

ACTORS' EQUITY ASSOCIATION

DIVERSITY REPORT

2016-2019 IN REVIEW



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.

DIVERSITY AND INCLUSION 2020: PUSHING FORWARD

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.

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 of 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.

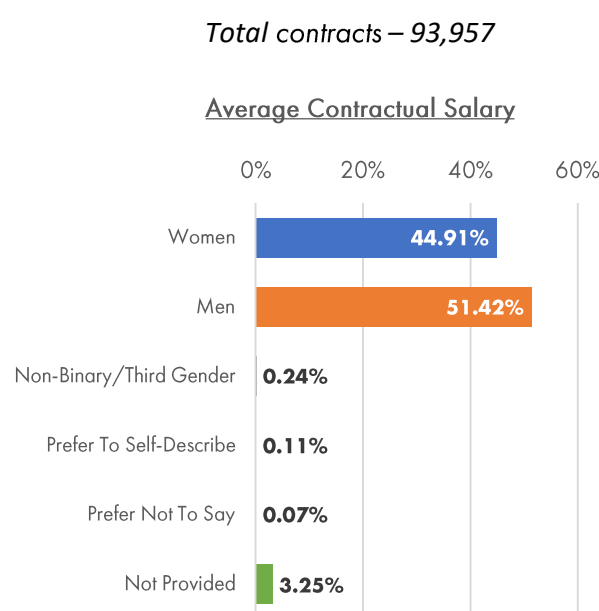
We rely on you to make this information as accurate as possible. For example, as we have continued to track contracts that have been worked by members with disabilities, the increases we have seen can be attributed not only to a change in hiring practices, but also to more members telling us that they self-identify as living with a disability. You help us to represent you when you self-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.

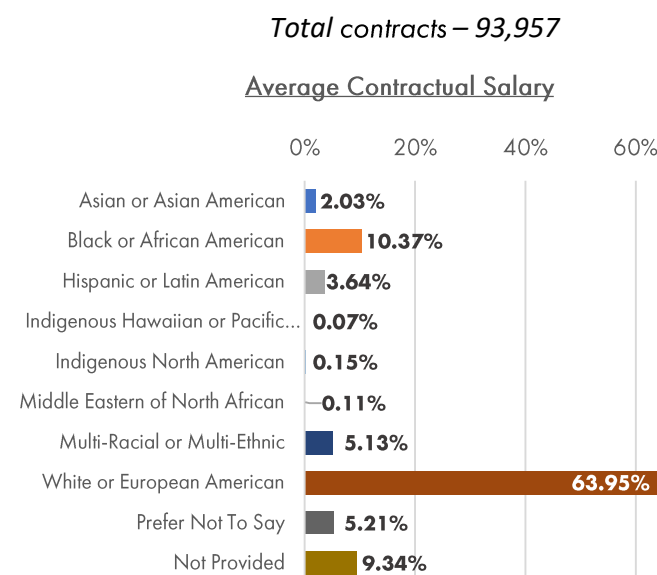
In solidarity,

Mary McColl
Executive Director
Actors' Equity Association

Contracts by Gender: National

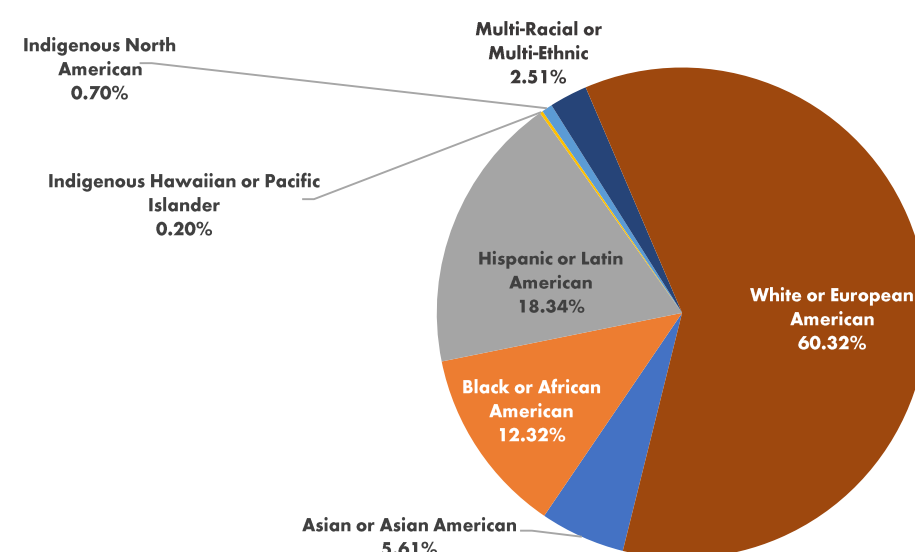


Contracts by Race/Ethnicity: National



FOR REFERENCE:

Race/Ethnicity in the United States: 2010 Census Data

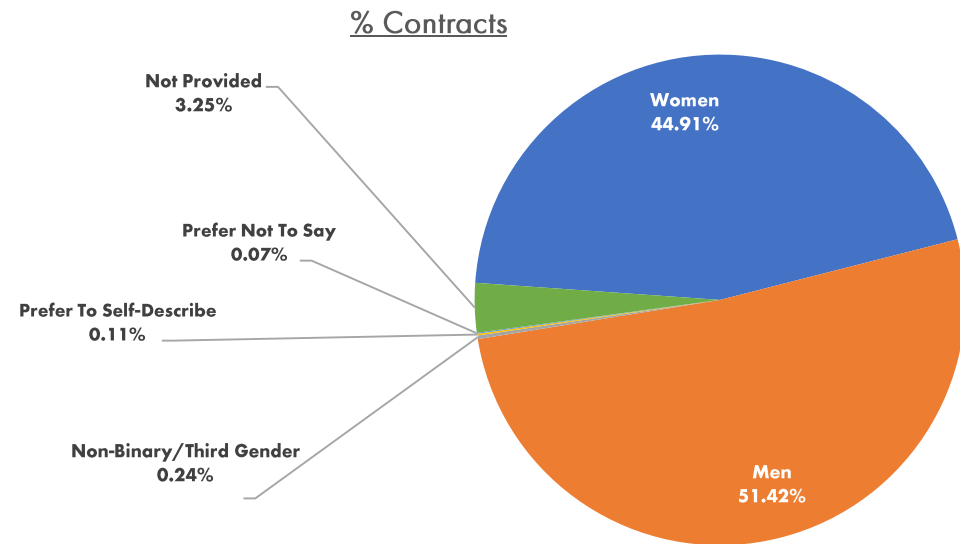


NATIONAL DATA

NATIONAL DATA

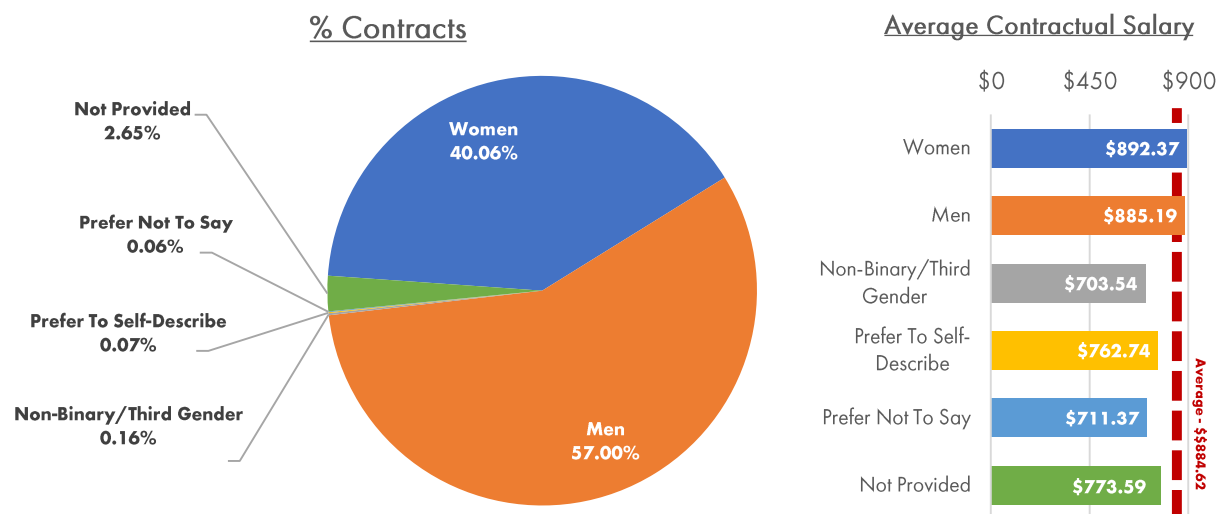
Contracts by Gender: National

Total contracts – 93,957



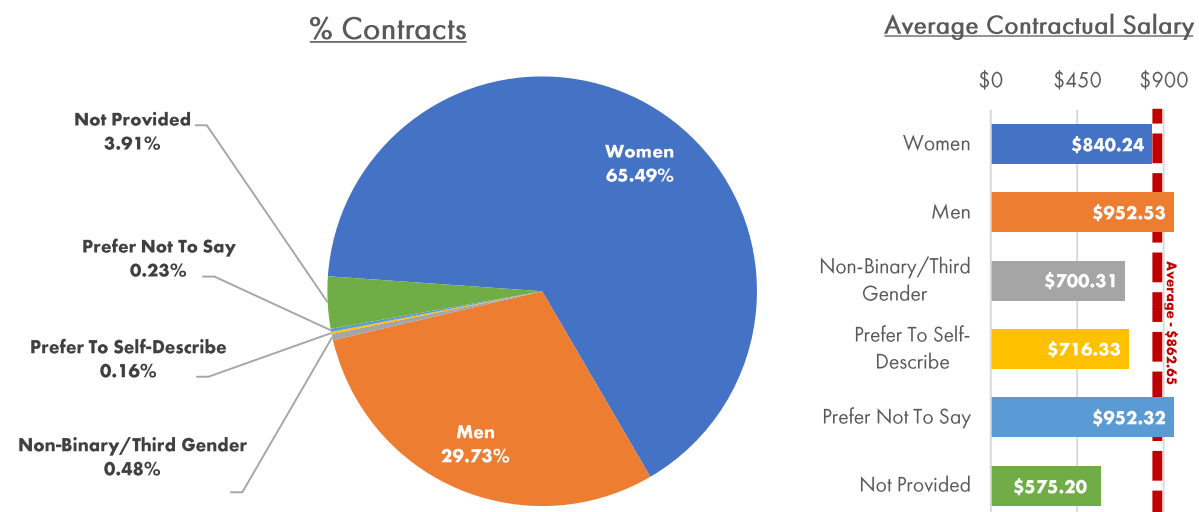
Principal Contracts by Gender: National (Musical)

Total contracts – 22,281



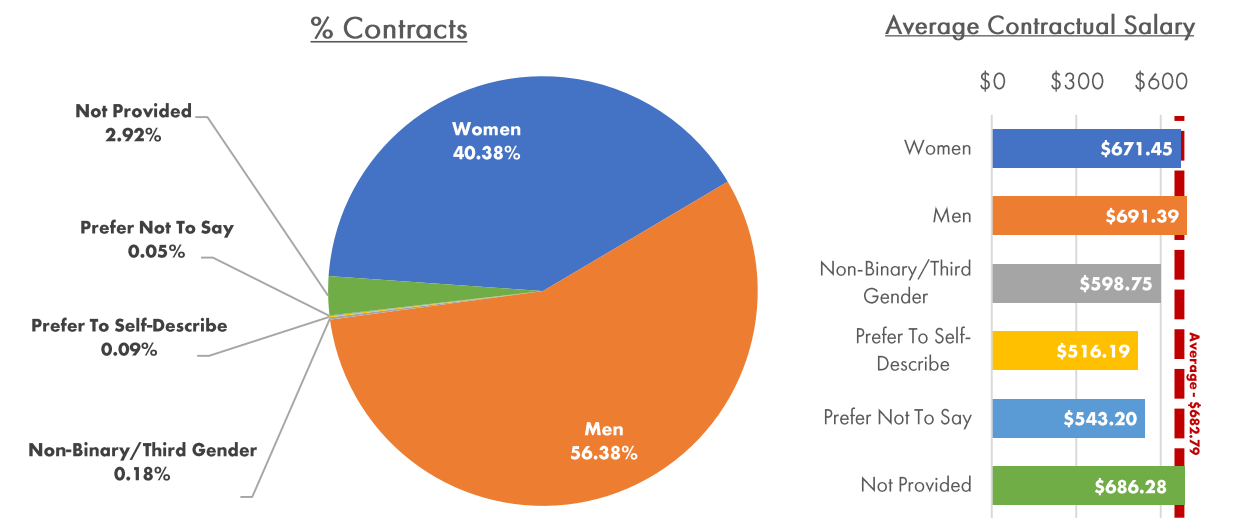
Stage Manager Contracts by Gender: National

Total contracts – 12,061



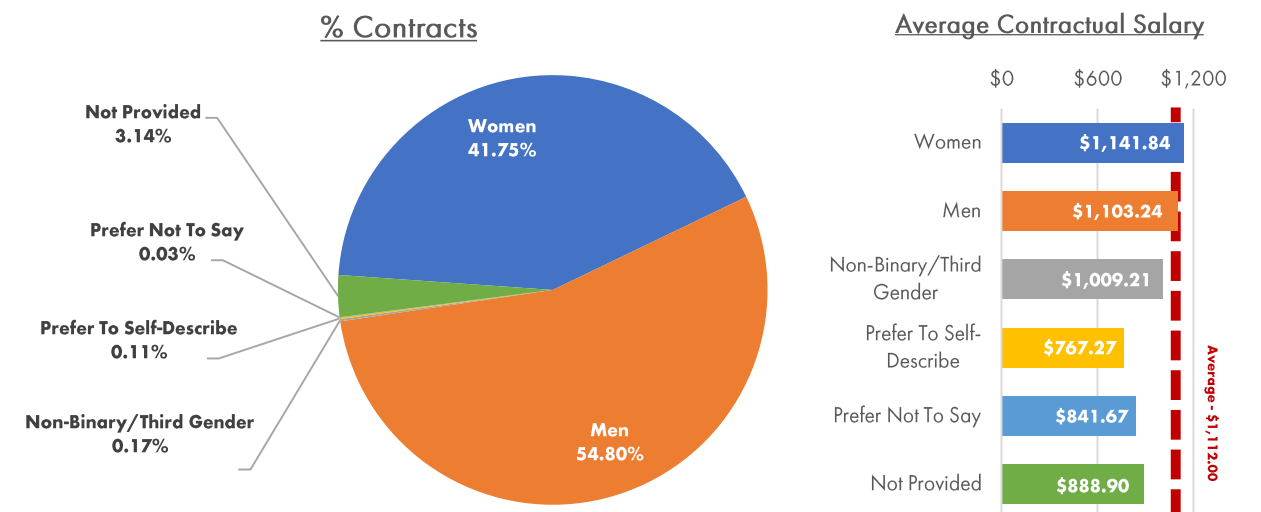
Principal Contracts by Gender: National (Play)

Total contracts – 44,737



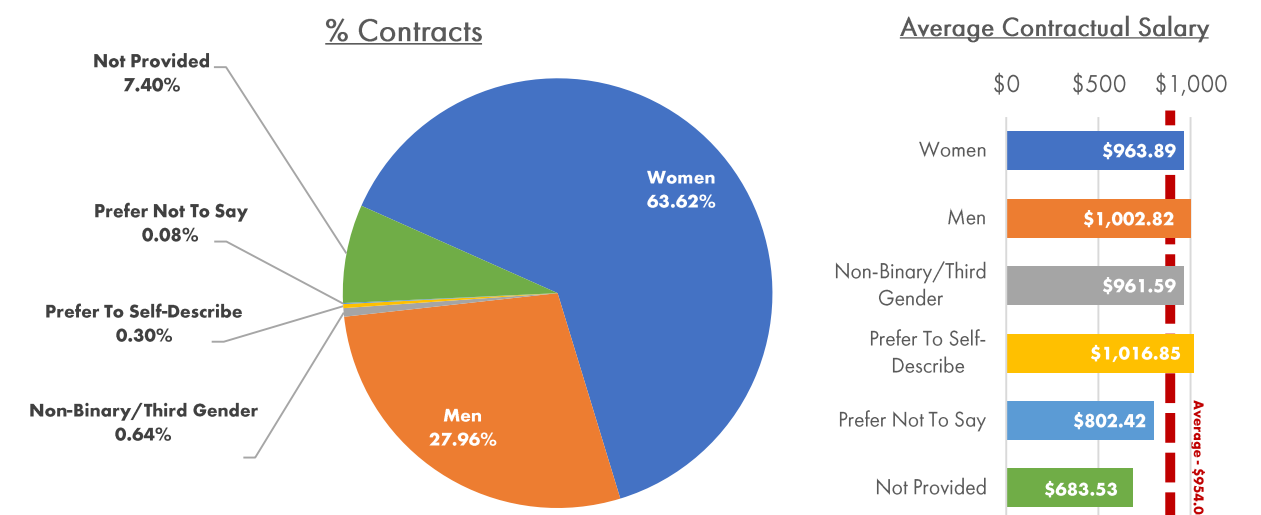
Chorus Contracts by Gender: National

Total contracts – 9,893



Assistant Stage Manager Contracts by Gender: National

Total contracts – 4,985



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

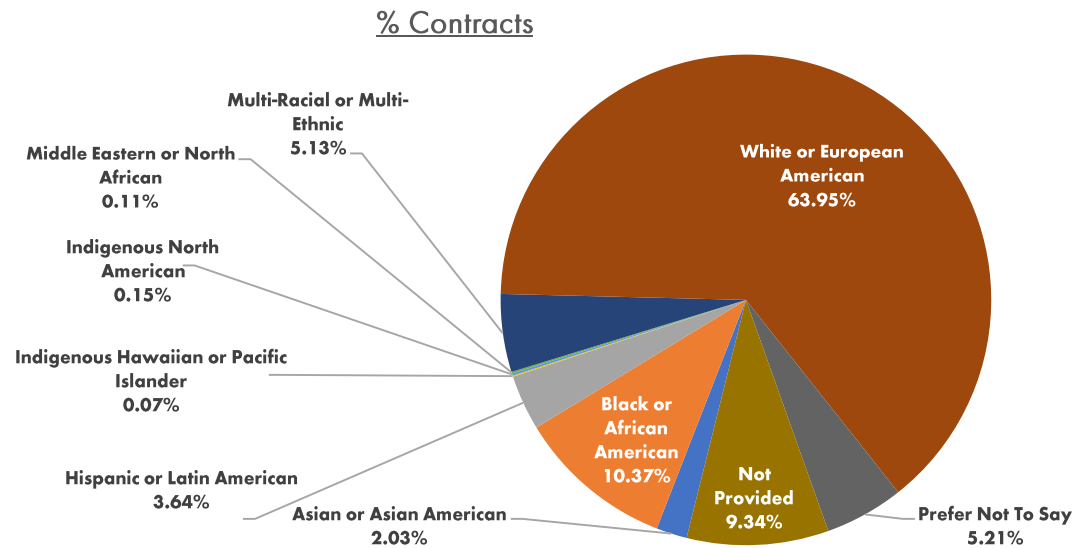
NATIONAL DATA: RACE/ETHNICITY

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

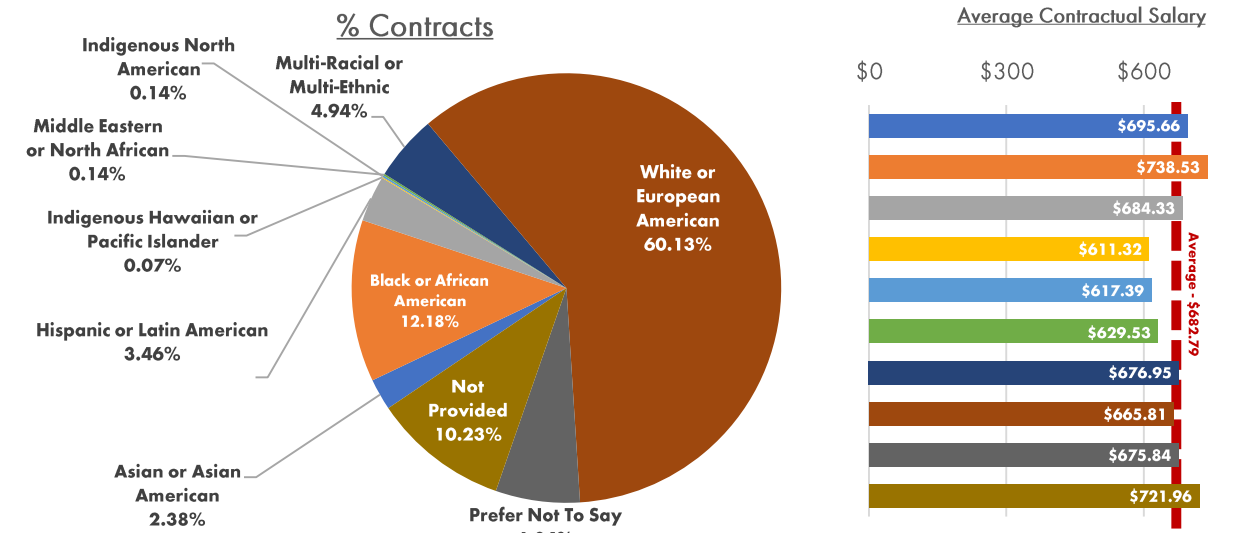
Total Contracts by Race/Ethnicity: National

Total contracts – 93,957



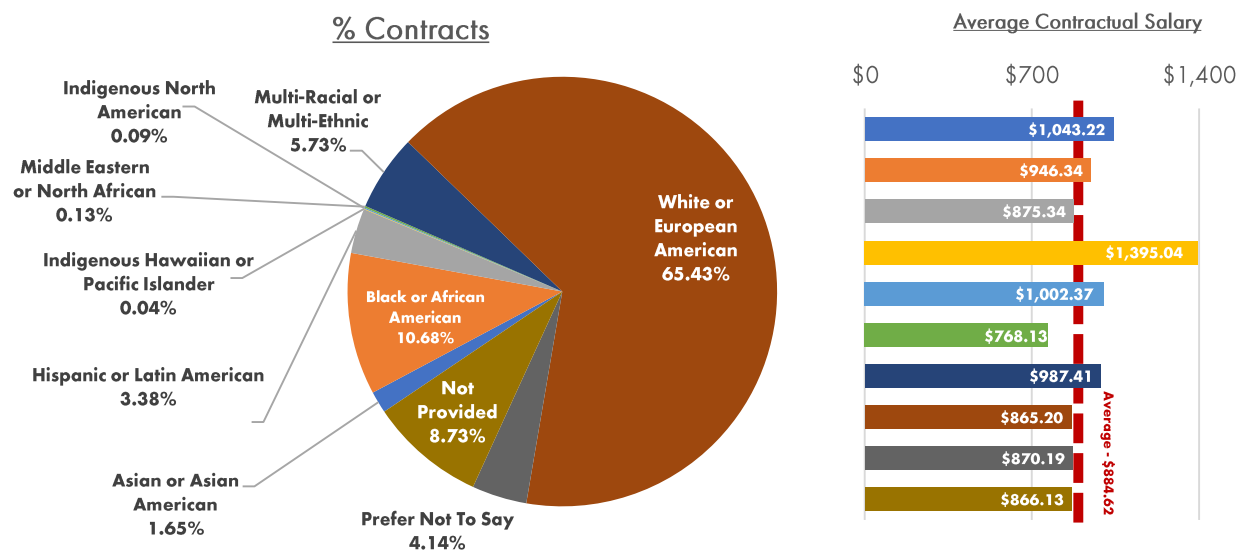
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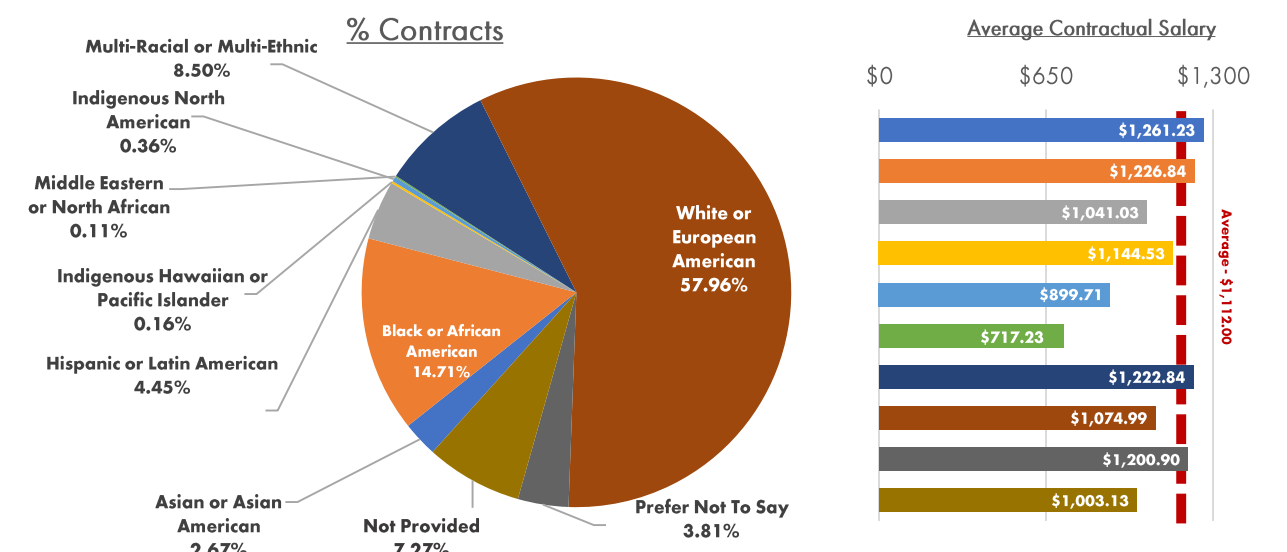
Principal Contracts by Race/Ethnicity: National (Musical)

