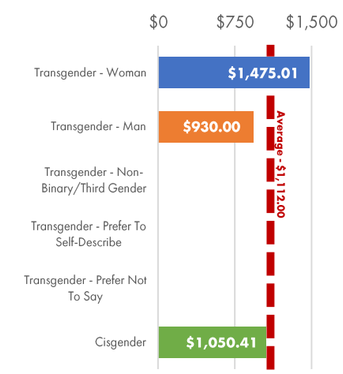
Chorus Contracts by Trans/Cis Status: National

Total contracts – 9,893

% Contracts



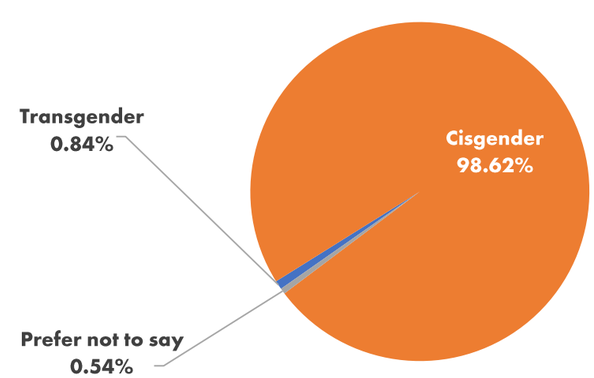
Average Contractual Salary



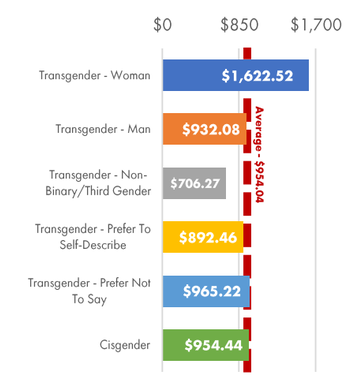
Assistant Stage Manager Contracts by Trans/Cis Status: National

Total contracts – 4,985

% Contracts



Average Contractual Salary

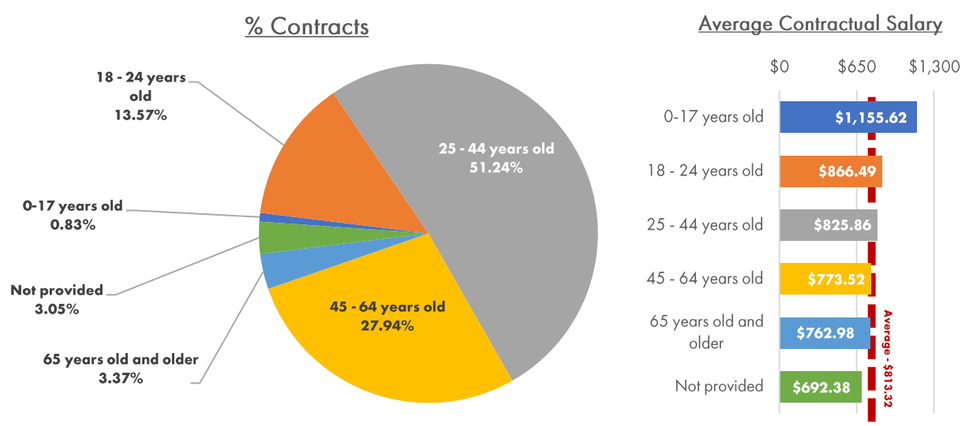


Equity has increased its outreach to members as we have expanded our identity surveys of our membership. Of our over 51,000 members, 86.5% opted to not respond to questions about trans/cis identity. In an effort to accurately reflect known aspects of self-identity in an under-represented community, the graphic reporting on this topic reflects the employment offered to the 13.5% of members who chose to self-identify. The complete records used to report this information, including the employment of members who chose not to respond, can be found in the appendix.

NATIONAL DATA: AGE

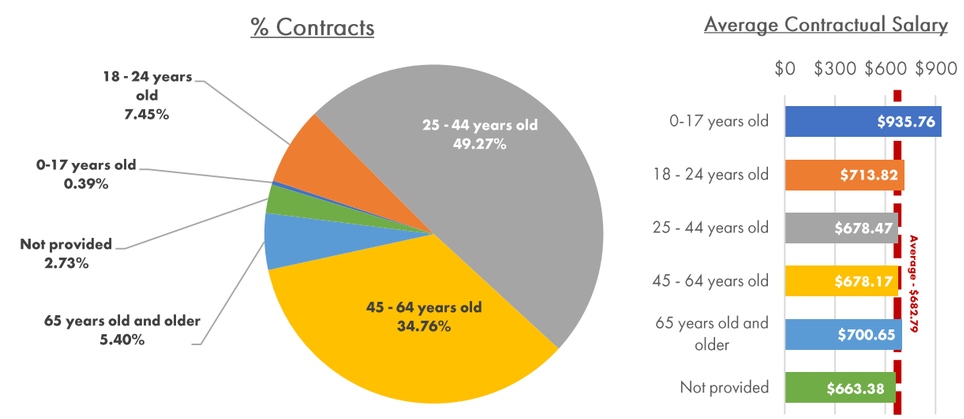
Total Contracts by Age: National

Total contracts – 93,957



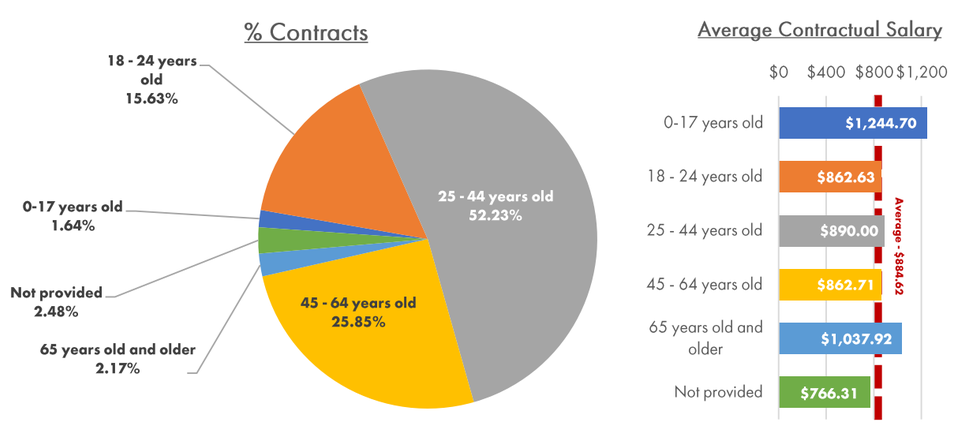
Principal Contracts by Age: National (Play)

Total contracts – 44,737



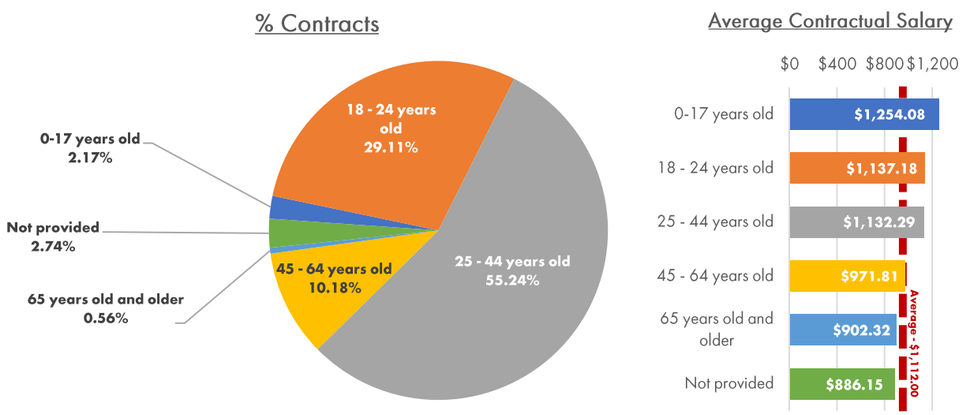
Principal Contracts by Age: National (Musical)

Total contracts – 22,281



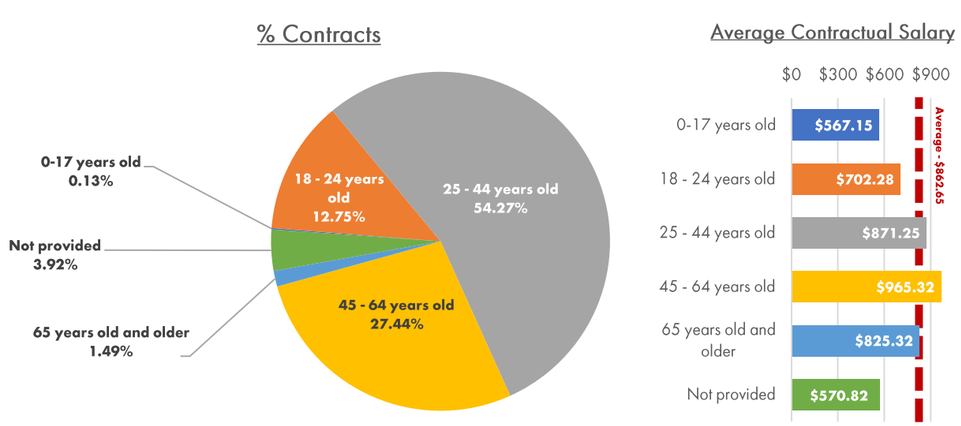
Chorus Contracts by Age: National

Total contracts – 9,893



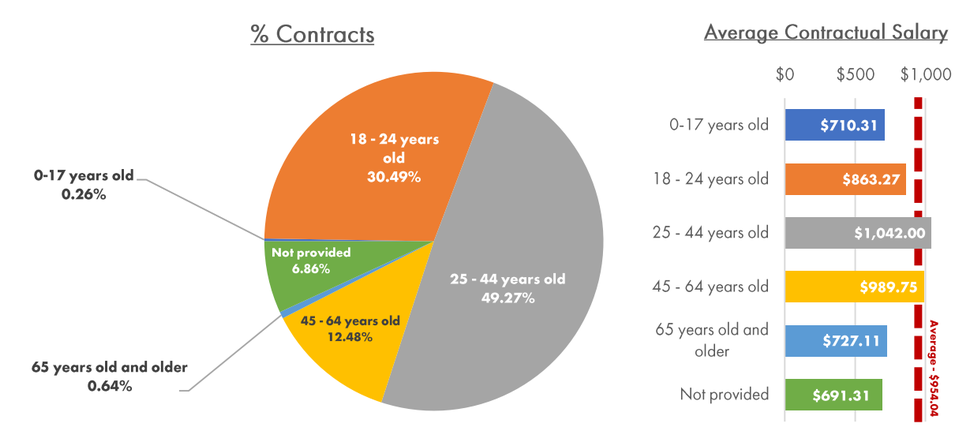
Stage Manager Contracts by Age: National

Total contracts – 12,061



Assistant Stage Manager Contracts by Age: National

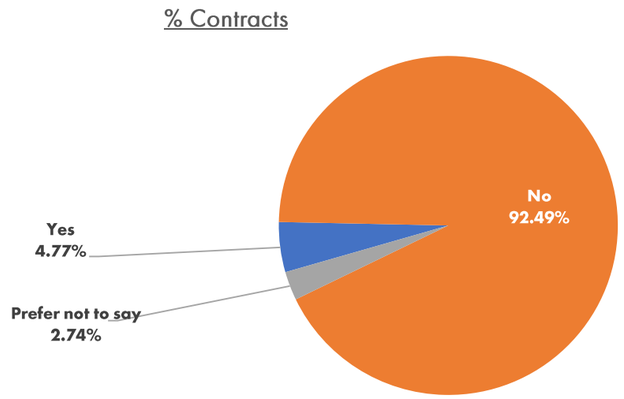
Total contracts – 4,985



NATIONAL DATA: DISABILITY

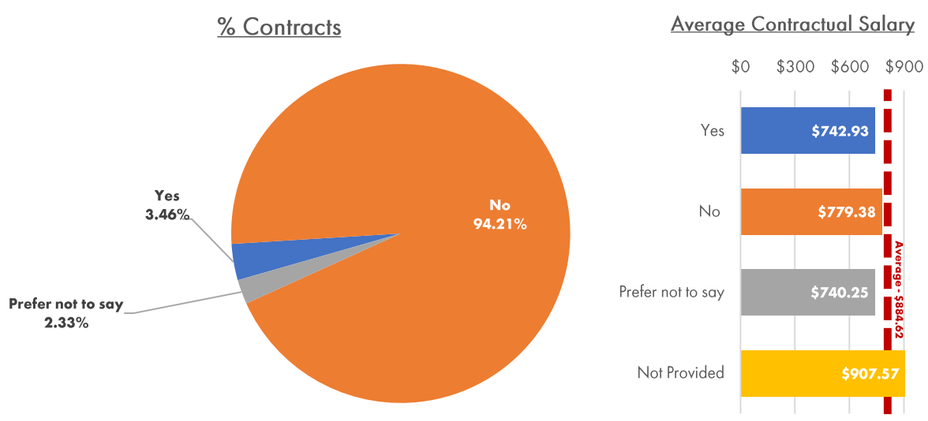
Total Contracts by Person w/ Disability: National

Total contracts – 93,957



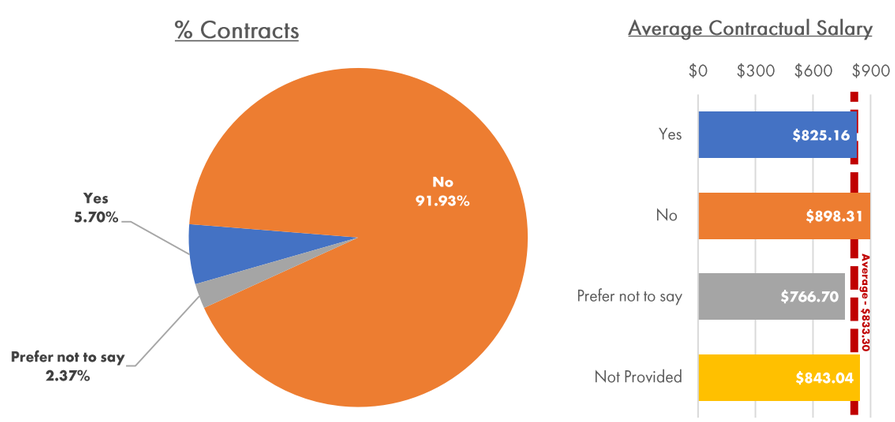
Principal Contracts by Person w/ Disability: National (Musical)

Total contracts – 22,281



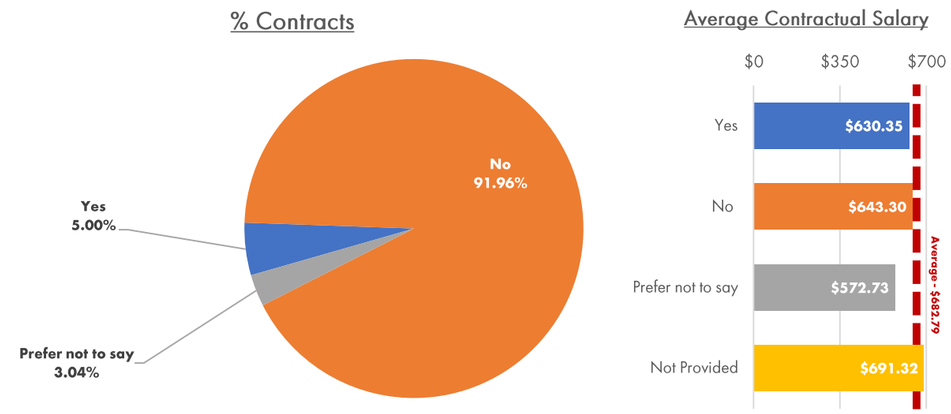
Stage Manager Contracts by Person w/ Disability: National

Total contracts – 12,061



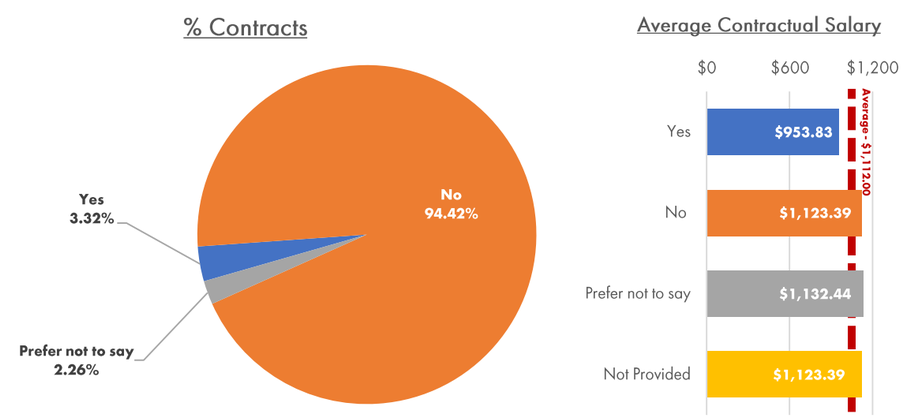
Principal Contracts by Person w/ Disability: National (Play)

Total contracts – 44,737



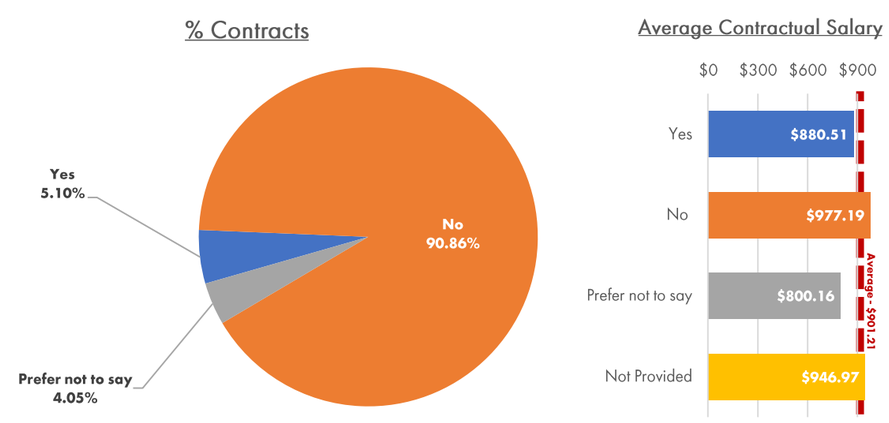
Chorus Contracts by Person w/ Disability: National

Total contracts – 9,893



Assistant Stage Manager Contracts by Person w/ Disability: National

Total contracts – 4,985



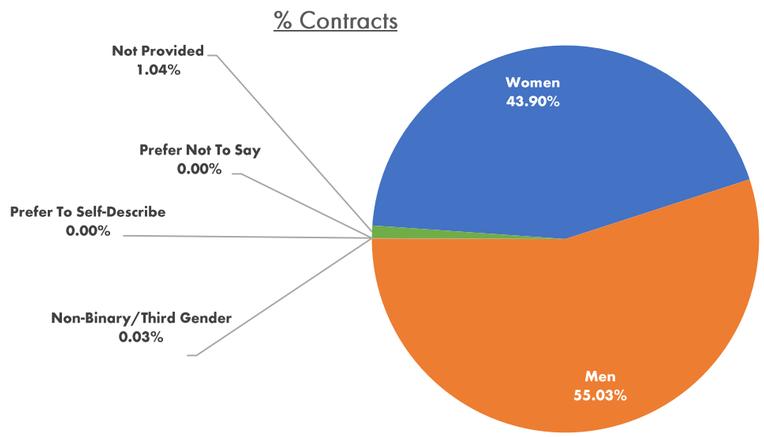
Equity has increased its outreach to members as we have expanded our identity surveys of our membership. Of our over 51,000 members, 86.5% opted to not respond to questions about disability. In an effort to accurately reflect known aspects of self identity in an under-represented community, the graphic reporting on this topic reflects the employment offered to the 13.5% of members who chose to self-identify. The complete records used to report this information, including the employment of members who chose not to respond, can be found in the appendix.

PRODUCTION CONTRACT DATA

The Production Contract covers Broadway, national and international tours. It is also used for touring productions at large performing arts centers. This contract can be used by both commercial and not-for-profit producers, for either limited or open-ended runs.

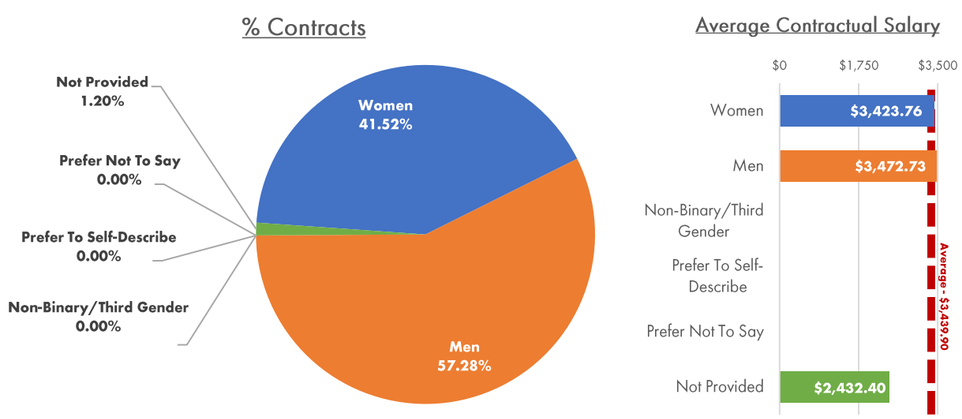
Contracts by Gender: Production

Total contracts – 3,182



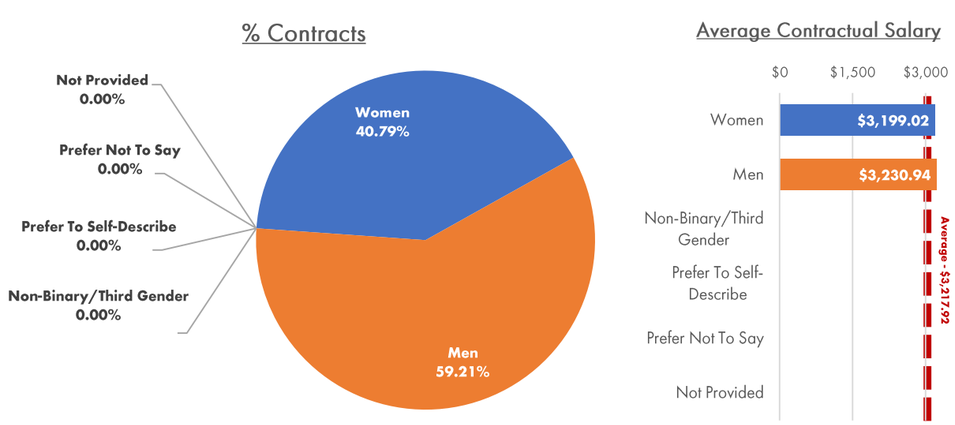
Principal Contracts by Gender: Production (Musical)

Total contracts – 749



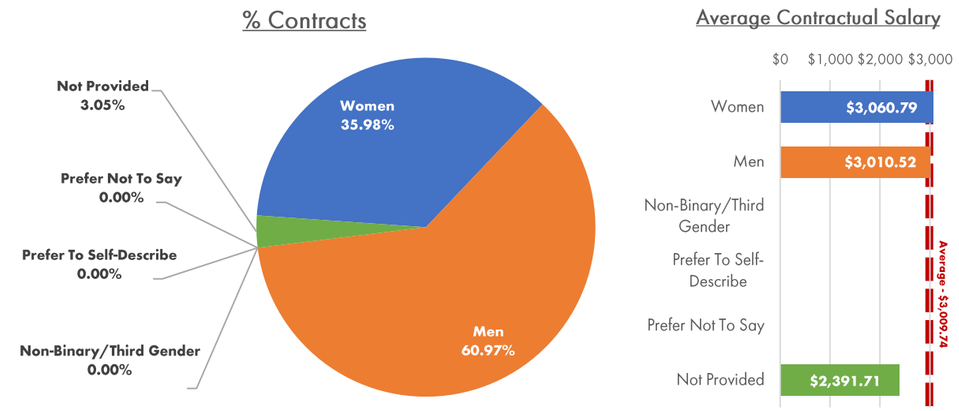
Stage Manager Contracts by Gender: Production

Total contracts – 152



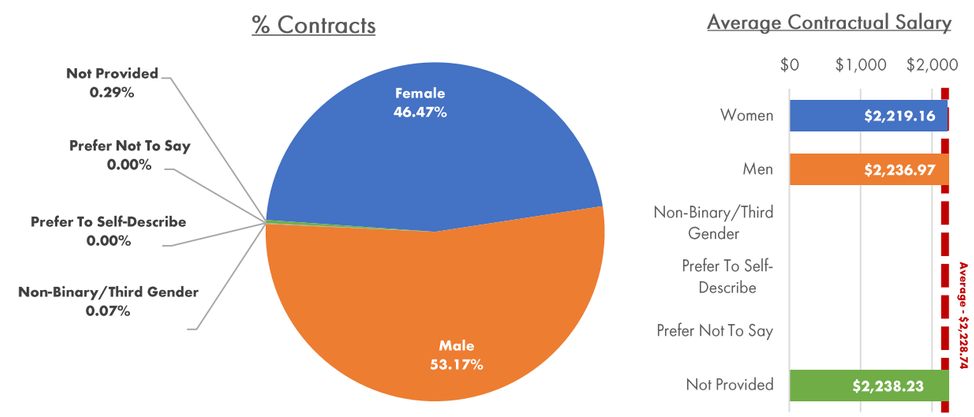
Principal Contracts by Gender: Production (Play)

Total contracts – 656



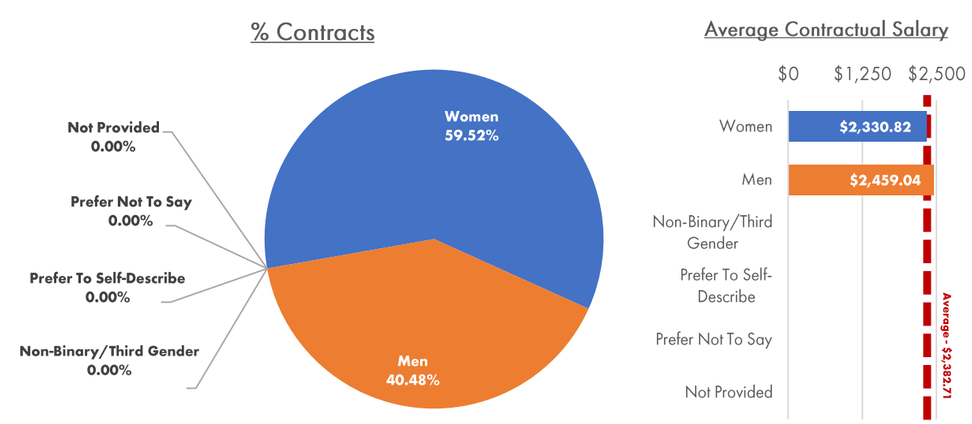
Chorus Contracts by Gender: Production

Total contracts – 1,373



Assistant Stage Manager Contracts by Gender: Production

Total contracts – 252



Member Self Identity	2016-19 Contracts	% Contracts
TOTAL	3182	100%
Veteran	5	0.16%
LGBTQ+	190	5.97%
Disability	17	0.53%

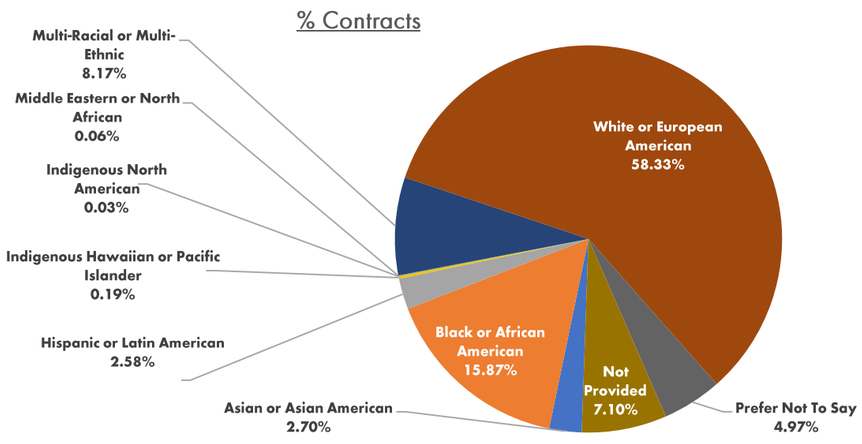
PRODUCTION DATA: RACE/ETHNICITY

Race/Ethnicity Key

- Asian or Asian American
- Black or African American
- Hispanic or Latin American
- Indigenous Hawaiian or Pacific Islander
- Indigenous North American
- Middle Eastern or North African
- Multi-Racial or Multi-Ethnic
- White or European American
- Prefer Not To Say
- Not Provided

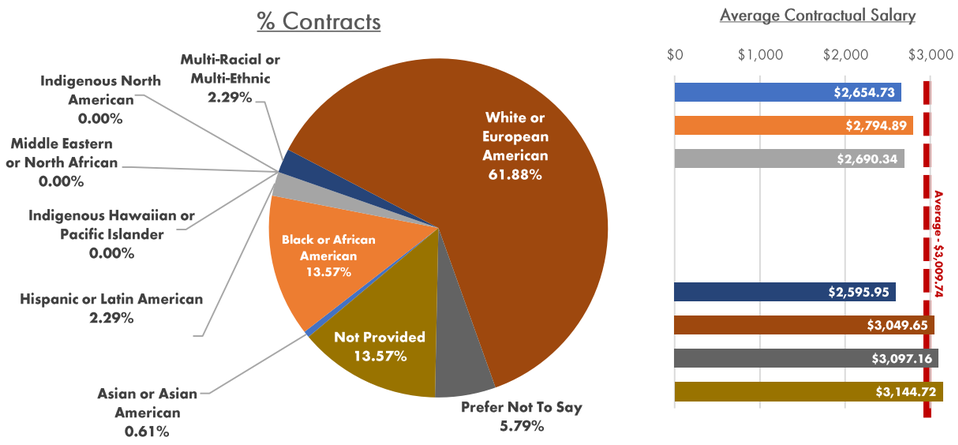
Total Contracts by Race/Ethnicity: Production

Total contracts – 3,182



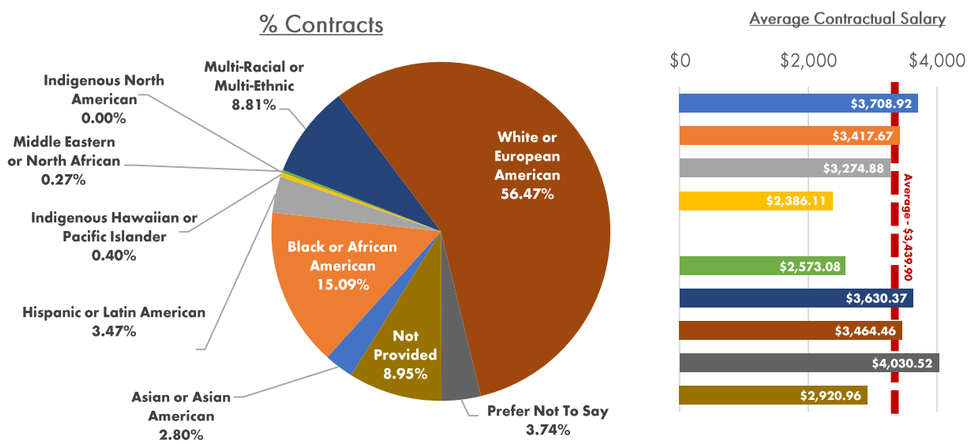
Principal Contracts by Race/Ethnicity: Production (Play)