Total contracts – 22,281



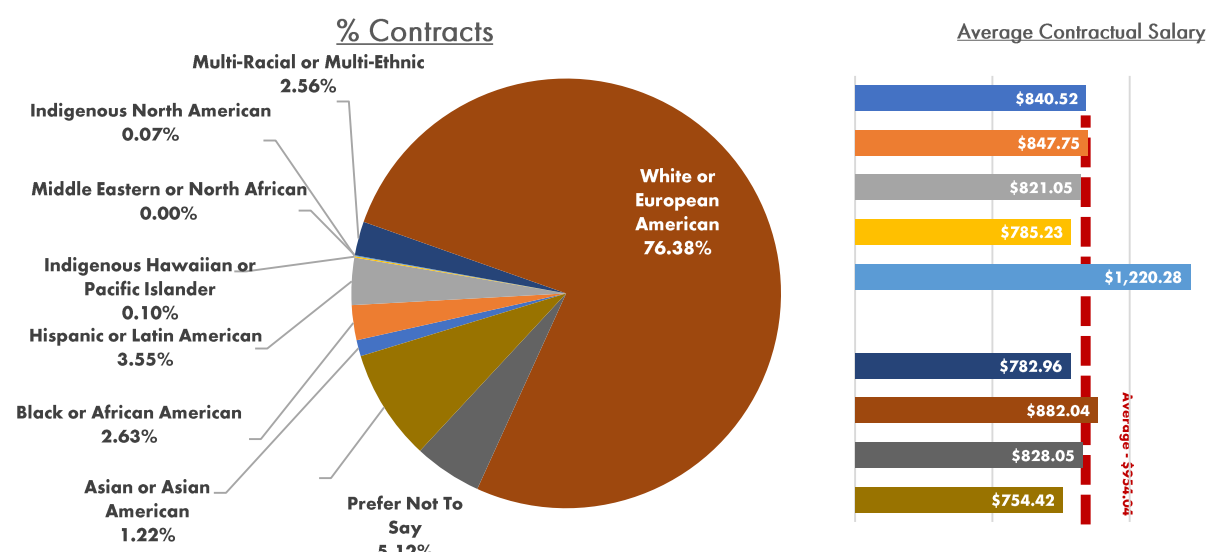
Chorus Contracts by Race/Ethnicity: National

Total contracts – 9,893



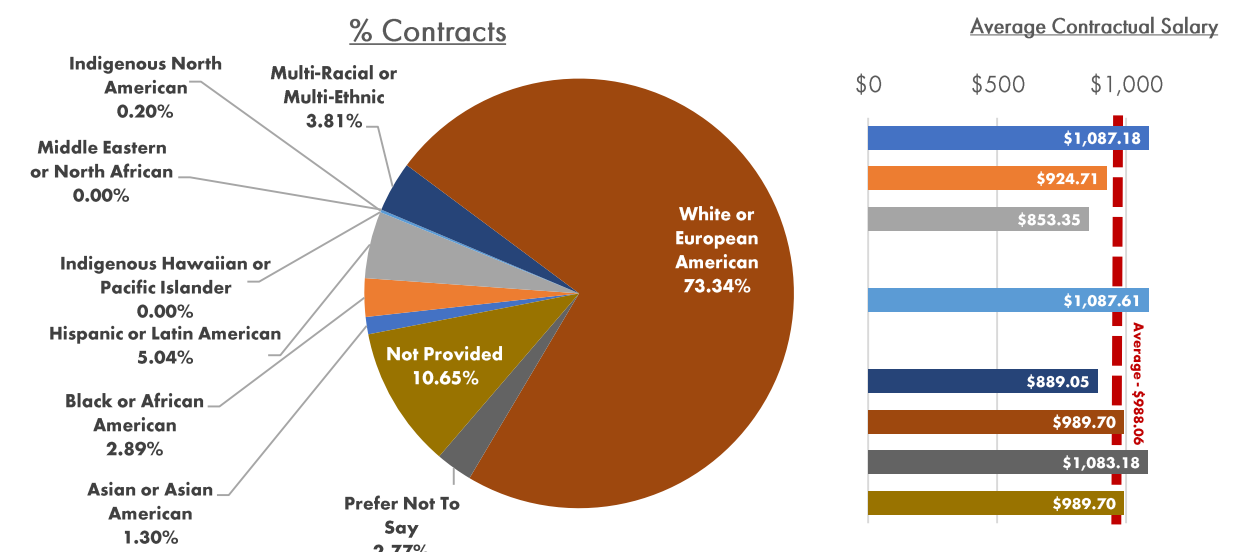
Stage Manager Contracts by Race/Ethnicity: National

Total contracts – 12,061



Assistant Stage Manager Contracts by Race/Ethnicity: National

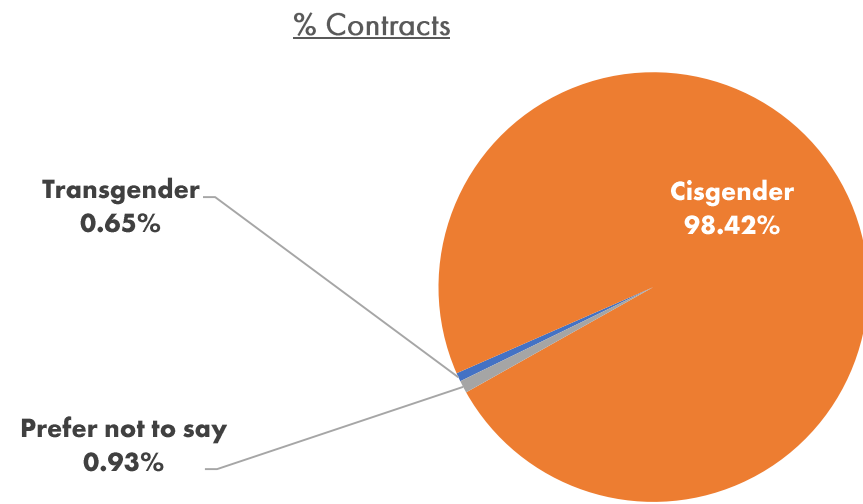
Total contracts – 4,985



NATIONAL DATA: TRANS/CIS STATUS

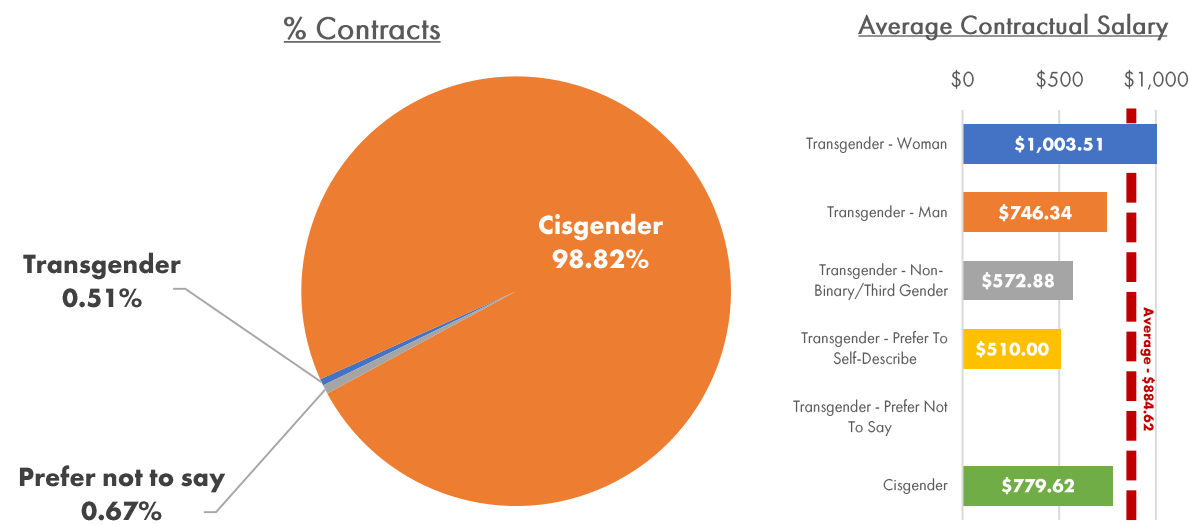
Total Contracts by Trans/Cis Status: National

Total contracts – 93,957



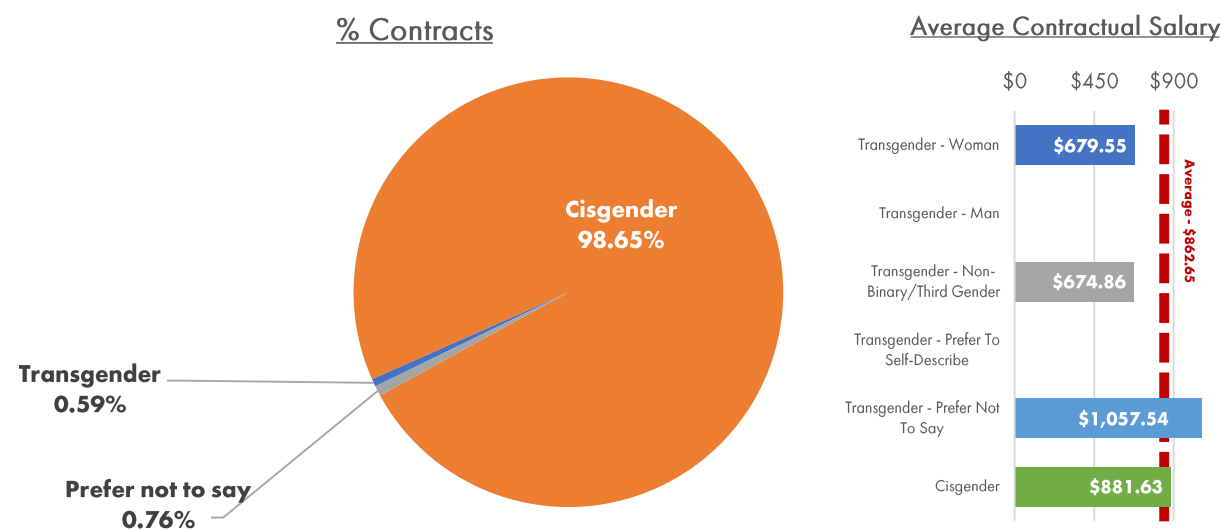
Principal Contracts by Trans/Cis Status: National (Musical)

Total contracts – 22,281



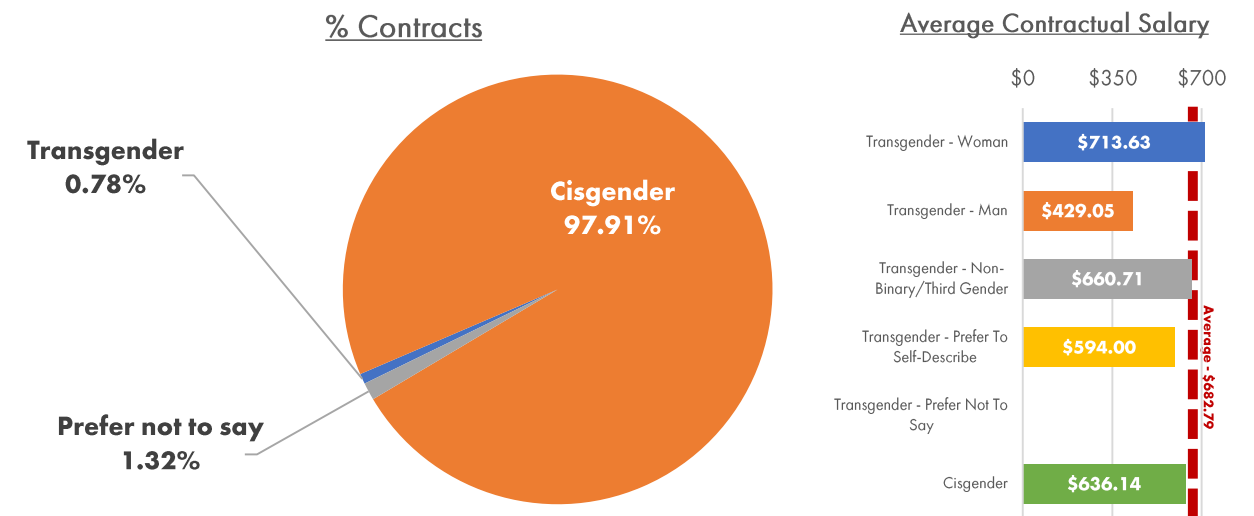
Stage Manager Contracts by Trans/Cis Status: National

Total contracts – 12,061



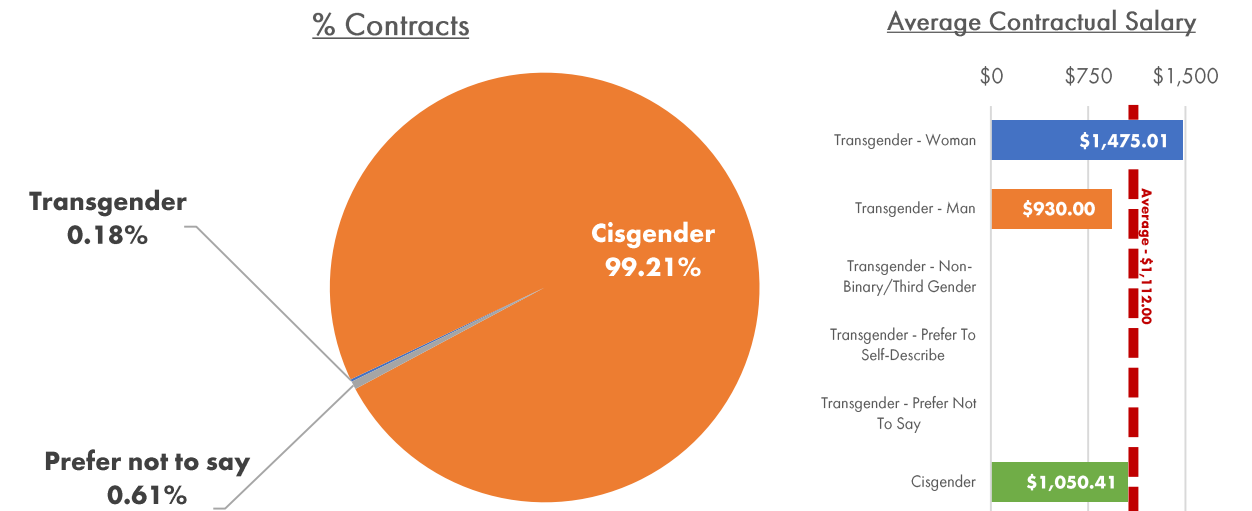
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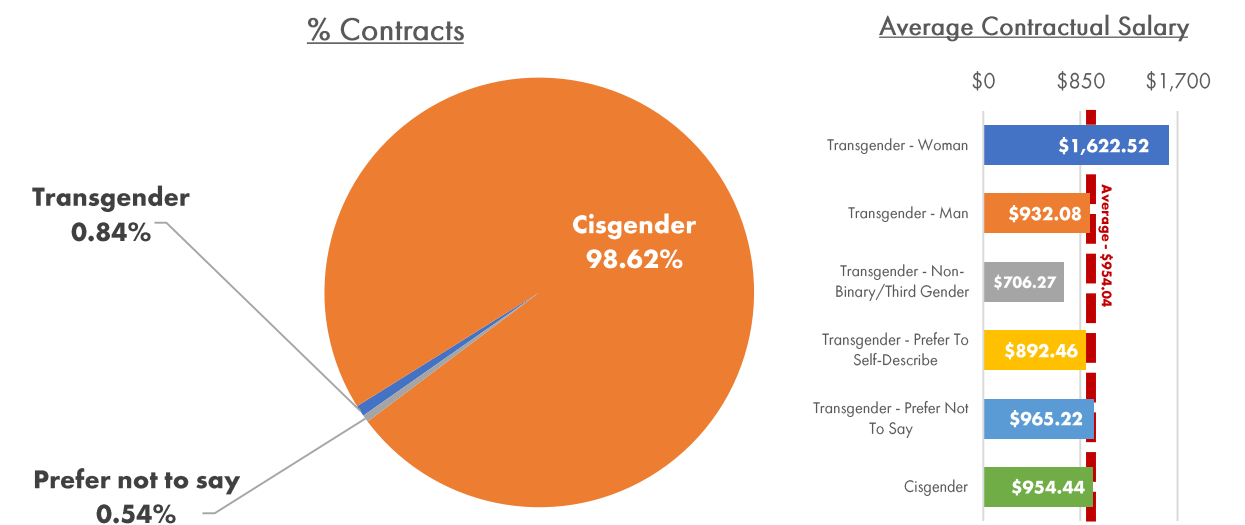
Chorus Contracts by Trans/Cis Status: National

Total contracts – 9,893



Assistant Stage Manager Contracts by Trans/Cis Status: National

Total contracts – 4,985

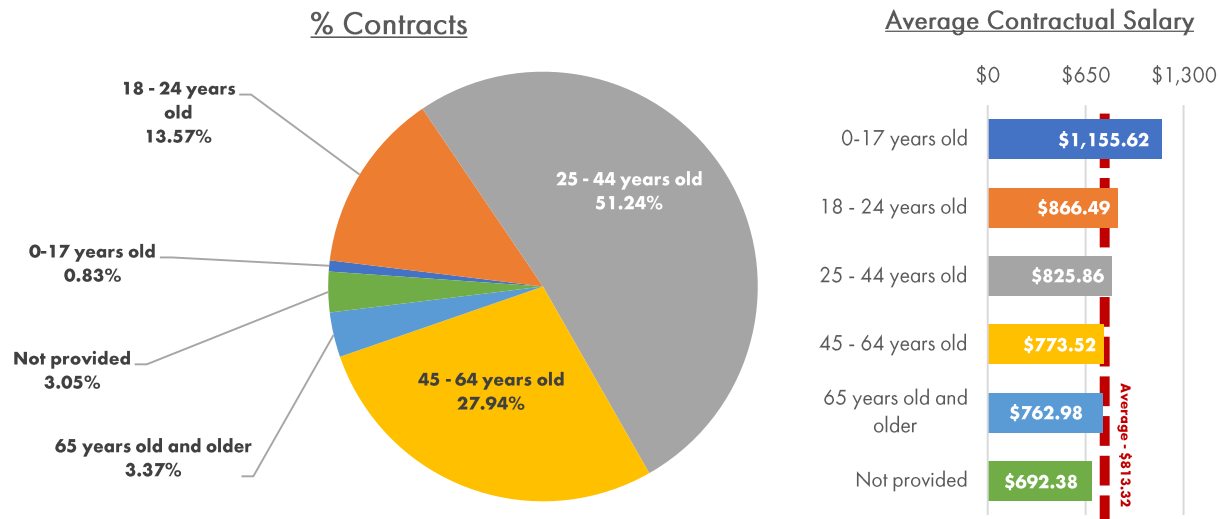


Equity has increased its outreach to members as we have expanded our identity surveys of our membership. Of our over 51,000 members, 86.5% opted to not respond to questions about trans/cis identity. In an effort to accurately reflect known aspects of self-identity in an under-represented community, the 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

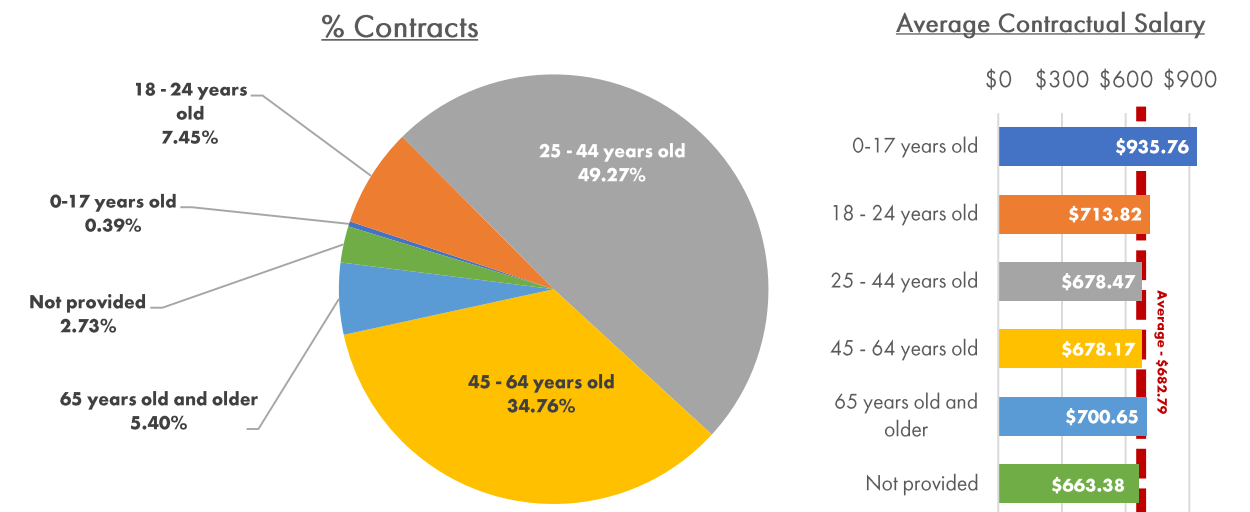
Total Contracts by Age: National

Total contracts – 93,957



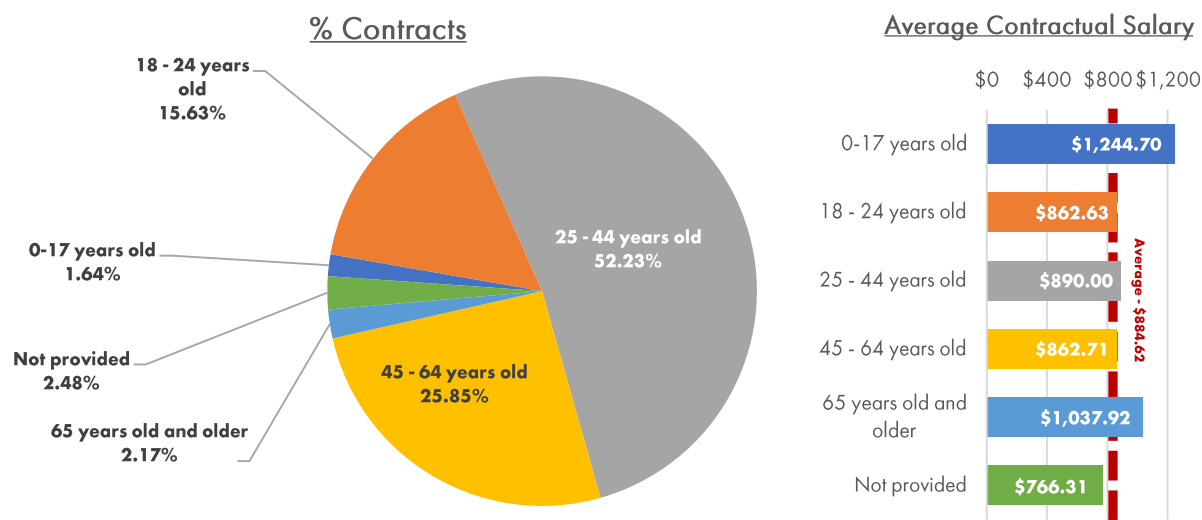
Principal Contracts by Age: National (Play)