Total contracts – 656



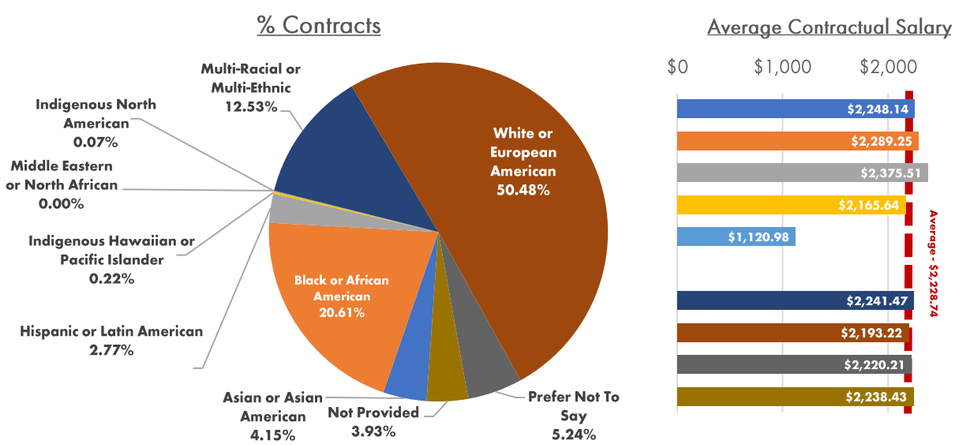
Principal Contracts by Race/Ethnicity: Production (Musical)

Total contracts – 749



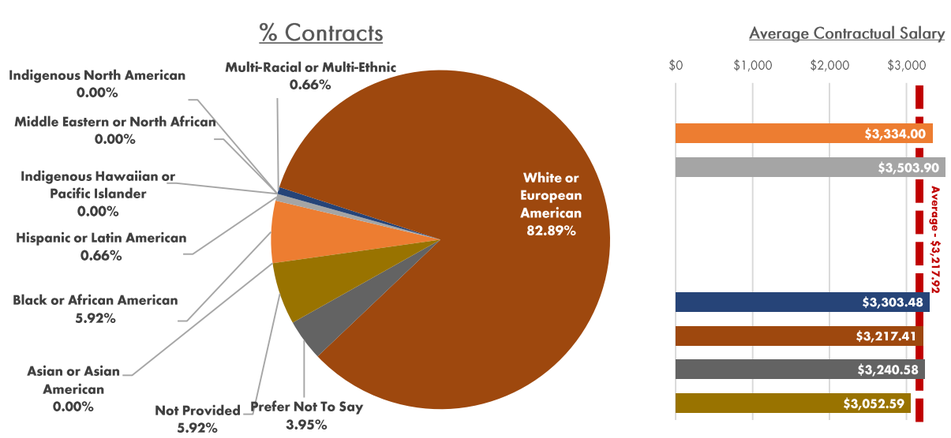
Chorus Contracts by Race/Ethnicity: National

Total contracts – 1,373



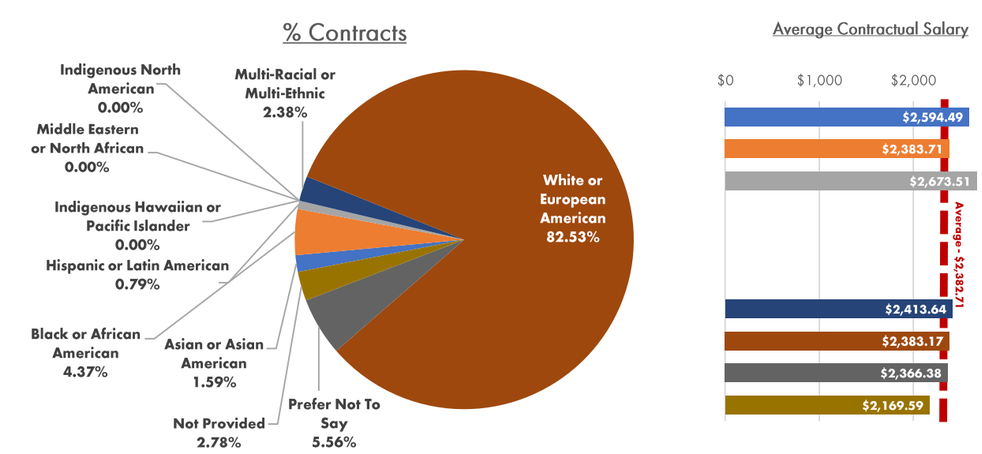
Stage Manager Contracts by Race/Ethnicity: Production

Total contracts – 152



Assistant Stage Manager Contracts by Race/Ethnicity: Production

Total contracts – 252

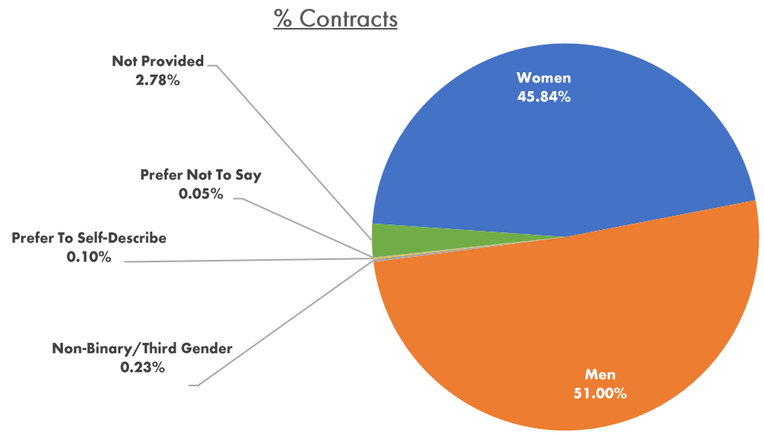


LEAGUE OF RESIDENT THEATRES DATA

The League of Resident Theatres (LORT) Contract is used by not-for-profit professional regional theatres throughout the United States. Some theatres employ resident companies each season, though most employ performers on a show-by-show basis.

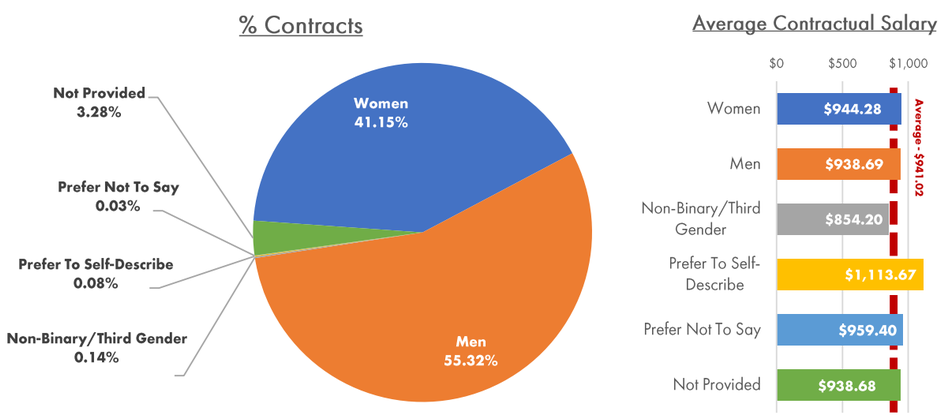
Contracts by Gender: LORT

Total contracts – 22,495



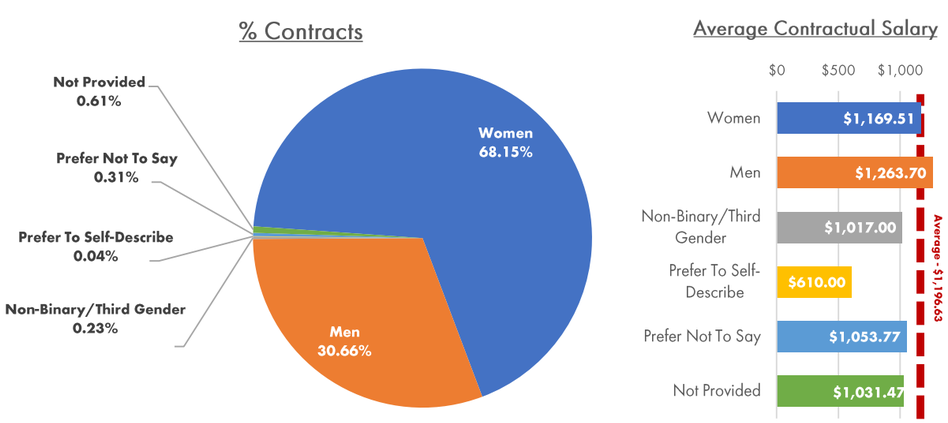
Principal Contracts by Gender: LORT (Musical)

Total contracts – 3,623



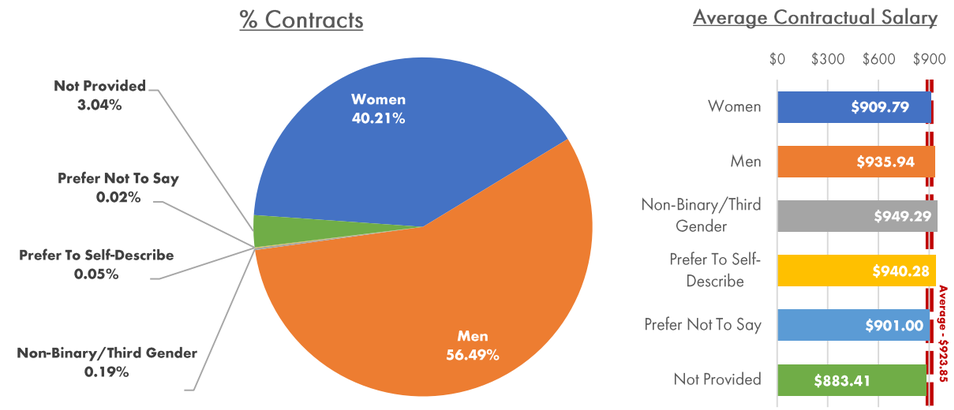
Stage Manager Contracts by Gender: LORT

Total contracts – 2,622



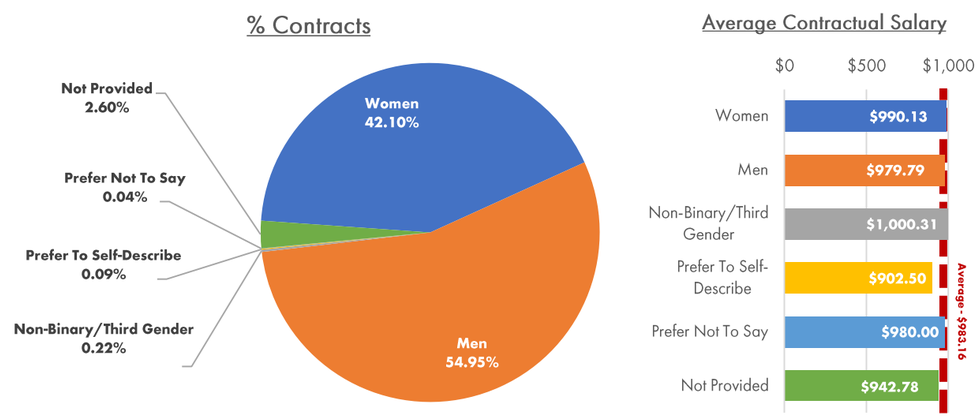
Principal Contracts by Gender: LORT (Play)

Total contracts – 12,587



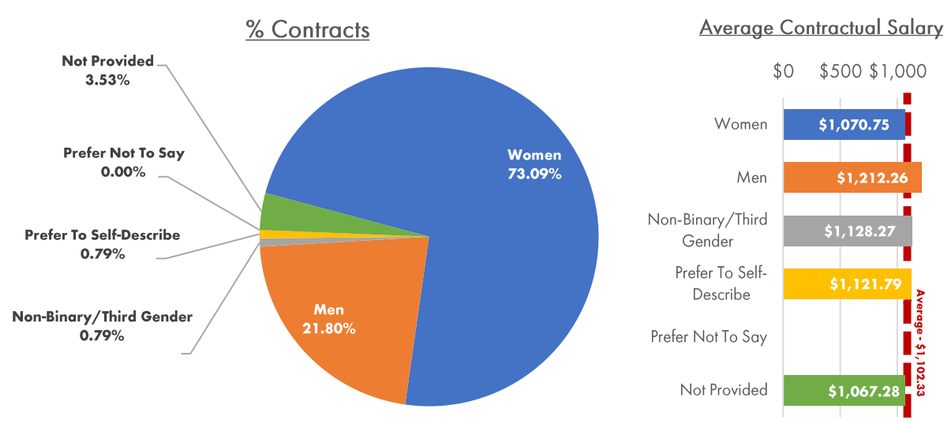
Chorus Contracts by Gender: LORT

Total contracts – 2,273



Assistant Stage Manager Contracts by Gender: LORT

Total contracts – 1,390



Member Self Identity	2016-19 Contracts	% Contracts
TOTAL	22495	100%
Veteran	46	0.20%
LGBTQ+	1318	5.86%
Disability	215	0.96%

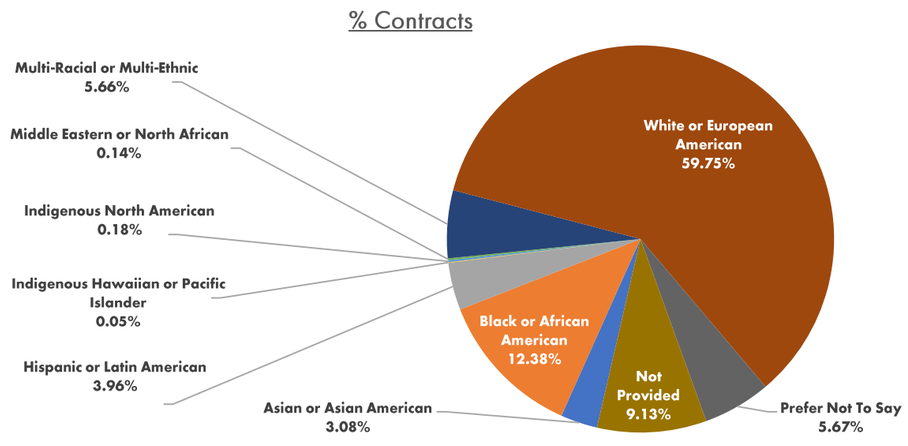
LORT DATA: RACE/ETHNICITY

Race/Ethnicity Key

- Asian or Asian American
- Black or African American
- Hispanic or Latin American
- Indigenous Hawaiian or Pacific Islander
- Indigenous North American
- Middle Eastern or North African
- Multi-Racial or Multi-Ethnic
- White or European American
- Prefer Not To Say
- Not Provided

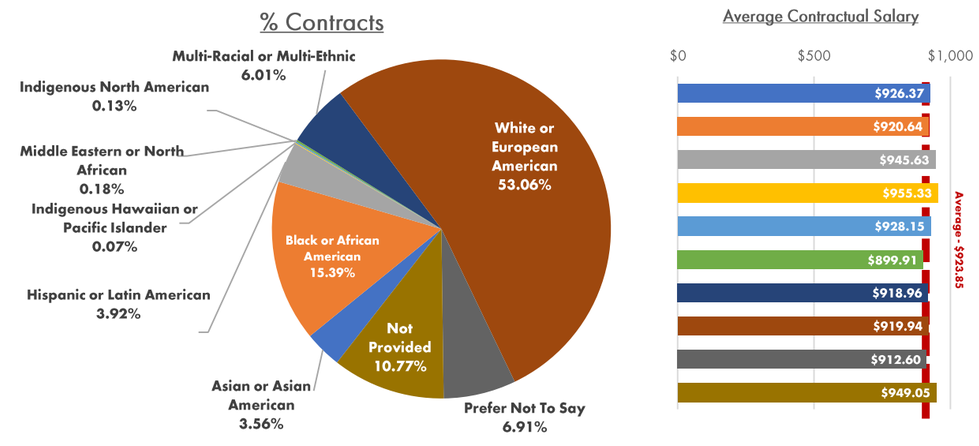
Total Contracts by Race/Ethnicity: LORT

Total contracts – 22,495



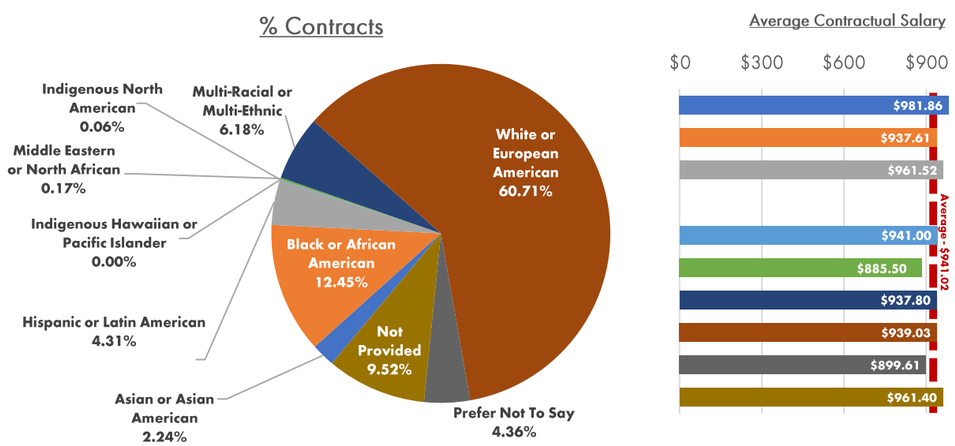
Principal Contracts by Race/Ethnicity: LORT (Play)

Total contracts – 12,587



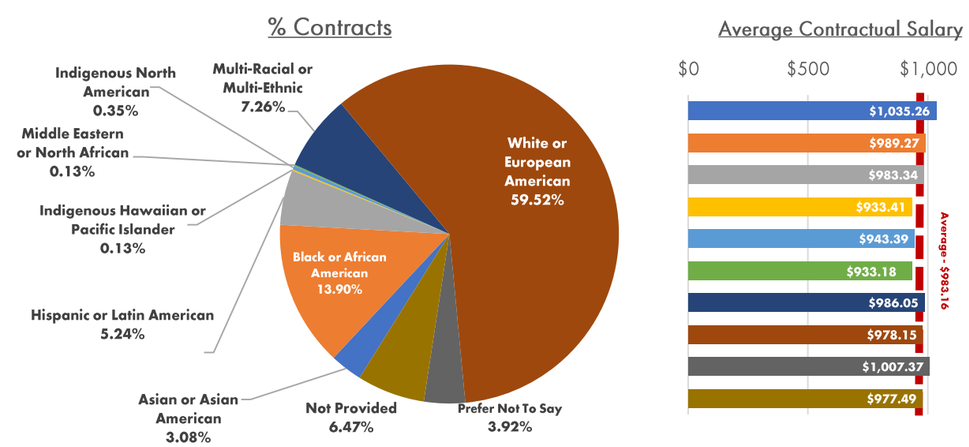
Principal Contracts by Race/Ethnicity: LORT (Musical)

Total contracts – 3,623



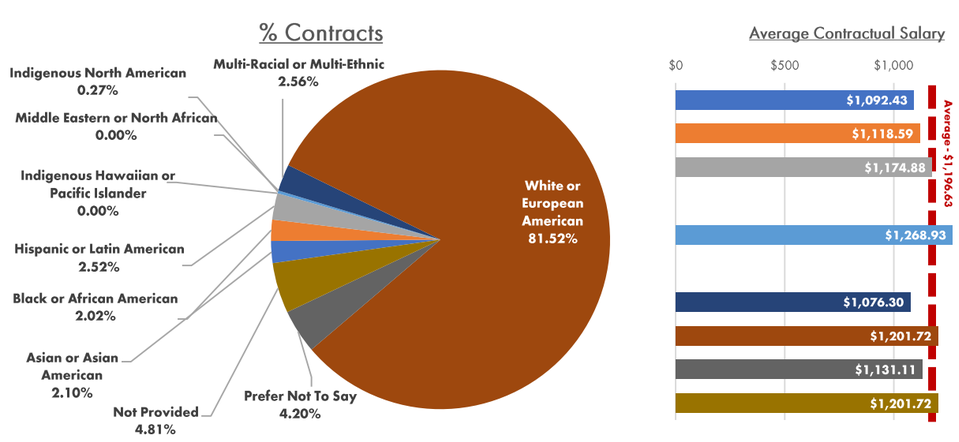
Chorus Contracts by Race/Ethnicity: LORT

Total contracts – 2,273



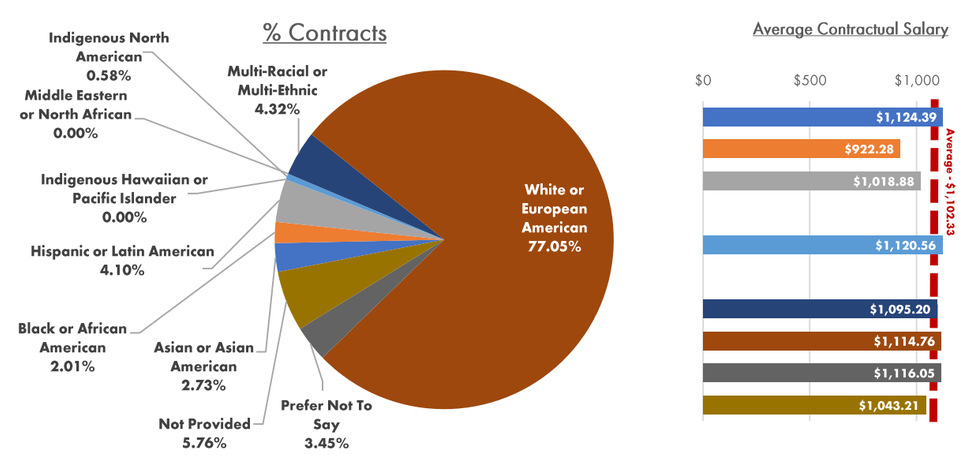
Stage Manager Contracts by Race/Ethnicity: LORT

Total contracts – 2,622



Assistant Stage Manager Contracts by Race/Ethnicity: LORT

Total contracts – 1,390

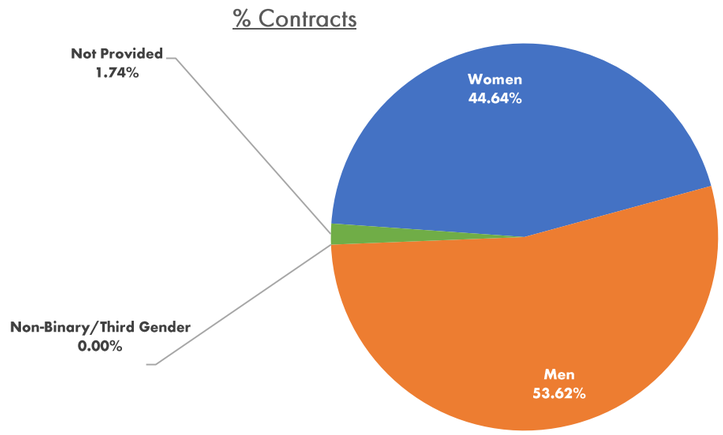


EASTERN DATA

The Eastern Region contains the following states: AL, CT, DE, FL, GA, ME, MD, MA, MS, NH, NJ, NY, NC, PA, RI, SC, TN, VT, VA and WV, as well as DC.

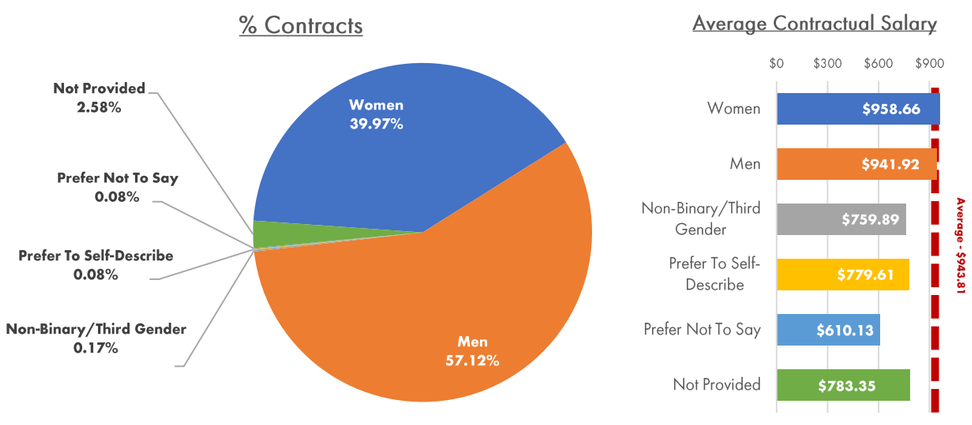
Contracts by Gender: Eastern Region

Total contracts –50,315



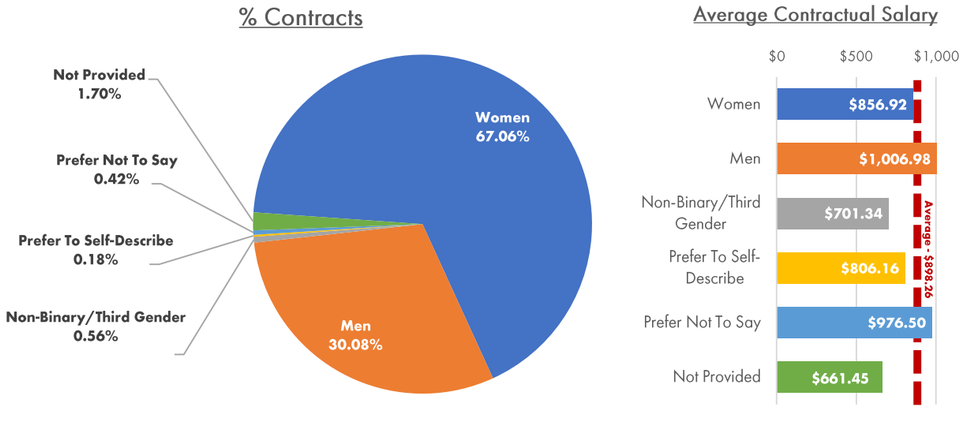
Principal Contracts by Gender: Eastern Region (Musical)

Total contracts – 12,376



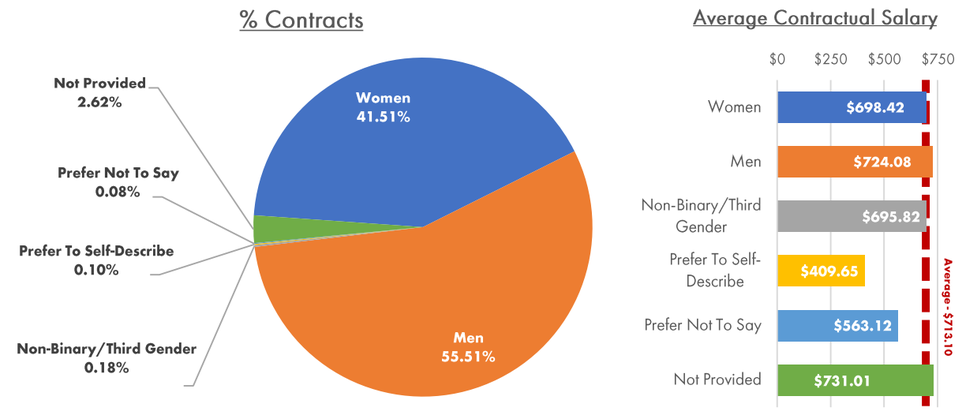
Stage Manager Contracts by Gender: Eastern Region

Total contracts – 6,224



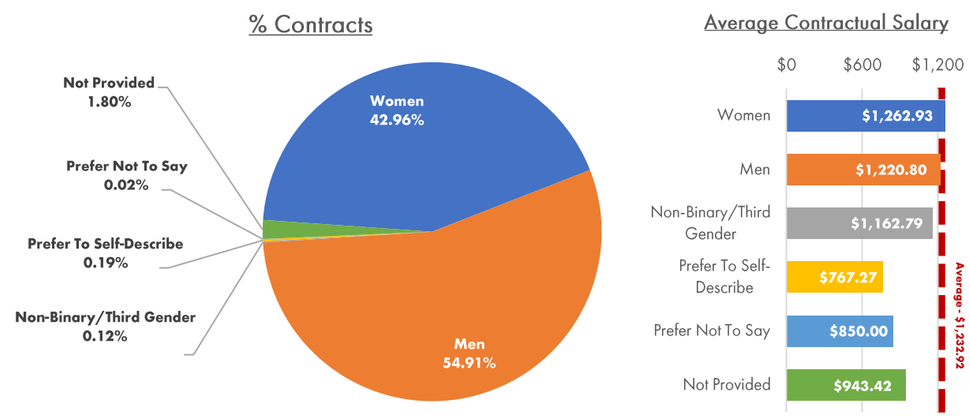
Principal Contracts by Gender: Eastern Region (Play)

Total contracts – 23,079



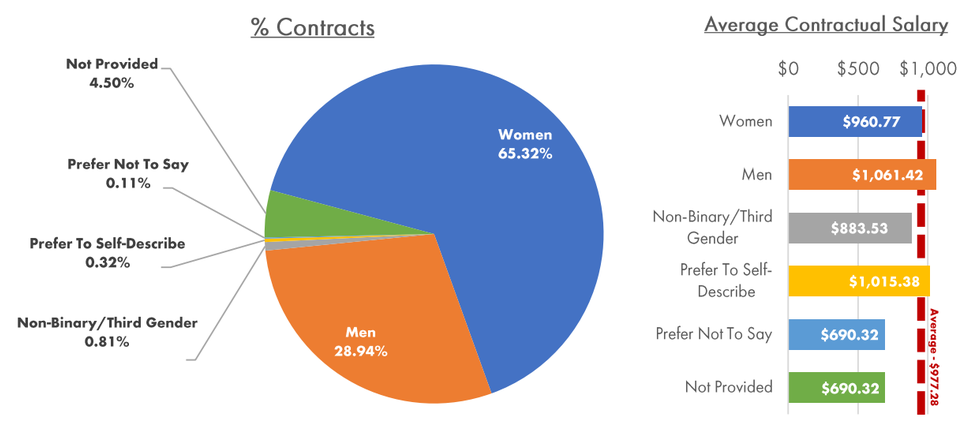
Chorus Contracts by Gender: Eastern Region

Total contracts – 5,792



Assistant Stage Manager Contracts by Gender: Eastern Region

Total contracts – 2,844



Member Self Identity	2016-19 Contracts	% Contracts
TOTAL	50315	100%
Veteran	147	0.29%
LGBTQ+	3573	7.10%
Disability	480	0.95%