Total contracts – 44,737



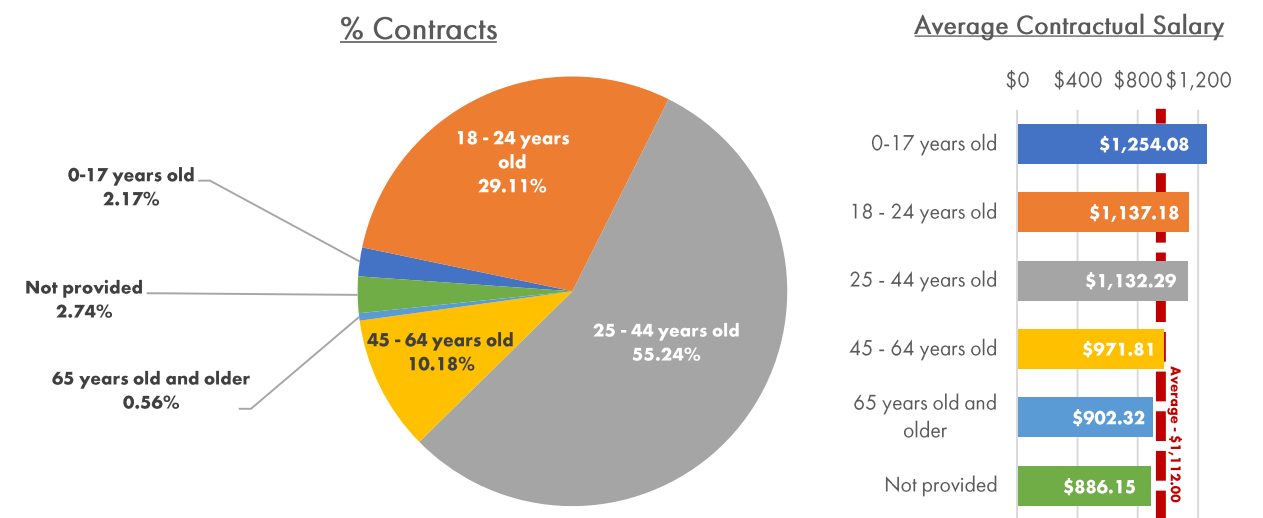
Principal Contracts by Age: National (Musical)

Total contracts – 22,281



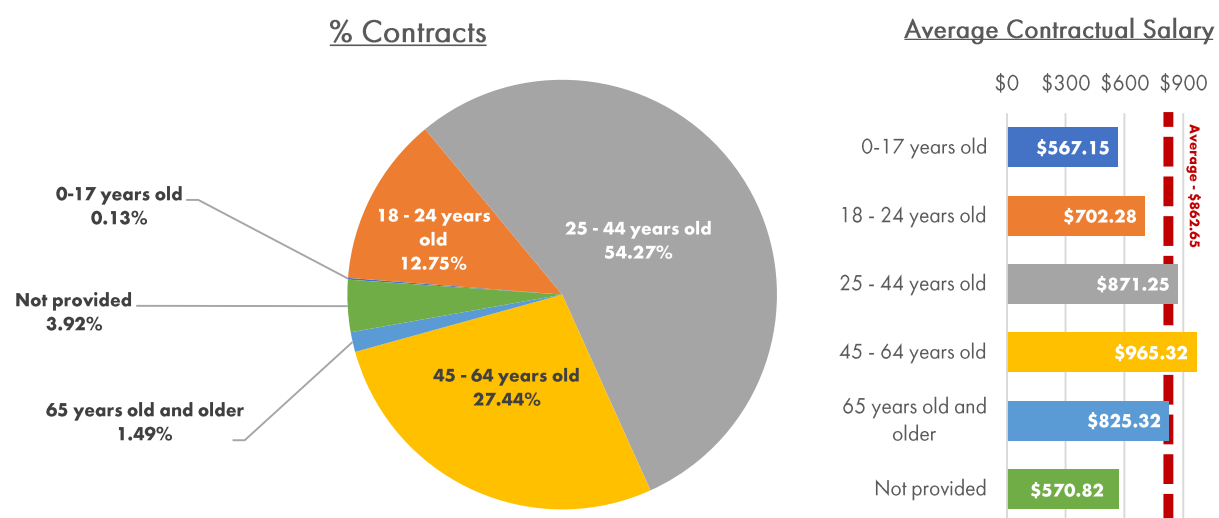
Chorus Contracts by Age: National

Total contracts – 9,893



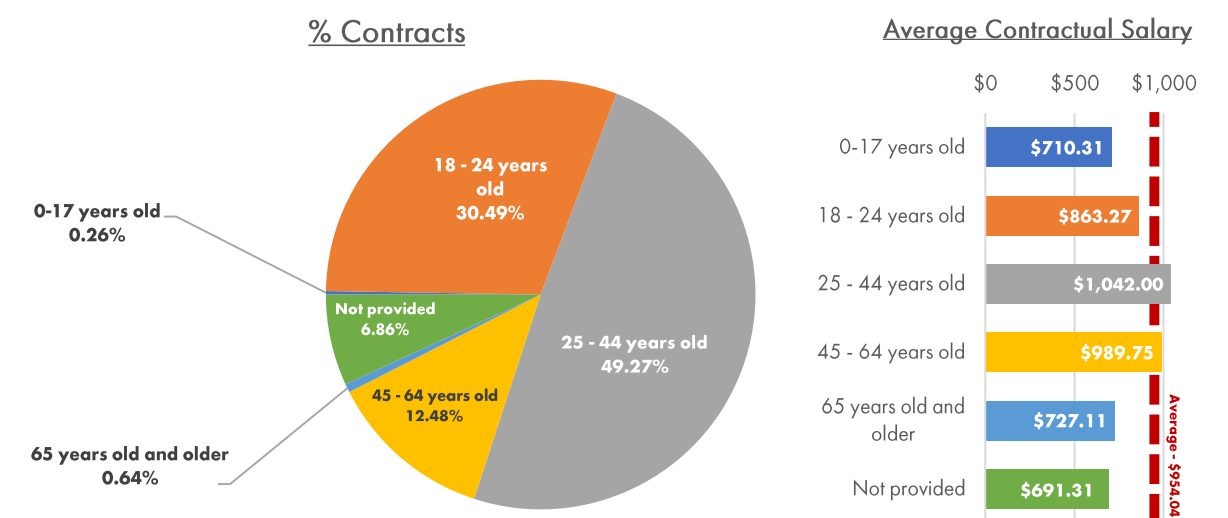
Stage Manager Contracts by Age: National

Total contracts – 12,061



Assistant Stage Manager Contracts by Age: National

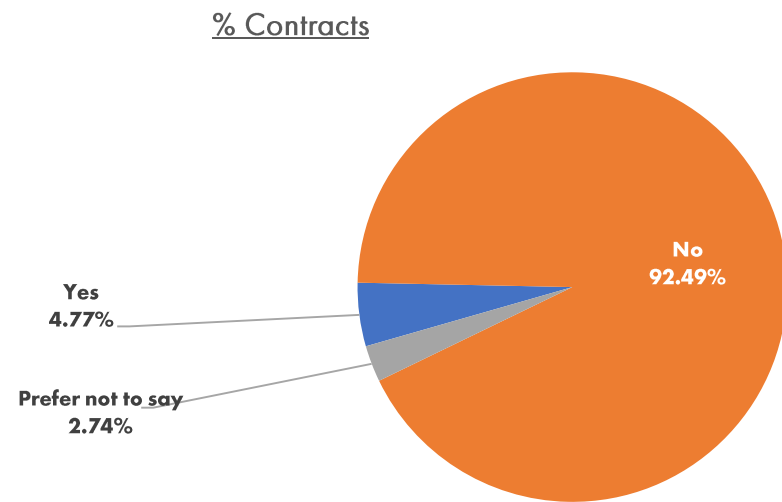
Total contracts – 4,985



NATIONAL DATA: DISABILITY

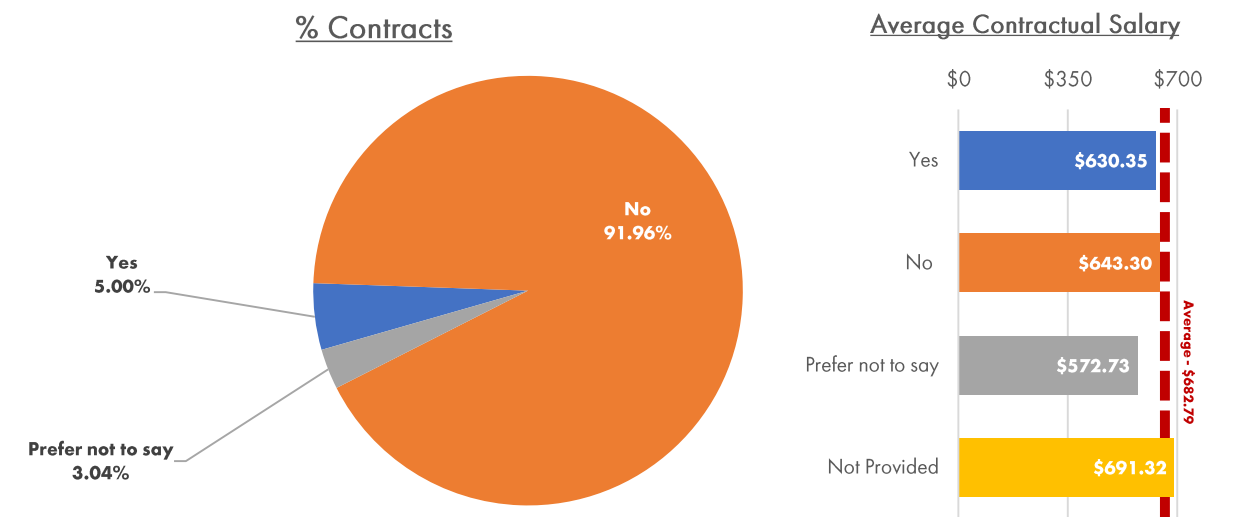
Total Contracts by Person w/ Disability: National

Total contracts – 93,957



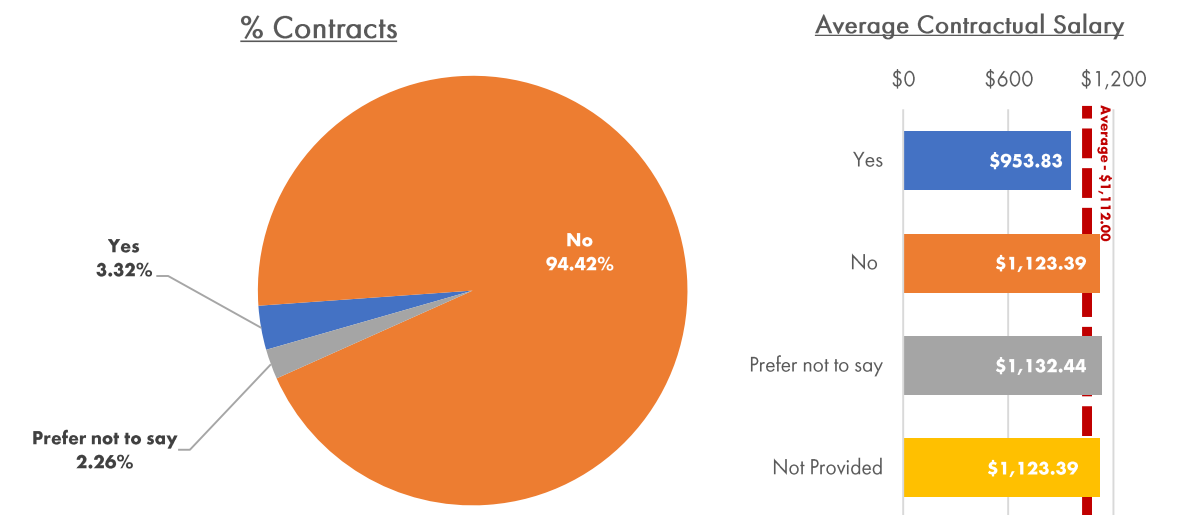
Principal Contracts by Person w/ Disability: National (Play)

Total contracts – 44,737



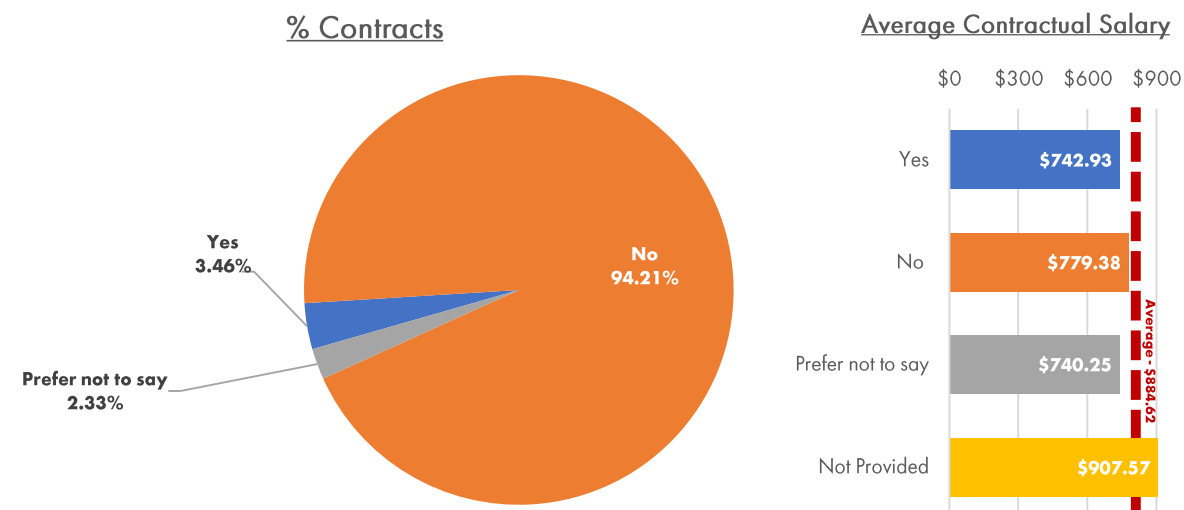
Chorus Contracts by Person w/ Disability: National

Total contracts – 9,893



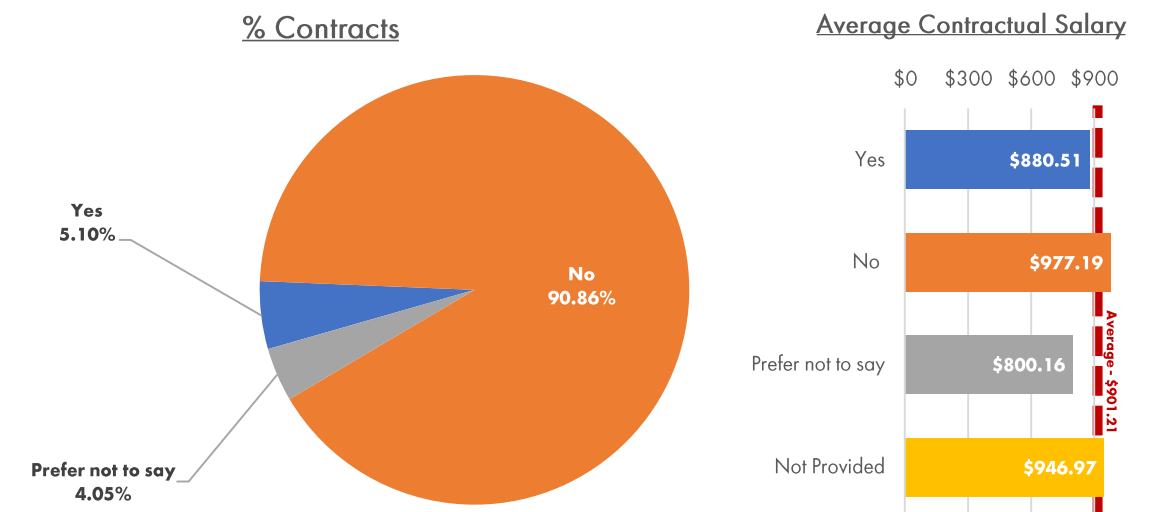
Principal Contracts by Person w/ Disability: National (Musical)

Total contracts – 22,281



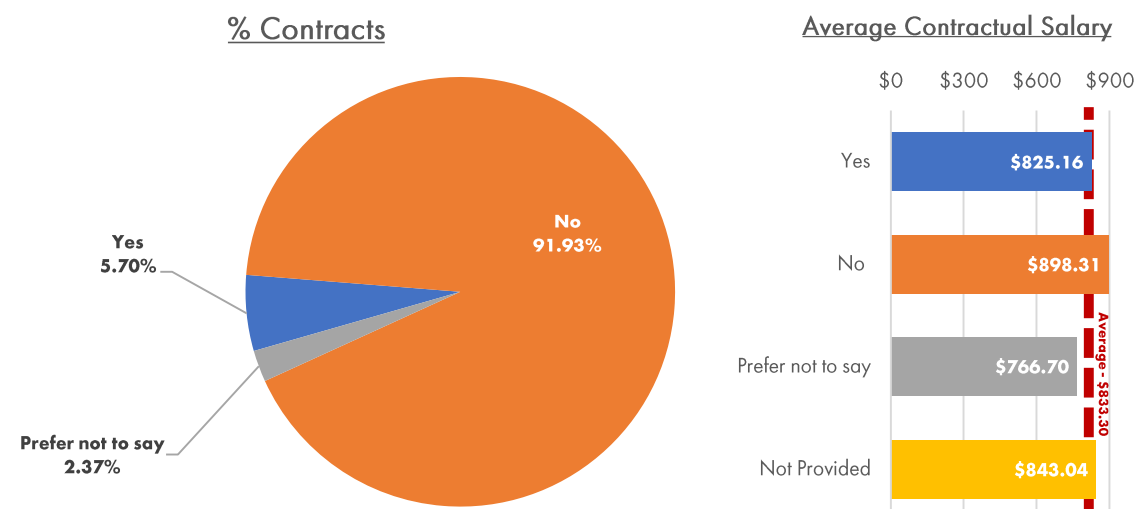
Assistant Stage Manager Contracts by Person w/ Disability: National

Total contracts – 4,985



Stage Manager Contracts by Person w/ Disability: National

Total contracts – 12,061



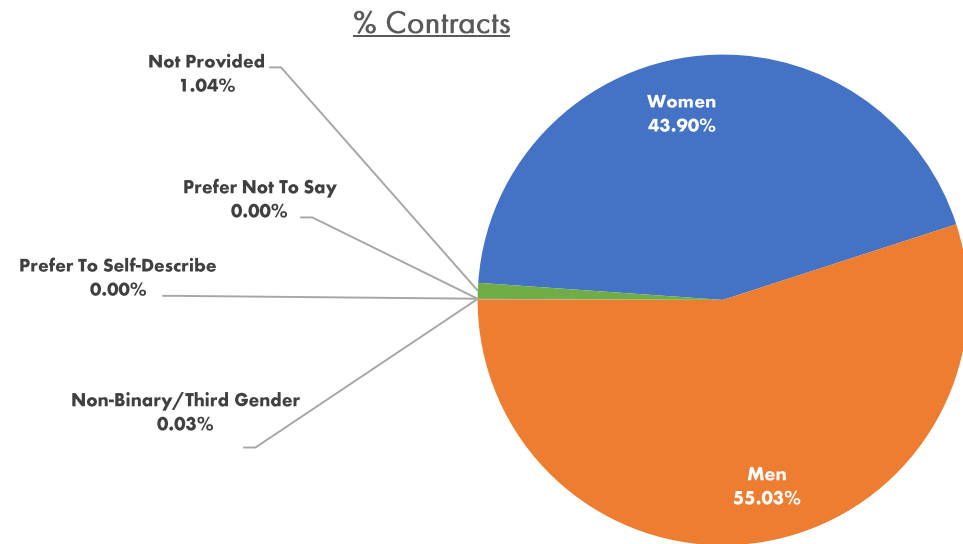
Equity has increased its outreach to members as we have expanded our identity surveys of our membership. Of our over 51,000 members, 86.5% opted to not respond to questions about disability. In an effort to accurately reflect known aspects of self identity in an under-represented community, the graphic 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.

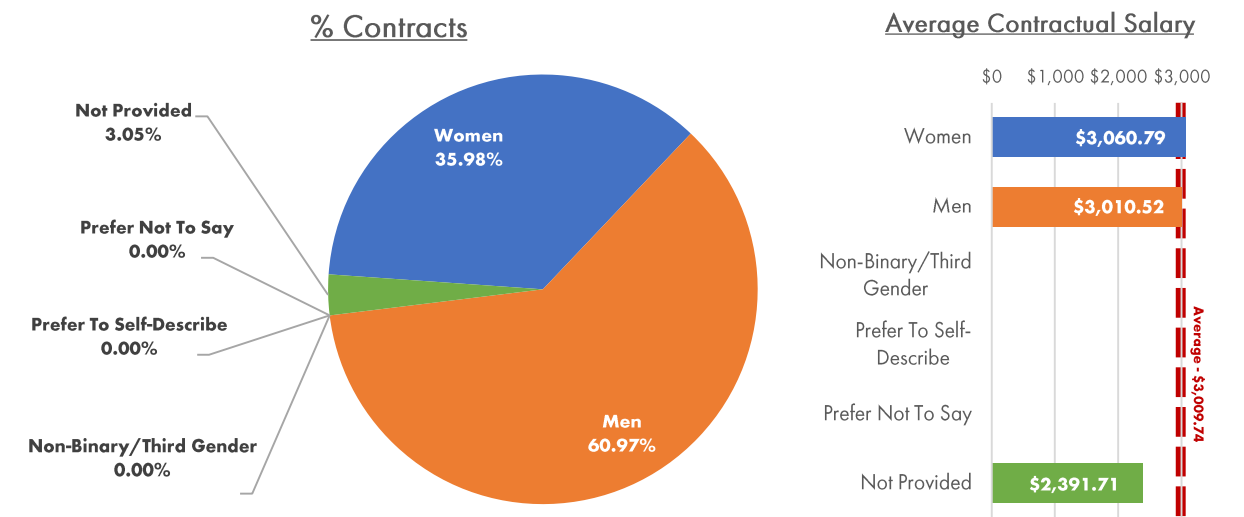
Contracts by Gender: Production

Total contracts – 3,182



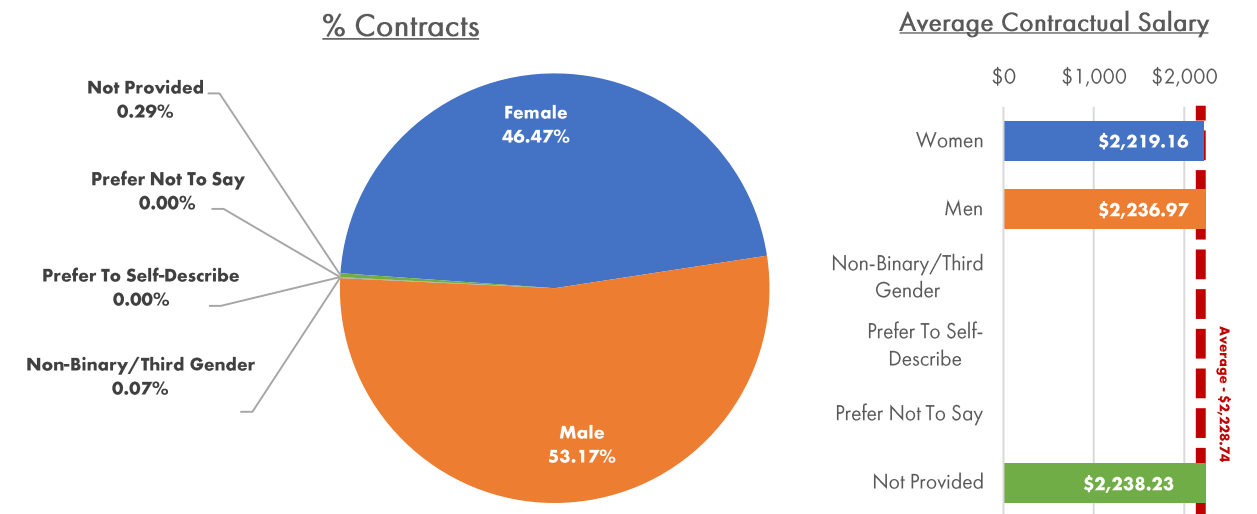
Principal Contracts by Gender: Production (Play)