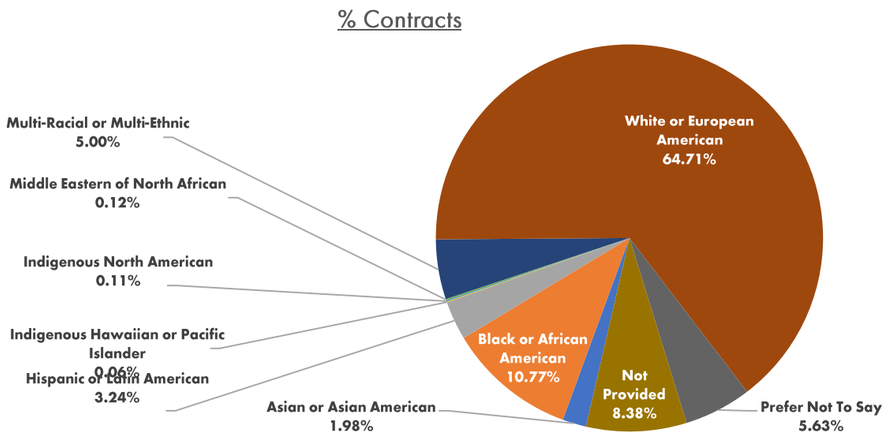
EASTERN REGION DATA: RACE/ETHNICITY

Race/Ethnicity Key

- Asian or Asian American
- Black or African American
- Hispanic or Latin American
- Indigenous Hawaiian or Pacific Islander
- Indigenous North American
- Middle Eastern or North African
- Multi-Racial or Multi-Ethnic
- White or European American
- Prefer Not To Say
- Not Provided

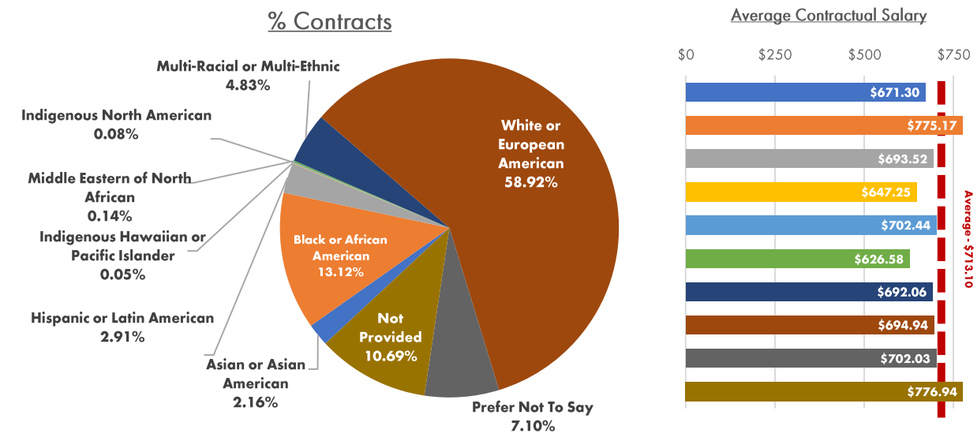
Total Contracts by Race/Ethnicity: Eastern Region

Total contracts – 50,315



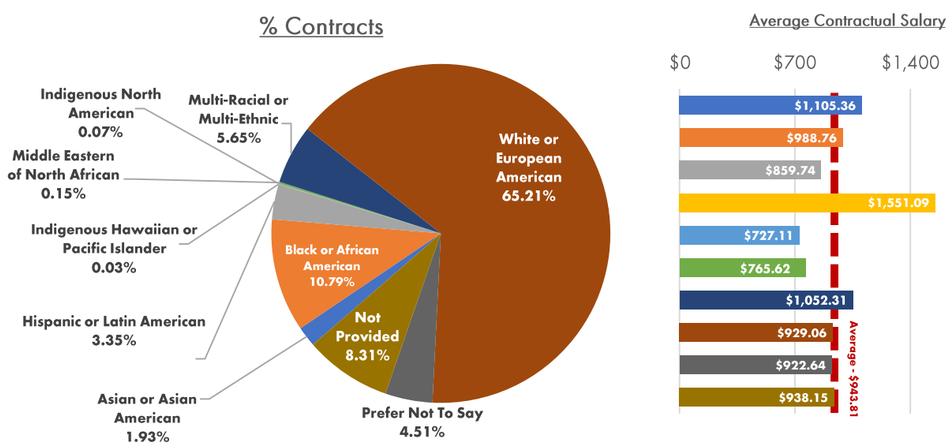
Principal Contracts by Race/Ethnicity: Eastern Region (Play)

Total contracts – 23,079



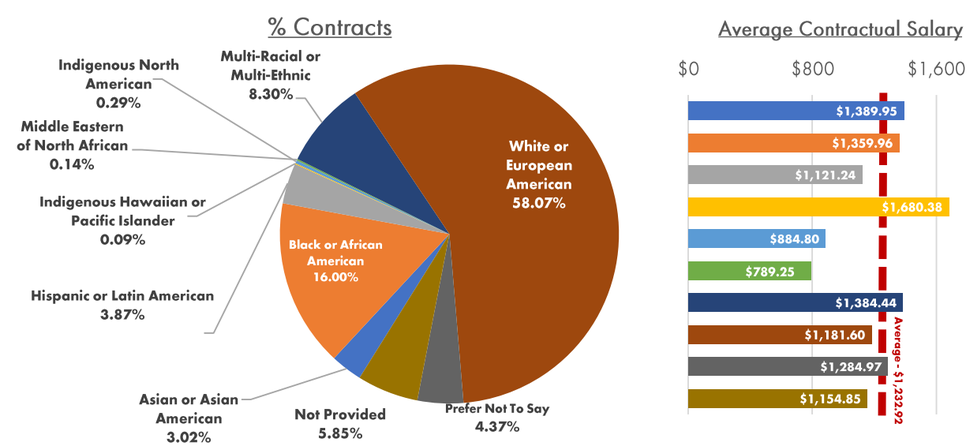
Principal Contracts by Race/Ethnicity: Eastern Region (Musical)

Total contracts – 12,376



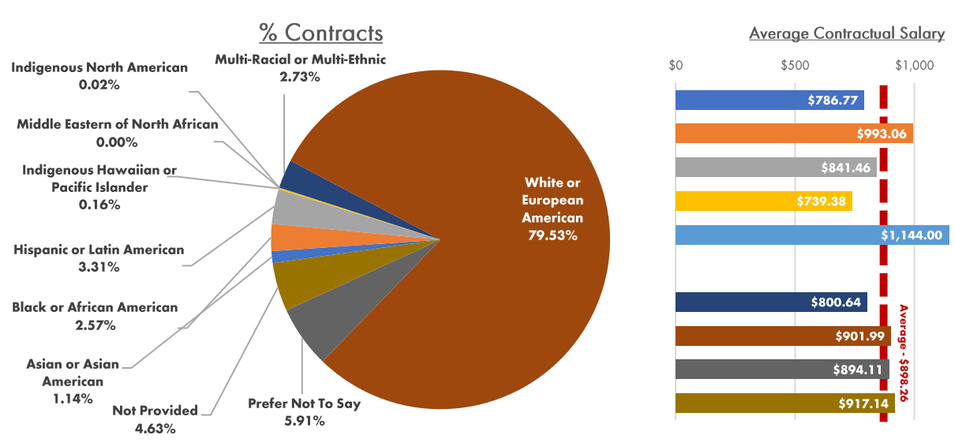
Chorus Contracts by Race/Ethnicity: Eastern Region

Total contracts – 5,792



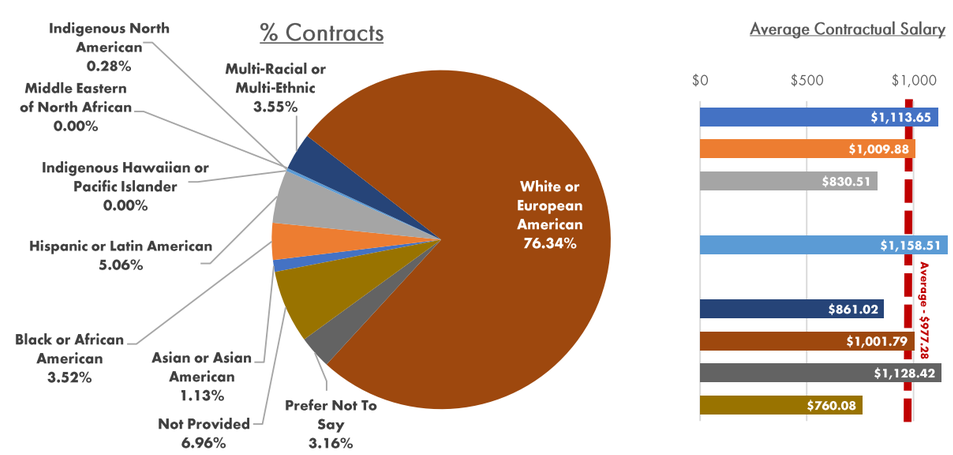
Stage Manager Contracts by Race/Ethnicity: Eastern Region

Total contracts – 6,224



Assistant Stage Manager Contracts by Race/Ethnicity: Eastern Region

Total contracts – 2,844

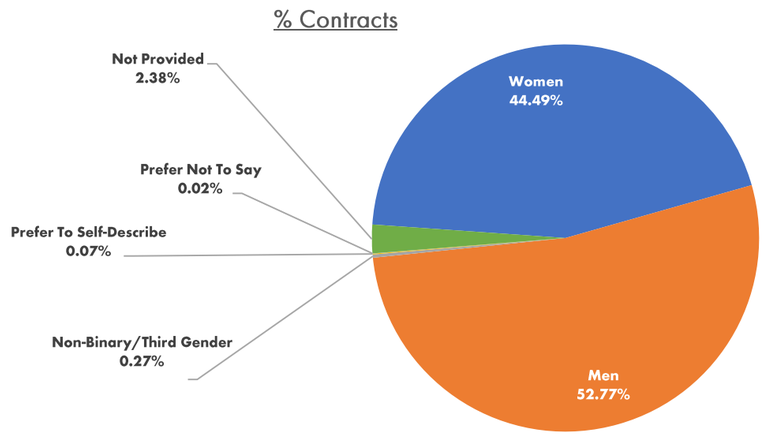


CENTRAL DATA

The Central Region contains the following states: AR, IL, IN, IA, KS, KY, LA, MI, MN, MO, NE, ND, OH, OK, SD and WI.

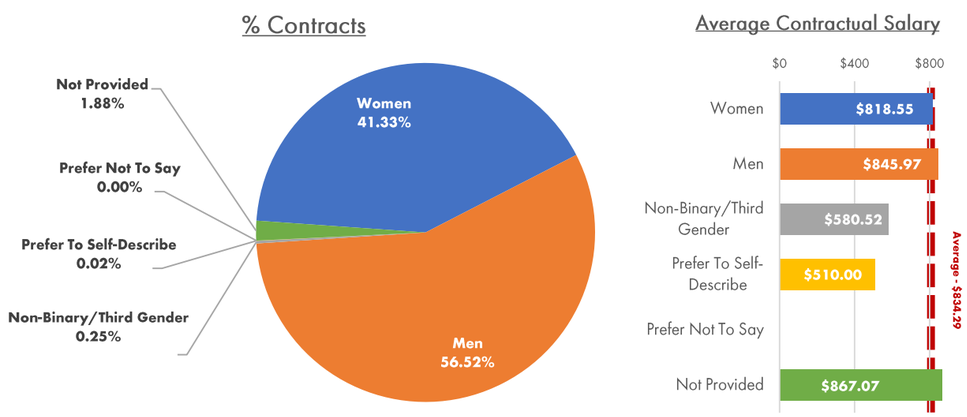
Contracts by Gender: Central Region

Total contracts –20,855



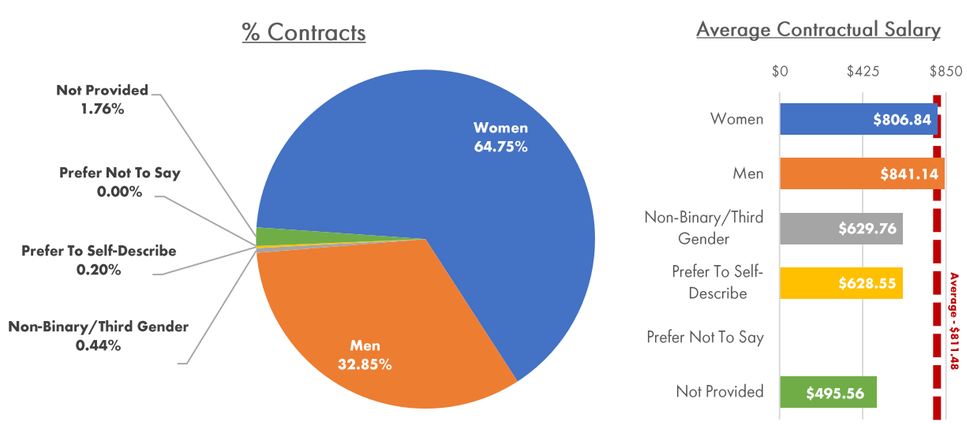
Principal Contracts by Gender: Central Region (Musical)

Total contracts – 4,740



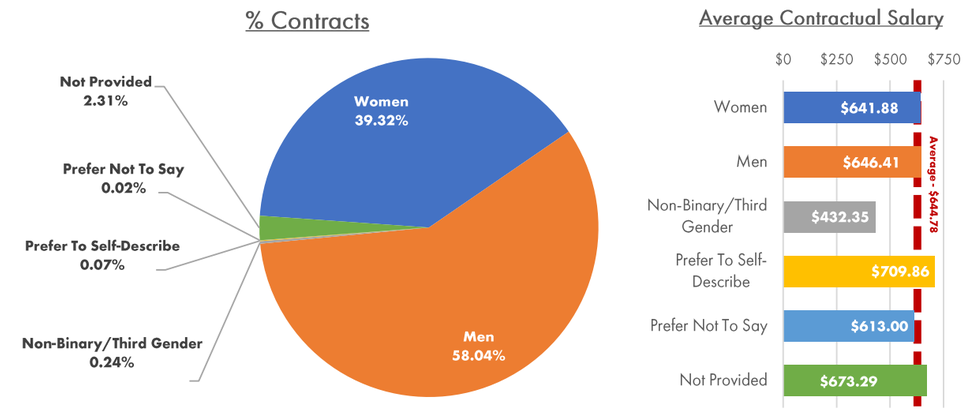
Stage Manager Contracts by Gender: Central Region

Total contracts – 2,950



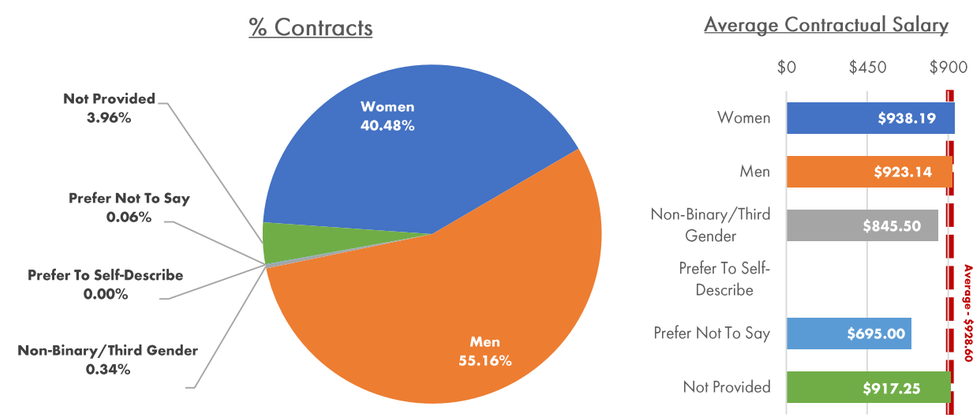
Principal Contracts by Gender: Central Region (Play)

Total contracts – 10,418



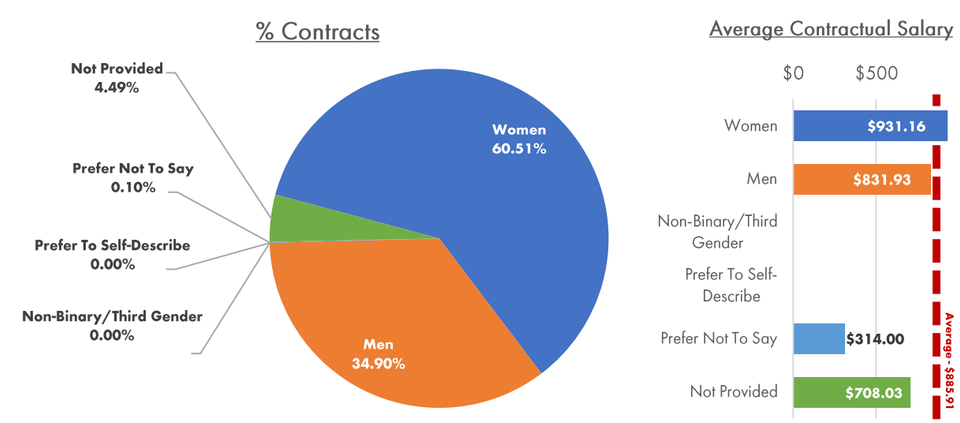
Chorus Contracts by Gender: Central Region

Total contracts – 1,744



Assistant Stage Manager Contracts by Gender: Central Region

Total contracts – 1,003



Member Self Identity	2016-19 Contracts	% Contracts
TOTAL	20855	100%
Veteran	54	0.26%
LGBTQ+	1429	6.85%
Disability	186	0.89%

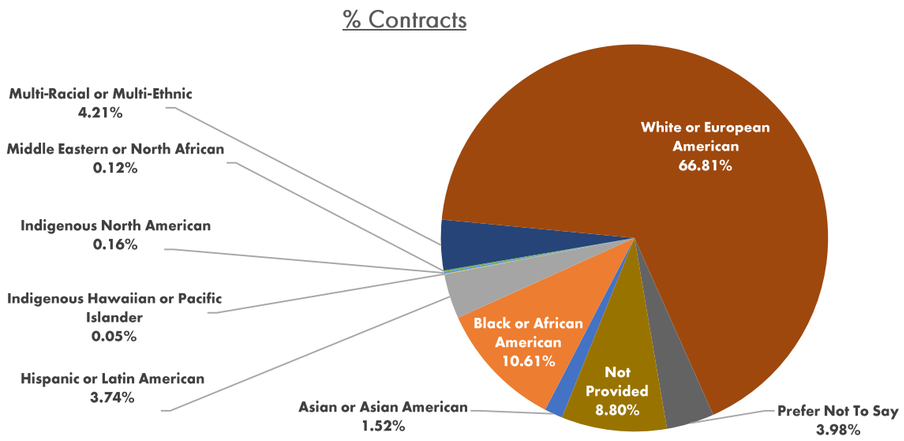
CENTRAL REGION DATA: RACE/ETHNICITY

Race/Ethnicity Key

- Asian or Asian American
- Black or African American
- Hispanic or Latin American
- Indigenous Hawaiian or Pacific Islander
- Indigenous North American
- Middle Eastern or North African
- Multi-Racial or Multi-Ethnic
- White or European American
- Prefer Not To Say
- Not Provided

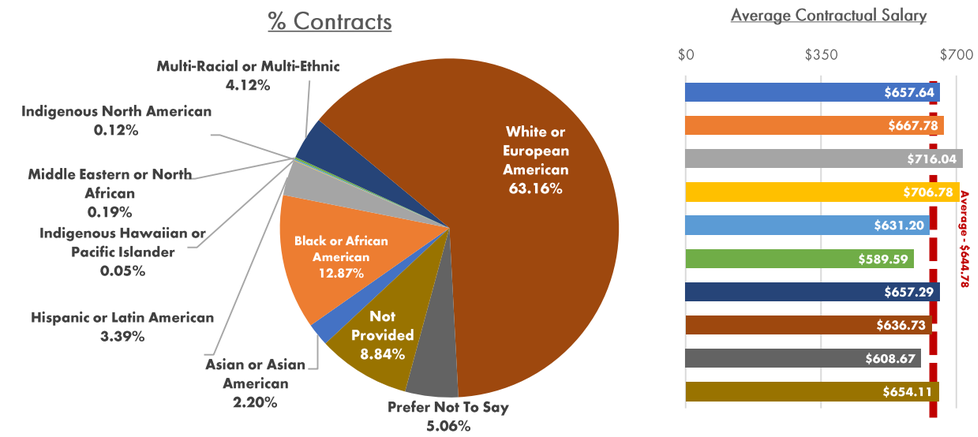
Total Contracts by Race/Ethnicity: Central Region

Total contracts – 20,855



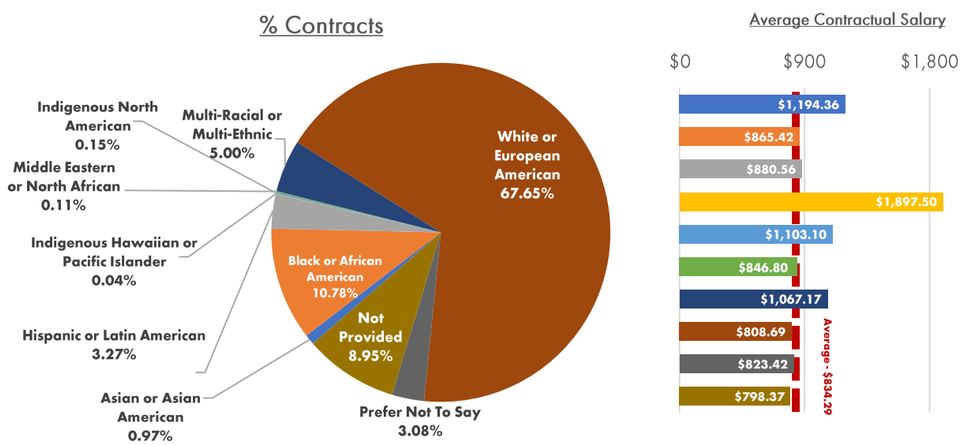
Principal Contracts by Race/Ethnicity: Central Region (Play)

Total contracts – 10,418



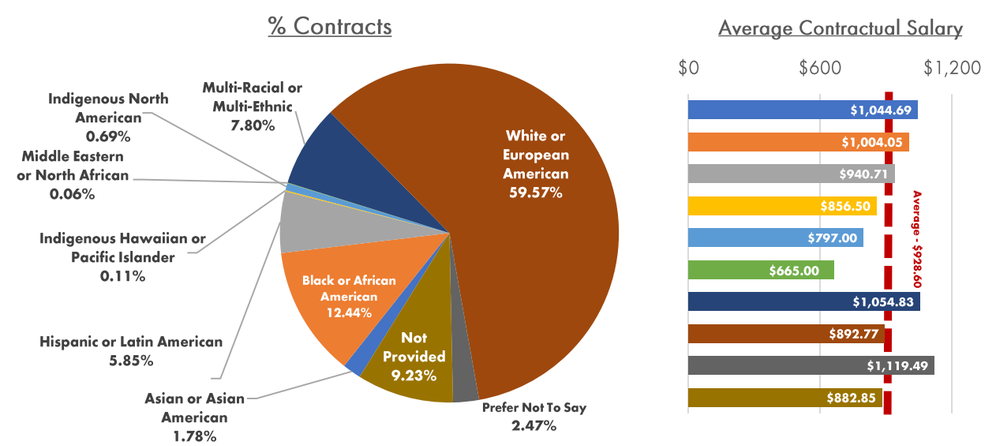
Principal Contracts by Race/Ethnicity: Central Region (Musical)

Total contracts – 4,740



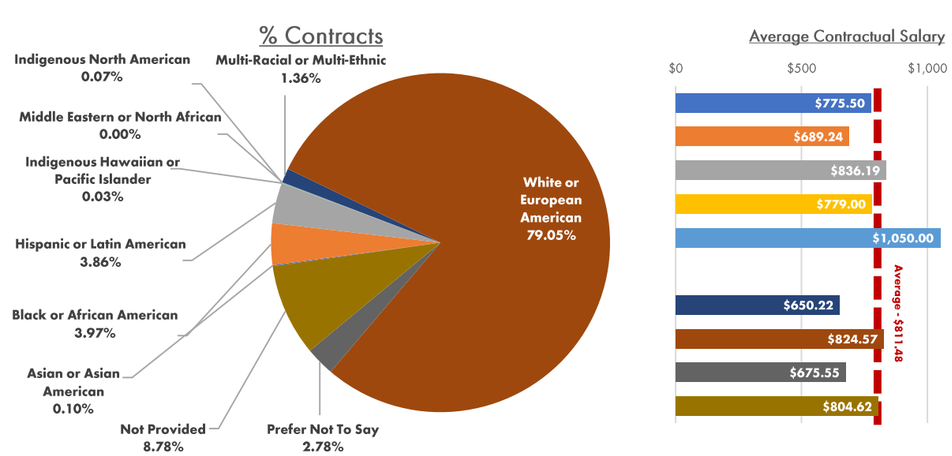
Chorus Contracts by Race/Ethnicity: Central Region

Total contracts – 1,744



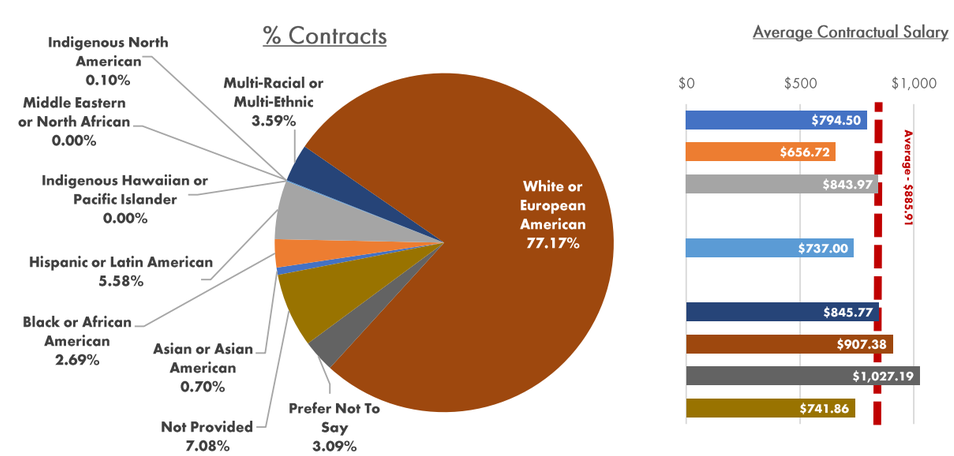
Stage Manager Contracts by Race/Ethnicity: Central Region

Total contracts – 2,950



Assistant Stage Manager Contracts by Race/Ethnicity: Central Region

Total contracts – 1,003

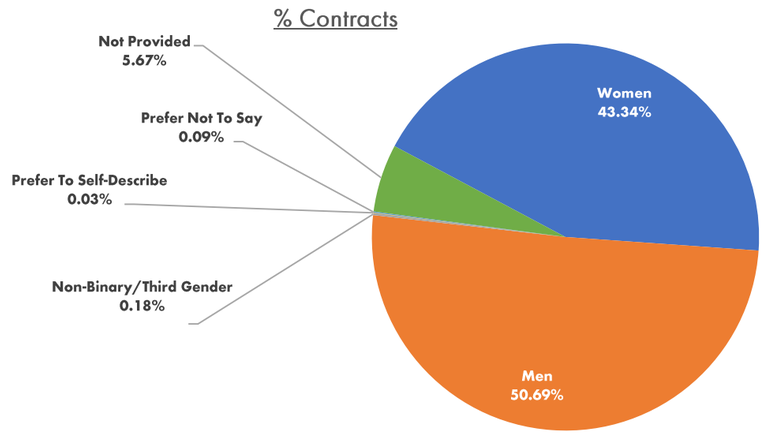


WESTERN DATA

The Western Region contains the following states: AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, TX, UT, WA and WY.