Total contracts – 656



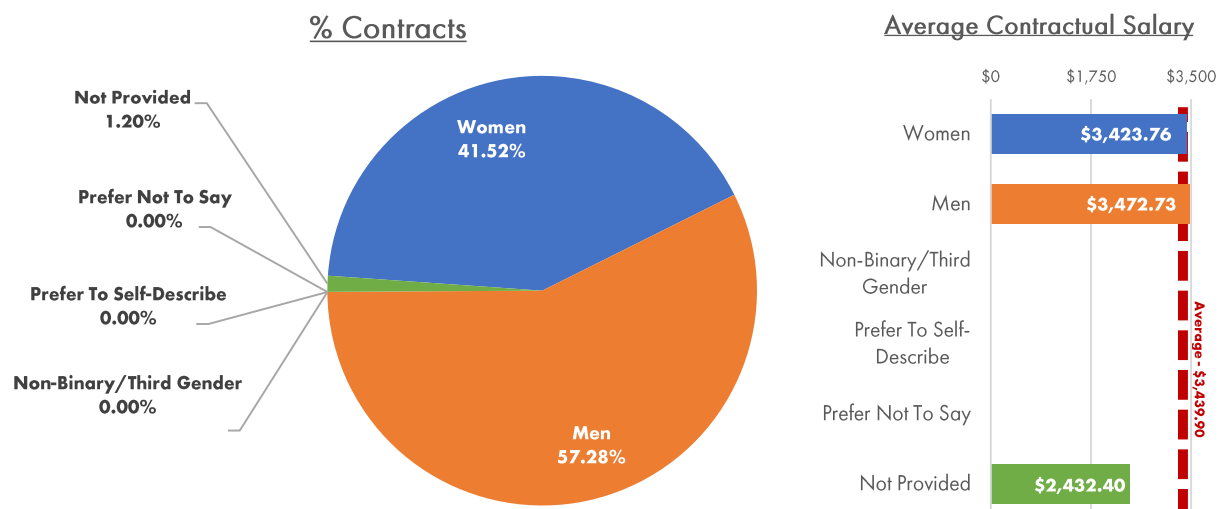
Chorus Contracts by Gender: Production

Total contracts – 1,373



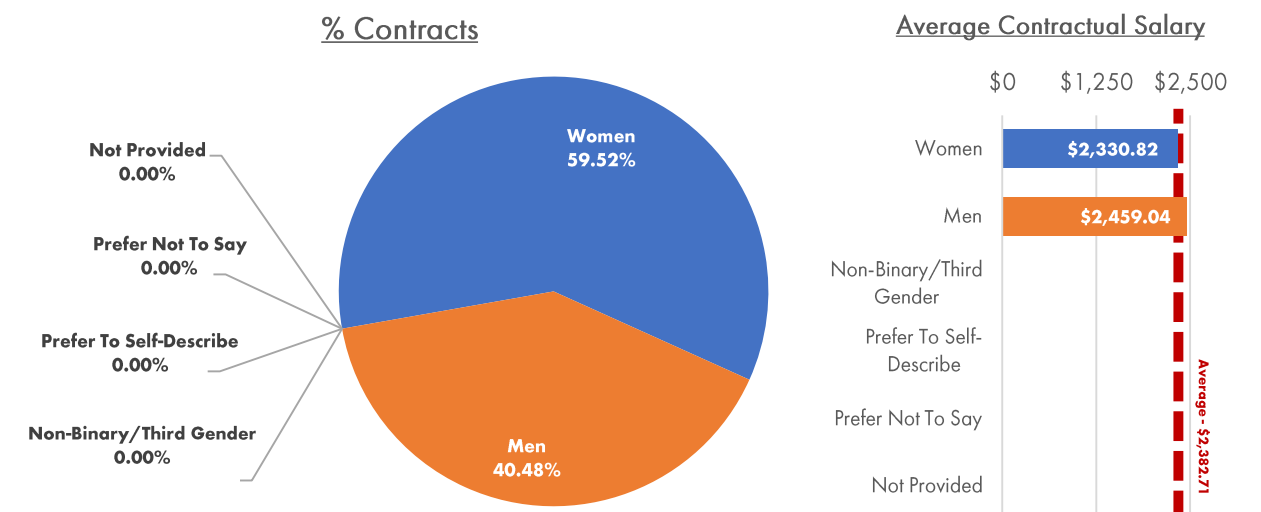
Principal Contracts by Gender: Production (Musical)

Total contracts – 749



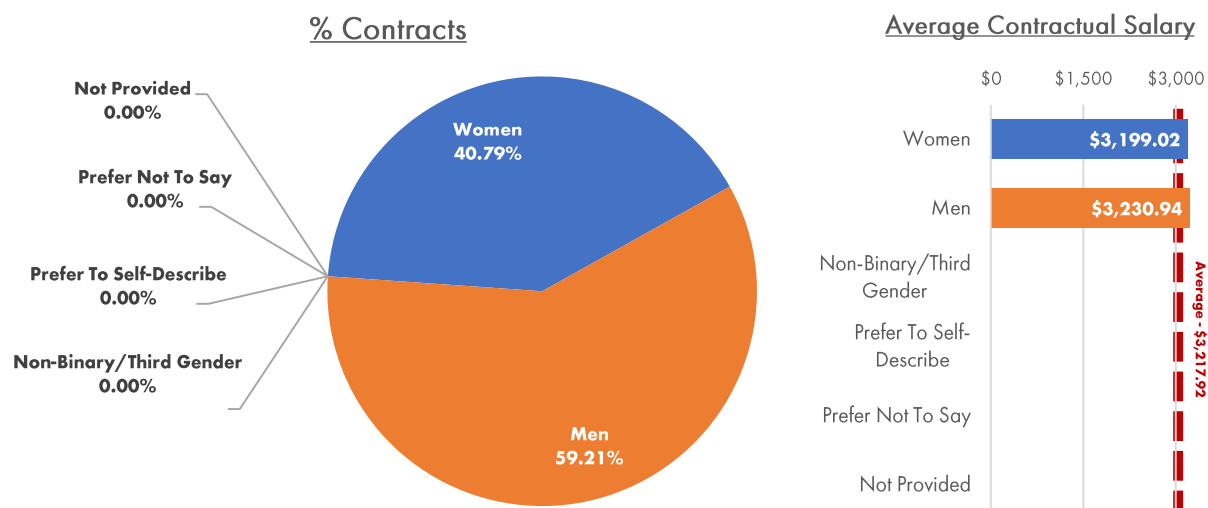
Assistant Stage Manager Contracts by Gender: Production

Total contracts – 252



Stage Manager Contracts by Gender: Production

Total contracts – 152



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

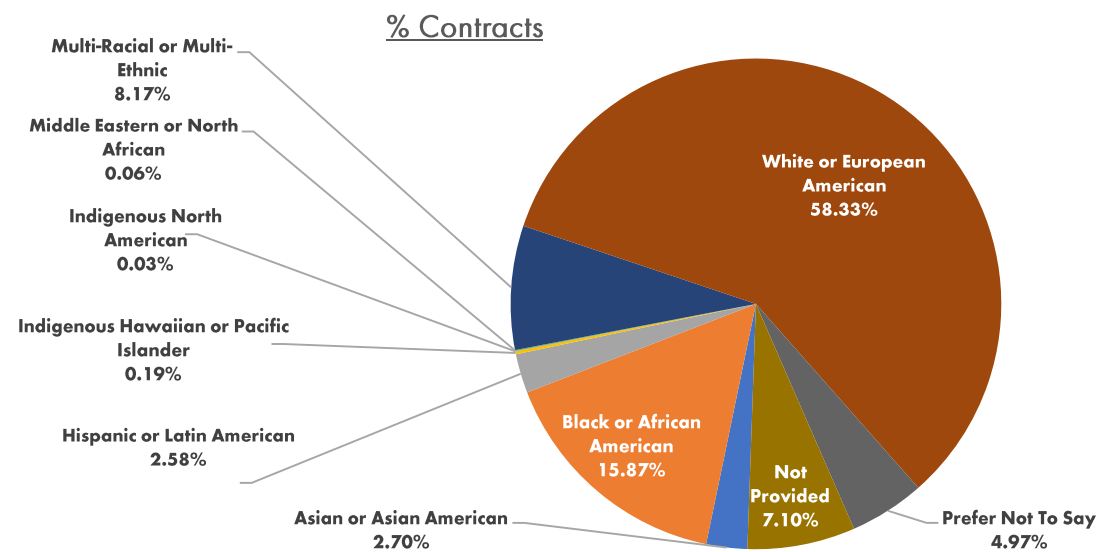
PRODUCTION DATA: RACE/ETHNICITY

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

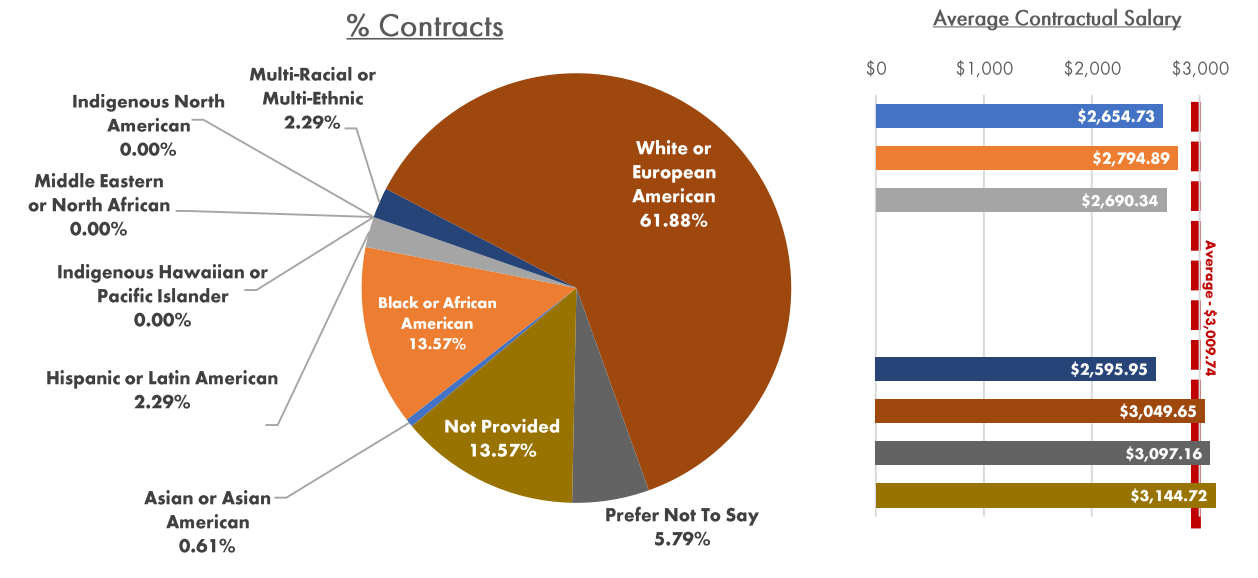
Total Contracts by Race/Ethnicity: Production

Total contracts – 3,182



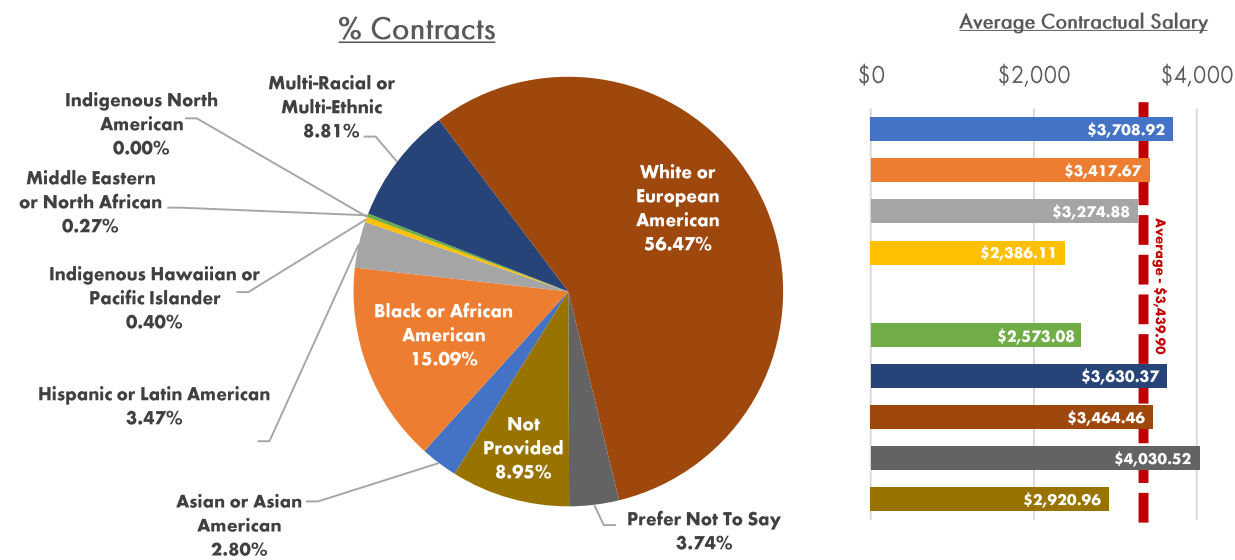
Principal Contracts by Race/Ethnicity: Production (Play)

Total contracts – 656



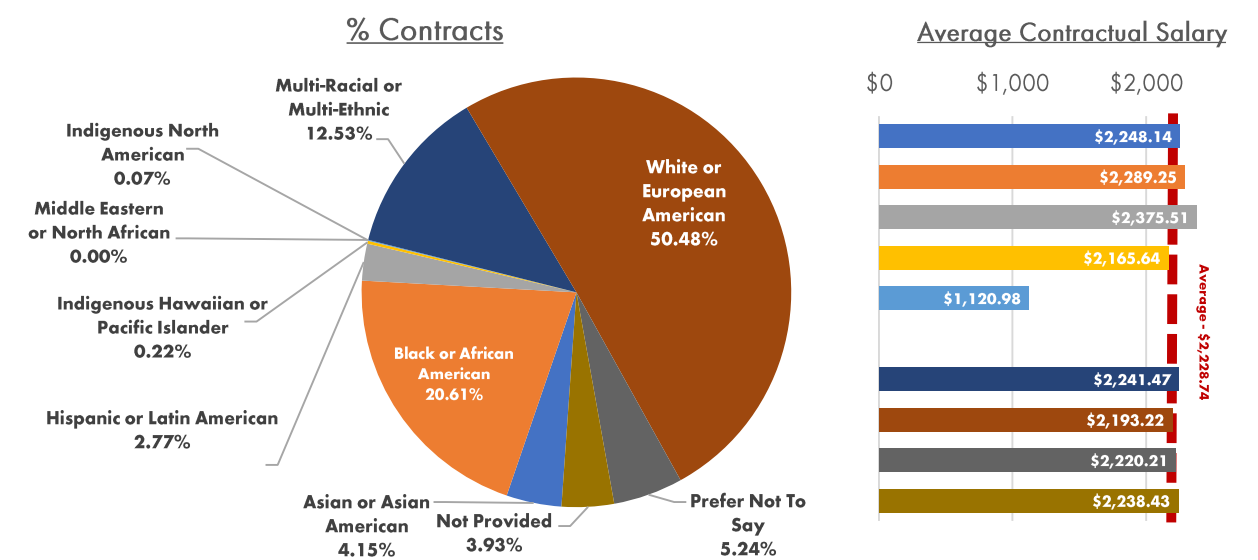
Principal Contracts by Race/Ethnicity: Production (Musical)

Total contracts – 749



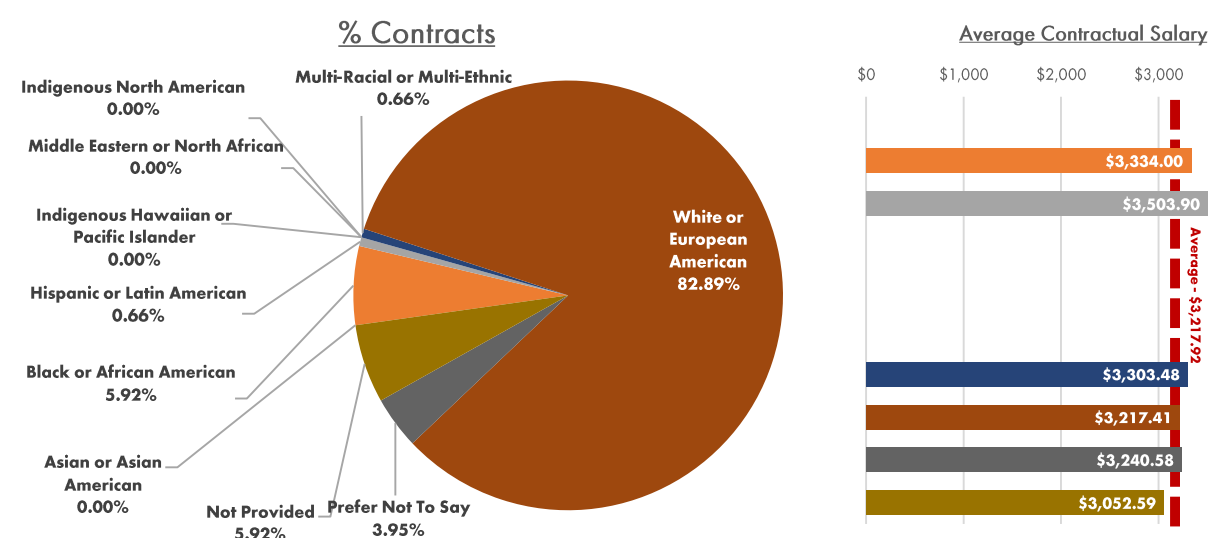
Chorus Contracts by Race/Ethnicity: National

Total contracts – 1,373



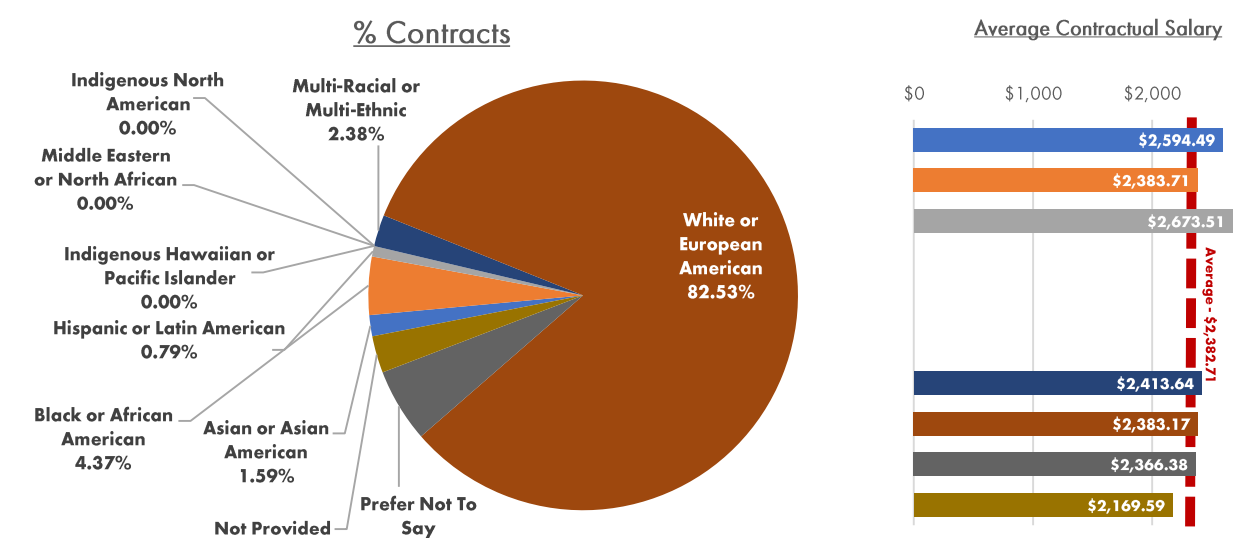
Stage Manager Contracts by Race/Ethnicity: Production

Total contracts – 152



Assistant Stage Manager Contracts by Race/Ethnicity: Production

Total contracts – 252

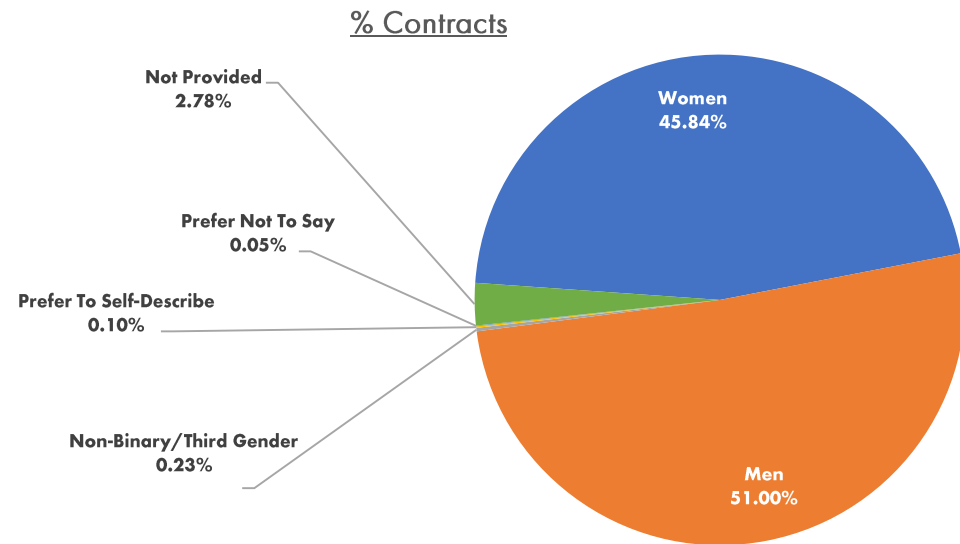


**LEAGUE OF
RESIDENT
THEATRES
DATA**

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.

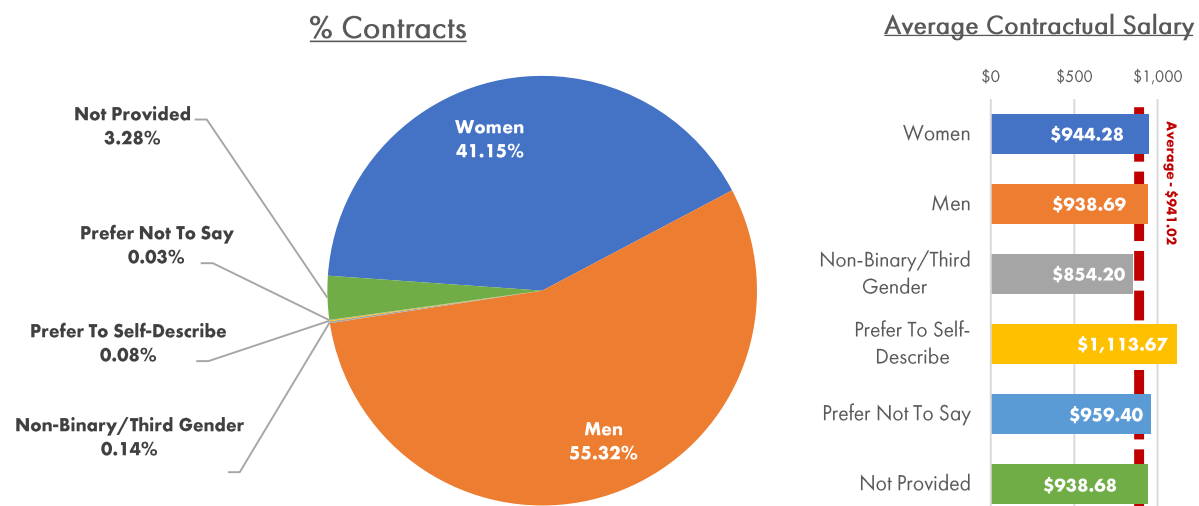
Contracts by Gender: LORT

Total contracts – 22,495



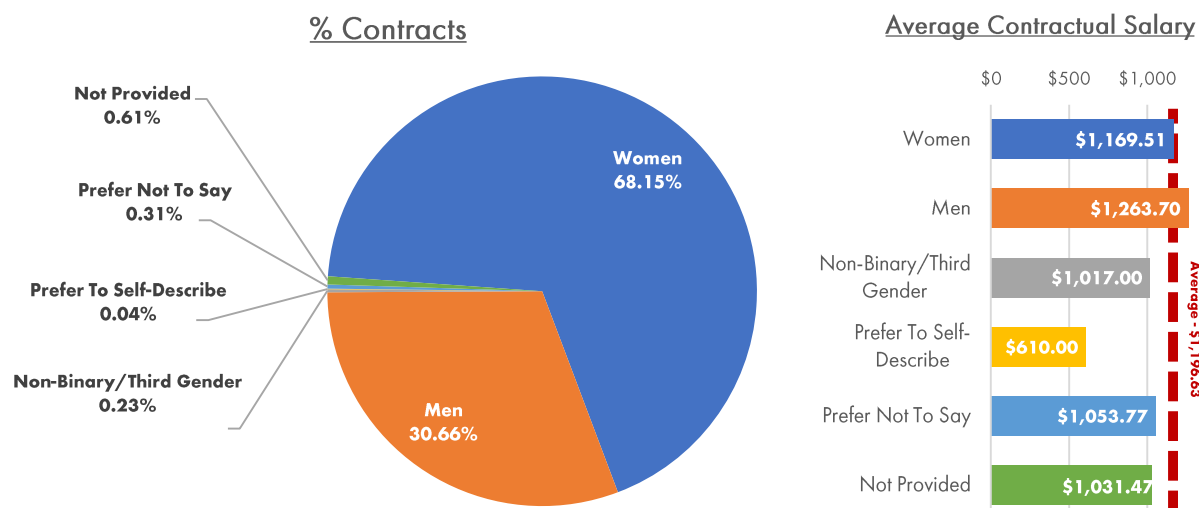
Principal Contracts by Gender: LORT (Musical)

Total contracts – 3,623



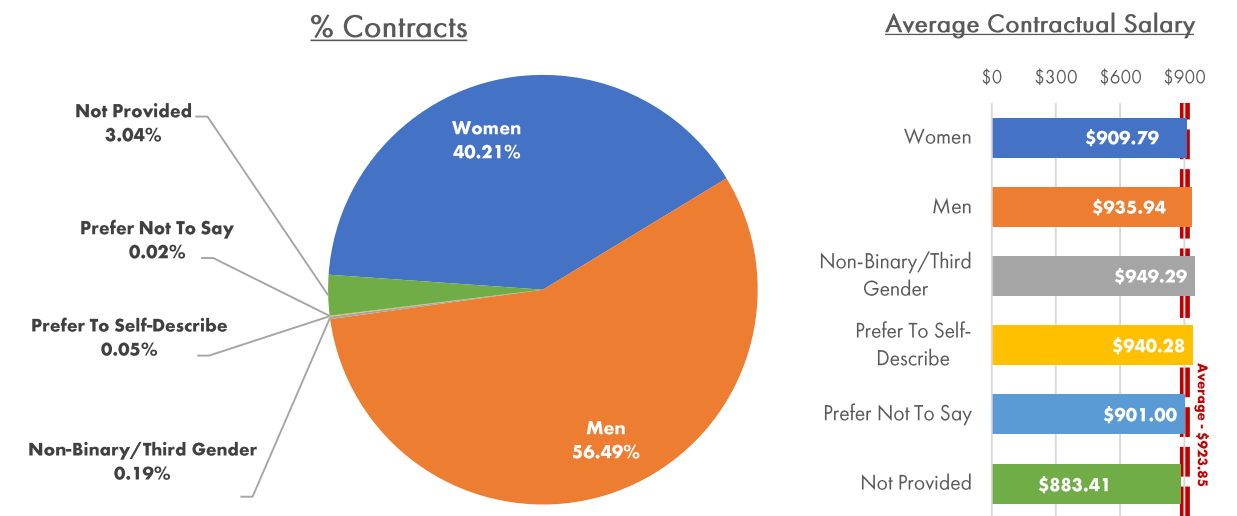
Stage Manager Contracts by Gender: LORT

Total contracts – 2,622



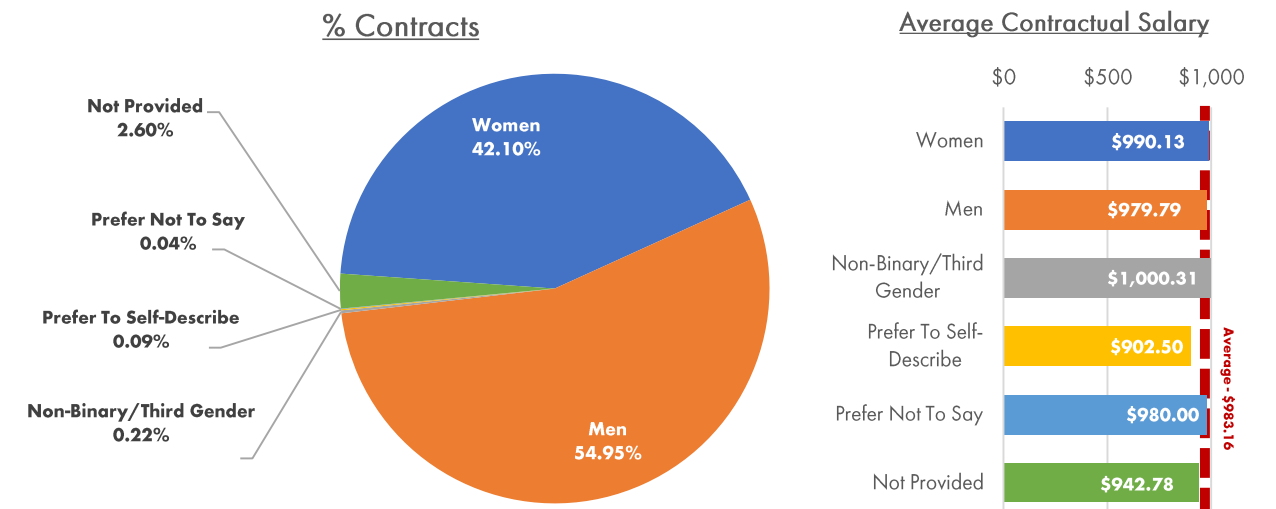
Principal Contracts by Gender: LORT (Play)

Total contracts – 12,587



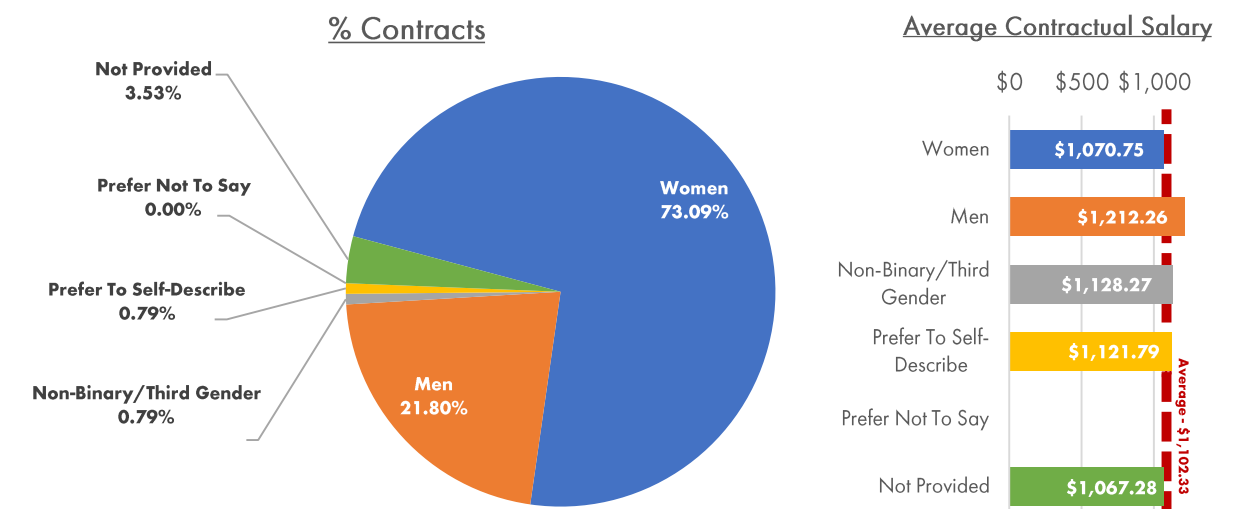
Chorus Contracts by Gender: LORT

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%

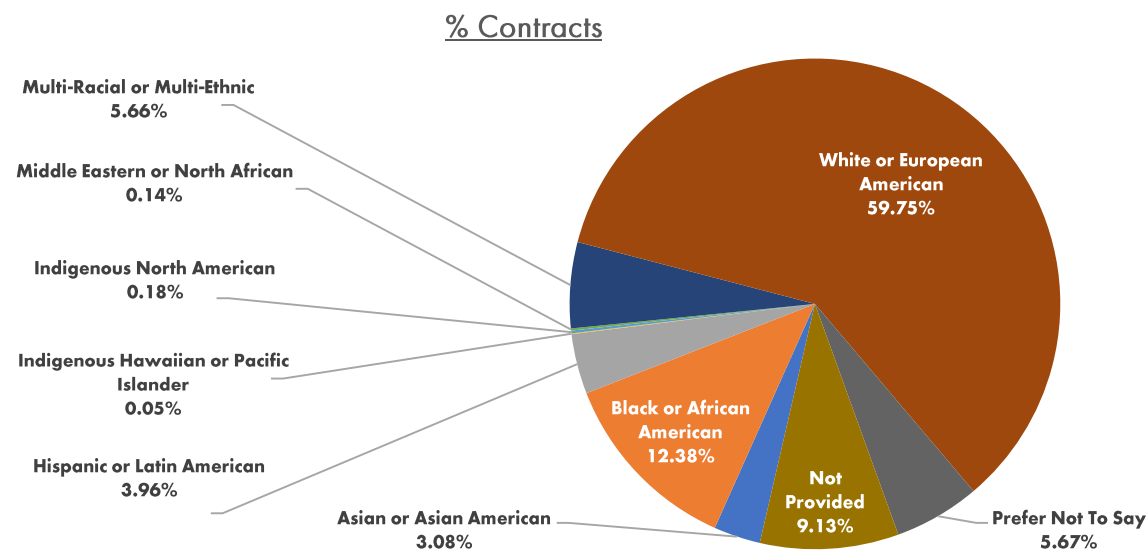
LORT DATA: RACE/ETHNICITY

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

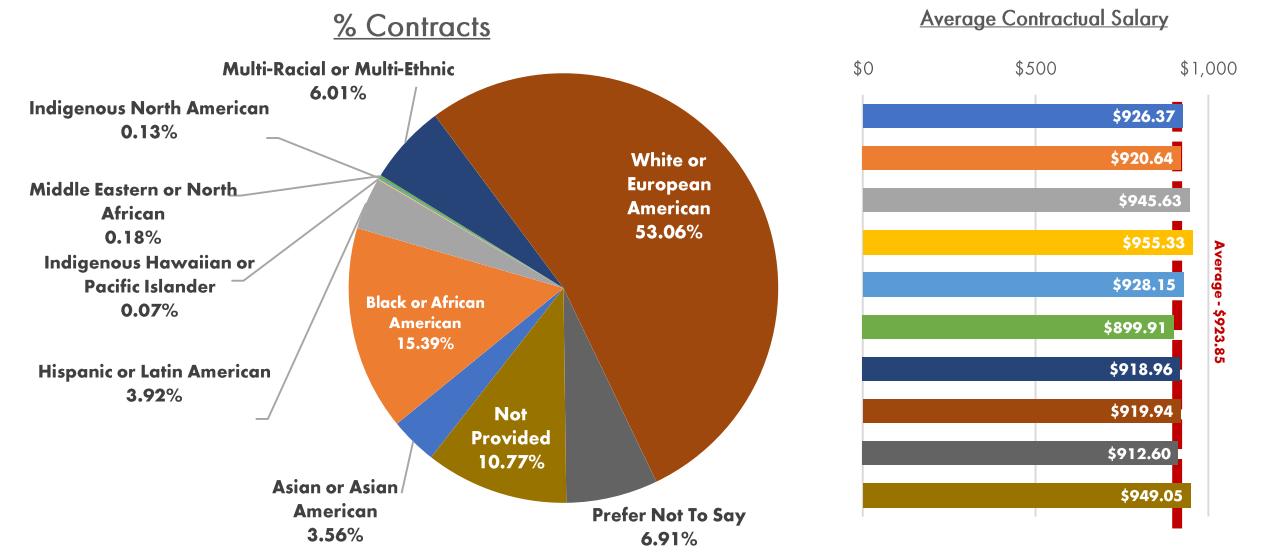
Total Contracts by Race/Ethnicity: LORT

Total contracts – 22,495



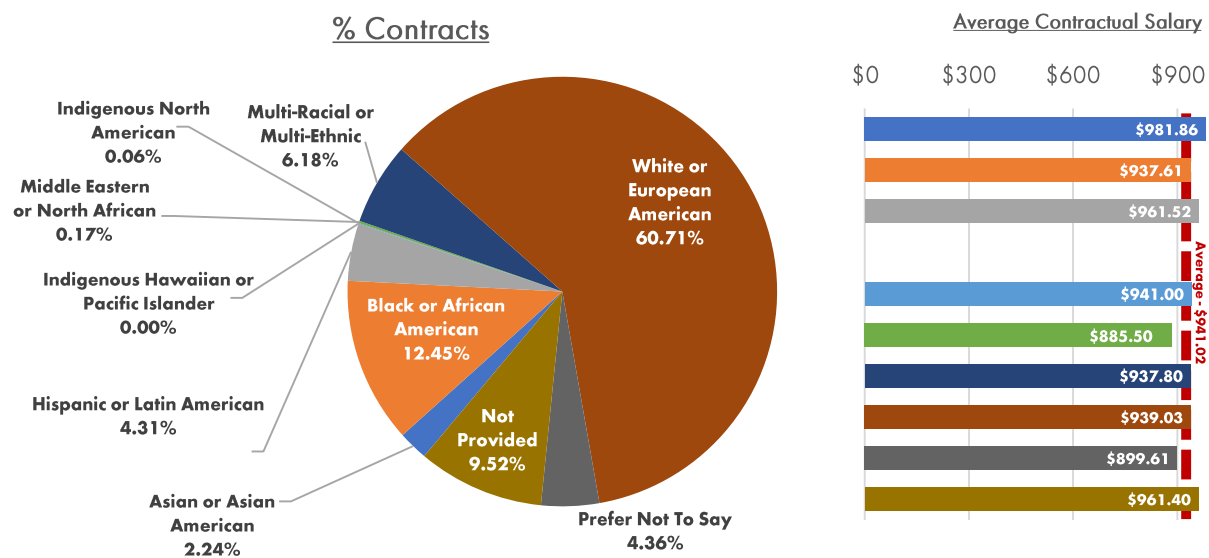
Principal Contracts by Race/Ethnicity: LORT (Play)

Total contracts – 12,587



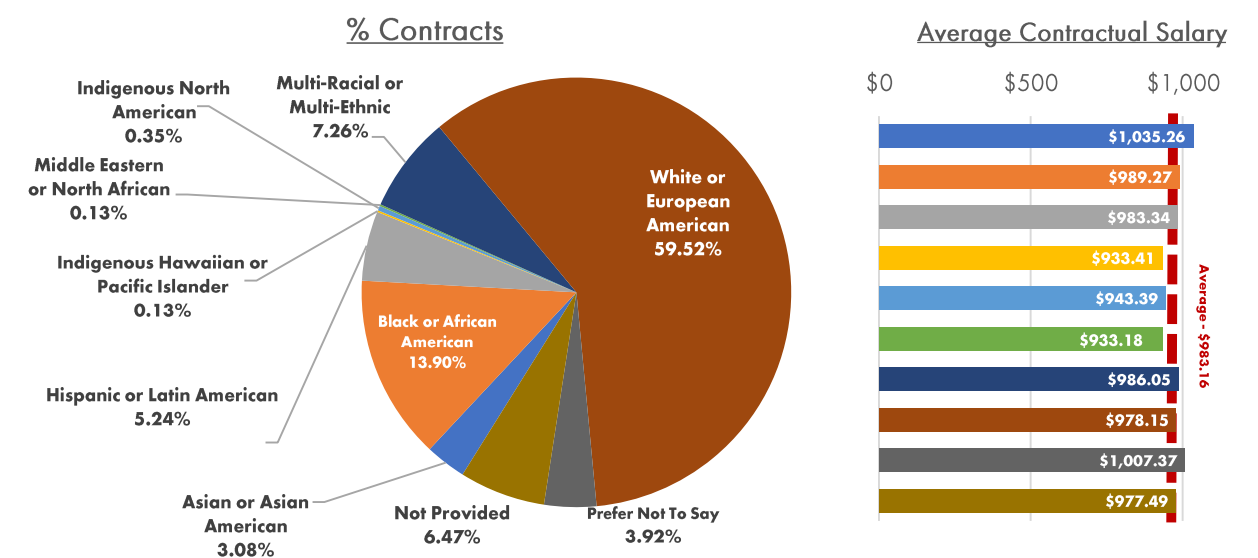
Principal Contracts by Race/Ethnicity: LORT (Musical)

Total contracts – 3,623



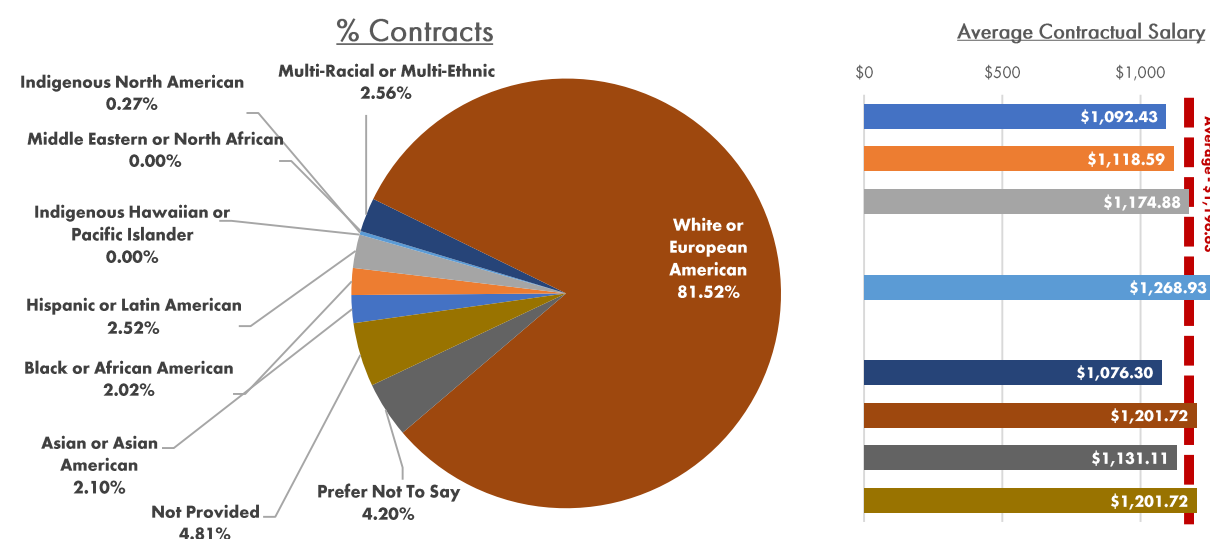
Chorus Contracts by Race/Ethnicity: LORT

Total contracts – 2,273



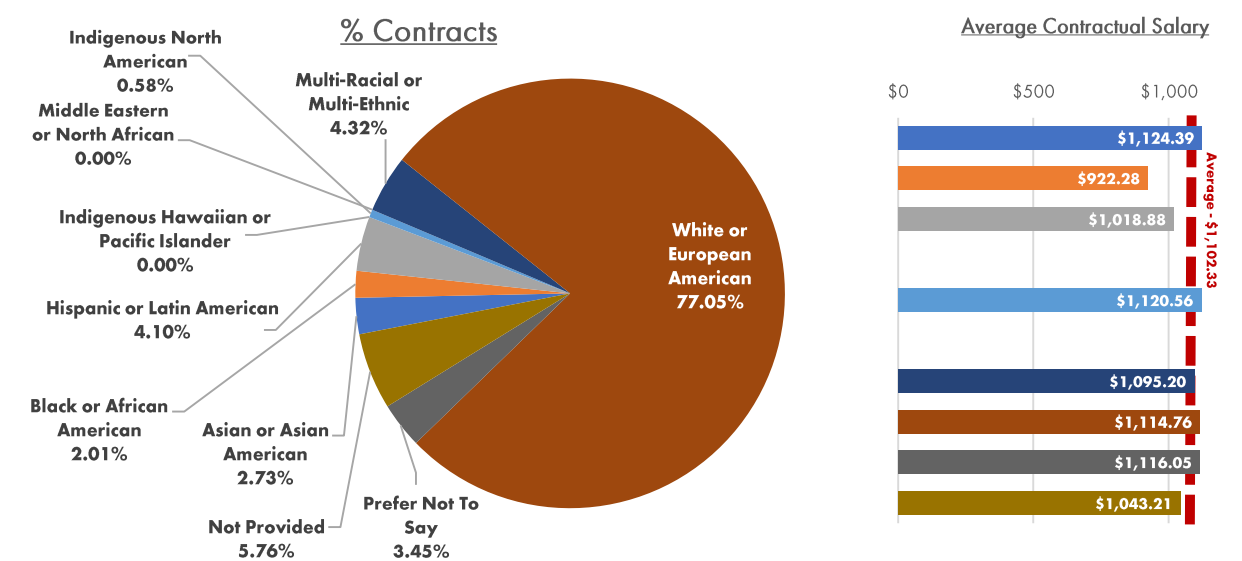
Stage Manager Contracts by Race/Ethnicity: LORT

Total contracts – 2,622



Assistant Stage Manager Contracts by Race/Ethnicity: LORT

Total contracts – 1,390

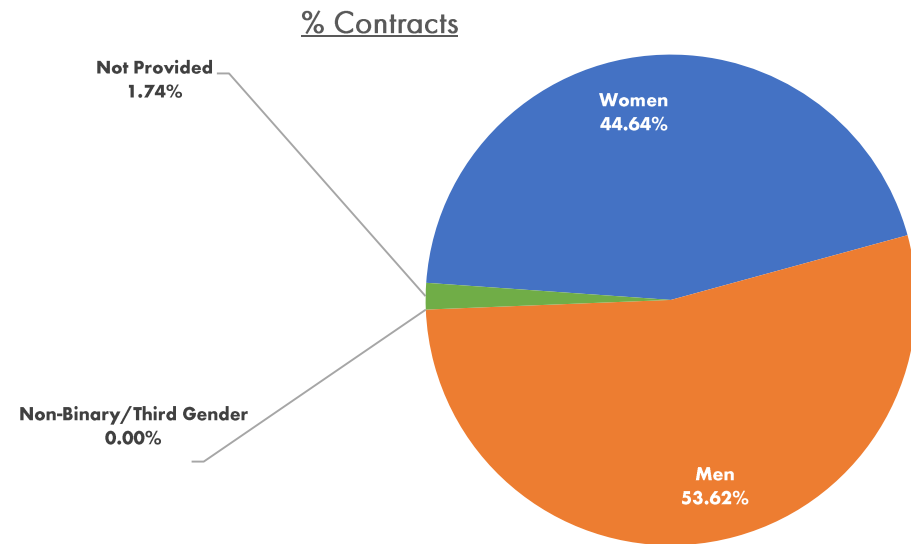


EASTERN DATA

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.