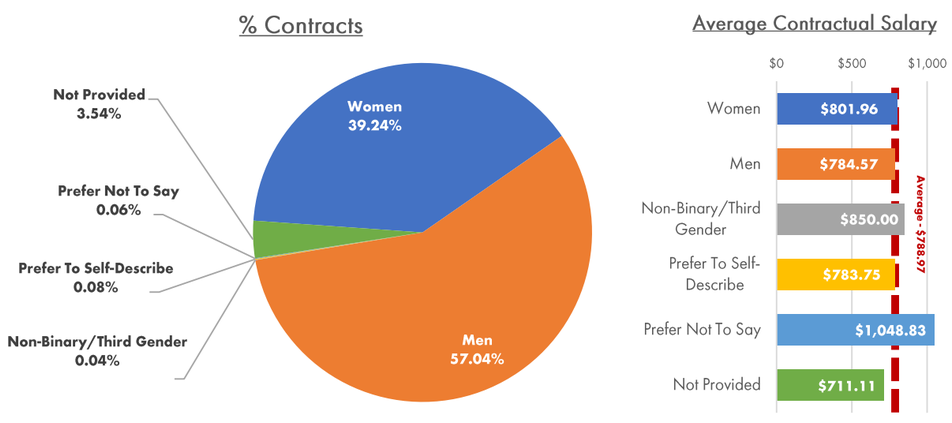
Contracts by Gender: Western Region

Total contracts –22,787



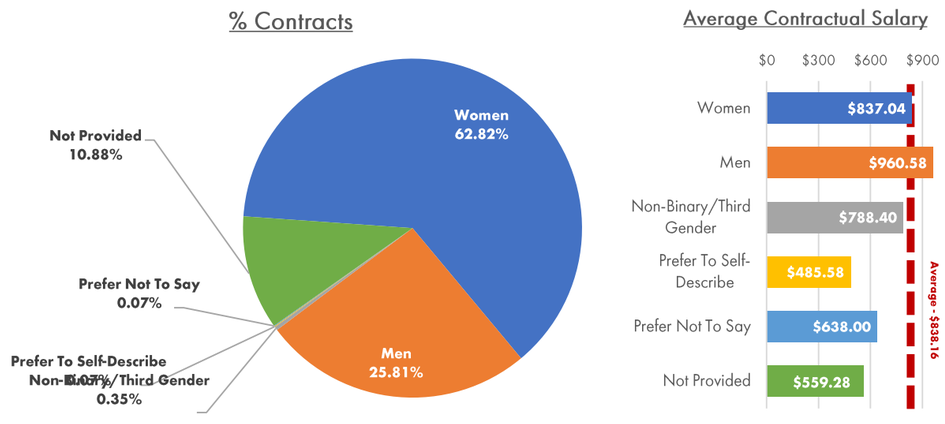
Principal Contracts by Gender: Western Region (Musical)

Total contracts – 5,165



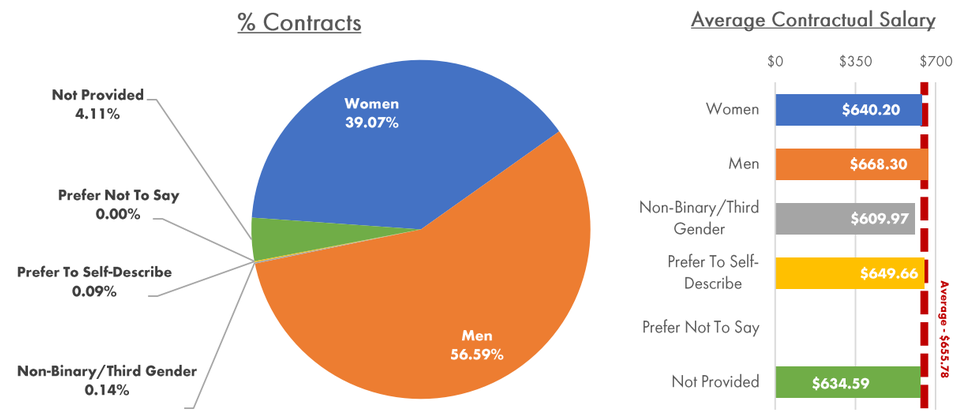
Stage Manager Contracts by Gender: Western Region

Total contracts – 2,887



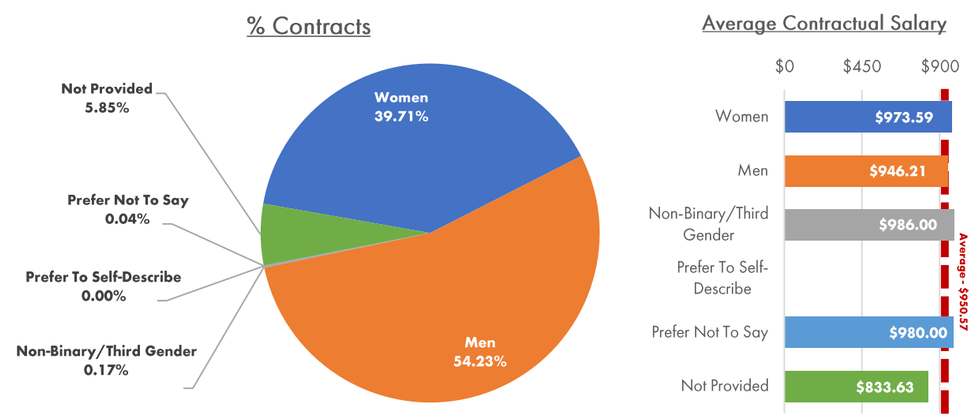
Principal Contracts by Gender: Western Region (Play)

Total contracts – 11,240



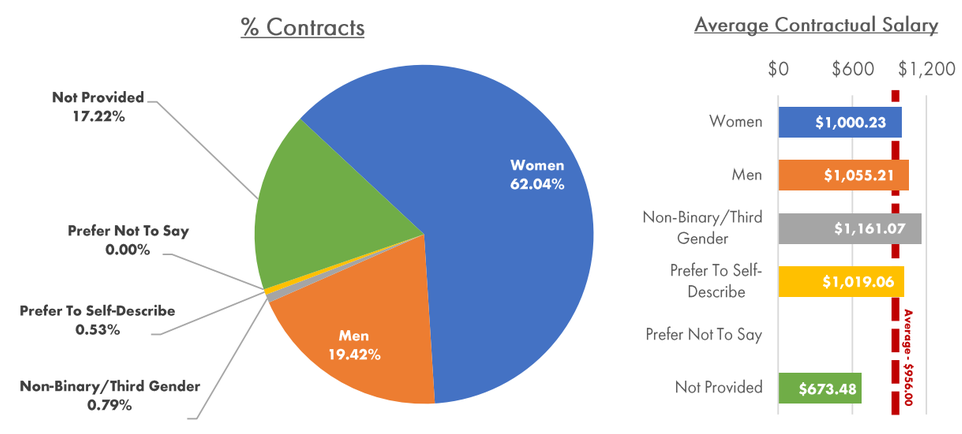
Chorus Contracts by Gender: Western Region

Total contracts – 2,357



Assistant Stage Manager Contracts by Gender: Western Region

Total contracts – 1,138



Member Self Identity	2016-19 Contracts	% Contracts
TOTAL	22787	100%
Veteran	77	0.34%
LGBTQ+	1350	5.92%
Disability	279	1.22%

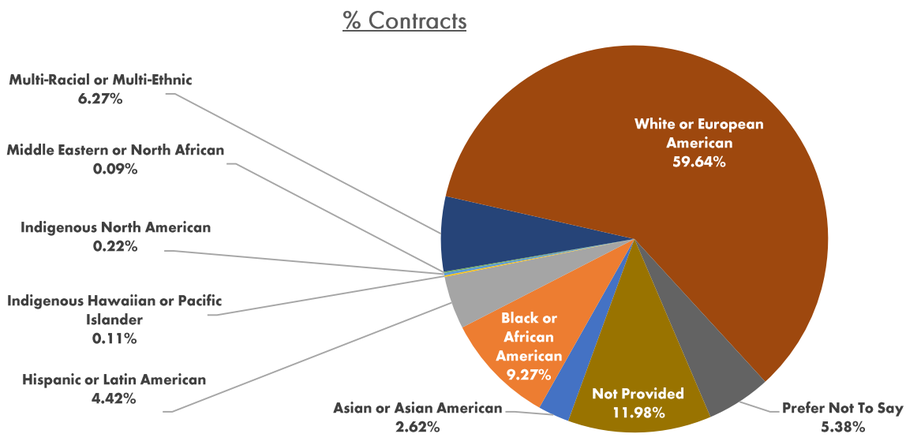
WESTERN REGION DATA: RACE/ETHNICITY

Race/Ethnicity Key

- Asian or Asian American
- Black or African American
- Hispanic or Latin American
- Indigenous Hawaiian or Pacific Islander
- Indigenous North American
- Middle Eastern or North African
- Multi-Racial or Multi-Ethnic
- White or European American
- Prefer Not To Say
- Not Provided

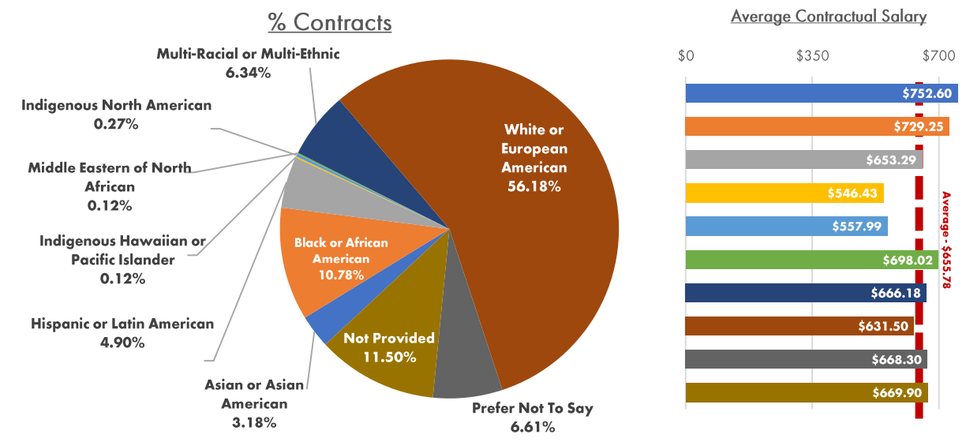
Total Contracts by Race/Ethnicity: Central Region

Total contracts – 22,787



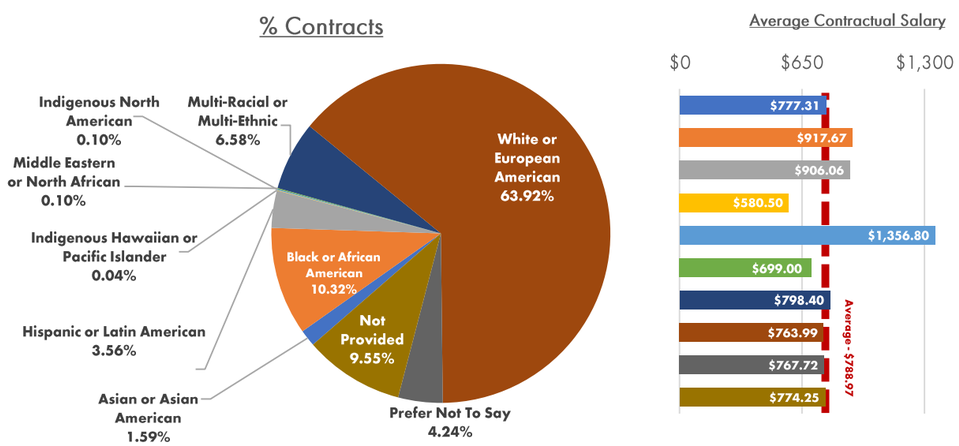
Principal Contracts by Race/Ethnicity: Central Region (Play)

Total contracts – 11,240



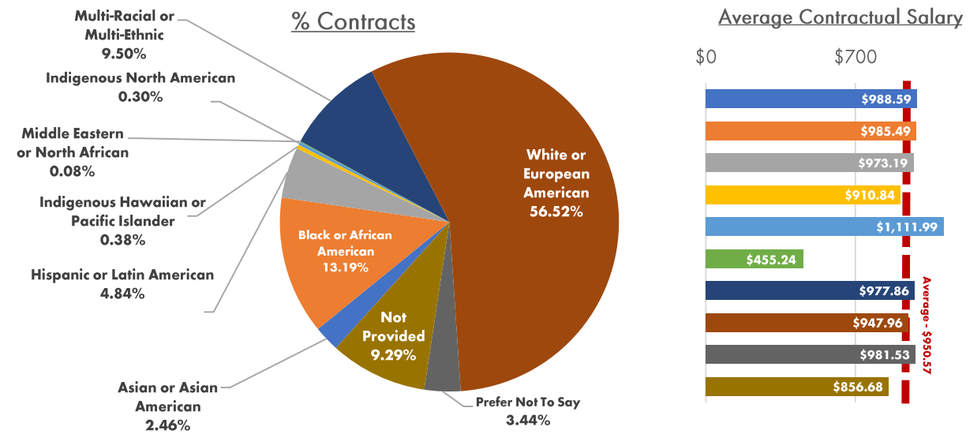
Principal Contracts by Race/Ethnicity: Central Region (Musical)

Total contracts – 5,165



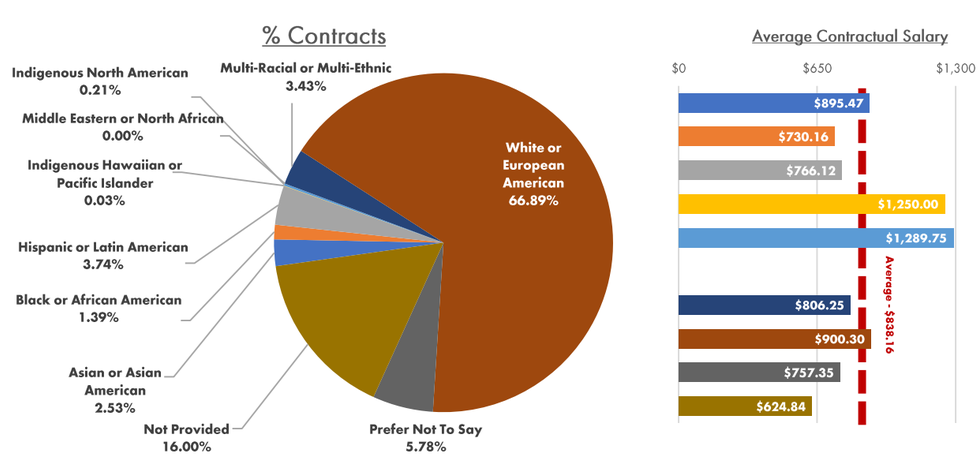
Chorus Contracts by Race/Ethnicity: Central Region

Total contracts – 2,357



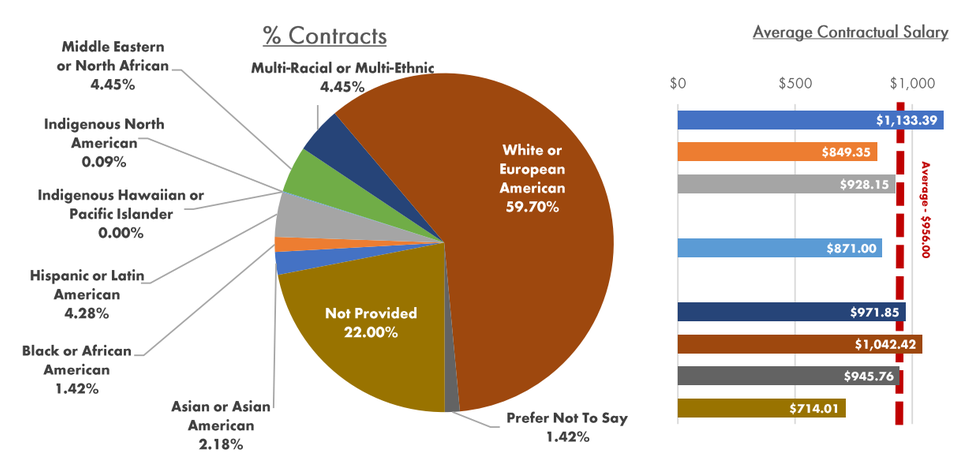
Stage Manager Contracts by Race/Ethnicity: Central Region

Total contracts – 2,887



Assistant Stage Manager Contracts by Race/Ethnicity: Central Region

Total contracts – 1,138



APPENDIX: DATA SETS

NATIONAL

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**30615**	**30615**	**$532.39**	**$80.02**	**$620.14**
Women	11712	38.26%	$526.26	$81.55	$614.51
Men	18240	59.58%	$535.87	$80.36	$624.27
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	633	2.07%	$558.97	$44.04	$606.30
Principal (musical)					
TOTAL	**17417**	**17417**	**$626.34**	**$174.72**	**$820.25**
Women	6998	40.18%	$628.26	$175.94	$824.55
Men	10091	57.94%	$625.48	$174.91	$819.11
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	328	1.88%	$611.62	$142.75	$763.49
Chorus					
TOTAL	**6955**	**6955**	**$943.27**	**$30.39**	**$1,040.91**
Women	2929	42.11%	$956.36	$30.39	$1,051.34
Men	3858	55.47%	$938.25	$30.57	$1,039.74
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	168	2.42%	$830.38	$26.28	$885.97
Stage Managers					
TOTAL	**8433**	**8433**	**$683.77**	**$44.58**	**$768.04**
Women	5365	63.62%	$656.58	$42.06	$739.20
Men	2815	33.38%	$753.00	$52.47	$843.54
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	253	3.00%	$490.06	$10.08	$539.65
Assistant Stage Managers					
TOTAL	**3199**	**3199**	**$783.60**	**$30.37**	**$851.48**
Women	2009	62.80%	$775.67	$28.66	$840.77
Men	1017	31.79%	$846.20	$37.67	$922.92
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	173	5.41%	$507.72	$7.39	$556.00

2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
44737	**44737**	**$602.51**	**$71.52**	**$682.79**
18067	40.38%	$595.74	$67.61	$671.45
25219	56.37%	$606.51	$75.61	$691.39
82	0.18%	$578.41	$17.12	$598.75
40	0.09%	$478.96	$16.23	$516.19
22	0.05%	$507.60	$29.09	$543.20
1307	2.92%	$625.66	$52.53	$686.28
22281	**22281**	**$689.92**	**$173.21**	**$884.62**
8922	40.04%	$692.38	$177.20	$892.37
12694	56.97%	$688.34	$175.94	$885.19
35	0.16%	$670.38	$25.36	$703.54
15	0.07%	$665.27	$91.33	$762.74
13	0.06%	$667.38	$26.46	$711.37
591	2.65%	$688.93	$68.37	$773.59
9893	**9893**	**$1,004.39**	**$32.74**	**$1,112.00**
4130	41.75%	$1,030.25	$34.30	$1,141.84
5421	54.80%	$995.32	$31.89	$1,103.24
17	0.17%	$951.88	$26.49	$1,009.21
11	0.11%	$695.91	$38.45	$767.27
3	0.03%	$806.33	$21.33	$841.67
311	3.14%	$834.67	$26.96	$888.90
12061	**12061**	**$748.64**	**$44.48**	**$862.65**
7898	65.48%	$731.72	$40.62	$840.24
3586	29.73%	$818.48	$58.49	$952.53
58	0.48%	$648.37	$14.17	$700.31
19	0.16%	$624.07	$19.32	$716.33
28	0.23%	$828.57	$9.67	$952.32
472	3.91%	$513.64	$9.36	$575.20
4985	**4985**	**$845.02**	**$35.79**	**$954.04**
3171	63.61%	$855.51	$33.98	$963.89
1394	27.96%	$884.22	$47.33	$1,002.82
32	0.64%	$895.53	$21.29	$961.59
15	0.30%	$861.07	$1.67	$1,016.85
4	0.08%	$722.00	$9.04	$802.42
369	7.40%	$603.13	$10.61	$683.53

Actors' Equity Association Member Self Identity	US Census: 2010 American Community Survey	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**327167439**	**66619**	**66619**	**93957**	**93957**
Veteran				278	0.30%
LGBTQ+				7440	7.92%
Disability		190	0.29%	945	1.01%
Gender					
Women	49.20%	29013	43.55%	42199	44.91%
Men	50.80%	36021	54.07%	48314	51.42%
Non-Binary/Third Gender		0	0.00%	224	0.24%
Prefer to Self Describe		0		100	0.11%
Prefer Not To Say		0		70	0.07%
Not Provided		1585	2.38%	3050	3.25%
Race/Ethnicity					
POC	**39.60%**	**10128**	**15.20%**	**20200**	**21.50%**
Asian or Asian American	5.60%	1197	1.80%	1906	2.03%
Black or African American	12.30%	4990	7.49%	9744	10.37%
Hispanic or Latin American	18.30%	1628	2.44%	3418	3.64%
Indigenous Hawaiian or Pacific Islander	0.20%	42	0.06%	67	0.07%
Indigenous North American	0.70%	84	0.13%	137	0.15%
Middle Eastern or North African		0	0.00%	104	0.11%
Multi-Racial or Multi-Ethnic	2.50%	2187	3.28%	4824	5.13%
White or European American	60.20%	45589	68.43%	60087	63.95%
Prefer Not To Say		0	0.00%	4891	5.21%
Not Provided		10902	16.36%	8779	9.34%

NATIONAL

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**30615**	**30615**	**$532.69**	**$80.02**	**$620.14**
POC	**4785**	**15.63%**			
Asian or Asian American	485	1.58%	$538.11	$72.86	$615.45
Black or African American	2633	8.60%	$559.99	$87.72	$654.48
Hispanic or Latin American	646	2.11%	$545.33	$62.76	$614.78
Indigenous Hawaiian or Pacific Islander	18	0.06%	$481.85	$27.03	$515.47
Indigenous North American	35	0.11%	$406.35	$35.11	$441.46
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	968	3.16%	$536.70	$56.26	$600.12
White or European American	20184	65.93%	$527.05	$79.84	$614.78
Prefer Not To Say		0.00%			
Not Provided	5646	18.44%	$538.48	$84.22	$629.27
Principal (musical)					
TOTAL	**17417**	**17417**	**$626.34**	**$174.72**	**$820.25**
POC	**2738**	**15.72%**			
Asian or Asian American	288	1.65%	$651.57	$200.35	$875.42
Black or African American	1378	7.91%	$628.94	$170.58	$819.03
Hispanic or Latin American	429	2.46%	$676.43	$135.52	$849.61
Indigenous Hawaiian or Pacific Islander	11	0.06%	$904.17	$509.25	$1,479.68
Indigenous North American	8	0.05%	$614.25	$331.00	$959.64
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	624	3.58%	$644.36	$155.84	$825.48
White or European American	12198	70.04%	$624.41	$174.01	$816.48
Prefer Not To Say		0.00%			
Not Provided	2481	14.24%	$617.04	$187.05	$823.28
Chorus					
TOTAL	**6955**	**6955**	**$943.27**	**$30.39**	**$1,040.91**
POC	**1617**	**23.25%**			
Asian or Asian American	281	**4.04%**	$1,015.82	$11.00	$1,113.59
Black or African American	711	**10.22%**	$1,032.85	$88.87	$1,147.48
Hispanic or Latin American	201	**2.89%**	$1,075.31	$16.97	$1,172.36
Indigenous Hawaiian or Pacific Islander	5	**0.07%**	$669.80	$64.10	$800.78
Indigenous North American	17	**0.24%**	$1,012.82	$11.00	$1,113.59
Middle Eastern or North African		**0.00%**			
Multi-Racial or Multi-Ethnic	402	**5.78%**	$1,011.23	$22.44	$1,119.49
White or European American	4549	**65.41%**	$915.85	$29.10	$1,008.67
Prefer Not To Say		**0.00%**			
Not Provided	789	**11.34%**	$926.83	$37.19	$1,032.60
Stage Managers					
TOTAL	**8433**	**8433**	**$683.77**	**$44.58**	**$768.04**
POC	**720**	**8.54%**			
Asian or Asian American	96	1.14%	**$675.45**	**$31.06**	**$765.28**
Black or African American	225	2.67%	$652.30	$37.49	$722.32
Hispanic or Latin American	254	3.01%	$657.40	$31.28	$720.22
Indigenous Hawaiian or Pacific Islander	8	0.09%	$523.63	$1.00	$545.15
Indigenous North American	18	0.21%	$472.92	$17.41	$508.32
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	119	1.41%	$617.69	$13.76	$687.75
White or European American	6316	74.90%	$699.56	$48.30	$787.53
Prefer Not To Say		0.00%			
Not Provided	1397	16.57%	$632.06	$13.76	$687.75
Assistant Stage Managers					
TOTAL	**3199**	**3199**	**$783.60**	**$30.37**	**$851.48**
POC	**268**	**8.38%**			
Asian or Asian American	47	1.47%	$748.95	$39.79	$833.53
Black or African American	43	1.34%	$872.98	$36.35	$945.93
Hispanic or Latin American	98	3.06%	$760.22	$46.28	$836.03
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	6	0.19%	$617.29	$14.88	$668.14
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	74	2.31%	$800.07	$15.61	$871.48
White or European American	2342	73.21%	$797.32	$28.09	$861.90
Prefer Not To Say		0.00%			
Not Provided	589	18.41%	$728.80	$37.62	$806.52

2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
44737	**44737**	**$602.51**	**$71.52**	**$682.79**
10422	**23.30%**			
1063	2.38%	$632.60	$57.26	$695.66
5449	12.18%	$645.52	$84.27	$738.53
1546	3.46%	$613.65	$63.40	$684.33
31	0.07%	$539.44	$64.59	$611.32
61	0.14%	$550.55	$62.95	$617.39
64	0.14%	$590.52	$37.46	$629.53
2208	4.94%	$621.76	$46.49	$676.95
26904	60.14%	$585.52	$71.18	$665.81
2836	6.34%	$608.63	$59.36	$675.84
4575	10.23%	$628.64	$84.70	$721.96
22281	**22281**	**$689.92**	**$173.21**	**$884.62**
4833	**21.69%**			
367	1.65%	$807.31	$210.29	$1,043.22
2379	10.68%	$748.62	$170.64	$946.34
753	3.38%	$722.64	$132.86	$875.34
8	0.04%	$1,067.13	$228.36	$1,395.04
21	0.09%	$721.64	$268.80	$1,002.37
29	0.13%	$710.48	$18.02	$768.13
1276	5.73%	$755.46	$201.84	$987.41
14580	65.44%	$668.51	$176.61	$865.20
923	4.14%	$679.05	$171.69	$870.19
1945	8.73%	$703.72	$142.48	$866.13
9893	**9893**	**$1,004.39**	**$32.74**	**$1,112.00**
3063	**30.96%**			
264	2.67%	$1,146.95	$26.91	$1,261.23
1455	14.71%	$1,103.18	$43.27	$1,226.84
440	4.45%	$940.54	$42.16	$1,041.03
16	0.16%	$1,037.75	$15.14	$1,144.53
36	0.36%	$817.47	$29.40	$899.71
11	0.11%	$687.27	$11.18	$717.23
841	8.50%	$1,104.19	$30.55	$1,222.84
5734	57.96%	$969.35	$30.62	$1,074.99
377	3.81%	$1,076.26	$34.25	$1,200.90
719	7.27%	$929.68	$27.41	$1,003.13
12061	**12061**	**$748.64**	**$44.48**	**$862.65**
1222	**10.13%**			
147	1.22%	$740.32	$35.81	$840.52
317	2.63%	$747.41	$37.42	$847.75
428	3.55%	$716.00	$43.46	$821.05
12	0.10%	$674.40	$56.35	$785.23
9	0.07%	$998.11	$8.15	$1,220.28
0	0.00%			
309	2.56%	$669.49	$44.26	$782.96
9213	76.39%	$764.00	$47.21	$882.04
617	5.12%	$732.03	$27.45	$828.05
1009	8.37%	$656.81	$34.15	$754.42
4985	**4985**	**$845.02**	**$35.79**	**$954.04**
660	**13.24%**			
65	1.30%	$944.80	$56.56	$1,087.18
144	2.89%	$838.26	$26.68	$924.71
251	5.04%	$753.14	$32.99	$853.35
0	0.00%			
10	0.20%	$910.30	$7.50	$1,087.61
0	0.00%			
190	3.81%	$788.94	$16.99	$889.05
3656	73.34%	$876.37	$40.68	$989.70
138	2.77%	$971.26	$27.16	$1,083.18
531	10.65%	$876.37	$40.68	$989.70

Contracts with over $10,000 weekly Overscale	2012-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**89**	**89**	**94**	**94**
POC	**16**	**17.98%**	**16**	**17.02%**
Asian or Asian American	1	1.12%	0	0.00%
Black or African American	12	13.48%	11	11.70%
Hispanic or Latin American	1	1.12%	4	4.26%
Indigenous Hawaiian or Pacific Islander	0	0.00%	0	0.00%
Indigenous North American	0	0.00%	0	0.00%
Middle Eastern or North African	0	0.00%	0	0.00%
Multi-Racial or Multi-Ethnic	2	2.25%	1	1.06%
White or European American	60	67.42%	65	69.15%
Prefer Not To Say	0	0.00%	7	7.45%
Not Provided	13	14.61%	6	6.38%

Appendix 1

NATIONAL AGE DEMOGRAPHICS
Please note: member age is calculated as of January 1 in the year of the first rehearsal

	US Census 2010 American Community Survey	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL		**66619**	**66619**	**$631.21**	**$92.73**	**$746.22**
0-17 years old	24.0%	363	0.54%	$1,055.94	$59.79	$1,196.63
18 - 24 years old	9.9%	4080	6.12%	$688.64	$50.51	$770.54
25 - 44 years old	26.6%	35651	53.51%	$647.96	$81.95	$755.45
45 - 64 years old	26.4%	21904	32.88%	$599.02	$112.50	$727.60
65 years old and older	13.0%	3028	4.55%	$567.29	$157.91	$736.87
Not provided	0.0%	1593	2.39%	$576.76	$53.84	$648.36
GENDER						
Women						
TOTAL		**29013**	**29013**	**$635.65**	**$88.19**	**$748.00**
0-17 years old		153	0.53%	$1,056.81	$35.41	$1,171.94
18 - 24 years old		2049	7.06%	$685.12	$49.10	$765.73
25 - 44 years old		17222	59.36%	$650.49	$76.38	$753.99
45 - 64 years old		8331	28.71%	$599.03	$111.53	$727.36
65 years old and older		1175	4.05%	$543.27	$173.48	$729.92
Not provided		83	0.29%	$542.54	$49.05	$612.22
Men						
TOTAL		**36021**	**36021**	**$629.80**	**$98.13**	**$748.92**
0-17 years old		202	0.56%	$1,062.97	$78.65	$1,224.36
18 - 24 years old		1996	5.54%	$694.47	$52.59	$778.65
25 - 44 years old		18342	50.92%	$645.67	$87.33	$757.14
45 - 64 years old		13552	37.62%	$599.12	$113.20	$727.97
65 years old and older		1852	5.14%	$582.35	$147.93	$741.00
Not provided		77	0.21%	$577.24	$52.11	$647.35
NON-BINARY/THIRD GENDER						
TOTAL						
0-17 years old						
18 - 24 years old						
25 - 44 years old						
45 - 64 years old						
65 years old and older						
Not provided						
PREFER TO SELF-DESCRIBE						
TOTAL						
0-17 years old						
18 - 24 years old						
25 - 44 years old						
45 - 64 years old						
65 years old and older						
Not provided						
PREFER NOT TO SAY						
TOTAL						
0-17 years old						
18 - 24 years old						
25 - 44 years old						
45 - 64 years old						
65 years old and older						
Not provided						
NOT PROVIDED						
TOTAL						
0-17 years old						
18 - 24 years old						
25 - 44 years old						
45 - 64 years old						
65 years old and older						
Not provided						

	US Census 2010 American Community Survey	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL		**93957**	**93957**	**$697.18**	**$86.19**	**$813.32**
0-17 years old	24.0%	784	0.83%	$1,014.50	$74.18	$1,155.62
18 - 24 years old	9.9%	12,753	13.57%	$765.81	$58.98	$866.49
25 - 44 years old	26.6%	48,146	51.24%	$709.71	$83.17	$825.86
45 - 64 years old	26.4%	26,248	27.94%	$650.39	$102.92	$773.52
65 years old and older	13.0%	3,165	3.37%	$605.23	$145.29	$762.98
Not provided	0.0%	2,861	3.05%	$624.29	$42.62	$692.38
GENDER						
Women						
TOTAL		**42199**	**42199**	**$703.69**	**$79.97**	**$817.82**
0-17 years old		389	0.92%	$1,028.01	$88.45	$1,185.89
18 - 24 years old		6,771	16.05%	$761.30	$56.15	$862.36
25 - 44 years old		23,294	55.20%	$713.27	$75.14	$826.26
45 - 64 years old		10,316	24.45%	$649.21	$95.88	$765.44
65 years old and older		1,297	3.07%	$582.84	$167.49	$762.37
Not provided		132	0.31%	$548.90	$26.78	$597.07
Men						
TOTAL		**48314**	**48314**	**$695.38**	**$94.98**	**$816.88**
0-17 years old		343	0.71%	$1,021.91	$66.72	$1,155.34
18 - 24 years old		5,696	11.79%	$774.63	$64.11	$877.55
25 - 44 years old		24,464	50.64%	$707.15	$91.69	$827.23
45 - 64 years old		15,871	32.85%	$651.20	$107.78	$778.98
65 years old and older		1,866	3.86%	$619.88	$130.01	$762.67
Not provided		74	0.08%	$571.96	$62.98	$651.01
NON-BINARY/THIRD GENDER						
TOTAL		**224**	**224**	**$684.54**	**$18.95**	**$724.40**
0-17 years old		1	0.45%	$2,168.00	$0.00	$2,291.36
18 - 24 years old		81	36.16%	$767.22	$27.27	$819.13
25 - 44 years old		138	61.61%	$613.66	$14.49	$646.74
45 - 64 years old		2	0.89%	$939.00	$18.00	$957.00
65 years old and older		1	0.45%	$1,520.00	$0.00	$1,520.00
Not provided		1	0.45%	$941.00	$0.00	$941.00
PREFER TO SELF-DESCRIBE						
TOTAL		**100**	**100**	**$615.66**	**$28.34**	**$693.91**
0-17 years old		1	1.00%	$493.00	$7.00	$500.00
18 - 24 years old		18	18.00%	$606.10	$27.32	$738.07
25 - 44 years old		56	56.00%	$683.05	$41.65	$754.11
45 - 64 years old		25	25.00%	$476.48	$0.12	$535.03
65 years old and older		0	0.00%			
Not provided		0	0.00%			
PREFER NOT TO SAY						
TOTAL		**70**	**70**	**$690.72**	**$19.36**	**$765.68**
0-17 years old		0	0.00%			
18 - 24 years old		6	8.57%	$514.04	$24.50	$550.25
25 - 44 years old		43	61.43%	$755.28	$16.89	$827.34
45 - 64 years old		21	30.00%	$609.00	$22.94	$700.98
65 years old and older		0	0.00%			
Not provided		0	0.00%			
NOT PROVIDED						
TOTAL		**3050**	**3050**	**$639.17**	**$41.24**	**$706.34**
0-17 years old		50	1.64%	$845.91	$17.10	$912.49
18 - 24 years old		181	5.93%	$680.65	$21.95	$717.53
25 - 44 years old		151	4.95%	$660.61	$39.83	$733.35
45 - 64 years old		13	0.43%	$959.00	$93.00	$1,057.77
65 years old and older		1	0.03%	$1,385.00	$0.00	$1,385.00
Not provided		2,654	87.02%	$629.38	$42.85	$698.18

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
RACE/ETHNICITY					
POC					
TOTAL	**10128**	**10128**	**$664.45**	**$88.82**	**$778.96**
0-17 years old	90	0.89%	$1,224.29	$33.01	$1,351.92
18 - 24 years old	881	8.70%	$714.70	$41.89	$790.84
25 - 44 years old	6655	65.71%	$668.49	$86.05	$781.76
45 - 64 years old	2332	23.03%	$614.50	$109.23	$739.73
65 years old and older	168	1.66%	$630.95	$192.09	$841.25
Not provided	2	0.02%	$959.00	$6.00	$965.00
ASIAN OR ASIAN AMERICAN					
TOTAL	**1197**	**1197**	**$696.83**	**$89.32**	**$814.67**
0-17 years old	15	1.25%	$1,314.40	$49.62	$1,427.22
18 - 24 years old	98	8.19%	$743.99	$32.65	$811.59
25 - 44 years old	893	74.60%	$688.63	$76.46	$792.69
45 - 64 years old	167	13.95%	$671.69	$158.04	$857.40
65 years old and older	23	1.92%	$568.64	$361.12	$951.61
Not provided	1	0.08%	$1,280.00	$0.00	$1,280.00
BLACK OR AFRICAN AMERICAN					
TOTAL	**4990**	**4990**	**$653.26**	**$100.93**	**$775.74**
0-17 years old	23	0.46%	$1,128.57	$21.99	$1,234.91
18 - 24 years old	355	7.11%	$694.22	$42.12	$765.30
25 - 44 years old	2997	60.06%	$670.96	$97.94	$793.84
45 - 64 years old	1492	29.90%	$599.31	$114.87	$726.22
65 years old and older	123	2.46%	$669.35	$189.33	$879.46
Not provided	0	0.00%			
HISPANIC OR LATIN AMERICAN					
TOTAL	**1628**	**1628**	**$675.73**	**$70.38**	**$775.02**
0-17 years old	14	0.86%	$1,600.29	$5.71	$1,770.47
18 - 24 years old	117	7.19%	$662.06	$21.17	$722.02
25 - 44 years old	1062	65.23%	$661.59	$73.77	$764.31
45 - 64 years old	416	25.55%	$694.11	$79.59	$796.48
65 years old and older	19	1.17%	$466.58	$29.74	$496.32
Not provided	0	0.00%			
INDIGENOUS HAWAIIAN OR PACIFIC ISLANDER					
TOTAL	**42**	**42**	**$622.79**	**$152.78**	**$807.62**
0-17 years old	0	0.00%			
18 - 24 years old	0	0.00%			
25 - 44 years old	37	88.10%	$629.96	$171.57	$836.57
45 - 64 years old	5	11.90%	$569.70	$13.70	$593.40
65 years old and older	0	0.00%			
Not provided	0	0.00%			
INDIGENOUS NORTH AMERICAN					
TOTAL	**84**	**84**	**$578.22**	**$53.17**	**$657.35**
0-17 years old	0	0.00%			
18 - 24 years old	12	14.29%	$959.48	$12.52	$1,018.55
25 - 44 years old	57	67.86%	$545.19	$61.88	$635.53
45 - 64 years old	15	17.86%	$398.75	$52.58	$451.33
65 years old and older	0	0.00%			
Not provided	0	0.00%			
MIDDLE EASTERN OR NORTH AFRICAN					
TOTAL					
0-17 years old					
18 - 24 years old					
25 - 44 years old					
45 - 64 years old					
65 years old and older					
Not provided					
MULTI-RACIAL OR MULTI-ETHNIC					
TOTAL	**2187**	**2187**	**$667.96**	**$74.77**	**$773.84**
0-17 years old	38	1.74%	$1,108.12	$43.18	$1,238.81
18 - 24 years old	299	13.67%	$740.19	$53.93	$832.15
25 - 44 years old	1609	73.57%	$662.50	$76.23	$768.64
45 - 64 years old	237	10.84%	$544.66	$96.93	$663.54
65 years old and older	3	0.14%	$575.33	$37.67	$613.00
Not provided	1	0.05%	$638.00	$12.00	$650.00
WHITE OR EUROPEAN AMERICAN					
TOTAL	**45589**	**45589**	**$629.68**	**$92.94**	**$744.68**
0-17 years old	239	0.52%	$1,019.91	$74.15	$1,173.48
18 - 24 years old	2939	6.45%	$685.04	$53.57	$769.01
25 - 44 years old	24945	54.72%	$644.15	$80.13	$749.39
45 - 64 years old	15161	33.26%	$598.61	$111.66	$726.37
65 years old and older	2299	5.04%	$566.28	$161.09	$739.04
Not provided	6	0.01%	$598.67	$5.67	$612.00
PREFER NOT TO SAY					
TOTAL					
0-17 years old					
18 - 24 years old					
25 - 44 years old					
45 - 64 years old					
65 years old and older					
Not provided					
NOT PROVIDED					
TOTAL	**10902**	**10902**	**$606.74**	**$95.45**	**$722.23**
0-17 years old	34	0.31%	$863.56	$29.79	$948.24
18 - 24 years old	260	2.38%	$641.02	$45.14	$718.97
25 - 44 years old	4051	37.16%	$637.66	$86.38	$749.61
45 - 64 years old	4411	40.46%	$592.23	$117.14	$725.41
65 years old and older	561	5.15%	$552.39	$134.67	$696.74
Not provided	1585	14.54%	$576.20	$54.09	$648.10

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
RACE/ETHNICITY					
POC					
TOTAL	**20200**	**20200**	**$739.58**	**$87.26**	**$855.84**
0-17 years old	197	0.98%	$1,062.75	$46.07	$1,171.09
18 - 24 years old	3,943	19.52%	$806.38	$67.21	$915.53
25 - 44 years old	12,086	59.83%	$736.30	$84.36	$849.57
45 - 64 years old	3,697	18.30%	$667.43	$111.69	$794.28
65 years old and older	271	1.34%	$660.91	$206.16	$877.59
Not provided	6	0.03%	$823.33	$26.17	$854.50
ASIAN OR ASIAN AMERICAN					
TOTAL	**1906**	**1906**	**$756.44**	**$80.85**	**$865.44**
0-17 years old	9	0.47%	$1,156.44	$4.33	$1,262.42
18 - 24 years old	310	16.26%	$822.59	$73.68	$939.10
25 - 44 years old	1,289	67.63%	$754.95	$74.82	$855.69
45 - 64 years old	260	13.64%	$695.37	$127.02	$844.62
65 years old and older	36	1.89%	$547.27	$48.38	$603.99
Not provided	2	0.10%	$1,364.00	$0.00	$1,364.00
BLACK OR AFRICAN AMERICAN					
TOTAL	**9744**	**9744**	**$745.19**	**$96.86**	**$868.48**
0-17 years old	73	0.75%	$1,145.26	$37.98	$1,251.76
18 - 24 years old	1,651	16.94%	$822.54	$60.90	$922.90
25 - 44 years old	5,600	57.47%	$744.18	$90.36	$862.26
45 - 64 years old	2,213	22.71%	$682.77	$127.07	$823.24
65 years old and older	207	2.12%	$681.87	$257.37	$951.38
Not provided	0	0.00%			
HISPANIC OR LATIN AMERICAN					
TOTAL	**3418**	**3418**	**$702.80**	**$71.24**	**$801.86**
0-17 years old	17	0.50%	$1,019.94	$51.51	$1,141.34
18 - 24 years old	652	19.08%	$751.64	$59.74	$853.73
25 - 44 years old	2,104	61.56%	$696.86	$72.88	$796.41
45 - 64 years old	620	18.14%	$665.05	$79.77	$761.19
65 years old and older	25	0.73%	$649.89	$34.14	$685.45
Not provided	0	0.00%			
INDIGENOUS HAWAIIAN OR PACIFIC ISLANDER					
TOTAL	**67**	**67**	**$745.62**	**$70.86**	**$863.38**
0-17 years old	0	0.00%			
18 - 24 years old	1	1.49%	$489.00	$126.00	$625.00
25 - 44 years old	45	67.16%	$775.72	$85.92	$907.26
45 - 64 years old	21	31.34%	$693.33	$35.96	$780.70
65 years old and older	0	0.00%			
Not provided	0	0.00%			
INDIGENOUS NORTH AMERICAN					
TOTAL	**137**	**137**	**$702.58**	**$78.04**	**$824.51**
0-17 years old	0	0.00%			
18 - 24 years old	22	16.06%	$761.35	$43.33	$831.90
25 - 44 years old	84	61.31%	$789.15	$107.62	$959.45
45 - 64 years old	30	21.90%	$419.26	$23.27	$447.53
65 years old and older	0	0.00%			
Not provided	1	0.73%	$637.00	$0.00	$637.00
MIDDLE EASTERN OR NORTH AFRICAN					
TOTAL	**104**	**104**	**$634.20**	**$29.26**	**$677.45**
0-17 years old	2	1.92%	$495.00	$0.00	$495.00
18 - 24 years old	12	11.54%	$602.08	$18.54	$623.19
25 - 44 years old	60	57.69%	$657.38	$33.59	$712.46
45 - 64 years old	30	28.85%	$609.97	$26.83	$641.33
65 years old and older	0	0.00%			
Not provided	0	0.00%			
MULTI-RACIAL OR MULTI-ETHNIC					
TOTAL	**4824**	**4824**	**$750.87**	**$83.50**	**$869.38**
0-17 years old	96	1.99%	$1,010.63	$56.15	$1,120.54
18 - 24 years old	1,295	26.84%	$812.36	$78.28	$935.97
25 - 44 years old	2,904	60.20%	$740.92	$85.71	$859.67
45 - 64 years old	523	10.84%	$607.95	$89.85	$715.11
65 years old and older	3	0.06%	$670.67	$0.00	$670.67
Not provided	3	0.06%	$525.00	$52.33	$587.33
WHITE OR EUROPEAN AMERICAN					
TOTAL	**60087**	**60087**	**$687.35**	**$87.36**	**$806.10**
0-17 years old	355	0.59%	$990.12	$107.47	$1,174.95
18 - 24 years old	7,764	12.92%	$746.39	$56.42	$845.84
25 - 44 years old	31,414	52.28%	$700.33	$82.93	$818.38
45 - 64 years old	18,210	30.31%	$644.25	$100.02	$765.78
65 years old and older	2,338	3.89%	$606.98	$148.16	$767.77
Not provided	6	0.01%	$514.50	$30.17	$563.67
PREFER NOT TO SAY					
TOTAL	**4891**	**4891**	**$683.76**	**$73.69**	**$783.68**
0-17 years old	26	0.53%	$1,066.31	$88.23	$1,195.76
18 - 24 years old	307	6.28%	$759.01	$77.54	$871.14
25 - 44 years old	3,608	73.77%	$695.11	$73.80	$796.69
45 - 64 years old	913	18.67%	$610.19	$65.74	$693.18
65 years old and older	36	0.74%	$499.79	$222.88	$740.03
Not provided	1	0.02%	$499.00	$0.00	$499.00
NOT PROVIDED					
TOTAL	**8779**	**8779**	**$674.36**	**$82.65**	**$781.44**
0-17 years old	206	2.35%	$1,003.85	$41.91	$1,102.47
18 - 24 years old	739	8.42%	$756.19	$34.26	$819.94
25 - 44 years old	1,038	11.82%	$734.68	$109.29	$877.63
45 - 64 years old	3,428	39.05%	$675.34	$118.74	$813.61
65 years old and older	520	5.92%	$575.65	$95.30	$683.30
Not provided	2,848	32.44%	$624.14	$42.69	$692.37

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
JOB CATEGORY					
PRINCIPAL (PLAY)					
TOTAL	**30165**	**30165**	**$532.69**	**$80.02**	**$620.14**
0-17 years old	94	0.31%	$747.48	$26.98	$803.25
18 - 24 years old	896	2.97%	$568.92	$38.52	$619.30
25 - 44 years old	14885	49.35%	$538.37	$61.82	$608.17
45 - 64 years old	11924	39.53%	$520.73	$98.82	$626.14
65 years old and older	2138	7.09%	$531.26	$132.40	$670.28
Not provided	678	2.25%	$545.33	$46.19	$595.11
PRINCIPAL (MUSICAL)					
TOTAL	**17417**	**17417**	**$626.34**	**$174.72**	**$820.25**
0-17 years old	200	1.15%	$1,070.68	$92.30	$1,249.79
18 - 24 years old	1209	6.94%	$621.32	$109.33	$750.24
25 - 44 years old	9432	54.15%	$627.56	$174.34	$821.38
45 - 64 years old	5628	32.31%	$610.11	$183.24	$810.26
65 years old and older	625	3.59%	$628.33	$271.88	$918.53
Not provided	323	1.85%	$613.25	$145.10	$767.19
CHORUS					
TOTAL	**6955**	**6955**	**$943.27**	**$30.39**	**$1,040.91**
0-17 years old	69	0.99%	$1,433.42	$10.28	$1,578.42
18 - 24 years old	1164	16.74%	$938.29	$22.73	$1,014.39
25 - 44 years old	4516	64.93%	$959.38	$28.04	$1,061.53
45 - 64 years old	987	14.19%	$867.80	$50.18	$973.62
65 years old and older	55	0.79%	$730.68	$76.05	$833.82
Not provided	164	2.36%	$854.34	$23.45	$909.67
STAGE MANAGER					
TOTAL	**8433**	**8433**	**$683.77**	**$44.58**	**$768.04**
0-17 years old	0	0.00%			
18 - 24 years old	388	4.60%	$504.59	$18.91	$562.39
25 - 44 years old	4796	56.87%	$655.83	$36.00	$733.22
45 - 64 years old	2816	33.39%	$772.38	$61.32	$870.32
65 years old and older	177	2.10%	$711.16	$117.44	$871.07
Not provided	256	3.04%	$485.18	$9.57	$535.98
ASSISTANT STAGE MANAGER					
TOTAL	**3199**	**3199**	**$783.60**	**$30.37**	**$851.48**
0-17 years old	0	0.00%			
18 - 24 years old	423	13.22%	$616.49	$13.20	$668.81
25 - 44 years old	2022	63.21%	$835.60	$28.48	$901.31
45 - 64 years old	549	17.16%	$813.39	$59.19	$909.50
65 years old and older	33	1.03%	$701.97	$6.28	$729.26
Not provided	172	5.38%	$503.77	$7.50	$553.22

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
JOB CATEGORY					
PRINCIPAL (PLAY)					
TOTAL	**44737**	**44737**	**$602.51**	**$71.52**	**$682.79**
0-17 years old	175	0.39%	$873.79	$24.80	$935.76
18 - 24 years old	3,332	7.45%	$655.27	$45.01	$713.82
25 - 44 years old	22,042	49.27%	$608.73	$60.22	$678.47
45 - 64 years old	15,550	34.76%	$583.57	$87.88	$678.17
65 years old and older	2,415	5.40%	$575.12	$118.46	$700.65
Not provided	1,223	2.73%	$602.73	$53.52	$663.38
PRINCIPAL (MUSICAL)					
TOTAL	**22281**	**22281**	**$689.92**	**$173.21**	**$884.62**
0-17 years old	365	1.64%	$1,025.79	$139.66	$1,244.70
18 - 24 years old	3,483	15.63%	$705.57	$132.03	$862.63
25 - 44 years old	11,639	52.24%	$687.49	$180.69	$890.00
45 - 64 years old	5,759	25.85%	$666.07	$180.70	$862.71
65 years old and older	483	2.17%	$680.26	$341.39	$1,037.92
Not provided	552	2.48%	$677.69	$72.26	$766.31
CHORUS					
TOTAL	**9893**	**9893**	**$1,004.39**	**$32.74**	**$1,112.00**
0-17 years old	215	2.17%	$1,171.97	$12.06	$1,254.08
18 - 24 years old	2,880	29.11%	$1,036.51	$26.19	$1,137.18
25 - 44 years old	5,465	55.24%	$1,016.28	$34.50	$1,132.29
45 - 64 years old	1,007	10.18%	$867.40	$47.58	$971.81
65 years old and older	55	0.56%	$833.55	$32.95	$902.32
Not provided	271	2.74%	$834.07	$28.06	$886.15
STAGE MANAGER					
TOTAL	**12061**	**12061**	**$748.64**	**$44.48**	**$862.65**
0-17 years old	16	0.13%	$489.38	$11.38	$567.15
18 - 24 years old	1,538	12.75%	$616.00	$25.16	$702.28
25 - 44 years old	6,544	54.26%	$753.54	$44.84	$871.25
45 - 64 years old	3,310	27.44%	$836.78	$58.18	$965.32
65 years old and older	180	1.49%	$729.84	$37.36	$825.32
Not provided	473	3.92%	$511.20	$10.27	$570.82
ASSISTANT STAGE MANAGER					
TOTAL	**4985**	**4985**	**$845.02**	**$35.79**	**$954.04**
0-17 years old	13	0.26%	$633.92	$5.08	$710.31
18 - 24 years old	1,520	30.49%	$784.84	$18.56	$863.27
25 - 44 years old	2,456	49.27%	$922.41	$37.45	$1,042.00
45 - 64 years old	622	12.48%	$832.67	$86.32	$989.75
65 years old and older	32	0.64%	$651.78	$10.25	$727.11
Not provided	342	6.86%	$605.36	$12.03	$691.31

TRANSGENDER	Number of Contracts	% of Contracts	Average of Minimum Salary	Average of Overscale	Average of Contract Salary
Principal (play)	**44,737**		**$602.51**	**$71.52**	**$682.79**
Transgender	59	0.13%	$574.04	$22.80	$603.77
Cisgender	7,323	16.37%	$577.06	$51.46	$636.14
Prefer not to say	99	0.22%	$547.16	$25.28	$580.26
Not Provided	37,256	83.28%	$607.70	$75.67	$692.36
Principal (musical)	**22,281**		**$689.92**	**$173.21**	**$884.62**
Transgender	21	0.09%	$627.05	$108.52	$742.48
Cisgender	3,921	17.60%	$652.75	$110.24	$779.62
Prefer not to say	27	0.12%	$595.85	$44.42	$645.45
Not Provided	18,312	82.19%	$698.09	$186.96	$907.62
Chorus	**9,893**		**$1,004.39**	**$32.74**	**$1,112.00**
Transgender	3	0.03%	$895.00	$146.00	$1,111.67
Cisgender	1,613	16.30%	$948.47	$31.92	$1,050.41
Prefer not to say	10	0.10%	$1,026.88	$57.32	$1,150.03
Not Provided	8,267	83.56%	$1,015.31	$32.83	$1,123.98
Stage Manager	**12,061**		**$748.64**	**$44.48**	**$862.65**
Transgender	30	0.25%	$765.78	$8.43	$853.75
Cisgender	5,009	41.53%	$762.94	$47.50	$881.63
Prefer not to say	39	0.32%	$827.56	$33.00	$961.43
Not Provided	6,983	57.90%	$737.86	$42.53	$848.52
Assistant Stage Manager	**4,985**		**$845.02**	**$35.79**	**$954.04**
Transgender	17	0.34%	$931.15	$6.21	$1,026.98
Cisgender	1,991	39.94%	$846.85	$34.83	$954.44
Prefer not to say	11	0.22%	$1,109.09	$62.73	$1,347.39
Not Provided	2,966	59.50%	$842.32	$36.50	$951.89

TRANSGENDER	Number of Contracts	% of Contracts	Average of Minimum Salary	Average of Overscale	Average of Contract Salary
Principal (play)	**44,737**		**$602.51**	**$71.52**	**$682.79**
Transgender	59	0.13%	$574.04	$22.80	$603.77
Women	11	0.02%	$684.18	$27.70	$713.63
Men	15	0.03%	$412.52	$14.10	$429.05
Non-Binary/Third Gender	26	0.06%	$629.25	$29.43	$660.71
Prefer To Self-Describe	7	0.02%	$542.00	$9.15	$594.00
Prefer Not To Say	0	0.00%			
Not Provided	0	0.00%			
Cisgender	7,323	16.37%	$577.06	$51.46	$636.14
Prefer not to say	99	0.22%	$547.16	$25.28	$580.26
Not Provided	37,256	83.28%	$607.70	$75.67	$692.36
Principal (musical)	**22,281**		**$689.92**	**$173.21**	**$884.62**
Transgender	21	0.09%	$627.05	$108.52	$742.48
Women	6	0.03%	$724.33	$262.00	$1,003.51
Men	6	0.03%	$651.50	$92.83	$746.34
Non-Binary/Third Gender	8	0.04%	$550.38	$18.75	$572.88
Prefer To Self-Describe	1	0.00%	$510.00	$0.00	$510.00
Prefer Not To Say	0	0.00%			
Not Provided	0	0.00%			
Cisgender	3,921	17.60%	$652.75	$110.24	$779.62
Prefer not to say	27	0.12%	$595.85	$44.42	$645.45
Not Provided	18,312	82.19%	$698.09	$186.96	$907.62
Chorus	**9,893**		**$1,004.39**	**$32.74**	**$1,112.00**
Transgender	3	0.03%	$895.00	$146.00	$1,111.67
Women	1	0.01%	$963.00	$300.00	$1,475.01
Men	2	0.02%	$861.00	$69.00	$930.00
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	0	0.00%			
Cisgender	1,613	16.30%	$948.47	$31.92	$1,050.41
Prefer not to say	10	0.10%	$1,026.88	$57.32	$1,150.03
Not Provided	8,267	83.56%	$1,015.31	$32.83	$1,123.98
Stage Manager	**12,061**		**$748.64**	**$44.48**	**$862.65**
Transgender	30	0.25%	$765.78	$8.43	$853.75
Women	2	0.02%	$632.00	$0.00	$679.55
Men	0	0.00%			
Non-Binary/Third Gender	14	0.12%	$616.38	$5.13	$674.86
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	14	0.12%	$934.29	$12.93	$1,057.54
Not Provided	0	0.00%			
Cisgender	5,009	41.53%	$762.94	$47.50	$881.63
Prefer not to say	39	0.32%	$827.56	$33.00	$961.43
Not Provided	6,983	57.90%	$737.86	$42.53	$848.52
Assistant Stage Manager	**4,985**		**$845.02**	**$35.79**	**$954.04**
Transgender	17	0.34%	$931.15	$6.21	$1,026.98
Women	4	0.08%	$1,559.16	$9.62	$1,622.52
Men	2	0.04%	$748.50	$0.00	$932.08
Non-Binary/Third Gender	5	0.10%	$602.20	$6.20	$706.27
Prefer To Self-Describe	3	0.06%	$837.00	$0.00	$892.46
Prefer Not To Say	3	0.06%	$858.00	$12.06	$965.22
Not Provided	0	0.00%			
Cisgender	1,991	39.94%	$846.85	$34.83	$954.44
Prefer not to say	11	0.22%	$1,109.09	$62.73	$1,347.39
Not Provided	2,966	59.50%	$842.32	$36.50	$951.89

VETERAN STATUS	Number of Contracts	% of Contracts	Average of Minimum Salary	Average of Overscale	Average of Contract Salary
Principal (play)	**44,737**		**$602.51**	**$71.52**	**$682.79**
I am a Veteran	138	0.31%	$515.13	$41.26	$559.52
I am not a Veteran	7,118	15.91%	$581.31	$51.94	$640.91
Prefer not to say	48	0.11%	$567.58	$24.71	$594.34
Not Provided	37,433	83.67%	$606.91	$75.42	$691.32
Principal (musical)	**22,281**		**$689.92**	**$173.21**	**$884.62**
I am a Veteran	34	0.15%	$512.38	$58.16	$580.73
I am not a Veteran	3,809	17.10%	$653.51	$112.71	$782.92
Prefer not to say	7	0.03%	$790.29	$23.43	$835.77
Not Provided	18,431	82.72%	$697.73	$185.98	$906.22
Chorus	**9,893**		**$1,004.39**	**$32.74**	**$1,112.00**
I am a Veteran	17	0.17%	$975.24	$45.16	$1,121.17
I am not a Veteran	1,493	15.09%	$948.05	$31.80	$1,048.75
Prefer not to say	1	0.01%	$783.00	$25.00	$850.00
Not Provided	8,382	84.73%	$1,014.51	$32.88	$1,123.28
Stage Manager	**12,061**		**$748.64**	**$44.48**	**$862.65**
I am a Veteran	81	0.67%	$700.43	$55.81	$812.87
I am not a Veteran	4,876	40.43%	$764.04	$47.63	$883.81
Prefer not to say	7	0.06%	$836.86	$38.43	$961.31
Not Provided	7,097	58.84%	$738.51	$42.19	$848.58
Assistant Stage Manager	**4,985**		**$845.02**	**$35.79**	**$954.04**
I am a Veteran	8	0.16%	$919.00	$128.80	$1,098.35
I am not a Veteran	1,931	38.74%	$853.82	$36.81	$962.75
Prefer not to say	9	0.18%	$694.33	$53.56	$844.58
Not Provided	3,037	60.92%	$839.68	$34.84	$948.44

DISABILITY	Number of Contracts	% of Contracts	Average of Minimum Salary	Average of Overscale	Average of Contract Salary
Principal (play)	**44,737**		**$602.51**	**$71.52**	**$682.79**
Yes	378	0.84%	$583.34	$40.07	$630.35
No	6,912	15.45%	$582.56	$52.77	$643.30
Prefer not to say	226	0.51%	$539.25	$31.17	$572.73
Not Provided	37,221	83.20%	$606.79	$75.57	$691.32
Principal (musical)	**22,281**		**$689.92**	**$173.21**	**$884.62**
Yes	135	0.61%	$631.68	$101.70	$742.93
No	3,697	16.59%	$653.77	$109.08	$779.38
Prefer not to say	91	0.41%	$583.29	$139.42	$740.25
Not Provided	18,358	82.39%	$698.15	$186.82	$907.57
Chorus	**9,893**		**$1,004.39**	**$32.74**	**$1,112.00**
Yes	52	0.53%	$862.83	$45.00	$953.83
No	1,491	15.07%	$1,014.68	$32.88	$1,123.39
Prefer not to say	36	0.36%	$991.78	$78.43	$1,132.44
Not Provided	8,314	84.04%	$1,014.68	$32.88	$1,123.39
Stage Manager	**12,061**		**$748.64**	**$44.48**	**$862.65**
Yes	281	2.33%	$726.89	$26.18	$825.16
No	4,531	37.57%	$776.00	$50.13	$898.31
Prefer not to say	117	0.97%	$649.04	$52.12	$766.70
Not Provided	7,132	59.13%	$733.74	$41.49	$843.04
Assistant Stage Manager	**4,985**		**$845.02**	**$35.79**	**$954.04**
Yes	99	1.99%	$802.92	$20.61	$880.51
No	1,768	35.47%	$865.46	$39.10	$977.19
Prefer not to say	79	1.58%	$698.95	$32.57	$800.16
Not Provided	3,039	60.96%	$838.30	$34.44	$946.97

EASTERN REGION

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**17482**	**17482**	**$541.44**	**$81.82**	**$633.52**	**23,079**	**23079**	**$626.11**	**$75.47**	**$713.10**
Women	6918	39.57%	$534.09	$84.72	$627.98	9,579	41.51%	$617.47	$70.47	$698.42
Men	10290	58.86%	$546.29	$80.72	$638.16	12,812	55.51%	$631.07	$80.74	$724.08
Non-Binary/Third Gender		0.00%				41	0.18%	$675.15	$19.35	$695.82
Prefer To Self-Describe		0.00%				24	0.10%	$392.85	$11.11	$409.65
Prefer Not To Say		0.00%				19	0.08%	$530.07	$25.53	$563.12
Not Provided	274	1.57%	$545.10	$49.86	$599.38	604	2.62%	$667.06	$50.70	$731.01
Principal (musical)										
TOTAL	**9092**	**9092**	**$645.81**	**$193.39**	**$866.33**	**12,376**	**12376**	**$724.54**	**$190.56**	**$943.81**
Women	3745	41.19%	$643.74	$196.87	$868.43	4,947	39.97%	$726.58	$201.17	$958.66
Men	5178	56.95%	$649.35	$191.06	$867.52	7,069	57.12%	$724.20	$189.94	$941.92
Non-Binary/Third Gender		0.00%				21	0.17%	$719.52	$27.85	$759.89
Prefer To Self-Describe		0.00%				10	0.08%	$698.70	$74.20	$779.61
Prefer Not To Say		0.00%				10	0.08%	$587.40	$11.10	$610.13
Not Provided	169	1.86%	$583.09	$187.88	$783.71	319	2.58%	$705.90	$59.96	$783.35
Chorus										
TOTAL	**4200**	**4200**	**$1,027.26**	**$23.63**	**$1,136.21**	**5,792**	**5792**	**$1,102.95**	**$36.21**	**$1,232.92**
Women	1796	42.76%	$1,041.71	$21.87	$1,146.49	2,488	42.96%	$1,129.47	$38.69	$1,262.93
Men	2351	55.98%	$1,019.02	$24.85	$1,131.99	3,181	54.92%	$1,090.73	$34.62	$1,220.80
Non-Binary/Third Gender		0.00%				7	0.12%	$1,079.14	$18.35	$1,162.79
Prefer To Self-Describe		0.00%				11	0.19%	$695.91	$38.45	$767.27
Prefer Not To Say		0.00%				1	0.02%	$783.00	$25.00	$850.00
Not Provided	53	1.26%	$903.43	$29.26	$975.47	104	1.80%	$890.13	$26.54	$943.42
Stage Managers										
TOTAL	**4625**	**4625**	**$712.64**	**$37.46**	**$786.83**	**6,224**	**6224**	**$792.32**	**$41.88**	**$898.26**
Women	3002	64.91%	$668.04	$34.24	$740.87	4,174	67.06%	$756.79	$37.35	$856.92
Men	1533	33.15%	$809.05	$45.58	$887.95	1,872	30.08%	$884.86	$55.14	$1,006.98
Non-Binary/Third Gender		0.00%				35	0.56%	$654.71	$15.89	$701.34
Prefer To Self-Describe		0.00%				11	0.18%	$752.91	$3.55	$806.16
Prefer Not To Say		0.00%				26	0.42%	$851.15	$3.46	$976.50
Not Provided	90	1.95%	$558.26	$6.61	$597.74	106	1.70%	$592.20	$7.95	$661.45
Assistant Stage Managers										
TOTAL	**1926**	**1926**	**$804.10**	**$18.12**	**$856.56**	**2,844**	**2844**	**$884.75**	**$26.33**	**$977.28**
Women	1202	62.41%	$763.73	$16.80	$812.29	1,858	65.33%	$865.27	$29.09	$960.77
Men	662	34.37%	$906.36	$21.39	$965.38	823	28.94%	$971.90	$22.83	$1,061.42
Non-Binary/Third Gender		0.00%				23	0.81%	$831.87	$4.53	$883.53
Prefer To Self-Describe		0.00%				9	0.32%	$850.33	$0.00	$1,015.38
Prefer Not To Say		0.00%				3	0.11%	$619.74	$14.80	$690.32
Not Provided	62	3.22%	$495.01	$9.06	$552.81	128	4.50%	$619.74	$14.80	$690.32