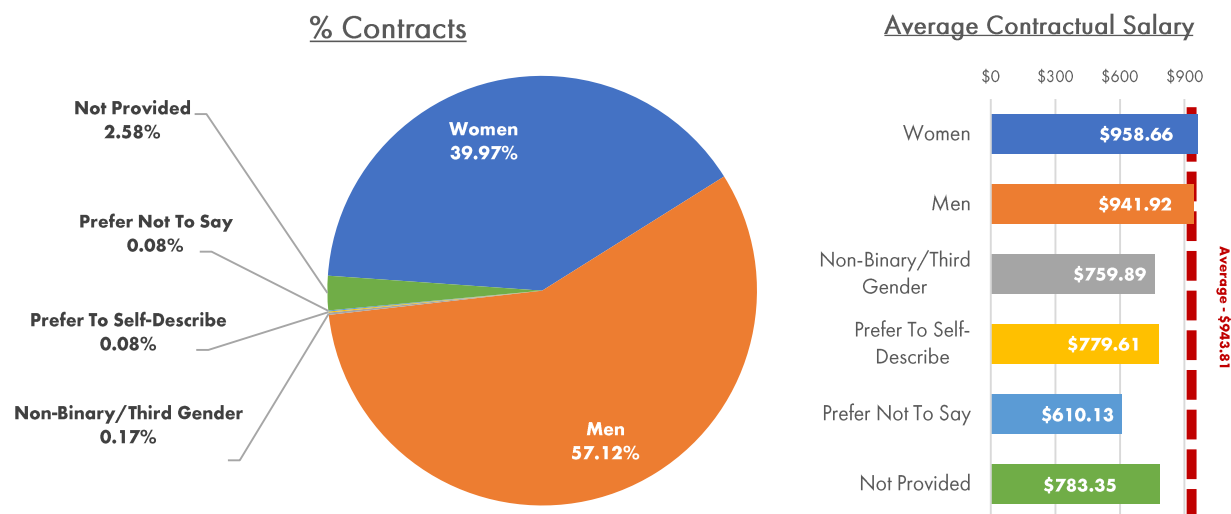
Contracts by Gender: Eastern Region

Total contracts – 50,315



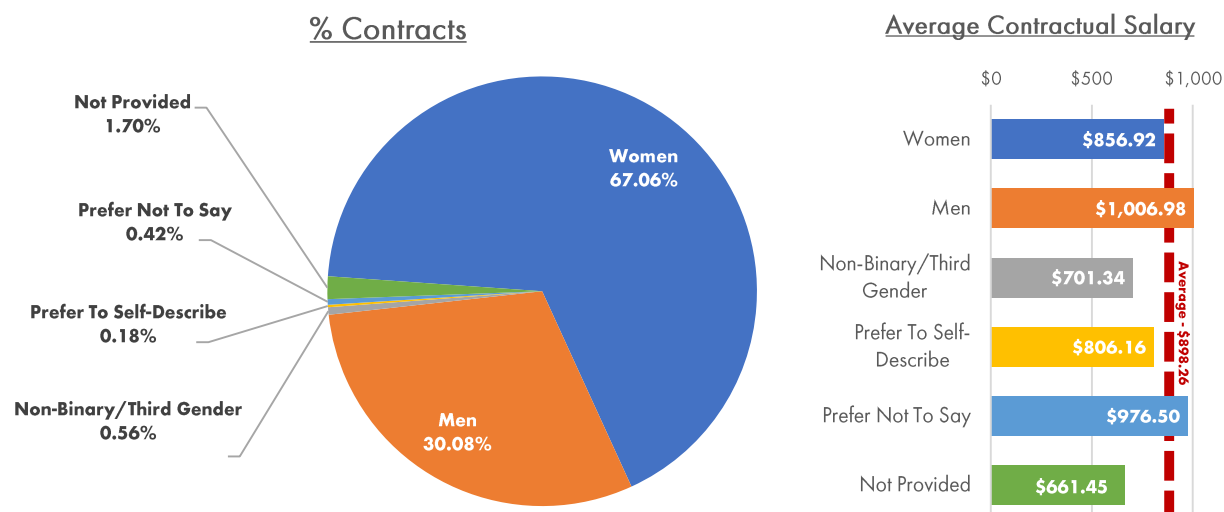
Principal Contracts by Gender: Eastern Region (Musical)

Total contracts – 12,376



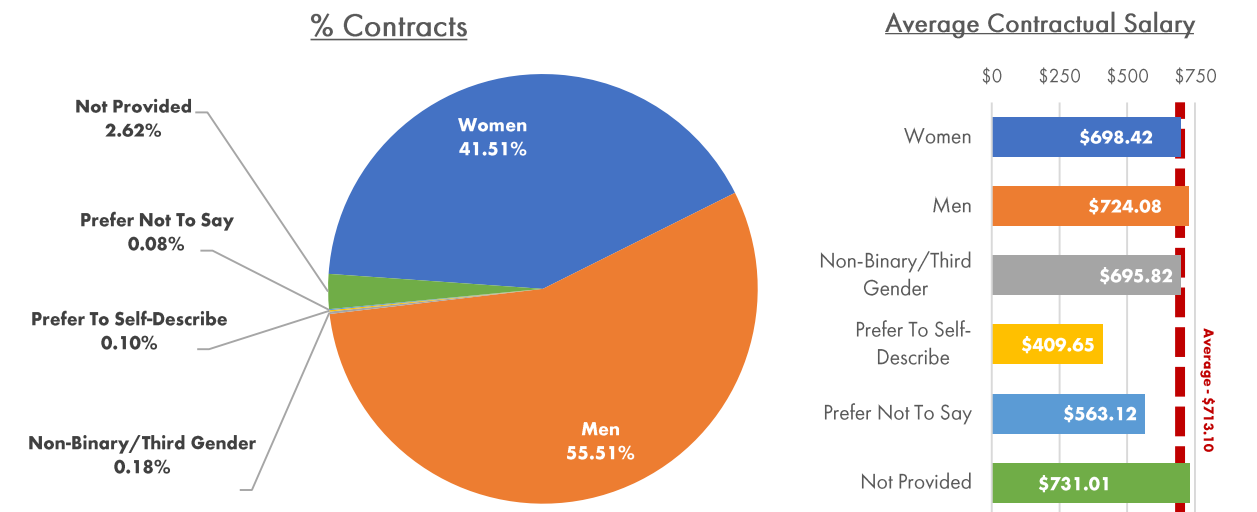
Stage Manager Contracts by Gender: Eastern Region

Total contracts – 6,224



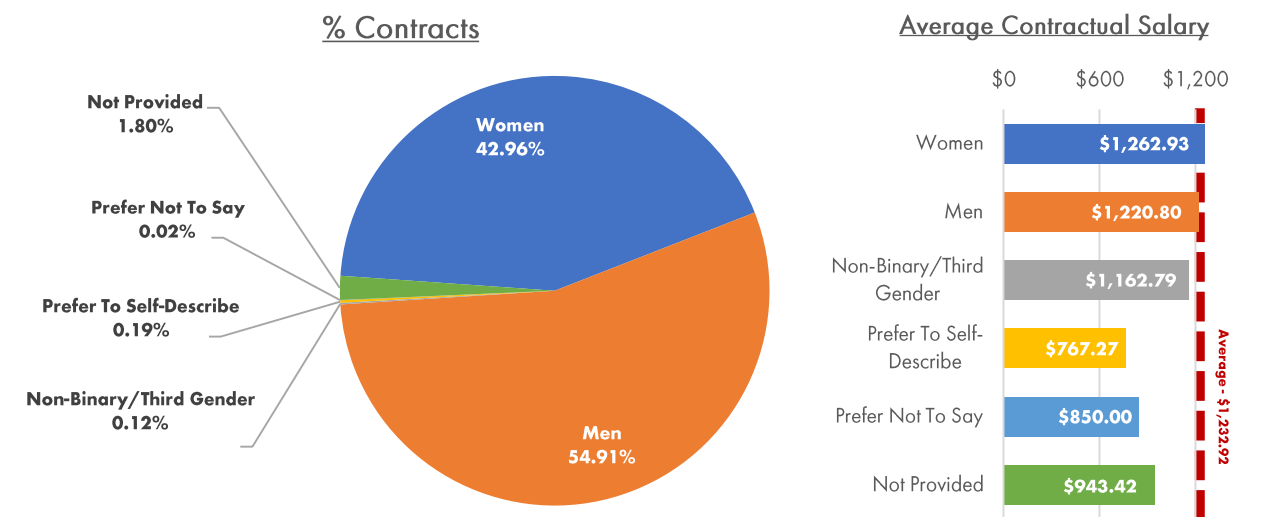
Principal Contracts by Gender: Eastern Region (Play)

Total contracts – 23,079



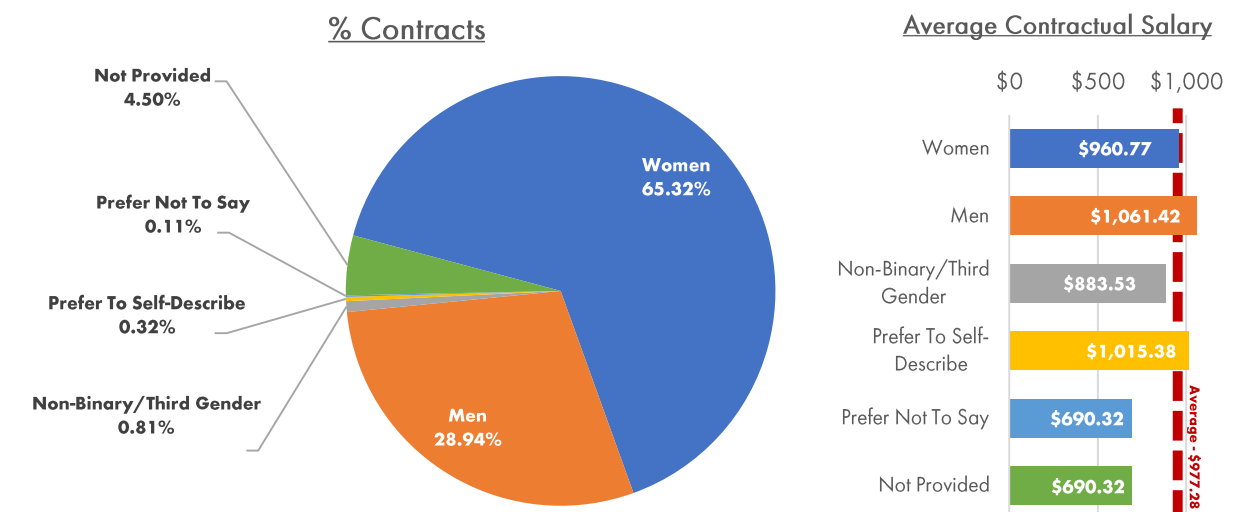
Chorus Contracts by Gender: Eastern Region

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%

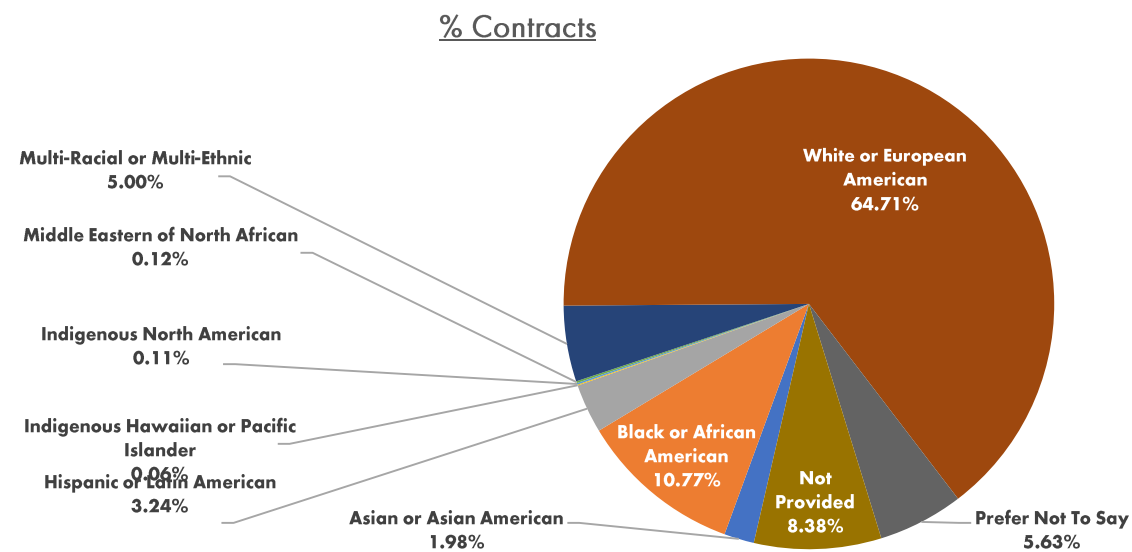
EASTERN REGION DATA: RACE/ETHNICITY

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

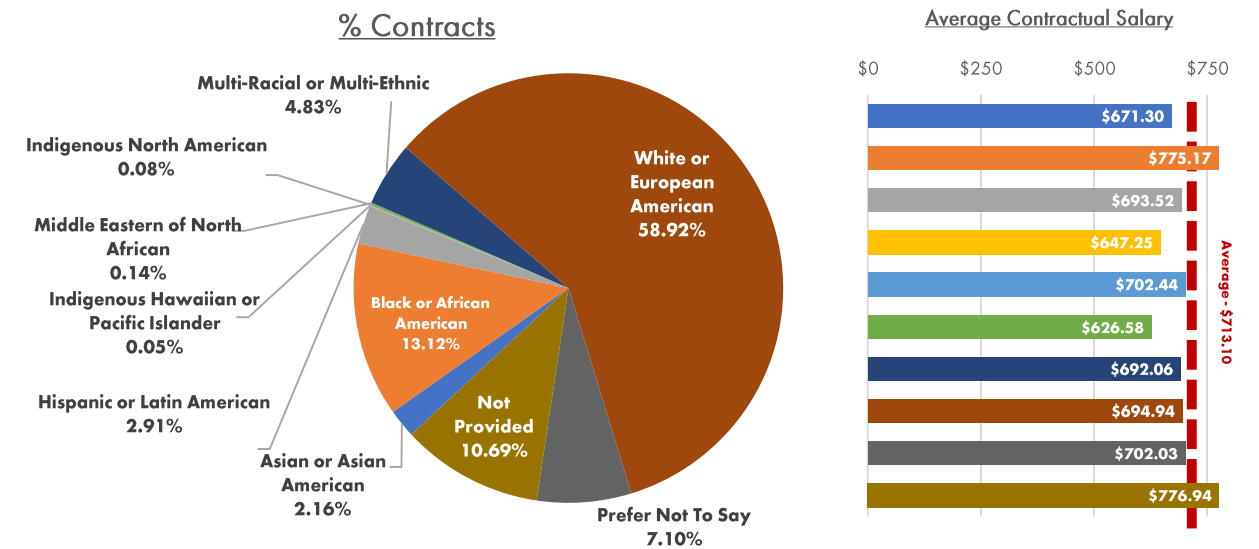
Total Contracts by Race/Ethnicity: Eastern Region

Total contracts – 50,315



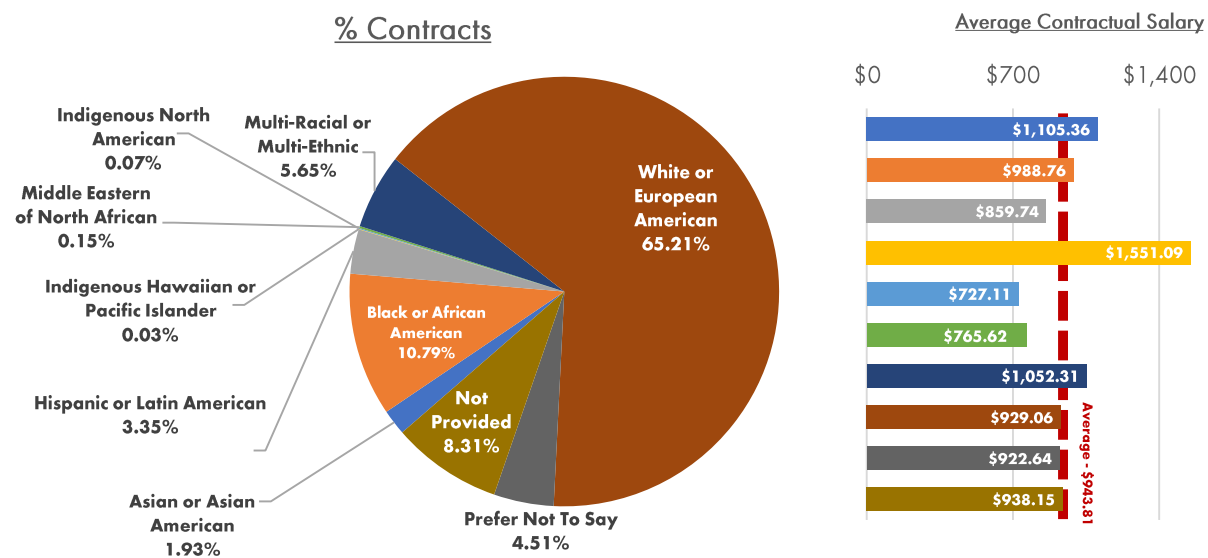
Principal Contracts by Race/Ethnicity: Eastern Region (Play)

Total contracts – 23,079



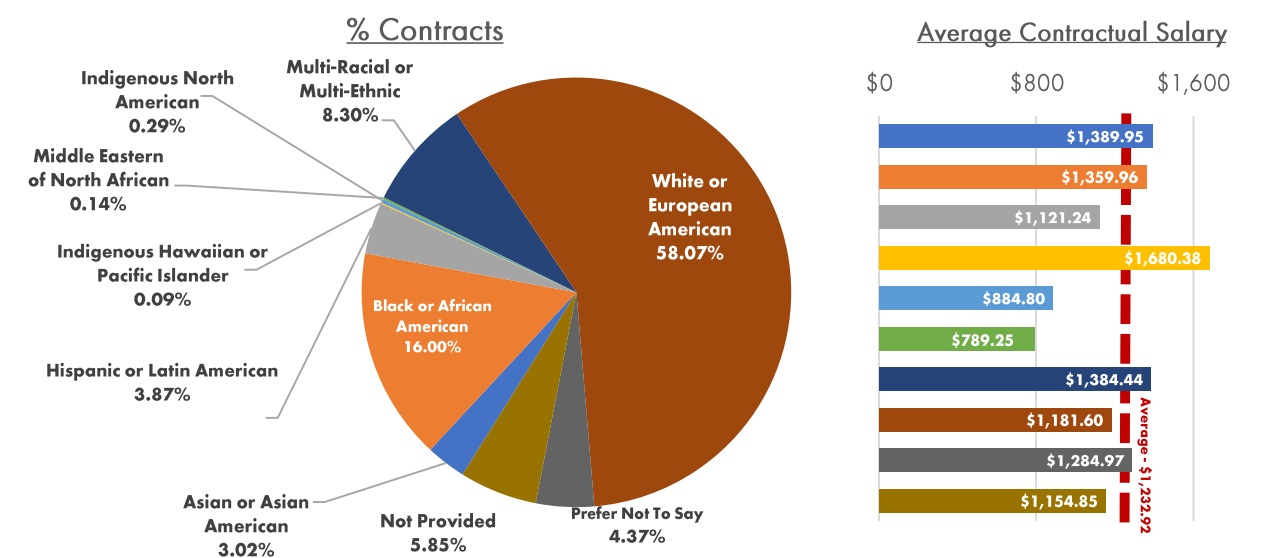
Principal Contracts by Race/Ethnicity: Eastern Region (Musical)

Total contracts – 12,376



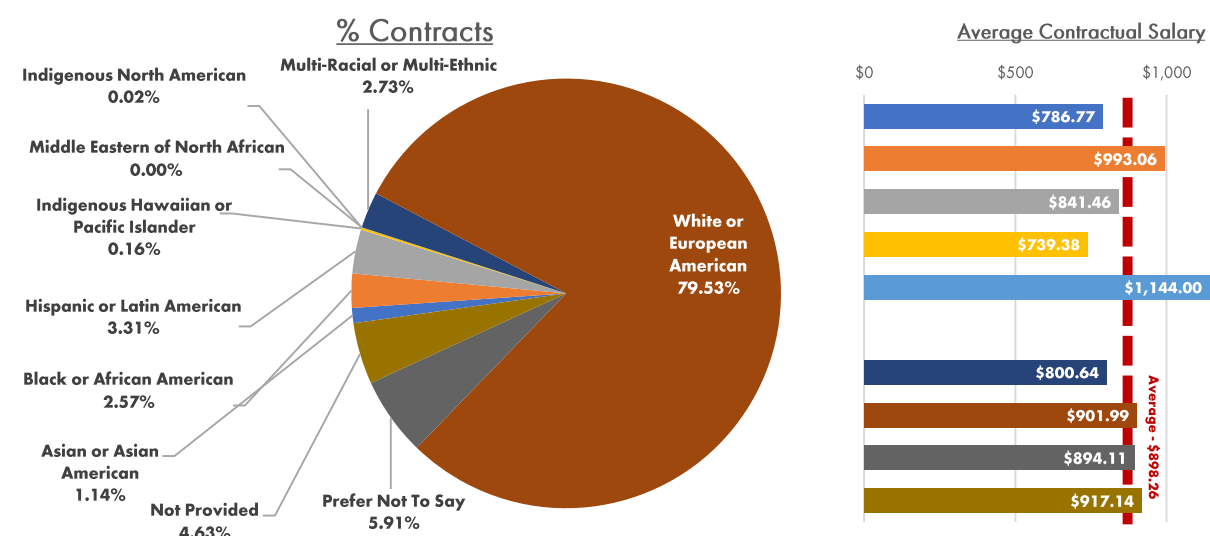
Chorus Contracts by Race/Ethnicity: Eastern Region

Total contracts – 5,792



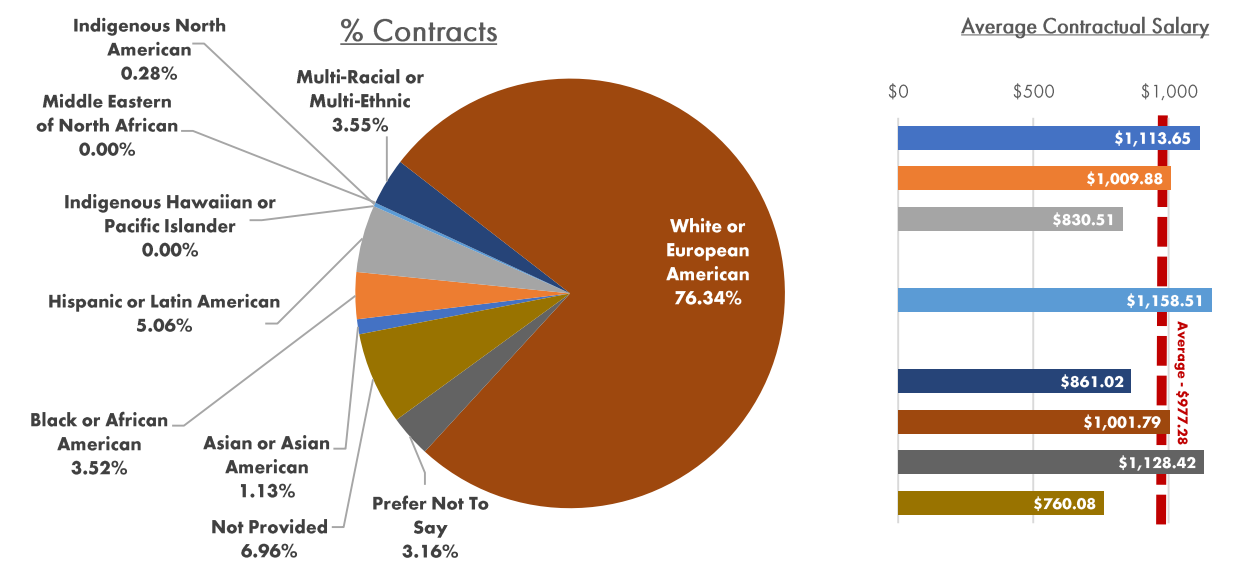
Stage Manager Contracts by Race/Ethnicity: Eastern Region