Actors' Equity Association Member Self Identity	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**37325**	**37325**	**50315**	**50315**
Veteran			147	0.29%
LGBTQ+			3573	7.10%
Disability	0	0.00%	480	0.95%
Gender				
Women	16663	44.64%	23046	45.80%
Men	20014	53.62%	25757	51.19%
Non-Binary/Third Gender		0.00%	127	0.25%
Prefer to Self Describe			65	0.13%
Prefer Not To Say			59	0.12%
Not Provided	648	1.74%	1261	2.51%
Race/Ethnicity				
POC	**5582**	**14.96%**	**10702**	**21.27%**
Asian or Asian American	665	1.78%	994	1.98%
Black or African American	2839	7.61%	5418	10.77%
Hispanic or Latin American	810	2.17%	1630	3.24%
Indigenous Hawaiian or Pacific Islander	19	0.05%	31	0.06%
Indigenous North American	37	0.10%	54	0.11%
Middle Eastern or North African		0.00%	58	0.12%
Multi-Racial or Multi-Ethnic	1212	3.25%	2517	5.00%
White or European American	25732	68.94%	32564	64.72%
Prefer Not To Say		0.00%	2835	5.63%
Not Provided	6011	16.10%	4214	8.38%

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**17482**	**17482**	**$541.44**	**$81.82**	**$633.52**	**23079**	**23079**	**$626.11**	**$75.47**	**$713.10**
POC	**2642**	**15.11%**				**5143**	**22.28%**			
Asian or Asian American	269	1.54%	$538.30	$84.30	$629.71	477	2.07%	$620.08	$43.72	$671.30
Black or African American	1536	8.79%	$564.05	$83.53	$657.01	2,896	12.55%	$679.20	$84.88	$775.17
Hispanic or Latin American	293	1.68%	$536.14	$59.90	$605.52	642	2.78%	$636.81	$47.11	$693.52
Indigenous Hawaiian or Pacific Islander	7	0.04%	$474.11	$9.43	$500.50	12	0.05%	$526.97	$109.70	$647.25
Indigenous North American	10	0.06%	$475.80	$33.50	$509.30	19	0.08%	$622.55	$74.08	$702.44
Middle Eastern or North African		0.00%				31	0.13%	$597.71	$27.90	$626.58
Multi-Racial or Multi-Ethnic	527	3.01%	$554.46	$54.78	$619.44	1,066	4.62%	$636.66	$44.29	$692.06
White or European American	11613	66.43%	$535.69	$82.20	$628.70	13009	56.37%	$606.74	$76.38	$694.94
Prefer Not To Say		0.00%				1,566	6.79%	$626.92	$64.94	$702.03
Not Provided	3227	18.46%	$550.36	$86.12	$645.55	2,361	10.23%	$669.87	$94.11	$776.94
Principal (musical)										
TOTAL	**9092**	**9092**	**$645.81**	**$193.39**	**$866.33**	**12376**	**12376**	**$724.54**	**$190.56**	**$943.81**
POC	**1386**	**15.24%**				**2719**	**21.97%**			
Asian or Asian American	155	1.70%	$656.32	$204.60	$892.45	239	1.93%	$845.29	$224.78	$1,105.36
Black or African American	680	7.48%	$645.42	$206.19	$884.73	1,335	10.79%	$783.97	$169.11	$988.76
Hispanic or Latin American	213	2.34%	$753.96	$164.94	$968.77	414	3.35%	$723.08	$111.91	$859.74
Indigenous Hawaiian or Pacific Islander	5	0.05%	$1,309.75	$888.94	$2,339.47	4	0.03%	$1,194.25	$224.08	$1,551.09
Indigenous North American	4	0.04%	$668.25	$59.75	$751.79	9	0.07%	$655.33	$70.67	$727.11
Middle Eastern or North African		0.00%				19	0.15%	$684.47	$20.66	$765.62
Multi-Racial or Multi-Ethnic	329	3.62%	$671.20	$144.71	$850.92	699	5.65%	$802.57	$209.78	$1,052.31
White or European American	6375	70.12%	$643.89	$192.26	$862.05	8071	65.21%	$701.97	$200.27	$929.06
Prefer Not To Say		0.00%				558	4.51%	$704.11	$193.60	$922.64
Not Provided	1331	14.64%	$627.82	$205.37	$856.65	1028	8.31%	$754.62	$155.26	$938.15
Chorus										
TOTAL	**4200**	**4200**	**$1,027.26**	**$23.63**	**$1,136.21**	**5792**	**5792**	**$1,102.95**	**$36.21**	**$1,232.92**
POC	**1018**	**24.24%**				**1837**	**31.72%**			
Asian or Asian American	159	**3.79%**	$1,144.97	$13.05	$1,247.02	175	3.02%	$1,258.21	$26.72	$1,389.95
Black or African American	456	**10.86%**	$1,121.82	$40.86	$1,250.52	927	16.00%	$1,214.15	$49.56	$1,359.96
Hispanic or Latin American	130	**3.10%**	$1,228.53	$12.58	$1,339.42	224	3.87%	$1,003.92	$37.87	$1,121.24
Indigenous Hawaiian or Pacific Islander	2	**0.05%**	$560.50	$160.26	$831.67	5	0.09%	$1,556.80	$10.00	$1,680.38
Indigenous North American	9	**0.21%**	$1,180.78	$0.00	$1,328.09	17	0.29%	$809.52	$47.25	$884.80
Middle Eastern or North African		**0.00%**				8	0.14%	$754.25	$15.38	$789.25
Multi-Racial or Multi-Ethnic	262	**6.24%**	$1,136.13	$17.36	$1,266.81	481	8.30%	$1,236.64	$35.23	$1,384.44
White or European American	2727	**64.93%**	$984.94	$21.46	$1,085.61	3363	58.06%	$1,054.50	$33.71	$1,181.60
Prefer Not To Say		**0.00%**				253	4.37%	$1,143.10	$36.01	$1,284.97
Not Provided	455	**10.83%**	$1,023.85	$29.67	$1,150.53	339	5.85%	$1,061.39	$30.15	$1,154.85
Stage Managers										
TOTAL	**4625**	**4625**	**$712.64**	**$37.46**	**$786.83**	**6224**	**6224**	**$792.32**	**$41.88**	**$898.26**
POC	**390**	**8.43%**				**618**	**9.93%**			
Asian or Asian American	57	1.23%	$579.16	$38.23	$651.33	71	1.14%	$699.50	$37.35	$786.77
Black or African American	137	2.96%	$727.34	$49.77	$798.85	160	2.57%	$884.60	$54.66	$993.06
Hispanic or Latin American	122	2.64%	$723.04	$13.80	$764.34	206	3.31%	$734.32	$44.11	$841.46
Indigenous Hawaiian or Pacific Islander	5	0.11%	$527.40	$1.60	$546.17	10	0.16%	$642.38	$31.62	$739.38
Indigenous North American	13	0.28%	$494.59	$24.03	$529.17	1	0.02%	$833.00	$33.33	$1,144.00
Middle Eastern or North African		0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	56	1.21%	$592.47	$16.74	$651.55	170	2.73%	$682.02	$50.34	$800.64
White or European American	3559	76.95%	$723.27	$39.53	$799.72	4950	79.53%	$796.34	$41.88	$901.99
Prefer Not To Say		0.00%				368	5.91%	$788.16	$35.93	$894.11
Not Provided	676	14.62%	$678.58	$30.53	$750.00	288	4.63%	$811.90	$37.21	$917.14
Assistant Stage Managers										
TOTAL	**1926**	**1926**	**$804.10**	**$18.12**	**$856.56**	**2844**	**2844**	**$884.75**	**$26.33**	**$977.28**
POC	**146**	**7.58%**				**385**	**13.54%**			
Asian or Asian American	25	1.30%	$588.12	$63.64	$699.92	32	1.13%	$981.47	$63.00	$1,113.65
Black or African American	30	1.56%	$934.53	$28.02	$992.62	100	3.52%	$914.81	$30.93	$1,009.88
Hispanic or Latin American	52	2.70%	$752.65	$23.37	$789.69	144	5.06%	$738.18	$34.16	$830.51
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	1	0.05%	$385.00	$0.00	$385.00	8	0.28%	$936.88	$9.38	$1,158.51
Middle Eastern or North African		0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	38	1.97%	$857.53	$11.62	$908.45	101	3.55%	$795.74	$6.99	$861.02
White or European American	1458	75.70%	$809.70	$17.20	$860.90	2171	76.34%	$908.12	$27.33	$1,001.79
Prefer Not To Say		0.00%				90	3.16%	$1,026.09	$19.62	$1,128.42
Not Provided	322	16.72%	$786.67	$17.84	$842.53	198	6.96%	$683.36	$14.99	$760.08

Appendix 6

CENTRAL REGION

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**5545**	**5545**	**$494.83**	**$89.98**	**$588.35**	**10,418**	**10418**	**$558.59**	**$79.74**	**$644.78**
Women	2024	36.50%	$487.75	$94.14	$584.49	4,096	39.32%	$554.01	$81.74	$641.88
Men	3417	61.62%	$494.91	$88.96	$587.94	6,047	58.04%	$560.01	$79.76	$646.41
Non-Binary/Third Gender		0.00%				25	0.24%	$418.33	$9.46	$432.35
Prefer To Self-Describe		0.00%				7	0.07%	$628.43	$23.81	$709.86
Prefer Not To Say		0.00%				2	0.02%	$535.50	$77.50	$613.00
Not Provided	104	1.88%	$629.75	$42.99	$676.86	241	2.31%	$613.39	$54.15	$673.29
Principal (musical)										
TOTAL	**4788**	**4788**	**$590.63**	**$157.59**	**$757.06**	**4,740**	**4740**	**$625.43**	**$191.59**	**$834.29**
Women	1919	40.08%	$603.47	$150.19	$763.63	1,959	41.33%	$621.23	$180.38	$818.55
Men	2815	58.79%	$580.47	$163.34	$752.00	2,679	56.52%	$625.75	$202.76	$845.97
Non-Binary/Third Gender		0.00%				12	0.25%	$563.02	$16.65	$580.52
Prefer To Self-Describe		0.00%				1	0.02%	$510.00	$0.00	$510.00
Prefer Not To Say		0.00%				0	0.00%			
Not Provided	54	1.13%	$663.44	$120.69	$786.94	89	1.88%	$718.11	$127.71	$867.07
Chorus										
TOTAL	**1299**	**1299**	**$797.44**	**$33.32**	**$875.85**	**1,744**	**1744**	**$842.22**	**$30.39**	**$928.60**
Women	558	42.96%	$795.16	$36.18	$868.11	706	40.48%	$853.62	$29.19	$938.19
Men	704	54.20%	$793.35	$32.70	$878.70	962	55.16%	$832.46	$32.35	$923.14
Non-Binary/Third Gender		0.00%				6	0.34%	$815.17	$21.50	$845.50
Prefer To Self-Describe		0.00%				0	0.00%			
Prefer Not To Say		0.00%				1	0.06%	$695.00	$0.00	$695.00
Not Provided	37	2.85%	$909.70	$1.94	$938.52	69	3.96%	$866.28	$16.59	$917.25
Stage Managers										
TOTAL	**1974**	**1974**	**$632.54**	**$61.70**	**$738.19**	**2,950**	**2950**	**$681.01**	**$53.27**	**$811.48**
Women	1241	62.87%	$635.18	$64.57	$743.92	1,910	64.75%	$681.46	$51.03	$806.84
Men	695	35.21%	$637.86	$58.73	$739.27	969	32.85%	$695.79	$60.69	$841.14
Non-Binary/Third Gender		0.00%				13	0.44%	$562.42	$5.52	$629.76
Prefer To Self-Describe		0.00%				6	0.20%	$447.38	$54.67	$628.55
Prefer Not To Say		0.00%				0	0.00%			
Not Provided	38	1.93%	$449.22	$22.38	$531.38	52	1.76%	$445.64	$8.88	$495.56
Assistant Stage Managers										
TOTAL	**587**	**587**	**$778.07**	**$52.21**	**$866.54**	**1,003**	**1003**	**$763.90**	**$45.12**	**$885.91**
Women	396	67.46%	$814.36	$49.07	$902.08	607	60.52%	$816.05	$33.97	$931.16
Men	184	31.35%	$706.32	$60.71	$798.02	350	34.90%	$693.27	$69.97	$831.93
Non-Binary/Third Gender		0.00%				0	0.00%			
Prefer To Self-Describe		0.00%				0	0.00%			
Prefer Not To Say		0.00%				1	0.10%	$314.00	$0.00	$314.00
Not Provided	7	1.19%	$611.21	$6.64	$657.33	45	4.49%	$619.74	$3.11	$708.03

Actors' Equity Association Member Self Identity	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**14193**	**14193**	**20855**	**20855**
Veteran			54	0.26%
LGBTQ+			1429	6.85%
Disability	30	0.21%	186	0.89%
Gender				
Women	6138	43.25%	9278	44.49%
Men	7815	55.06%	11007	52.78%
Non-Binary/Third Gender		0.00%	56	0.27%
Prefer to Self Describe			14	0.07%
Prefer Not To Say			4	0.02%
Not Provided	240	1.69%	496	2.38%
Race/Ethnicity				
POC	**2093**	**14.75%**	**4257**	**20.41%**
Asian or Asian American	218	1.54%	316	1.52%
Black or African American	1153	8.12%	2213	10.61%
Hispanic or Latin American	317	2.23%	780	3.74%
Indigenous Hawaiian or Pacific Islander	2	0.01%	10	0.05%
Indigenous North American	35	0.25%	34	0.16%
Middle Eastern or North African		0.00%	26	0.12%
Multi-Racial or Multi-Ethnic	368	2.59%	878	4.21%
White or European American	10094	71.12%	13933	66.81%
Prefer Not To Say		0.00%	829	3.98%
Not Provided	2006	14.13%	1836	8.80%

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**5545**	**5545**	**$494.83**	**$89.98**	**$588.35**	**10418**	**10418**	**$558.59**	**$79.74**	**$644.78**
POC	**800**	**14.43%**				**2389**	**22.93%**			
Asian or Asian American	74	1.33%	$513.89	$87.92	$602.42	229	2.20%	$564.02	$85.17	$657.64
Black or African American	500	9.02%	$510.92	$92.98	$607.59	1,341	12.87%	$569.51	$92.29	$667.78
Hispanic or Latin American	68	1.23%	$501.85	$104.42	$609.36	353	3.39%	$609.56	$99.19	$716.04
Indigenous Hawaiian or Pacific Islander	1	0.02%	$714.50	$20.50	$735.00	5	0.05%	$660.60	$27.40	$706.78
Indigenous North American	16	0.29%	$361.33	$55.86	$417.19	12	0.12%	$501.54	$119.13	$631.20
Middle Eastern or North African		0.00%				20	0.19%	$551.70	$35.39	$589.59
Multi-Racial or Multi-Ethnic	141	2.54%	$504.08	$86.14	$593.84	429	4.12%	$579.28	$70.06	$657.29
White or European American	3876	69.90%	$490.71	$90.23	$584.54	6581	63.17%	$551.45	$78.63	$636.73
Prefer Not To Say		0.00%				527	5.06%	$546.65	$56.61	$608.67
Not Provided	869	15.67%	$502.45	$87.54	$593.49	921	8.84%	$570.34	$79.03	$654.11
Principal (musical)										
TOTAL	**4788**	**4788**	**$590.63**	**$157.59**	**$757.06**	**4740**	**4740**	**$625.43**	**$191.59**	**$834.29**
POC	**807**	**16.85%**				**963**	**20.32%**			
Asian or Asian American	67	1.40%	$656.96	$192.56	$859.02	46	0.97%	$759.11	$417.76	$1,194.36
Black or African American	455	9.50%	$612.33	$132.00	$749.69	511	10.78%	$652.71	$190.37	$865.42
Hispanic or Latin American	134	2.80%	$594.67	$88.56	$692.44	155	3.27%	$692.62	$178.03	$880.56
Indigenous Hawaiian or Pacific Islander	0	0.00%				2	0.04%	$1,312.00	$452.76	$1,897.50
Indigenous North American	3	0.06%	$603.67	$803.00	$1,413.33	7	0.15%	$729.79	$338.96	$1,103.10
Middle Eastern or North African		0.00%				5	0.11%	$820.80	$26.00	$846.80
Multi-Racial or Multi-Ethnic	148	3.09%	$590.01	$206.22	$807.03	237	5.00%	$719.10	$313.59	$1,067.17
White or European American	3393	70.86%	$588.39	$159.43	$757.21	3207	67.66%	$608.79	$183.91	$808.69
Prefer Not To Say		0.00%				146	3.08%	$600.26	$208.71	$823.42
Not Provided	588	12.28%	$578.36	$162.95	$749.07	424	8.95%	$628.41	$155.80	$798.37
Chorus										
TOTAL	**1299**	**1299**	**$797.44**	**$33.32**	**$875.85**	**1744**	**1744**	**$842.22**	**$30.39**	**$928.60**
POC	**268**	**20.63%**				**501**	**28.73%**			
Asian or Asian American	52	**4.00%**	$827.54	$10.70	$868.69	31	1.78%	$942.77	$35.93	$1,044.69
Black or African American	124	**9.55%**	$960.32	$26.98	$1,070.92	217	12.44%	$916.27	$26.24	$1,004.05
Hispanic or Latin American	33	**2.54%**	$761.13	$16.52	$837.32	102	5.85%	$848.76	$47.25	$940.71
Indigenous Hawaiian or Pacific Islander	1	**0.08%**	$754.02	$0.00	$804.02	2	0.11%	$808.00	$16.00	$856.50
Indigenous North American	6	**0.46%**	$800.67	$31.16	$843.66	12	0.69%	$699.92	$21.25	$797.00
Middle Eastern or North African		**0.00%**				1	0.06%	$665.00	$0.00	$665.00
Multi-Racial or Multi-Ethnic	52	**4.00%**	$788.21	$29.84	$853.34	136	7.80%	$951.75	$33.94	$1,054.83
White or European American	896	**68.98%**	$771.13	$35.38	$848.83	1039	59.58%	$807.37	$29.89	$892.77
Prefer Not To Say		**0.00%**				43	2.47%	$999.61	$33.48	$1,119.49
Not Provided	135	**10.39%**	$823.45	$39.97	$898.85	161	9.23%	$821.44	$24.70	$882.85
Stage Managers										
TOTAL	**1974**	**1974**	**$632.54**	**$61.70**	**$738.19**	**2950**	**2950**	**$681.01**	**$53.27**	**$811.48**
POC	**164**	**8.31%**				**277**	**9.39%**			
Asian or Asian American	11	0.56%	$499.64	$40.64	$595.68	3	0.10%	$531.00	$0.00	$775.50
Black or African American	66	3.34%	$517.40	$15.00	$587.69	117	3.97%	$581.28	$24.34	$689.24
Hispanic or Latin American	71	3.60%	$626.21	$76.58	$735.28	114	3.86%	$713.24	$65.80	$836.19
Indigenous Hawaiian or Pacific Islander	0	0.00%				1	0.03%	$779.00	$0.00	$779.00
Indigenous North American	5	0.25%	$416.60	$0.20	$454.10	2	0.07%	$1,000.00	$0.00	$1,050.00
Middle Eastern or North African		0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	11	0.56%	$432.94	$31.00	$510.02	40	1.36%	$532.09	$48.85	$650.22
White or European American	1483	75.13%	$645.88	$64.35	$755.77	2332	79.05%	$692.58	$53.77	$824.57
Prefer Not To Say		0.00%				82	2.78%	$587.74	$34.24	$675.55
Not Provided	327	16.57%	$611.14	$58.56	$706.28	259	8.78%	$659.14	$64.20	$804.62
Assistant Stage Managers										
TOTAL	**587**	**587**	**$778.07**	**$52.21**	**$866.54**	**1003**	**1003**	**$763.90**	**$45.12**	**$885.91**
POC	**54**	**9.20%**				**127**	**12.66%**			
Asian or Asian American	14	2.39%	$986.61	$0.88	$1,048.40	7	0.70%	$675.39	$1.04	$794.50
Black or African American	8	1.36%	$766.56	$16.68	$867.15	27	2.69%	$576.73	$19.43	$656.72
Hispanic or Latin American	11	1.87%	$733.10	$89.16	$834.66	56	5.58%	$729.21	$28.72	$843.97
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	5	0.85%	$663.75	$17.85	$724.77	1	0.10%	$737.00	$0.00	$737.00
Middle Eastern or North African		0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	16	2.73%	$698.06	$15.67	$764.37	36	3.59%	$725.94	$19.89	$845.77
White or European American	446	75.98%	$787.34	$36.69	$854.53	774	77.17%	$781.63	$51.30	$907.38
Prefer Not To Say		0.00%				31	3.09%	$901.17	$39.69	$1,027.19
Not Provided	87	14.82%	$725.04	$147.36	$929.76	71	7.08%	$637.56	$20.55	$741.86

Appendix 7

WESTERN REGION

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**7588**	**7588**	**$540.20**	**$68.62**	**$612.56**	**11,240**	**11240**	**$594.75**	**$55.82**	**$655.78**
Women	2770	36.51%	$534.84	$64.42	$602.80	4,392	39.07%	$587.29	$48.20	$640.20
Men	4533	59.74%	$543.08	$73.05	$620.11	6,360	56.58%	$601.25	$61.34	$668.30
Non-Binary/Third Gender		0.00%				16	0.14%	$580.64	$23.38	$609.97
Prefer To Self-Describe		0.00%				10	0.09%	$592.33	$23.99	$649.66
Prefer Not To Say		0.00%				0	0.00%			
Not Provided	285	3.76%	$546.47	$38.82	$587.21	462	4.11%	$577.93	$54.07	$634.59
Principal (musical)										
TOTAL	**3537**	**3537**	**$624.64**	**$149.91**	**$787.32**	**5,165**	**5165**	**$666.14**	**$114.76**	**$788.97**
Women	1334	37.72%	$620.46	$154.22	$789.01	2,027	39.24%	$677.66	$115.61	$801.96
Men	2098	59.32%	$626.98	$150.59	$789.67	2,946	57.04%	$659.22	$117.95	$784.57
Non-Binary/Third Gender		0.00%				2	0.04%	$798.50	$51.50	$850.00
Prefer To Self-Describe		0.00%				4	0.08%	$620.50	$157.00	$783.75
Prefer Not To Say		0.00%				3	0.06%	$934.00	$77.67	$1,048.83
Not Provided	105	2.97%	$630.88	$81.45	$718.88	183	3.54%	$645.15	$54.18	$711.11
Chorus										
TOTAL	**1456**	**1456**	**$831.09**	**$47.27**	**$913.26**	**2,357**	**2357**	**$882.18**	**$25.95**	**$950.57**
Women	575	39.49%	$846.22	$51.38	$931.95	936	39.71%	$899.76	$26.49	$973.59
Men	803	55.15%	$828.81	$45.44	$910.86	1,278	54.22%	$880.44	$24.77	$946.21
Non-Binary/Third Gender		0.00%				4	0.17%	$934.25	$48.22	$986.00
Prefer To Self-Describe		0.00%				0	0.00%			
Prefer Not To Say		0.00%				1	0.04%	$941.00	$39.00	$980.00
Not Provided	78	5.36%	$743.10	$35.81	$800.23	138	5.85%	$777.08	$32.47	$833.63
Stage Managers										
TOTAL	**1834**	**1834**	**$666.10**	**$44.08**	**$752.79**	**2,887**	**2887**	**$723.56**	**$41.11**	**$838.16**
Women	1122	61.18%	$649.59	$38.09	$729.54	1,814	62.83%	$726.95	$37.20	$837.04
Men	587	32.01%	$742.97	$63.04	$851.00	745	25.81%	$811.28	$64.05	$960.58
Non-Binary/Third Gender		0.00%				10	0.35%	$737.90	$19.40	$788.40
Prefer To Self-Describe		0.00%				2	0.07%	$445.50	$0.00	$485.58
Prefer Not To Say		0.00%				2	0.07%	$535.00	$90.50	$638.00
Not Provided	125	6.82%	$453.37	$8.83	$500.33	314	10.88%	$498.39	$9.92	$559.28
Assistant Stage Managers										
TOTAL	**686**	**686**	**$730.76**	**$46.07**	**$824.35**	**1138**	**1138**	**$817.23**	**$51.20**	**$956.00**
Women	411	59.91%	$773.30	$43.68	$864.98	706	62.04%	$863.75	$46.87	$1,000.23
Men	171	24.93%	$763.78	$75.90	$892.92	221	19.42%	$860.08	$102.69	$1,055.21
Non-Binary/Third Gender		0.00%				9	0.79%	$1,058.22	$64.11	$1,161.07
Prefer To Self-Describe		0.00%				6	0.53%	$877.17	$4.17	$1,019.06
Prefer Not To Say		0.00%				0	0.00%			
Not Provided	104	15.16%	$508.33	$6.44	$551.08	196	17.22%	$588.46	$9.59	$673.48

Actors' Equity Association Member Self Identity	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**15101**	**15101**	**22787**	**22787**
Veteran			77	0.34%
LGBTQ+			1350	5.92%
Disability	60	0.40%	279	1.22%
Gender				
Women	6212	41.14%	9875	43.34%
Men	8192	54.25%	11550	50.69%
Non-Binary/Third Gender		0.00%	41	0.18%
Prefer to Self Describe			7	0.03%
Prefer Not To Say			21	0.09%
Not Provided	697	4.62%	1293	5.67%
Race/Ethnicity				
POC	**2453**	**16.24%**	**5241**	**23.00%**
Asian or Asian American	314	2.08%	596	2.62%
Black or African American	998	6.61%	2113	9.27%
Hispanic or Latin American	501	3.32%	1008	4.42%
Indigenous Hawaiian or Pacific Islander	21	0.14%	26	0.11%
Indigenous North American	12	0.08%	49	0.22%
Middle Eastern or North African		0.00%	20	0.09%
Multi-Racial or Multi-Ethnic	607	4.02%	1429	6.27%
White or European American	9763	64.65%	13590	59.64%
Prefer Not To Say		0.00%	1227	5.38%
Not Provided	2885	19.10%	2729	11.98%

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**7588**	**7588**	**$540.20**	**$68.62**	**$612.56**	**11240**	**11240**	**$594.75**	**$55.82**	**$655.78**
POC	**1343**	**17.70%**				**2890**	**25.71%**			
Asian or Asian American	142	1.87%	$550.35	$43.32	$595.23	357	3.18%	$693.31	$57.46	$752.60
Black or African American	597	7.87%	$590.62	$94.09	$687.23	1,212	10.78%	$649.13	$73.94	$729.25
Hispanic or Latin American	285	3.76%	$565.15	$55.77	$624.13	551	4.90%	$589.29	$59.45	$653.29
Indigenous Hawaiian or Pacific Islander	10	0.13%	$464.00	$40.00	$504.00	14	0.12%	$506.86	$39.21	$546.43
Indigenous North American	9	0.12%	$409.22	$0.00	$409.22	30	0.27%	$524.56	$33.43	$557.99
Middle Eastern or North African		0.00%				13	0.12%	$633.08	$63.41	$698.02
Multi-Racial or Multi-Ethnic	300	3.95%	$520.84	$44.81	$569.14	713	6.34%	$625.03	$35.61	$666.18
White or European American	4695	61.87%	$535.68	$65.41	$605.33	6314	56.17%	$573.95	$51.86	$631.50
Prefer Not To Say		0.00%				743	6.61%	$614.03	$49.55	$668.30
Not Provided	1550	20.43%	$533.96	$78.39	$615.43	1293	11.50%	$594.88	$71.55	$669.90
Principal (musical)										
TOTAL	**3537**	**3537**	**$624.64**	**$149.91**	**$787.32**	**5165**	**5165**	**$666.14**	**$114.76**	**$788.97**
POC	**545**	**15.41%**				**1151**	**22.28%**			
Asian or Asian American	66	1.87%	$634.96	$198.26	$852.10	82	1.59%	$723.63	$51.68	$777.31
Black or African American	243	6.87%	$613.90	$143.17	$765.04	533	10.32%	$752.00	$155.55	$917.67
Hispanic or Latin American	82	2.32%	$608.65	$135.84	$796.94	184	3.56%	$746.92	$141.94	$906.06
Indigenous Hawaiian or Pacific Islander	6	0.17%	$566.18	$192.84	$763.19	2	0.04%	$568.00	$12.50	$580.50
Indigenous North American	1	0.03%	$430.00	$0.00	$430.00	5	0.10%	$829.60	$527.20	$1,356.80
Middle Eastern or North African		0.00%				5	0.10%	$699.00	$0.00	$699.00
Multi-Racial or Multi-Ethnic	147	4.16%	$639.01	$130.01	$787.12	340	6.58%	$683.95	$107.63	$798.40
White or European American	2430	68.70%	$623.63	$146.51	$779.69	3302	63.93%	$644.74	$111.68	$763.99
Prefer Not To Say		0.00%				219	4.24%	$667.75	$91.20	$767.72
Not Provided	562	15.89%	$631.98	$168.89	$821.88	493	9.55%	$662.37	$104.37	$774.25
Chorus										
TOTAL	**1456**	**1456**	**$831.09**	**$47.27**	**$913.26**	**2357**	**2357**	**$882.18**	**$25.95**	**$950.57**
POC	**331**	**22.73%**				**725**	**30.76%**			
Asian or Asian American	70	**4.81%**	$862.09	$91.44	$977.97	58	2.46%	$920.41	$22.68	$988.59
Black or African American	131	**9.00%**	$791.82	$43.17	$861.29	311	13.19%	$902.84	$36.41	$985.49
Hispanic or Latin American	38	**2.61%**	$823.92	$32.37	$891.81	114	4.84%	$898.10	$46.02	$973.19
Indigenous Hawaiian or Pacific Islander	2	**0.14%**	$737.00	$0.00	$768.27	9	0.38%	$800.44	$17.80	$910.84
Indigenous North American	2	**0.14%**	$893.48	$0.00	$958.14	7	0.30%	$1,038.29	$0.00	$1,111.99
Middle Eastern or North African		**0.00%**				2	0.08%	$430.50	$0.00	$455.24
Multi-Racial or Multi-Ethnic	88	**6.04%**	$771.15	$33.17	$838.14	224	9.50%	$912.31	$18.43	$977.86
White or European American	926	**63.60%**	$852.39	$45.54	$936.77	1332	56.51%	$880.72	$23.36	$947.96
Prefer Not To Say		**0.00%**				81	3.44%	$908.17	$29.18	$981.53
Not Provided	199	**13.67%**	$775.14	$52.52	$853.67	219	9.29%	$805.39	$25.16	$856.68
Stage Managers										
TOTAL	**1834**	**1834**	**$666.10**	**$44.08**	**$752.79**	**2887**	**2887**	**$723.56**	**$41.11**	**$838.16**
POC	**166**	**9.05%**				**327**	**11.33%**			
Asian or Asian American	28	1.53%	$940.56	$12.71	$1,063.89	73	2.53%	$788.63	$35.77	$895.47
Black or African American	22	1.20%	$589.68	$28.50	$649.68	40	1.39%	$684.55	$6.73	$730.16
Hispanic or Latin American	61	3.33%	$562.41	$13.52	$614.47	108	3.74%	$683.97	$18.65	$766.12
Indigenous Hawaiian or Pacific Islander	3	0.16%	$517.33	$0.00	$543.44	1	0.03%	$890.00	$360.00	$1,250.00
Indigenous North American	0	0.00%				6	0.21%	$1,025.00	$6.67	$1,289.75
Middle Eastern or North African		0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	52	2.84%	$683.94	$6.91	$764.32	99	3.43%	$703.48	$31.96	$806.25
White or European American	1274	69.47%	$695.82	$54.10	$790.47	1931	66.89%	$767.38	$52.94	$900.30
Prefer Not To Say		0.00%				167	5.78%	$679.17	$5.41	$757.35
Not Provided	394	21.48%	$569.62	$24.77	$636.11	462	16.00%	$558.82	$15.39	$624.84
Assistant Stage Managers										
TOTAL	**686**	**686**	**$730.76**	**$46.07**	**$824.35**	**1138**	**1138**	**$817.23**	**$51.20**	**$956.00**
POC	**68**	**9.91%**				**148**	**13.01%**			
Asian or Asian American	8	1.17%	$835.63	$33.38	$875.06	26	2.28%	$972.19	$63.58	$1,133.39
Black or African American	5	0.73%	$673.95	$117.85	$791.80	17	1.49%	$803.38	$13.24	$849.35
Hispanic or Latin American	35	5.10%	$780.00	$66.84	$905.30	51	4.48%	$821.65	$34.36	$928.15
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				1	0.09%	$871.00	$0.00	$871.00
Middle Eastern or North African		0.00%					4.66%			
Multi-Racial or Multi-Ethnic	20	2.92%	$772.50	$23.14	$886.94	53	4.66%	$818.78	$34.08	$971.85
White or European American	438	63.85%	$766.25	$55.59	$872.75	711	62.48%	$882.54	$69.88	$1,042.42
Prefer Not To Say		0.00%				17	1.49%	$808.76	$44.22	$945.76
Not Provided	180	26.24%	$627.10	$19.97	$682.55	262	23.02%	$624.71	$9.13	$714.01

PRODUCTION

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**474**	**474**	**$1,813.74**	**$968.14**	**$3,027.65**
Women	166	35.02%	$1,816.61	$1,061.67	$3,115.50
Men	304	64.14%	$1,815.22	$929.81	$2,997.82
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	4	0.84%	$1,581.63	$0.00	$1,648.18
Principal (musical)					
TOTAL	**661**	**661**	**$1,695.39**	**$984.13**	**$2,905.82**
Women	275	41.60%	$1,722.55	$944.53	$2,894.26
Men	379	57.34%	$1,680.22	$1,030.49	$2,937.78
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	7	1.06%	$1,449.14	$30.13	$1,629.97
Chorus					
TOTAL	**1204**	**1204**	**$1,694.98**	**$16.56**	**$1,916.57**
Women	525	43.60%	$1,696.03	$19.71	$1,910.17
Men	670	55.65%	$1,693.70	$14.28	$1,922.22
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	9	0.75%	$1,729.00	$3.56	$1,868.81
Stage Managers					
TOTAL	**141**	**141**	**$2,672.32**	**$111.87**	**$2,821.02**
Women	52	36.88%	$2,723.87	$112.92	$2,872.20
Men	89	63.12%	$2,642.20	$111.25	$2,791.11
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	0	0.00%			
Assistant Stage Managers					
TOTAL	**213**	**213**	**$2,017.11**	**$17.50**	**$2,079.91**
Women	112	52.58%	$2,004.75	$12.78	$2,057.32
Men	101	47.42%	$2,030.81	$22.72	$2,104.96
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	0	0.00%			

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**656**	**656**	**$2,024.79**	**$693.50**	**$3,009.74**
Women	236	35.98%	$2,019.37	$747.90	$3,060.79
Men	400	60.98%	$2,036.27	$680.61	$3,010.52
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	20	3.05%	$1,859.00	$309.34	$2,391.71
Principal (musical)					
TOTAL	**749**	**749**	**$1,936.31**	**$1,244.18**	**$3,439.90**
Women	311	41.52%	$1,943.40	$1,221.28	$3,423.76
Men	429	57.28%	$1,931.48	$1,280.42	$3,472.73
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	9	1.20%	$1,921.67	$307.68	$2,432.40
Chorus					
TOTAL	**1373**	**1373**	**$1,958.02**	**$34.08**	**$2,228.74**
Women	638	46.47%	$1,957.26	$33.67	$2,219.16
Men	730	53.17%	$1,957.54	$34.67	$2,236.97
Non-Binary/Third Gender	1	0.07%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	4	0.29%	$2,113.25	$0.00	$2,238.23
Stage Managers					
TOTAL	**152**	**152**	**$3,042.04**	**$118.77**	**$3,217.92**
Women	62	40.79%	$3,037.69	$109.38	$3,199.02
Men	90	59.21%	$3,045.03	$126.93	$3,230.94
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	0	0.00%			
Assistant Stage Managers					
TOTAL	**252**	**252**	**$2,310.63**	**$16.88**	**$2,382.71**
Women	150	59.52%	$2,264.71	$10.18	$2,330.82
Men	102	40.48%	$2,378.16	$26.73	$2,459.04
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	0	0.00%			

Actors' Equity Association Member Self Identity	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**2693**	**2693**	**3182**	**3182**
Veteran			5	0.16%
LGBTQ+			190	5.97%
Disability	12	0.45%	17	0.53%
Gender				
Women	1130	41.96%	1397	43.90%
Men	1543	57.30%	1751	55.03%
Non-Binary/Third Gender	0	0.00%	1	0.03%
Prefer to Self Describe	0		0	0.00%
Prefer Not To Say	0		0	0.00%
Not Provided	20	0.74%	33	1.04%
Race/Ethnicity				
POC	**640**	**23.77%**	**942**	**29.60%**
Asian or Asian American	79	2.93%	86	2.70%
Black or African American	306	11.36%	505	15.87%
Hispanic or Latin American	111	4.12%	82	2.58%
Indigenous Hawaiian or Pacific Islander	3	0.11%	6	0.19%
Indigenous North American	2	0.07%	1	0.03%
Middle Eastern or North African	0	0.00%	2	0.06%
Multi-Racial or Multi-Ethnic	139	5.16%	260	8.17%
White or European American	1690	62.76%	1856	58.33%
Prefer Not To Say	0	0.00%	158	4.97%
Not Provided	363	13.48%	226	7.10%

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**474**	**474**	**$1,813.74**	**$968.14**	**$3,027.65**
POC	**73**	**15.40%**			
Asian or Asian American	4	0.84%	$1,794.00	$1,074.45	$3,150.83
Black or African American	50	10.55%	$1,783.82	$728.37	$2,723.13
Hispanic or Latin American	6	1.27%	$1,843.00	$777.27	$2,798.24
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	13	2.74%	$1,807.15	$619.08	$2,643.20
White or European American	313	66.03%	$1,821.58	$1,089.20	$3,169.19
Prefer Not To Say	0	0.00%			
Not Provided	88	18.57%	$1,802.74	$733.57	$2,764.06
Principal (musical)					
TOTAL	**661**	**661**	**$1,695.39**	**$984.13**	**$2,905.82**
POC	**138**	**20.88%**			
Asian or Asian American	11	1.66%	$1,876.91	$1,368.00	$3,493.62
Black or African American	60	9.08%	$1,746.59	$1,079.65	$3,038.68
Hispanic or Latin American	31	4.69%	$1,796.87	$770.69	$2,834.07
Indigenous Hawaiian or Pacific Islander	3	0.45%	$1,789.33	$1,318.24	$3,333.33
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	33	4.99%	$1,774.15	$936.47	$2,943.16
White or European American	436	65.96%	$1,675.89	$989.04	$2,893.21
Prefer Not To Say	0	0.00%			
Not Provided	87	13.16%	$1,665.57	$927.75	$2,799.75
Chorus					
TOTAL	**1204**	**1204**	**$1,694.98**	**$16.56**	**$1,916.57**
POC	**394**	**32.72%**			
Asian or Asian American	63	**5.23%**	$1,827.32	$3.47	$1,985.79
Black or African American	182	**15.12%**	$1,745.55	$30.75	$1,982.65
Hispanic or Latin American	60	**4.98%**	$1,821.98	$2.61	$2,005.36
Indigenous Hawaiian or Pacific Islander	0	**0.00%**			
Indigenous North American	2	**0.17%**	$1,862.00	$0.00	$2,087.99
Middle Eastern or North African	0	**0.00%**			
Multi-Racial or Multi-Ethnic	87	**7.23%**	$1,790.53	$4.24	$2,013.73
White or European American	671	**55.90%**	$1,647.75	$14.73	$1,867.32
Prefer Not To Say	0	**0.00%**			
Not Provided	137	**11.38%**	$1,680.25	$26.91	$1,935.77
Stage Managers					
TOTAL	**141**	**141**	**$2,672.32**	**$111.87**	**$2,821.02**
POC	**20**	**14.18%**			
Asian or Asian American	1	0.71%	$2,883.00	$0.00	$2,918.08
Black or African American	6	4.26%	$2,775.33	$141.67	$2,959.99
Hispanic or Latin American	12	8.51%	$2,496.83	$5.76	$2,504.26
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	1	0.71%	$2,628.00	$0.00	$2,665.22
White or European American	106	75.18%	$2,691.80	$125.43	$2,858.09
Prefer Not To Say	0	0.00%			
Not Provided	15	10.64%	$2,622.73	$103.86	$2,760.22
Assistant Stage Managers					
TOTAL	**213**	**213**	**$2,017.11**	**$17.50**	**$2,079.91**
POC	**15**	**7.04%**			
Asian or Asian American	0	0.00%			
Black or African American	8	3.76%	$2,203.50	$22.50	$2,286.71
Hispanic or Latin American	2	0.94%	$2,452.00	$0.00	$2,499.78
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	5	2.35%	$1,987.60	$16.56	$1,916.57
White or European American	162	76.06%	$1,997.37	$18.05	$2,061.75
Prefer Not To Say	0	0.00%			
Not Provided	36	16.90%	$2,044.44	$16.24	$2,097.98

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**656**	**656**	**$2,024.79**	**$693.50**	**$3,009.74**
POC	**123**	**18.75%**			
Asian or Asian American	4	0.61%	$2,049.25	$309.25	$2,654.73
Black or African American	89	13.57%	$2,040.79	$494.12	$2,794.89
Hispanic or Latin American	15	2.29%	$2,055.67	$352.84	$2,690.34
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	15	2.29%	$2,032.73	$198.85	$2,595.95
White or European American	406	61.89%	$2,022.40	$726.36	$3,049.65
Prefer Not To Say	38	5.79%	$2,049.97	$736.32	$3,097.16
Not Provided	89	13.57%	$2,001.26	$882.75	$3,144.72
Principal (musical)					
TOTAL	**749**	**749**	**$1,936.31**	**$2,144.18**	**$3,439.90**
POC	**231**	**30.84%**			
Asian or Asian American	21	2.80%	$1,936.95	$1,498.58	$3,708.92
Black or African American	113	15.09%	$2,024.78	$1,113.44	$3,417.67
Hispanic or Latin American	26	3.47%	$1,958.12	$1,023.94	$3,274.88
Indigenous Hawaiian or Pacific Islander	3	0.40%	$1,975.00	$585.61	$2,386.11
Indigenous North American	0	0.00%			
Middle Eastern or North African	2	0.27%	$2,034.00	$26.75	$2,573.08
Multi-Racial or Multi-Ethnic	66	8.81%	$1,960.98	$1,387.76	$3,630.37
White or European American	423	56.48%	$1,903.73	$1,311.40	$3,464.46
Prefer Not To Say	28	3.74%	$1,934.43	$1,827.15	$4,030.52
Not Provided	67	8.95%	$1,955.99	$726.73	$2,920.96
Chorus					
TOTAL	**1373**	**1373**	**$1,958.02**	**$34.08**	**$2,228.74**
POC	**554**	**40.35%**			
Asian or Asian American	57	4.15%	$1,981.74	$36.74	$2,248.14
Black or African American	283	20.61%	$2,017.77	$40.15	$2,289.25
Hispanic or Latin American	38	2.77%	$2,059.92	$80.75	$2,375.51
Indigenous Hawaiian or Pacific Islander	3	0.22%	$2,015.33	$16.67	$2,165.64
Indigenous North American	1	0.07%	$1,099.00	$0.00	$1,120.98
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	172	12.53%	$1,986.45	$31.51	$2,241.47
White or European American	693	50.47%	$1,920.59	$29.40	$2,193.22
Prefer Not To Say	72	5.24%	$1,916.40	$39.62	$2,220.21
Not Provided	54	3.93%	$2,006.11	$29.10	$2,238.43
Stage Managers					
TOTAL	**152**	**152**	**$3,042.04**	**$119.77**	**$3,217.92**
POC	**11**	**7.24%**			
Asian or Asian American	0	0.00%			
Black or African American	9	5.92%	$3,155.67	$119.78	$3,334.00
Hispanic or Latin American	1	0.66%	$3,442.00	$0.00	$3,503.90
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	1	0.66%	$3,244.00	$0.00	$3,303.48
White or European American	126	82.89%	$3,036.42	$123.63	$3,217.41
Prefer Not To Say	6	3.95%	$3,065.00	$133.33	$3,240.58
Not Provided	9	5.92%	$2,924.89	$83.33	$3,052.59
Assistant Stage Managers					
TOTAL	**252**	**252**	**$2,310.63**	**$16.88**	**$2,382.71**
POC	**23**	**9.13%**			
Asian or Asian American	4	1.59%	$2,548.50	$0.00	$2,594.49
Black or African American	11	4.37%	$2,314.55	$10.46	$2,383.71
Hispanic or Latin American	2	0.79%	$2,564.00	$50.00	$2,673.51
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	6	2.38%	$2,372.67	$0.00	$2,413.64
White or European American	208	82.54%	$2,310.39	$19.41	$2,383.12
Prefer Not To Say	14	5.56%	$2,290.64	$0.00	$2,366.38
Not Provided	7	2.78%	$2,089.86	$0.00	$2,169.59

Contracts with over $10,000 weekly Overscale	2012-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**76**	**76**	**93**	**93**
POC	**65**	**85.53%**	**16**	**17.20%**
Asian or Asian American	1	1.32%	0	0.00%
Black or African American	9	11.84%	11	11.83%
Hispanic or Latin American	53	69.74%	4	4.30%
Indigenous Hawaiian or Pacific Islander	0	0.00%	0	0.00%
Indigenous North American	0	0.00%	0	0.00%
Middle Eastern or North African	0	0.00%	0	0.00%
Multi-Racial or Multi-Ethnic	2	2.63%	1	1.08%
White or European American	53	69.74%	65	69.89%
Prefer Not To Say	0	0.00%	7	7.53%
Not Provided	10	13.16%	5	5.38%

LORT

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**8295**	**8295**	**$736.97**	**$111.64**	**$850.81**	**12587**	**12587**	**$830.31**	**$90.11**	**$923.85**
Women	3099	37.36%	$734.23	$108.33	$844.72	5061	40.21%	$821.59	$84.94	$909.79
Men	4940	59.55%	$739.82	$116.32	$858.36	7111	56.49%	$836.19	$96.15	$935.94
Non-Binary/Third Gender	0	0.00%				24	0.19%	$921.21	$26.63	$949.29
Prefer To Self-Describe	0	0.00%				6	0.05%	$857.67	$30.17	$940.28
Prefer Not To Say	0	0.00%				2	0.02%	$901.00	$0.00	$901.00
Not Provided	256	3.09%	$715.03	$61.47	$778.78	383	3.04%	$829.79	$51.67	$883.41
Principal (musical)										
TOTAL	**3308**	**3308**	**$705.66**	**$96.26**	**$814.07**	**3623**	**3623**	**$839.55**	**$94.70**	**$941.02**
Women	1336	40.39%	$700.15	$95.40	$809.82	1491	41.15%	$839.99	$96.74	$944.28
Men	1903	57.53%	$710.35	$98.31	$819.69	2004	55.31%	$838.29	$94.53	$938.69
Non-Binary/Third Gender	0	0.00%				5	0.14%	$805.60	$44.60	$854.20
Prefer To Self-Describe	0	0.00%				3	0.08%	$901.00	$212.67	$1,113.67
Prefer Not To Say	0	0.00%				1	0.03%	$936.00	$0.00	$959.40
Not Provided	69	2.09%	$683.25	$56.27	$741.34	119	3.28%	$854.41	$71.97	$938.68
Chorus										
TOTAL	**1318**	**1318**	**$801.30**	**$35.12**	**$867.18**	**2273**	**2273**	**$907.41**	**$40.47**	**$983.16**
Women	507	38.47%	$800.13	$35.72	$864.67	957	42.10%	$911.68	$40.63	$990.13
Men	762	57.81%	$800.69	$34.76	$867.88	1249	54.95%	$905.06	$40.25	$979.79
Non-Binary/Third Gender	0	0.00%				5	0.22%	$946.00	$38.58	$1,000.31
Prefer To Self-Describe	0	0.00%				2	0.09%	$844.00	$54.00	$902.50
Prefer Not To Say	0	0.00%				1	0.04%	$941.00	$39.00	$980.00
Not Provided	49	3.72%	$822.67	$34.59	$882.20	59	2.60%	$886.15	$42.32	$942.78
Stage Managers										
TOTAL	**1901**	**1901**	**$876.73**	**$87.26**	**$1,001.83**	**2622**	**2622**	**$997.10**	**$81.17**	**$1,196.63**
Women	1213	63.81%	$861.24	$85.14	$981.30	1787	68.15%	$985.93	$73.59	$1,169.51
Men	680	35.77%	$905.39	$92.04	$1,040.35	804	30.66%	$1,025.96	$100.40	$1,263.70
Non-Binary/Third Gender	0	0.00%				6	0.23%	$889.33	$32.33	$1,017.00
Prefer To Self-Describe	0	0.00%				1	0.04%	$610.00	$0.00	$610.00
Prefer Not To Say	0	0.00%				8	0.31%	$855.50	$11.23	$1,053.77
Not Provided	8	0.42%	$788.20	$1.30	$840.35	16	0.61%	$929.46	$19.16	$1,031.47
Assistant Stage Managers										
TOTAL	**848**	**848**	**$829.90**	**$53.06**	**$918.31**	**1390**	**1390**	**$929.94**	**$58.41**	**$1,102.33**
Women	571	67.33%	$811.18	$44.31	$887.97	1016	73.09%	$911.94	$50.23	$1,070.75
Men	266	31.37%	$871.56	$73.81	$988.34	303	21.80%	$989.63	$94.98	$1,212.26
Non-Binary/Third Gender	0	0.00%				11	0.79%	$1,039.45	$28.27	$1,128.27
Prefer To Self-Describe	0	0.00%				11	0.79%	$939.91	$2.27	$1,121.79
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	11	1.30%	$794.45	$5.82	$800.27	49	3.53%	$907.35	$21.13	$1,067.28

Actors' Equity Association Member Self Identity	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**15670**	**15670**	**22495**	**22495**
Veteran			46	0.20%
LGBTQ+			1318	5.86%
Disability	32	0.20%	215	0.96%
Gender				
Women	6726	42.92%	10312	45.84%
Men	8551	54.57%	11471	50.99%
Non-Binary/Third Gender	0	0.00%	51	0.23%
Prefer to Self Describe	0		23	0.10%
Prefer Not To Say	0		12	0.05%
Not Provided	393	2.51%	626	2.78%
Race/Ethnicity				
POC	**2768**	**17.66%**	**5726**	**25.45%**
Asian or Asian American	400	2.55%	692	3.08%
Black or African American	1407	8.98%	2785	12.38%
Hispanic or Latin American	398	2.54%	891	3.96%
Indigenous Hawaiian or Pacific Islander	7	0.04%	12	0.05%
Indigenous North American	6	0.04%	41	0.18%
Middle Eastern or North African	0	0.00%	32	0.14%
Multi-Racial or Multi-Ethnic	550	3.51%	1273	5.66%
White or European American	10130	64.65%	13441	59.75%
Prefer Not To Say	0	0.00%	1275	5.67%
Not Provided	2772	17.69%	2053	9.13%

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**8295**	**8295**	**$736.97**	**$111.64**	**$850.81**	**12587**	**12587**	**$830.31**	**$90.11**	**$923.85**
POC	**1554**	**18.73%**				**3683**	**29.26%**			
Asian or Asian American	209	2.52%	$689.70	$105.52	$796.77	448	3.56%	$836.86	$83.75	$926.37
Black or African American	827	9.97%	$730.63	$119.96	$852.21	1937	15.39%	$829.62	$88.23	$920.64
Hispanic or Latin American	223	2.69%	$745.21	$103.42	$852.40	493	3.92%	$850.28	$91.06	$945.63
Indigenous Hawaiian or Pacific Islander	6	0.07%	$649.67	$69.67	$719.33	9	0.07%	$784.44	$161.44	$955.33
Indigenous North American	3	0.04%	$548.67	$11.33	$560.00	16	0.13%	$826.69	$96.69	$928.15
Middle Eastern or North African	0	0.00%				23	0.18%	$811.48	$88.43	$899.91
Multi-Racial or Multi-Ethnic	286	3.45%	$727.08	$86.34	$815.24	757	6.01%	$846.48	$66.02	$918.96
White or European American	5030	60.64%	$742.21	$109.52	$854.38	6679	53.06%	$823.26	$93.11	$919.94
Prefer Not To Say	0	0.00%				870	6.91%	$826.48	$83.28	$912.60
Not Provided	1711	20.63%	$730.66	$120.23	$852.94	1355	10.77%	$850.47	$97.08	$949.05
Principal (musical)										
TOTAL	**3308**	**3308**	**$705.66**	**$96.26**	**$814.07**	**3623**	**3623**	**$839.55**	**$94.70**	**$941.02**
POC	**700**	**21.16%**				**920**	**25.39%**			
Asian or Asian American	93	2.81%	$652.02	$96.20	$759.83	81	2.24%	$872.95	$105.83	$981.86
Black or African American	356	10.76%	$694.40	$87.88	$792.74	451	12.45%	$843.28	$88.83	$937.61
Hispanic or Latin American	99	2.99%	$661.80	$55.74	$760.21	156	4.31%	$894.81	$58.00	$961.52
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	1	0.03%	$618.00	$0.00	$618.00	2	0.06%	$941.00	$0.00	$941.00
Middle Eastern or North African	0	0.00%				6	0.17%	$863.83	$21.67	$885.50
Multi-Racial or Multi-Ethnic	151	4.56%	$681.34	$71.90	$770.62	224	6.18%	$858.67	$72.57	$937.80
White or European American	2091	63.21%	$717.71	$97.01	$823.84	2200	60.72%	$831.89	$100.01	$939.03
Prefer Not To Say	0	0.00%				158	4.36%	$834.87	$56.87	$899.61
Not Provided	517	15.63%	$690.02	$114.03	$822.38	345	9.52%	$839.46	$115.98	$961.40
Chorus										
TOTAL	**1318**	**1318**	**$801.30**	**$35.12**	**$867.18**	**2273**	**2273**	**$907.41**	**$40.47**	**$983.16**
POC	**297**	**22.53%**				**684**	**30.09%**			
Asian or Asian American	45	**3.41%**	$802.22	$25.32	$848.94	70	3.08%	$975.40	$25.44	$1,035.26
Black or African American	155	**11.76%**	$800.59	$28.00	$854.23	316	13.90%	$911.42	$48.47	$989.27
Hispanic or Latin American	33	**2.50%**	$788.91	$39.66	$855.15	119	5.24%	$908.55	$48.35	$983.34
Indigenous Hawaiian or Pacific Islander	1	**0.08%**	$836.00	$0.00	$858.54	3	0.13%	$840.33	$46.40	$933.41
Indigenous North American	0	**0.00%**				8	0.35%	$887.35	$21.07	$943.39
Middle Eastern or North African	0	**0.00%**				3	0.13%	$891.00	$17.33	$933.18
Multi-Racial or Multi-Ethnic	63	**4.78%**	$803.37	$37.49	$871.15	165	7.26%	$923.87	$32.55	$986.05
White or European American	845	**64.11%**	$800.63	$34.53	$867.57	1353	59.52%	$900.38	$38.73	$978.15
Prefer Not To Say	0	**0.00%**				89	3.92%	$929.99	$47.97	$1,007.37
Not Provided	176	**13.35%**	$806.24	$45.22	$882.28	147	6.47%	$900.84	$45.84	$977.49
Stage Managers										
TOTAL	**1901**	**1901**	**$876.73**	**$87.26**	**$1,001.83**	**2622**	**2622**	**$997.10**	**$81.17**	**$1,196.63**
POC	**137**	**7.21%**				**248**	**9.46%**			
Asian or Asian American	34	1.79%	**$909.52**	**$21.58**	**$1,025.02**	55	2.10%	**$957.86**	**$45.24**	**$1,092.43**
Black or African American	62	3.26%	$736.48	$65.73	$821.64	53	2.02%	$950.90	$85.97	$1,118.59
Hispanic or Latin American	20	1.05%	$974.60	$168.52	$1,175.68	66	2.52%	$969.09	$94.18	$1,174.88
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	1	0.05%	$718.00	$0.00	$718.00	7	0.27%	$997.57	$10.48	$1,268.93
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	20	1.05%	$974.60	$168.52	$1,175.68	67	2.56%	$892.25	$55.10	$1,076.30
White or European American	1516	79.75%	$882.21	$90.57	$1,009.93	2138	81.54%	$1,000.20	$81.79	$1,201.72
Prefer Not To Say	0	0.00%				110	4.20%	$989.46	$53.58	$1,131.11
Not Provided	248	13.05%	$874.32	$80.64	$995.85	126	4.81%	$1,000.20	$81.79	$1,201.72
Assistant Stage Managers										
TOTAL	**848**	**848**	**$829.90**	**$53.06**	**$918.31**	**1390**	**1390**	**$929.94**	**$58.41**	**$1,102.33**
POC	**80**	**9.43%**				**191**	**13.74%**			
Asian or Asian American	19	2.24%	$757.11	$69.95	$864.13	38	2.73%	$948.26	$63.29	$1,124.39
Black or African American	7	0.83%	$855.29	$109.12	$979.33	28	2.01%	$843.52	$11.76	$922.28
Hispanic or Latin American	23	2.71%	$860.96	$87.17	$976.30	57	4.10%	$876.96	$47.38	$1,018.88
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	1	0.12%	$675.00	$0.00	$675.00	8	0.58%	$911.00	$0.00	$1,120.56
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	30	3.54%	$876.40	$19.08	$965.36	60	4.32%	$924.63	$22.59	$1,095.20
White or European American	648	76.42%	$821.74	$51.97	$906.39	1071	77.05%	$935.23	$66.39	$1,114.76
Prefer Not To Say	0	0.00%				48	3.45%	$963.91	$37.76	$1,116.05
Not Provided	120	14.15%	$867.73	$55.42	$966.86	80	5.76%	$903.98	$18.53	$1,043.21

SET

The Short Engagement Touring (SET) agreement is used for touring productions of plays and musicals with guarantees below a certain threshold.