Total contracts – 6,224



Assistant Stage Manager Contracts by Race/Ethnicity: Eastern Region

Total contracts – 2,844

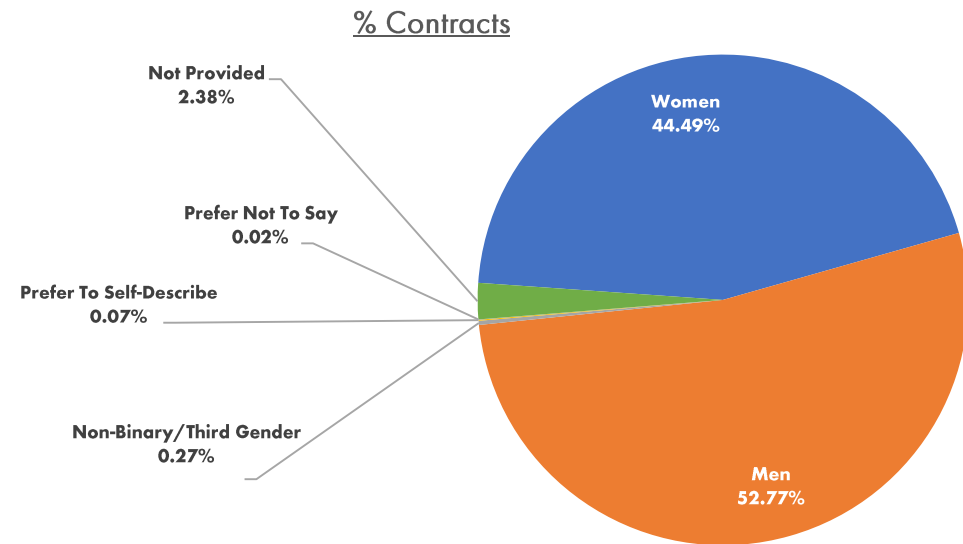


CENTRAL DATA

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

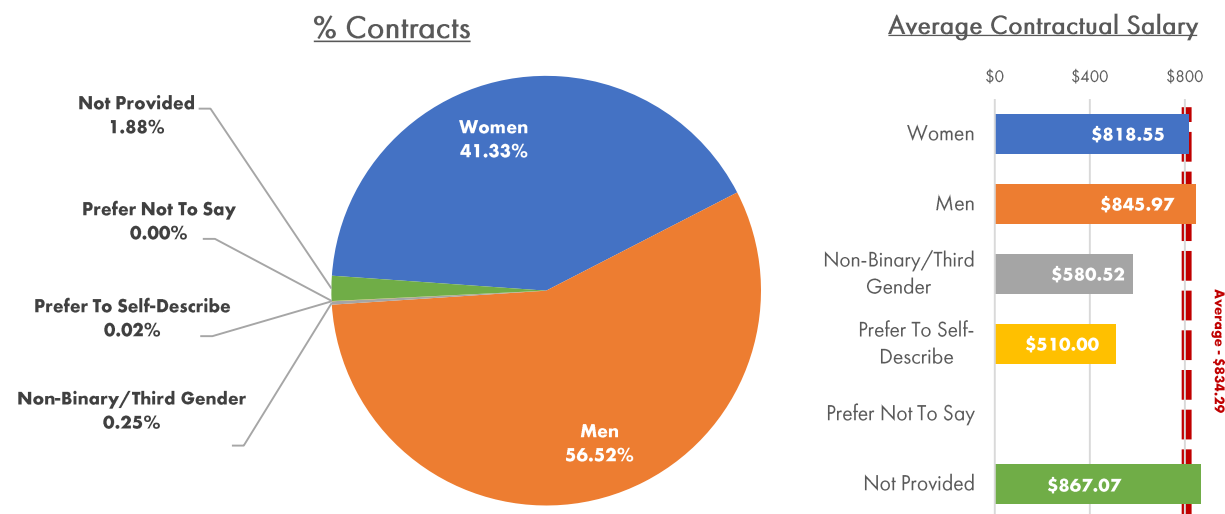
Contracts by Gender: Central Region

Total contracts – 20,855



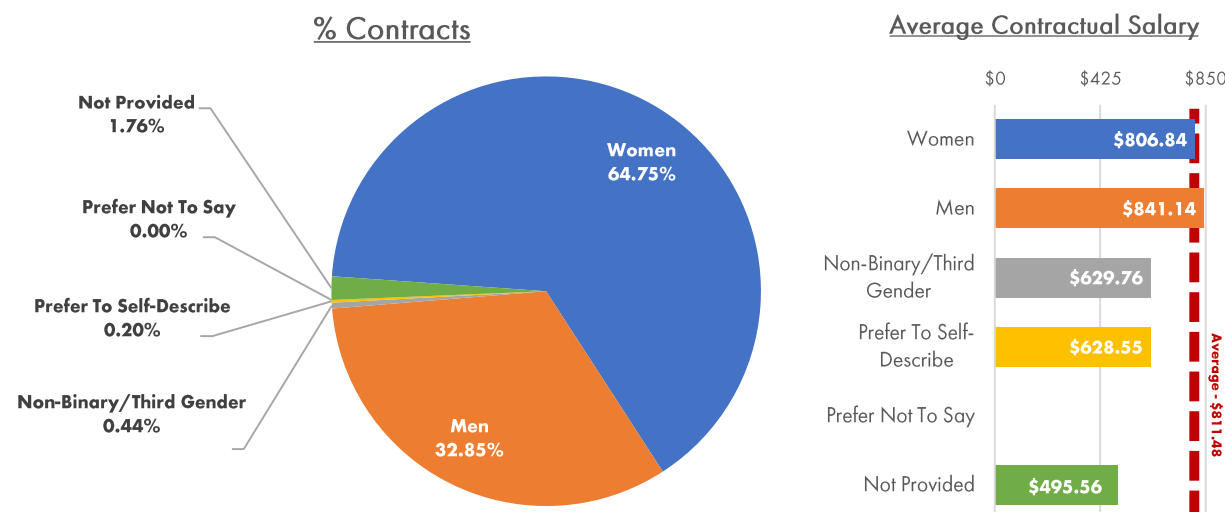
Principal Contracts by Gender: Central Region (Musical)

Total contracts – 4,740



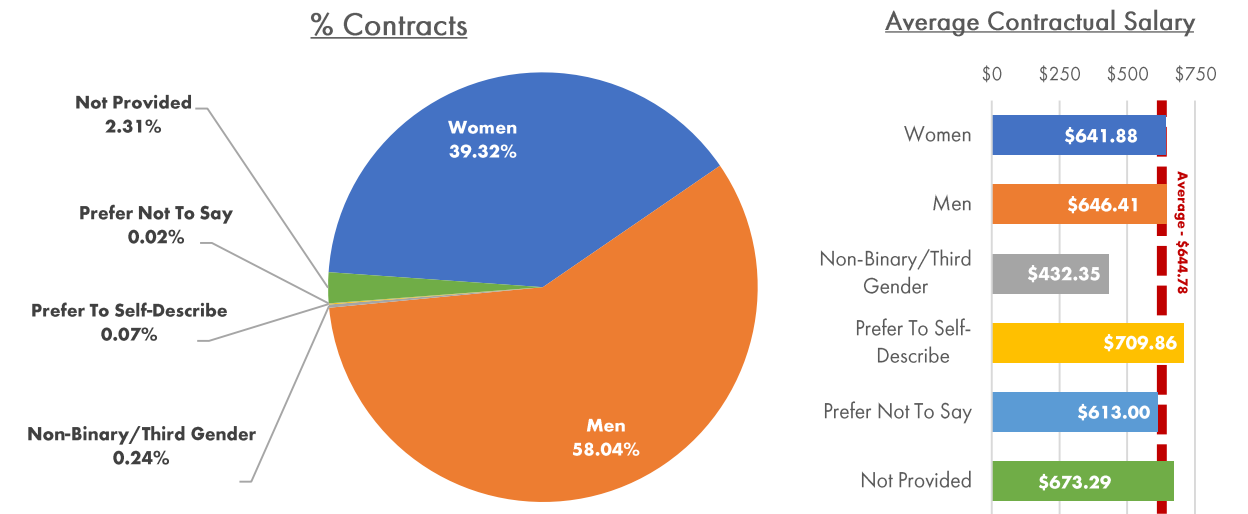
Stage Manager Contracts by Gender: Central Region

Total contracts – 2,950



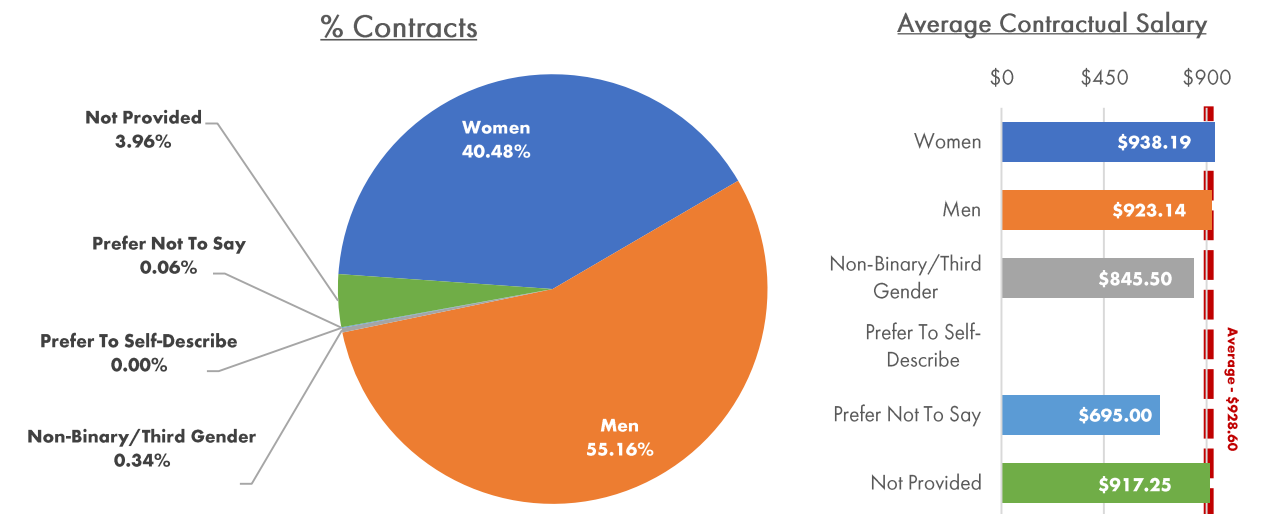
Principal Contracts by Gender: Central Region (Play)

Total contracts – 10,418



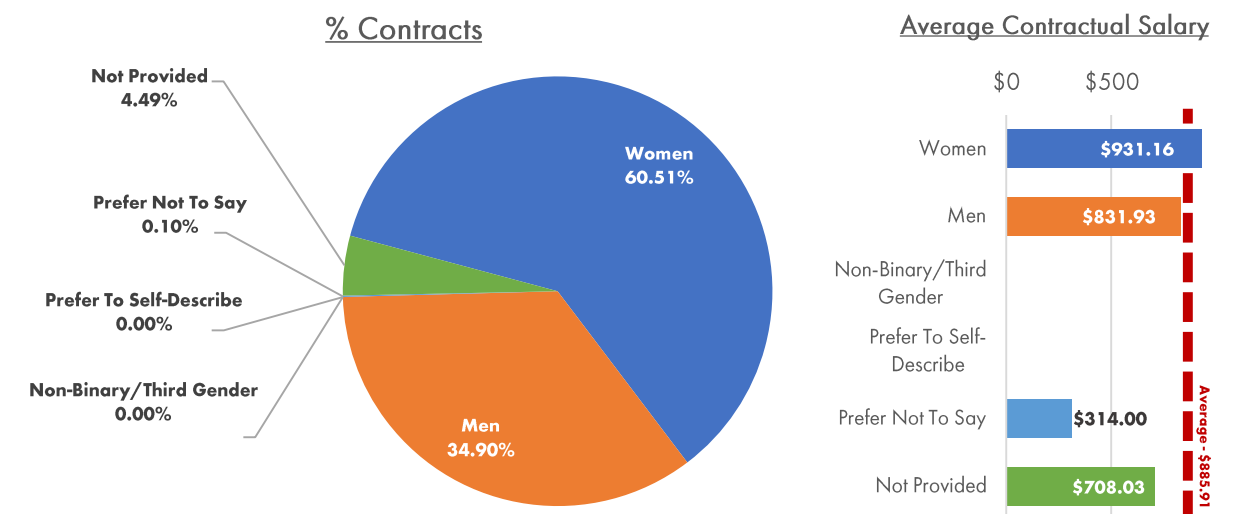
Chorus Contracts by Gender: Central Region

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%

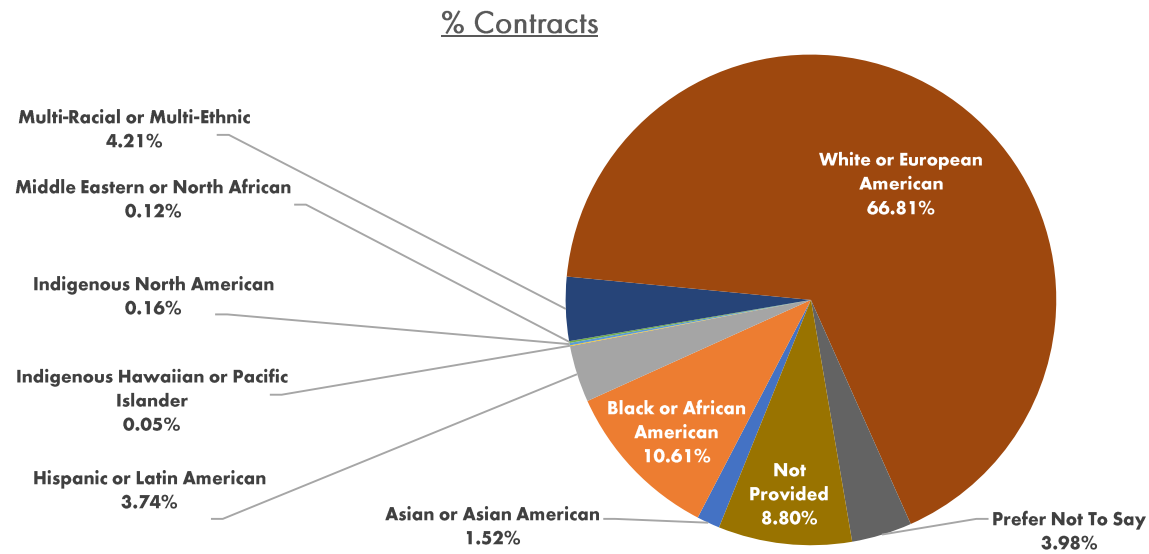
CENTRAL REGION DATA: RACE/ETHNICITY

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

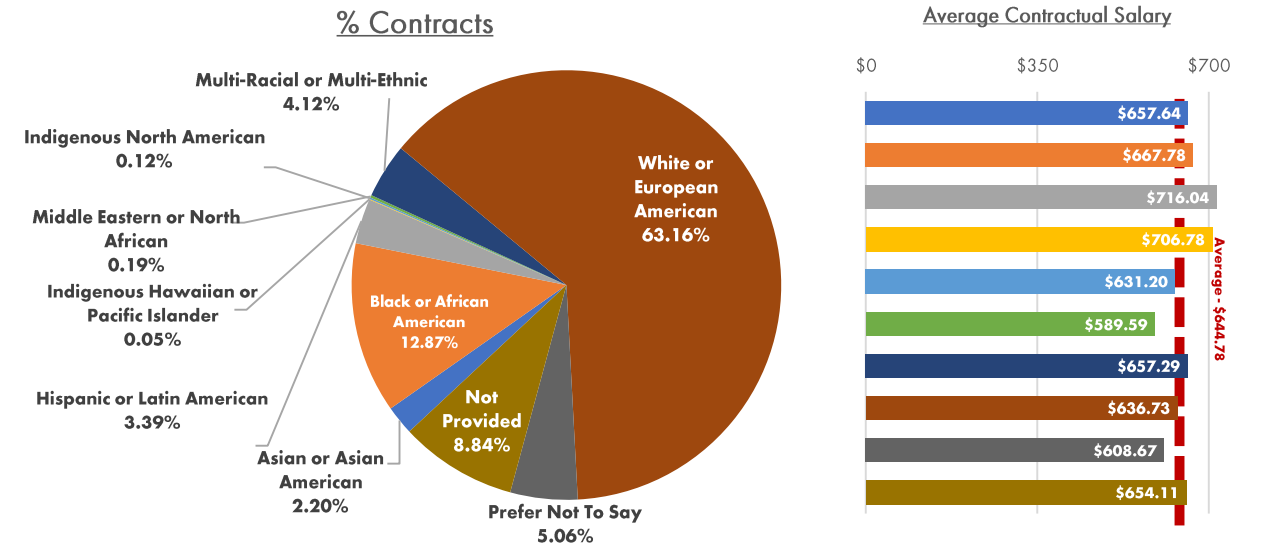
Total Contracts by Race/Ethnicity: Central Region

Total contracts – 20,855



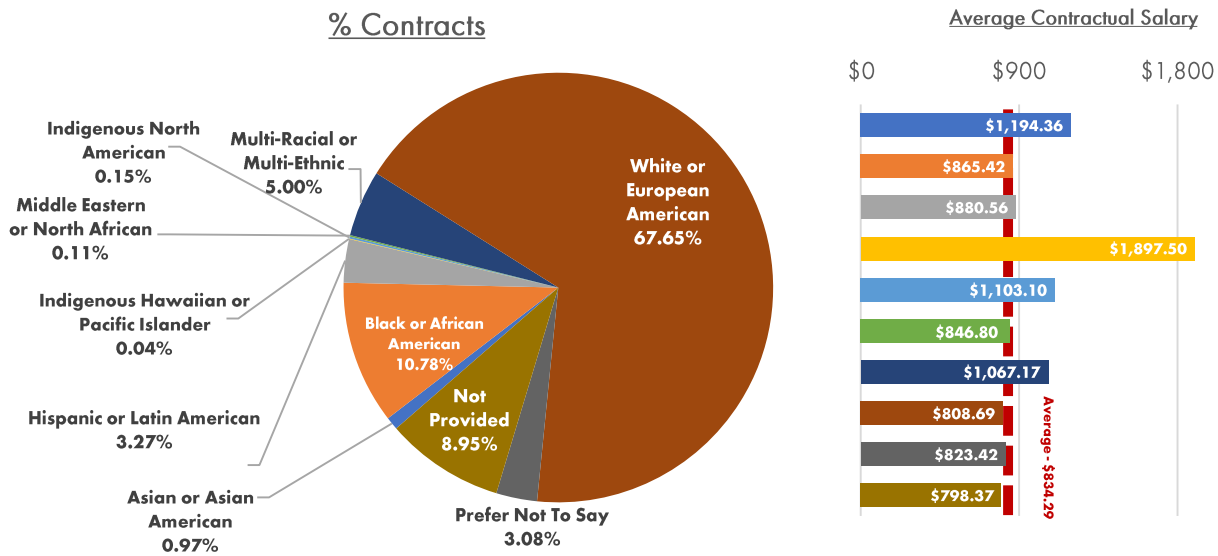
Principal Contracts by Race/Ethnicity: Central Region (Play)

Total contracts – 10,418



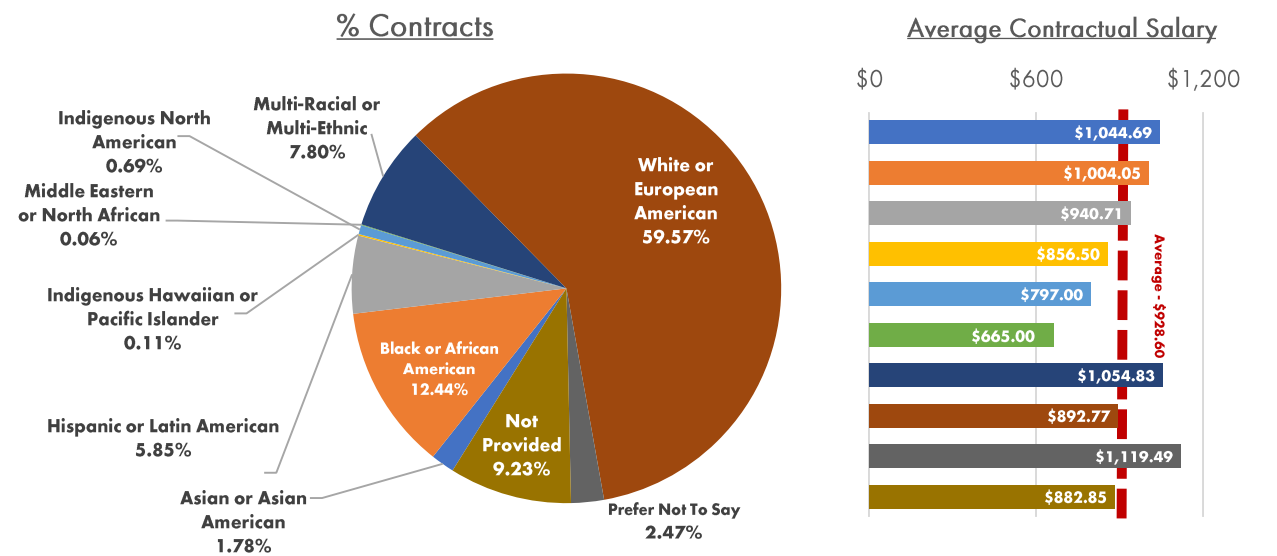
Principal Contracts by Race/Ethnicity: Central Region (Musical)

Total contracts – 4,740



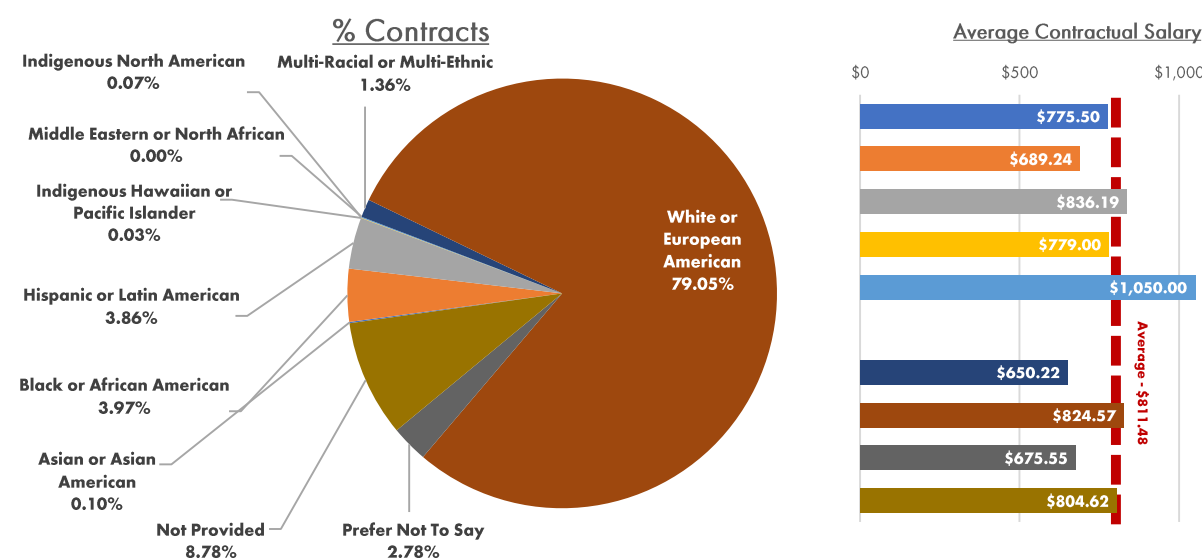
Chorus Contracts by Race/Ethnicity: Central Region

Total contracts – 1,744



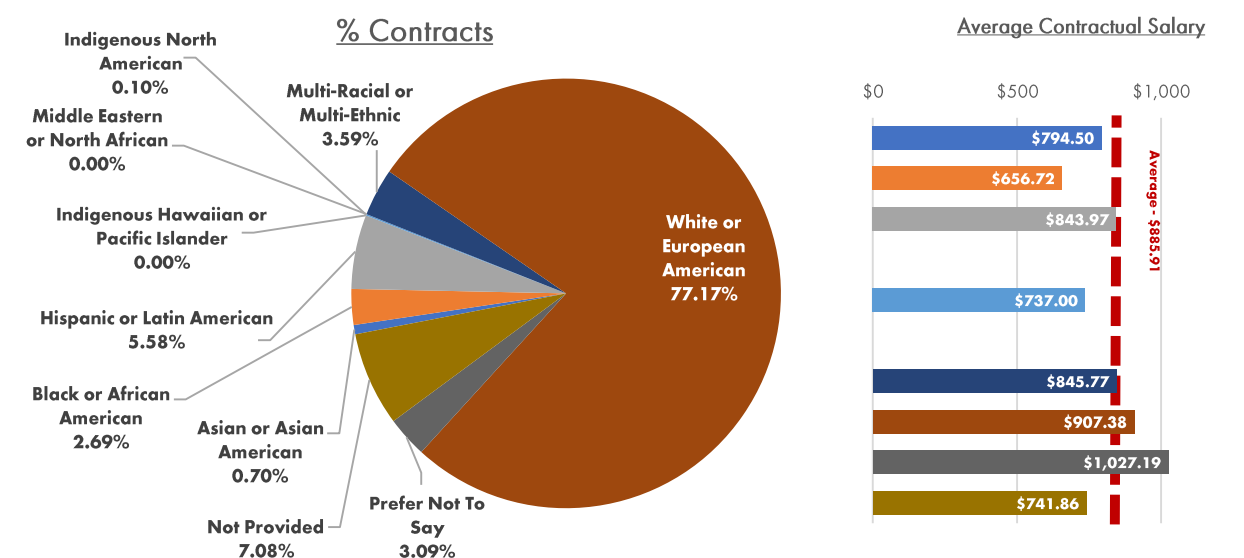
Stage Manager Contracts by Race/Ethnicity: Central Region