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**46**	**46**	**$897.91**	**$307.31**	**$1,409.59**	**26**	**26**	**$1,081.15**	**$169.09**	**$1,402.83**
Women	17	36.96%	$900.71	$327.63	$1,442.57	9	34.62%	$1,076.78	$151.02	$1,375.86
Men	29	63.04%	$896.28	$295.40	$1,390.26	17	65.38%	$1,083.47	$178.65	$1,417.10
Non-Binary/Third Gender	0	0.00%				0	0.00%			
Prefer To Self-Describe	0	0.00%				0	0.00%			
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	0	0.00%				0	0.00%			
Principal (musical)										
TOTAL	**145**	**145**	**$784.77**	**$1,100.72**	**$2,107.05**	**320**	**320**	**$907.66**	**$820.08**	**$1,982.15**
Women	52	35.86%	$808.46	$1,570.20	$2,671.60	132	41.25%	$897.67	$842.00	$2,006.18
Men	93	64.14%	$771.52	$838.21	$1,791.39	178	55.63%	$915.97	$847.37	$2,011.01
Non-Binary/Third Gender	0	0.00%				1	0.31%	$810.00	$248.80	$1,250.00
Prefer To Self-Describe	0	0.00%				0	0.00%			
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	0	0.00%				9	2.81%	$900.56	$22.37	$1,140.38
Chorus										
TOTAL	**246**	**246**	**$802.76**	**$26.75**	**$965.32**	**611**	**611**	**$903.45**	**$85.29**	**$1,149.62**
Women	116	47.15%	$807.53	$18.39	$950.64	292	47.79%	$893.09	$95.41	$1,130.15
Men	129	52.44%	$800.44	$34.01	$980.74	316	51.72%	$912.72	$76.34	$1,168.46
Non-Binary/Third Gender	0	0.00%				3	0.49%	$934.00	$42.83	$1,059.76
Prefer To Self-Describe	0	0.00%				0	0.00%			
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	1	0.41%	$548.00	$61.04	$679.25	0	0.00%			
Stage Managers										
TOTAL	**21**	**21**	**$1,325.69**	**$425.98**	**$1,817.88**	**44**	**44**	**$1,433.17**	**$521.27**	**$2,047.76**
Women	7	33.33%	$1,322.57	$468.09	$1,831.49	16	36.36%	$1,331.38	$515.51	$1,925.31
Men	14	66.67%	$1,327.24	$404.93	$1,811.07	28	63.64%	$1,491.34	$524.56	$2,117.71
Non-Binary/Third Gender	0	0.00%				0	0.00%			
Prefer To Self-Describe	0	0.00%				0	0.00%			
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	0	0.00%				0	0.00%			
Assistant Stage Managers										
TOTAL	**38**	**38**	**$966.58**	**$66.78**	**$1,094.11**	**91**	**91**	**$1,072.55**	**$128.95**	**$1,271.36**
Women	12	31.58%	$975.75	$44.95	$1,047.91	54	59.34%	$1,045.98	$142.23	$1,240.24
Men	26	68.42%	$962.35	$76.86	$1,115.43	37	40.66%	$1,111.32	$109.56	$1,316.77
Non-Binary/Third Gender	0	0.00%				0	0.00%			
Prefer To Self-Describe	0	0.00%				0	0.00%			
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	0	0.00%				0	0.00%			

Actors' Equity Association Member Self Identity	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**496**	**496**	**1092**	**1092**
Veteran			2	0.18%
LGBTQ+			69	6.32%
Disability	2	0.40%	5	0.46%
Gender				
Women	204	41.13%	503	46.06%
Men	291	58.67%	576	52.75%
Non-Binary/Third Gender	0	0.00%	4	0.37%
Prefer to Self Describe	0		0	0.00%
Prefer Not To Say	0		0	0.00%
Not Provided	1	0.20%	9	0.82%
Race/Ethnicity				
POC	**115**	**23.19%**	**322**	**29.49%**
Asian or Asian American	7	1.41%	33	3.02%
Black or African American	65	13.10%	166	15.20%
Hispanic or Latin American	10	2.02%	42	3.85%
Indigenous Hawaiian or Pacific Islander	0	0.00%	1	0.09%
Indigenous North American	1	0.20%	2	0.18%
Middle Eastern or North African	0	0.00%	0	0.00%
Multi-Racial or Multi-Ethnic	32	6.45%	78	7.14%
White or European American	335	67.54%	664	60.81%
Prefer Not To Say	0	0.00%	47	4.30%
Not Provided	46	9.27%	59	5.40%

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**46**	**46**	**$897.91**	**$307.31**	**$1,409.59**	**26**	**26**	**$1,081.15**	**$169.09**	**$1,402.83**
POC	**5**	**10.87%**				**5**	**19.23%**			
Asian or Asian American	0	0.00%				0	0.00%			
Black or African American	1	2.17%	$890.00	$0.00	$1,072.80	2	7.69%	$1,219.00	$141.84	$1,560.22
Hispanic or Latin American	1	2.17%	$916.00	$1,034.00	$2,128.32	0	0.00%			
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				0	0.00%			
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	3	6.52%	$898.67	$67.50	$1,187.89	3	11.54%	$1,048.33	$172.58	$1,356.46
White or European American	38	82.61%	$898.21	$177.26	$1,282.45	19	73.08%	$1,070.79	$151.43	$1,373.57
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	3	6.52%	$898.67	$67.50	$1,187.89	2	7.69%	$1,091.00	$358.87	$1,592.94
Principal (musical)										
TOTAL	**145**	**145**	**$784.77**	**$1,100.72**	**$2,107.05**	**320**	**320**	**$907.66**	**$820.08**	**$1,982.15**
POC	**31**	**21.38%**				**73**	**22.81%**			
Asian or Asian American	2	1.38%	$1,048.00	$5.00	$1,361.94	6	1.88%	$918.67	$961.51	$2,094.18
Black or African American	23	15.86%	$729.96	$1,307.96	$2,288.30	41	12.81%	$886.20	$930.88	$2,051.11
Hispanic or Latin American	2	1.38%	$887.50	$1,088.82	$2,479.41	6	1.88%	$876.00	$413.04	$1,479.06
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				0	0.00%			
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	4	2.76%	$704.25	$820.57	$1,817.58	20	6.25%	$889.80	$962.27	$2,086.39
White or European American	103	71.03%	$788.84	$1,049.74	$2,040.15	205	64.06%	$913.89	$820.34	$1,995.62
Prefer Not To Say	0	0.00%				14	4.38%	$926.07	$978.99	$2,122.87
Not Provided	11	7.59%	$823.91	$1,447.98	$2,527.50	28	8.75%	$901.43	$531.88	$1,721.59
Chorus										
TOTAL	**246**	**246**	**$802.76**	**$26.75**	**$965.32**	**611**	**611**	**$903.45**	**$85.29**	**$1,149.62**
POC	**75**	**30.49%**				**222**	**36.33%**			
Asian or Asian American	4	**1.63%**	$919.50	$0.00	$1,015.64	22	3.60%	$901.45	$36.78	$1,083.12
Black or African American	40	**16.26%**	$797.93	$81.88	$960.45	115	18.82%	$876.10	$113.14	$1,119.88
Hispanic or Latin American	5	**2.03%**	$836.40	$12.21	$931.99	29	4.75%	$888.83	$79.35	$1,131.30
Indigenous Hawaiian or Pacific Islander	0	**0.00%**				1	0.16%	$877.00	$0.00	$1,031.04
Indigenous North American	1	**0.41%**	$771.00	$0.00	$1,122.67	1	0.16%	$1,042.00	$0.00	$1,062.84
Middle Eastern or North African	0	**0.00%**				0	0.00%			
Multi-Racial or Multi-Ethnic	25	**10.16%**	$846.64	$34.83	$1,057.81	54	8.84%	$878.13	$123.32	$1,199.77
White or European American	149	**60.57%**	$801.64	$13.42	$958.71	340	55.65%	$920.69	$77.77	$1,155.36
Prefer Not To Say	0	**0.00%**				26	4.26%	$921.54	$82.02	$1,204.93
Not Provided	22	**8.94%**	$741.82	$17.02	$905.12	23	3.76%	$953.35	$32.91	$1,128.74
Stage Managers										
TOTAL	**21**	**21**	**$1,325.69**	**$425.98**	**$1,817.88**	**44**	**44**	**$1,433.17**	**$521.27**	**$2,047.76**
POC	**1**	**4.76%**				**4**	**9.09%**			
Asian or Asian American	0	0.00%				0	0.00%			
Black or African American	0	0.00%				2	4.55%	$1,454.50	$678.21	$2,150.00
Hispanic or Latin American	1	4.76%	$1,162.00	$514.76	$1,700.00	2	4.55%	$1,496.50	$359.91	$1,919.63
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				0	0.00%			
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	0	0.00%				0	0.00%			
White or European American	15	71.43%	$1,317.89	$376.55	$1,758.99	30	68.18%	$1,470.68	$497.85	$2,068.74
Prefer Not To Say	0	0.00%				6	13.64%	$1,150.83	$588.03	$1,833.33
Not Provided	5	23.81%	$1,381.80	$556.54	$2,018.12	4	9.09%	$1,533.00	$98.99	$2,225.00
Assistant Stage Managers										
TOTAL	**38**	**38**	**$966.58**	**$66.78**	**$1,094.11**	**91**	**91**	**$1,072.55**	**$128.95**	**$1,271.36**
POC	**3**	**7.89%**				**18**	**19.78%**			
Asian or Asian American	1	2.63%	$1,189.00	$266.00	$1,623.32	5	5.49%	$935.40	$166.61	$1,138.32
Black or African American	1	2.63%	$1,155.00	$0.00	$1,172.80	6	6.59%	$909.50	$382.98	$1,370.31
Hispanic or Latin American	1	2.63%	$1,225.00	$0.00	$1,243.88	5	5.49%	$914.80	$122.65	$1,160.80
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				1	1.10%	$1,078.00	$75.00	$1,174.56
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	0	0.00%				1	1.10%	$1,139.00	$0.00	$1,156.54
White or European American	30	78.95%	$946.67	$58.51	$1,067.91	70	76.92%	$1,108.51	$110.81	$1,290.51
Prefer Not To Say	0	0.00%				1	1.10%	$987.00	$0.00	$1,004.54
Not Provided	5	13.16%	$952.20	$103.28	$1,099.74	2	2.20%	$1,047.00	$79.07	$1,152.19

OFF-BROADWAY (ALL)

Off-Broadway is an agreement covering theatres that have fewer than 500 seats in the borough of Manhattan in New York City, but that are not located in the "Broadway District."

2016-19 shows include ANTC as well as Off-Broadway contracts

2013-15 shows include ANTC as well as Off-Broadway contracts

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**1293**	**1293**	**$587.44**	**$32.18**	**$633.47**	**2073**	**2073**	**$667.31**	**$28.53**	**$708.84**
Women	510	39.44%	$581.28	$43.12	$637.07	951	45.88%	$656.11	$27.31	$695.67
Men	740	57.23%	$591.64	$21.65	$828.08	1021	49.25%	$672.86	$29.25	$715.97
Non-Binary/Third Gender	0	0.00%				7	0.34%	$709.57	$18.92	$736.25
Prefer To Self-Describe	0	0.00%				1	0.05%	$635.00	$0.00	$644.53
Prefer Not To Say	0	0.00%				2	0.10%	$760.50	$0.00	$771.91
Not Provided	43	3.33%	$588.19	$83.55	$683.34	91	4.39%	$717.19	$34.91	$763.79
Principal (musical)										
TOTAL	**626**	**626**	**$533.86**	**$71.98**	**$633.48**	**647**	**647**	**$715.34**	**$88.15**	**$830.36**
Women	270	43.13%	$532.39	$75.62	$634.71	267	41.27%	$708.55	$76.96	$815.33
Men	331	52.88%	$533.46	$70.38	$633.00	352	54.40%	$721.01	$89.25	$835.62
Non-Binary/Third Gender	0	0.00%				1	0.15%	$715.00	$0.00	$725.73
Prefer To Self-Describe	0	0.00%				2	0.31%	$736.50	$0.00	$747.55
Prefer Not To Say	0	0.00%				2	0.31%	$795.50	$0.00	$841.94
Not Provided	25	3.99%	$555.08	$53.82	$626.56	23	3.55%	$698.52	$220.32	$935.18
Chorus										
TOTAL	**149**	**149**	**$612.99**	**$35.30**	**$726.36**	**141**	**141**	**$858.38**	**$11.44**	**$924.12**
Women	76	51.01%	$597.66	$44.36	$718.02	61	43.26%	$830.56	$13.19	$894.73
Men	66	44.30%	$638.83	$27.39	$751.11	76	53.90%	$888.09	$8.81	$956.35
Non-Binary/Third Gender	0	0.00%				1	0.71%	$690.00	$0.00	$700.35
Prefer To Self-Describe	0	0.00%				0	0.00%			
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	7	4.70%	$535.71	$11.57	$583.48	3	2.13%	$727.67	$46.67	$779.85
Stage Managers										
TOTAL	**324**	**324**	**$690.80**	**$22.00**	**$787.19**	**442**	**442**	**$812.94**	**$15.55**	**$883.81**
Women	210	64.81%	$681.27	$21.28	$775.26	294	66.52%	$798.12	$16.59	$868.99
Men	109	33.64%	$711.04	$24.40	$813.37	135	30.54%	$844.47	$14.78	$916.31
Non-Binary/Third Gender	0	0.00%				1	0.23%	$775.00	$0.00	$786.63
Prefer To Self-Describe	0	0.00%				4	0.90%	$906.00	$0.00	$977.43
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	5	1.54%	$649.60	$0.00	$717.66	8	1.81%	$783.50	$0.00	$845.13
Assistant Stage Managers										
TOTAL	**269**	**269**	**$629.69**	**$10.45**	**$715.45**	**402**	**402**	**$748.42**	**$7.37**	**$800.03**
Women	169	62.83%	$629.82	$9.54	$711.86	273	67.91%	$735.09	$7.60	$784.09
Men	94	34.94%	$634.87	$12.76	$727.14	108	26.87%	$785.29	$8.19	$845.43
Non-Binary/Third Gender	0	0.00%				9	2.24%	$813.00	$0.14	$964.22
Prefer To Self-Describe	0	0.00%				2	0.50%	$779.50	$0.00	$862.70
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	6	2.23%	$544.83	$0.00	$633.45	10	2.49%	$649.80	$0.00	$674.73

Actors' Equity Association Member Self Identity	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**2661**	**2661**	**3705**	**3705**
Veteran			7	0.19%
LGBTQ+			308	8.31%
Disability	4	0.15%	31	0.84%
Gender				
Women	1235	46.41%	1846	49.82%
Men	1340	50.36%	1692	45.67%
Non-Binary/Third Gender	0	0.00%	19	0.51%
Prefer to Self Describe	0		9	0.24%
Prefer Not To Say	0		4	0.11%
Not Provided	86	3.23%	135	3.64%
Race/Ethnicity				
POC	**563**	**21.16%**	**1110**	**29.96%**
Asian or Asian American	63	2.37%	131	3.54%
Black or African American	290	10.90%	511	13.79%
Hispanic or Latin American	82	3.08%	187	5.05%
Indigenous Hawaiian or Pacific Islander	2	0.08%	0	0.00%
Indigenous North American	1	0.04%	3	0.08%
Middle Eastern or North African	0	0.00%	5	0.13%
Multi-Racial or Multi-Ethnic	125	4.70%	273	7.37%
White or European American	1631	61.29%	1945	52.50%
Prefer Not To Say	0	0.00%	294	7.94%
Not Provided	467	17.55%	356	9.61%

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**1293**	**1293**	**$587.44**	**$32.18**	**$633.47**	**2073**	**2073**	**$667.31**	**$28.53**	**$708.84**
POC	**297**	**22.97%**				**696**	**33.57%**			
Asian or Asian American	28	2.17%	$571.57	$11.31	$597.28	72	3.47%	$647.79	$32.23	$687.71
Black or African American	171	13.23%	$593.68	$7.58	$610.48	357	17.22%	$679.36	$14.72	$705.55
Hispanic or Latin American	45	3.48%	$616.22	$5.34	$643.95	104	5.02%	$675.94	$25.83	$712.14
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	1	0.08%	$598.00	$0.00	$598.00	3	0.14%	$679.67	$0.00	$687.25
Middle Eastern or North African	0	0.00%				3	0.14%	$555.33	$0.00	$562.04
Multi-Racial or Multi-Ethnic	52	4.02%	$548.67	$5.32	$572.17	157	7.57%	$654.74	$22.19	$693.50
White or European American	719	55.61%	$586.77	$36.11	$636.76	935	45.10%	$658.07	$38.95	$711.67
Prefer Not To Say	0	0.00%				182	8.78%	$665.70	$11.38	$687.52
Not Provided	277	21.42%	$589.48	$48.78	$652.71	260	12.54%	$695.80	$26.58	$733.86
Principal (musical)										
TOTAL	**626**	**626**	**$533.98**	**$71.98**	**$633.48**	**647**	**647**	**$715.34**	**$88.15**	**$830.36**
POC	**445**	**71.09%**				**209**	**32.30%**			
Asian or Asian American	10	1.60%	$496.40	$33.35	$577.79	35	5.41%	$701.17	$38.48	$750.51
Black or African American	72	11.50%	$506.24	$71.67	$591.56	97	14.99%	$738.64	$34.41	$803.76
Hispanic or Latin American	19	3.04%	$621.37	$28.84	$681.14	21	3.25%	$729.95	$64.91	$830.34
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				0	0.00%			
Middle Eastern or North African	0	0.00%				2	0.31%	$593.00	$0.00	$655.27
Multi-Racial or Multi-Ethnic	344	54.95%	$583.35	$52.46	$670.64	54	8.35%	$720.78	$10.32	$762.14
White or European American	386	61.66%	$532.71	$47.21	$609.17	335	51.78%	$714.24	$129.42	$872.26
Prefer Not To Say	0	0.00%				49	7.57%	$697.21	$30.28	$746.86
Not Provided	105	16.77%	$528.77	$181.07	$736.24	54	8.35%	$699.35	$103.46	$820.48
Chorus										
TOTAL	**149**	**149**	**$612.99**	**$35.30**	**$726.36**	**141**	**141**	**$858.38**	**$11.44**	**$924.12**
POC	**68**	**45.64%**				**62**	**43.97%**			
Asian or Asian American	14	**9.40%**	$547.64	$59.51	$754.66	17	12.06%	$1,052.76	$13.16	$1,111.05
Black or African American	29	**19.46%**	$606.61	$18.55	$659.83	28	19.86%	$733.04	$17.32	$776.46
Hispanic or Latin American	3	**2.01%**	$851.67	$30.84	$983.61	7	4.96%	$643.71	$15.50	$672.48
Indigenous Hawaiian or Pacific Islander	2	**1.34%**	$560.50	$160.26	$831.67	0	0.00%			
Indigenous North American	0	**0.00%**				0	0.00%			
Middle Eastern or North African	0	**0.00%**				0	0.00%			
Multi-Racial or Multi-Ethnic	20	**13.42%**	$688.25	$59.03	$854.91	10	7.09%	$788.30	$28.09	$882.33
White or European American	54	**36.24%**	$627.35	$21.51	$723.22	59	41.84%	$897.86	$5.18	$980.80
Prefer Not To Say	0	**0.00%**				10	7.09%	$874.00	$7.00	$917.54
Not Provided	27	**18.12%**	$546.63	$41.99	$657.79	10	7.09%	$850.70	$14.00	$909.91
Stage Managers										
TOTAL	**324**	**324**	**$690.80**	**$22.00**	**$787.19**	**442**	**442**	**$812.94**	**$15.55**	**$883.81**
POC	**35**	**10.80%**				**51**	**11.54%**			
Asian or Asian American	5	1.54%	**$696.20**	**$2.20**	**$727.08**	6	1.36%	**$897.17**	**$0.00**	**$944.93**
Black or African American	13	4.01%	$597.15	$47.33	$677.82	14	3.17%	$838.81	$22.79	$871.43
Hispanic or Latin American	12	3.70%	$797.33	$9.25	$862.01	23	5.20%	$810.48	$17.19	$887.12
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				0	0.00%			
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	5	1.54%	$644.40	$15.20	$755.93	8	1.81%	$782.38	$21.88	$838.92
White or European American	257	79.32%	$693.42	$23.44	$796.00	334	75.57%	$808.51	$13.86	$878.62
Prefer Not To Say	0	0.00%				42	9.50%	$820.02	$32.19	$909.77
Not Provided	32	9.88%	$674.22	$9.09	$747.11	15	3.39%	$853.88	$0.00	$932.54
Assistant Stage Managers										
TOTAL	**269**	**269**	**$629.69**	**$10.45**	**$715.45**	**402**	**402**	**$748.42**	**$7.37**	**$800.03**
POC	**28**	**10.41%**				**92**	**22.89%**			
Asian or Asian American	6	2.23%	$609.17	$4.17	$663.20	1	0.25%	$745.00	$0.00	$745.00
Black or African American	5	1.86%	$532.80	$55.30	$724.41	15	3.73%	$808.80	$1.03	$850.05
Hispanic or Latin American	3	1.12%	$612.00	$0.00	$689.40	32	7.96%	$772.38	$3.91	$806.81
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				0	0.00%			
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	14	5.20%	$728.21	$2.00	$788.12	44	10.95%	$732.41	$4.16	$780.41
White or European American	215	79.93%	$623.16	$11.08	$710.50	282	70.15%	$741.19	$9.35	$797.48
Prefer Not To Say	0	0.00%				11	2.74%	$830.55	$0.00	$874.02
Not Provided	26	9.67%	$636.85	$3.87	$730.64	17	4.23%	$758.53	$0.06	$791.70

SPT

The Small Professional Theatre (SPT) agreement may be used in theatres of fewer than 350 seats in areas outside of New York and Chicago. This national agreement, together with many individual Letters of Agreement, form the basis of Equity's Developing Theatre programs.

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**6455**	**6455**	**$402.47**	**$33.66**	**$438.34**	**9902**	**9902**	**$443.95**	**$35.05**	**$481.93**
Women	2533	39.24%	$406.48	$34.87	$443.43	4102	41.43%	$448.48	$37.80	$488.93
Men	3803	58.92%	$399.89	$33.38	$435.64	5481	55.35%	$440.75	$33.89	$477.77
Non-Binary/Third Gender	0	0.00%				11	0.11%	$449.09	$8.82	$457.91
Prefer To Self-Describe	0	0.00%				11	0.11%	$513.00	$18.32	$565.01
Prefer Not To Say	0	0.00%				5	0.05%	$444.00	$46.60	$490.60
Not Provided	119	1.84%	$399.39	$16.78	$416.17	292	2.95%	$437.58	$19.64	$459.25
Principal (musical)										
TOTAL	**2241**	**2241**	**$415.29**	**$41.93**	**$461.12**	**3401**	**3401**	**$451.29**	**$46.46**	**$504.02**
Women	930	41.50%	$413.94	$41.82	$460.71	1424	41.87%	$449.04	$47.55	$503.29
Men	1274	56.85%	$417.50	$42.98	$463.71	1884	55.40%	$454.83	$46.72	$507.54
Non-Binary/Third Gender	0	0.00%				8	0.24%	$409.25	$17.88	$429.63
Prefer To Self-Describe	0	0.00%				3	0.09%	$525.67	$41.00	$566.67
Prefer Not To Say	0	0.00%				2	0.06%	$374.00	$35.00	$409.00
Not Provided	37	1.65%	$373.05	$8.97	$382.03	80	2.35%	$411.35	$24.24	$441.65
Chorus										
TOTAL	**139**	**139**	**$454.48**	**$35.57**	**$510.48**	**299**	**299**	**$492.32**	**$17.45**	**$540.84**
Women	55	39.57%	$454.22	$27.19	$504.88	119	39.80%	$489.76	$29.73	$548.82
Men	83	59.71%	$454.90	$41.55	$515.12	163	54.52%	$490.36	$10.17	$531.52
Non-Binary/Third Gender	0	0.00%				0	0.00%			
Prefer To Self-Describe	0	0.00%				0	0.00%			
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	1	0.72%	$434.00	$0.00	$434.00	17	5.69%	$529.12	$1.31	$574.28
Stage Managers										
TOTAL	**2333**	**2333**	**$476.77**	**$15.88**	**$556.01**	**3577**	**3577**	**$527.30**	**$15.78**	**$603.16**
Women	1502	64.38%	$486.35	$14.26	$564.62	2383	66.62%	$537.70	$13.92	$612.54
Men	686	29.40%	$470.71	$20.42	$556.02	888	24.83%	$520.90	$24.69	$611.27
Non-Binary/Third Gender	0	0.00%				28	0.78%	$628.57	$2.89	$655.38
Prefer To Self-Describe	0	0.00%				2	0.06%	$559.00	$0.00	$594.42
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	145	6.22%	$406.10	$11.12	$466.76	276	7.72%	$447.53	$4.58	$490.84
Assistant Stage Managers										
TOTAL	**393**	**393**	**$443.23**	**$21.64**	**$524.60**	**808**	**808**	**$488.71**	**$21.60**	**$569.43**
Women	218	55.47%	$459.11	$8.81	$523.23	399	49.38%	$507.01	$8.62	$572.16
Men	112	28.50%	$423.77	$56.02	$546.41	239	29.58%	$468.52	$53.96	$594.73
Non-Binary/Third Gender	0	0.00%				3	0.37%	$477.67	$0.00	$522.67
Prefer To Self-Describe	0	0.00%				1	0.12%	$466.00	$0.00	$543.67
Prefer Not To Say	0	0.00%				0	0.00%			
Not Provided	63	16.03%	$422.86	$4.94	$490.56	166	20.54%	$474.13	$2.41	$527.43

Actors' Equity Association Member Self Identity	2013-15 Contracts	% Contracts	2016-19 Contracts	% Contracts
TOTAL	**11561**	**11561**	**17987**	**17987**
Veteran			91	0.51%
LGBTQ+			1172	6.52%
Disability	27	0.23%	197	1.10%
Gender				
Women	5238	45.31%	8527	47.41%
Men	5958	51.54%	8655	48.12%
Non-Binary/Third Gender	0	0.00%	50	0.28%
Prefer to Self Describe	0		17	0.09%
Prefer Not To Say	0		7	0.04%
Not Provided	365	3.16%	831	4.62%
Race/Ethnicity				
POC	**1384**	**11.97%**	**2904**	**16.14%**
Asian or Asian American	112	0.97%	271	1.51%
Black or African American	760	6.57%	1430	7.95%
Hispanic or Latin American	208	1.80%	472	2.62%
Indigenous Hawaiian or Pacific Islander	6	0.05%	15	0.08%
Indigenous North American	17	0.15%	25	0.14%
Middle Eastern or North African	0	0.00%	14	0.08%
Multi-Racial or Multi-Ethnic	281	2.43%	677	3.76%
White or European American	8037	69.52%	12117	67.37%
Prefer Not To Say	0	0.00%	1010	5.62%
Not Provided	2140	18.51%	1956	10.87%

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	**6455**	**6455**	**$402.47**	**$33.66**	**$438.34**	**9902**	**9902**	**$443.95**	**$35.05**	**$481.93**
POC	**862**	**13.35%**				**1854**	**18.72%**			
Asian or Asian American	60	0.93%	$430.85	$53.77	$484.78	183	1.85%	$463.37	$49.76	$516.06
Black or African American	534	8.27%	$419.29	$56.36	$476.26	965	9.75%	$467.18	$59.58	$530.21
Hispanic or Latin American	94	1.46%	$386.76	$39.53	$429.35	260	2.63%	$420.88	$44.18	$468.01
Indigenous Hawaiian or Pacific Islander	2	0.03%	$459.50	$24.00	$483.50	9	0.09%	$431.44	$21.89	$453.89
Indigenous North American	14	0.22%	$359.71	$14.21	$373.93	22	0.22%	$403.05	$30.32	$437.35
Middle Eastern or North African	0	0.00%				12	0.12%	$450.83	$21.57	$474.07
Multi-Racial or Multi-Ethnic	158	2.45%	$398.85	$48.56	$447.95	403	4.07%	$454.20	$38.39	$495.78
White or European American	4452	68.97%	$400.75	$28.90	$432.15	6425	64.89%	$440.10	$31.19	$474.25
Prefer Not To Say	0	0.00%				623	6.29%	$450.49	$31.02	$484.21
Not Provided	1141	17.68%	$402.05	$38.23	$442.39	1000	10.10%	$440.10	$31.19	$476.38
Principal (musical)										
TOTAL	**2241**	**2241**	**$415.29**	**$41.93**	**$461.12**	**3401**	**3401**	**$451.29**	**$46.46**	**$504.02**
POC	**284**	**12.67%**				**603**	**17.73%**			
Asian or Asian American	20	0.89%	$396.55	$12.80	$409.35	42	1.23%	$484.50	$34.38	$517.51
Black or African American	163	7.27%	$418.85	$67.91	$491.58	294	8.64%	$457.71	$39.76	$503.78
Hispanic or Latin American	35	1.56%	$438.57	$28.71	$469.36	114	3.35%	$484.24	$32.94	$526.80
Indigenous Hawaiian or Pacific Islander	1	0.04%	$222.00	$20.00	$242.00	0	0.00%			
Indigenous North American	1	0.04%	$430.00	$0.00	$430.00	3	0.09%	$480.67	$56.67	$537.33
Middle Eastern or North African	0	0.00%				2	0.06%	$394.00	$85.50	$479.50
Multi-Racial or Multi-Ethnic	64	2.86%	$400.23	$34.58	$439.07	148	4.35%	$469.12	$44.83	$522.84
White or European American	1624	72.47%	$414.95	$38.82	$457.83	2350	69.10%	$448.89	$48.53	$503.62
Prefer Not To Say	0	0.00%				161	4.73%	$448.22	$34.94	$489.00
Not Provided	333	14.86%	$417.33	$49.15	$469.46	287	8.44%	$438.99	$50.38	$495.08
Chorus										
TOTAL	**139**	**139**	**$454.48**	**$35.57**	**$510.48**	**299**	**299**	**$492.32**	**$17.45**	**$540.84**
POC	**23**	**16.55%**				**78**	**26.09%**			
Asian or Asian American	1	**0.72%**	$311.00	$0.00	$311.00	4	1.34%	$444.00	$11.25	$461.50
Black or African American	14	**10.07%**	$413.07	$27.54	$443.82	40	13.38%	$475.93	$55.04	$559.95
Hispanic or Latin American	5	**3.60%**	$450.40	$4.00	$458.40	14	4.68%	$516.07	$10.94	$563.41
Indigenous Hawaiian or Pacific Islander	0	**0.00%**				0	0.00%			
Indigenous North American	0	**0.00%**				0	0.00%			
Middle Eastern or North African	0	**0.00%**				0	0.00%			
Multi-Racial or Multi-Ethnic	3	**2.16%**	$412.67	$0.00	$446.33	20	6.69%	$478.00	$37.90	$562.04
White or European American	100	**71.94%**	$465.72	$35.72	$525.48	180	60.20%	$494.77	$10.15	$535.05
Prefer Not To Say	0	**0.00%**				11	3.68%	$479.91	$19.18	$504.55
Not Provided	16	**11.51%**	$438.56	$60.44	$515.84	30	10.03%	$509.00	$0.74	$549.33
Stage Managers										
TOTAL	**2333**	**2333**	**$476.77**	**$15.88**	**$556.01**	**3577**	**3577**	**$527.30**	**$15.78**	**$603.16**
POC	**192**	**8.23%**				**305**	**8.53%**			
Asian or Asian American	29	1.24%	**$395.07**	**$18.14**	**$473.93**	38	1.06%	**$525.74**	**$1.11**	**$590.01**
Black or African American	47	2.01%	$449.04	$30.24	$543.71	104	2.91%	$519.48	$12.46	$601.45
Hispanic or Latin American	69	2.96%	$416.41	$15.97	$486.11	73	2.04%	$514.74	$28.27	$602.78
Indigenous Hawaiian or Pacific Islander	3	0.13%	$485.00	$0.00	$539.72	6	0.17%	$694.17	$0.00	$768.08
Indigenous North American	2	0.09%	$389.00	$0.00	$389.00	0	0.00%			
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	42	1.80%	$522.85	$8.66	$604.74	84	2.35%	$535.05	$31.12	$619.64
White or European American	1633	70.00%	$484.90	$15.17	$565.50	2637	73.72%	$536.60	$17.23	$616.37
Prefer Not To Say	0	0.00%				195	5.45%	$537.48	$5.32	$607.10
Not Provided	508	21.77%	$462.55	$17.43	$537.52	440	12.30%	$467.34	$9.02	$518.47
Assistant Stage Managers										
TOTAL	**393**	**393**	**$443.23**	**$21.64**	**$524.60**	**808**	**808**	**$488.71**	**$21.60**	**$569.43**
POC	**23**	**5.85%**				**64**	**7.92%**			
Asian or Asian American	2	0.51%	$259.00	$0.00	$302.17	4	0.50%	$345.25	$1.75	$393.75
Black or African American	2	0.51%	$324.00	$17.93	$362.10	27	3.34%	$525.85	$18.96	$628.00
Hispanic or Latin American	5	1.27%	$354.80	$0.00	$401.60	11	1.36%	$533.18	$20.45	$576.00
Indigenous Hawaiian or Pacific Islander	0	0.00%				0	0.00%			
Indigenous North American	0	0.00%				0	0.00%			
Middle Eastern or North African	0	0.00%				0	0.00%			
Multi-Racial or Multi-Ethnic	14	3.56%	$445.07	$12.57	$505.51	22	2.72%	$500.18	$26.64	$593.16
White or European American	228	58.02%	$455.72	$12.78	$536.03	525	64.98%	$493.16	$29.08	$583.76
Prefer Not To Say	0	0.00%				20	2.48%	$523.70	$14.00	$607.13
Not Provided	142	36.13%	$430.37	$37.89	$517.87	199	24.63%	$467.57	$2.89	$520.41