Total contracts – 2,950



Assistant Stage Manager Contracts by Race/Ethnicity: Central Region

Total contracts – 1,003

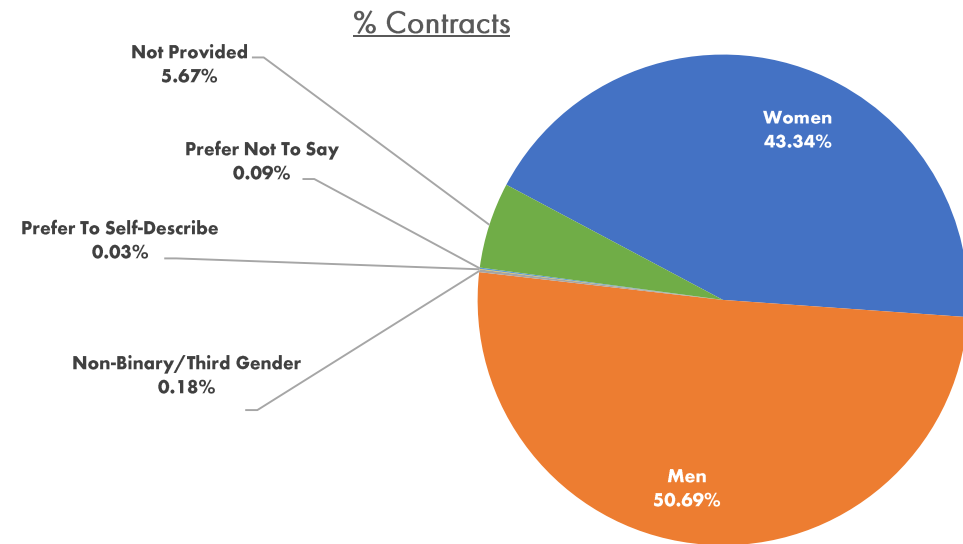


WESTERN DATA

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

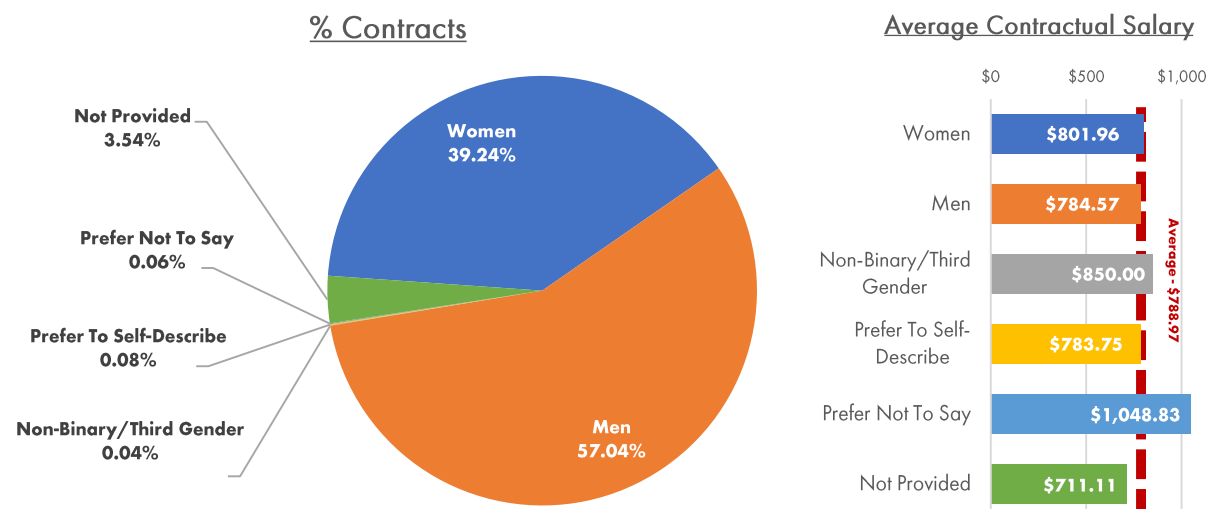
Contracts by Gender: Western Region

Total contracts – 22,787



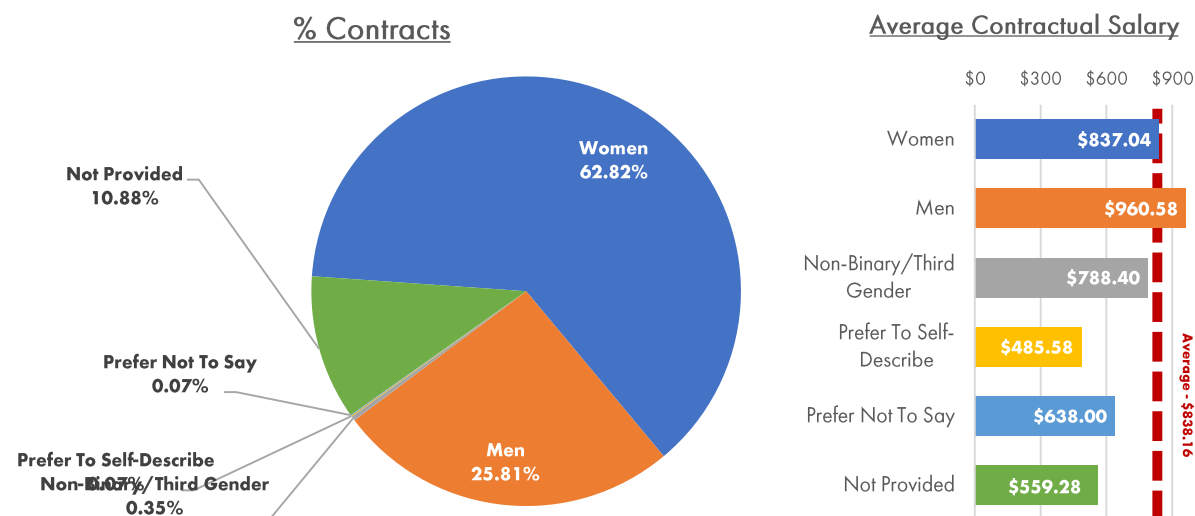
Principal Contracts by Gender: Western Region (Musical)

Total contracts – 5,165



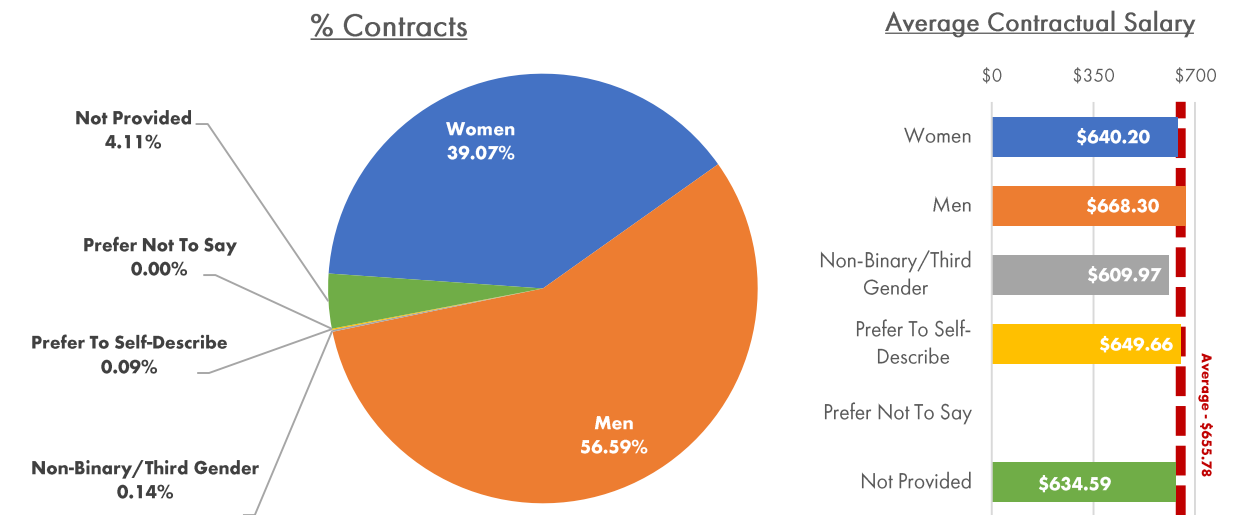
Stage Manager Contracts by Gender: Western Region

Total contracts – 2,887



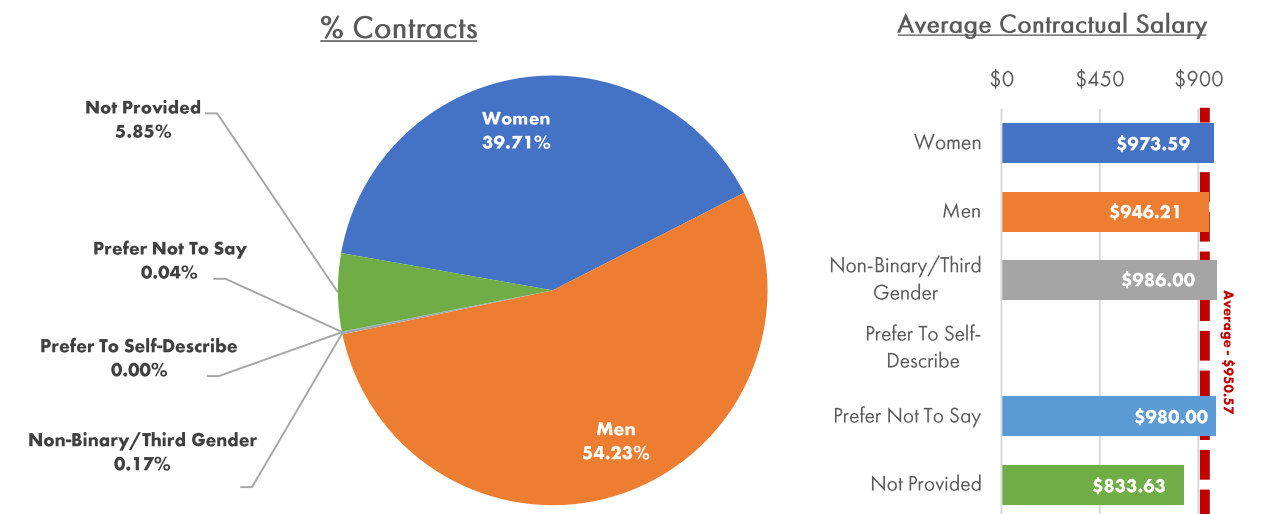
Principal Contracts by Gender: Western Region (Play)

Total contracts – 11,240



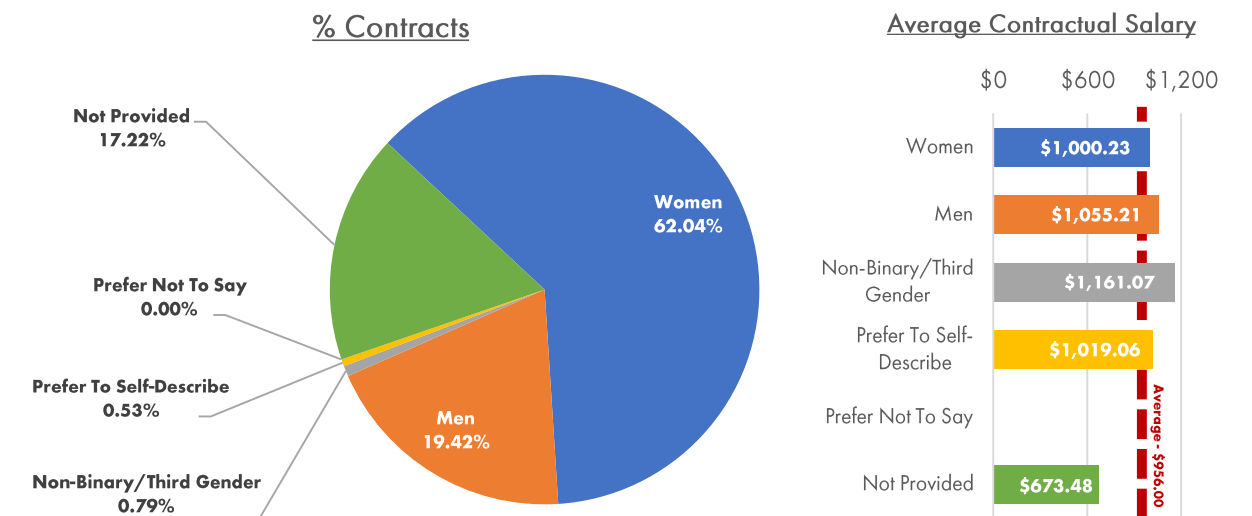
Chorus Contracts by Gender: Western Region

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%

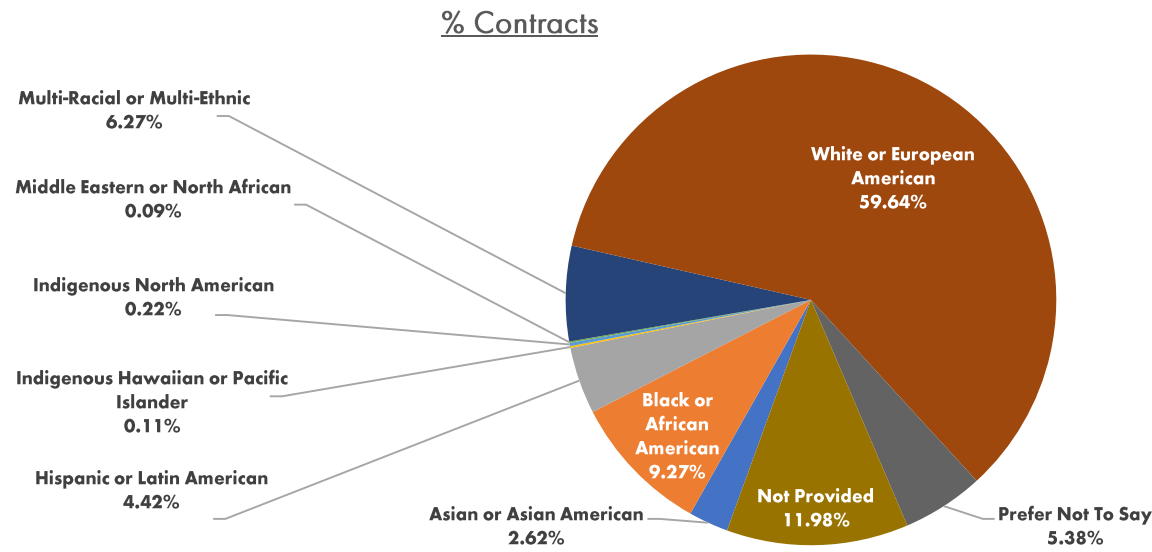
WESTERN REGION DATA: RACE/ETHNICITY

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

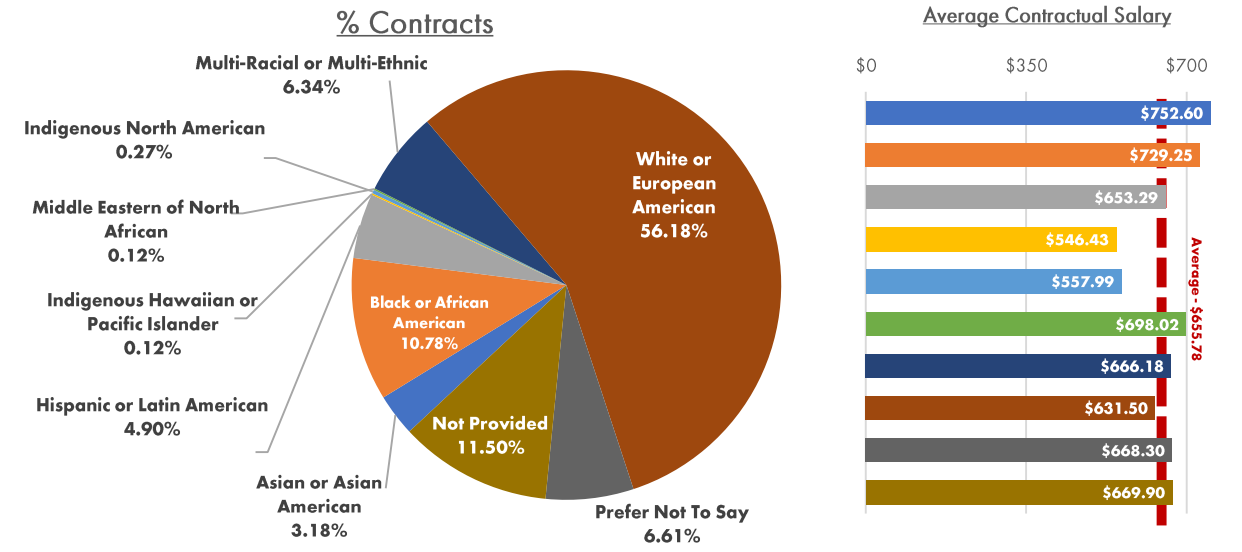
Total Contracts by Race/Ethnicity: Central Region

Total contracts – 22,787



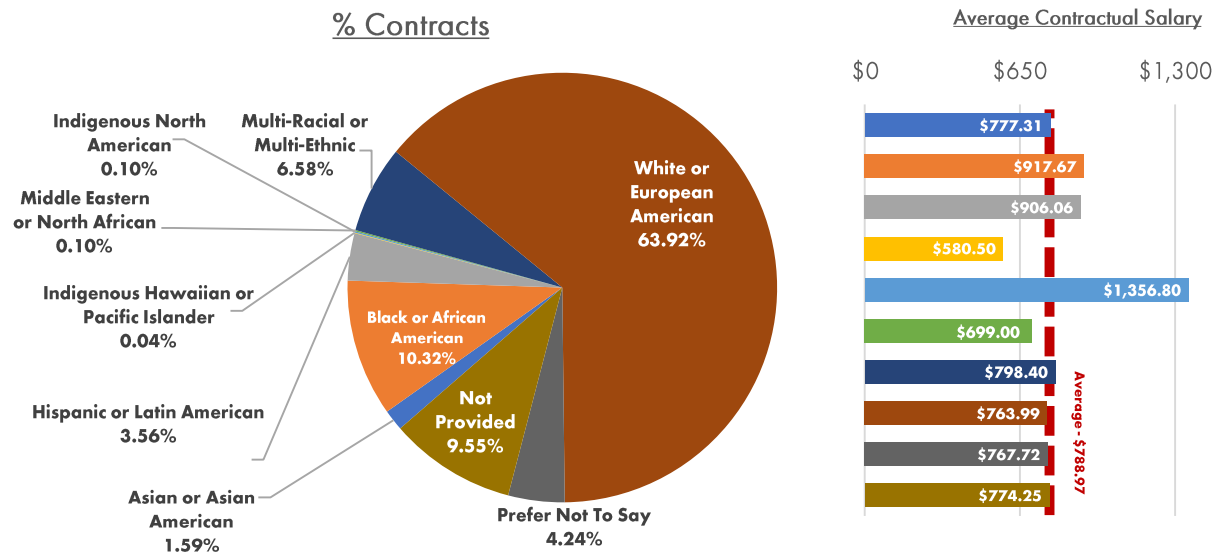
Principal Contracts by Race/Ethnicity: Central Region (Play)

Total contracts – 11,240



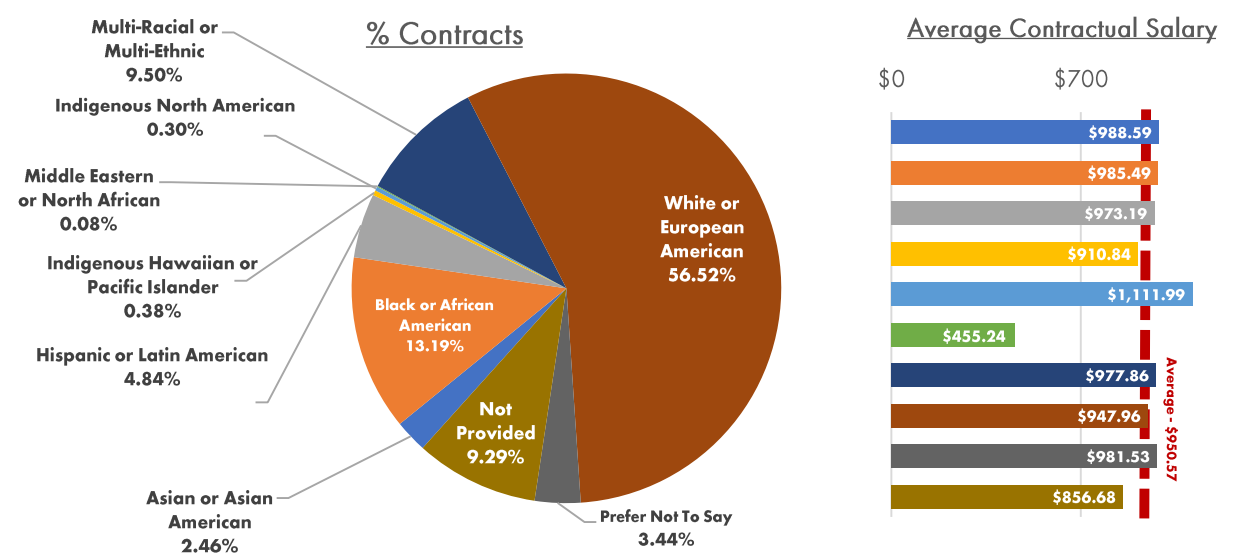
Principal Contracts by Race/Ethnicity: Central Region (Musical)

Total contracts – 5,165



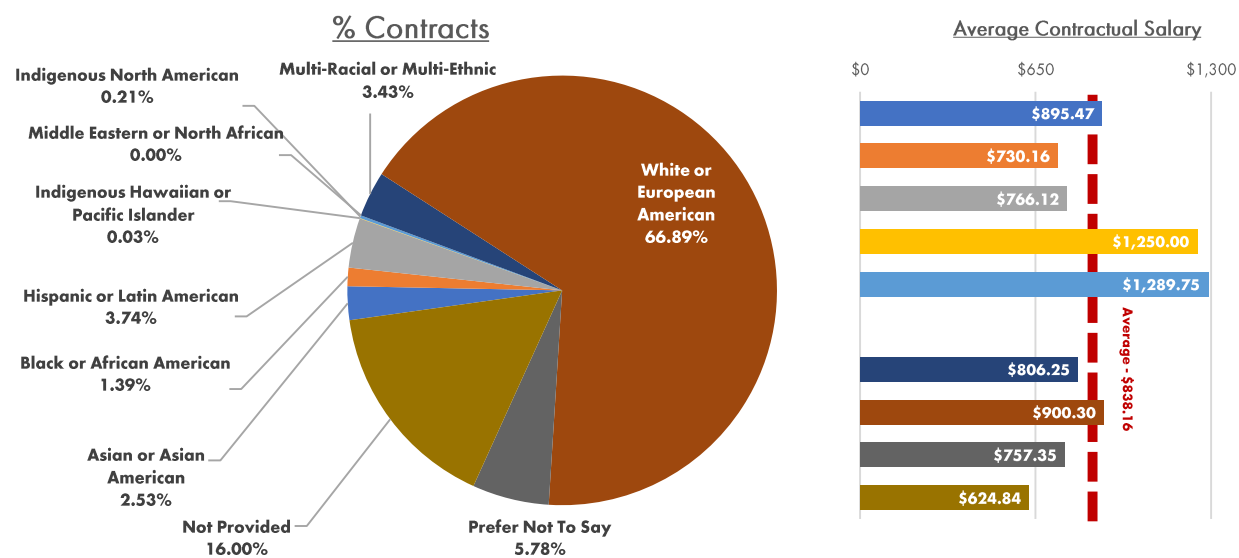
Chorus Contracts by Race/Ethnicity: Central Region

Total contracts – 2,357



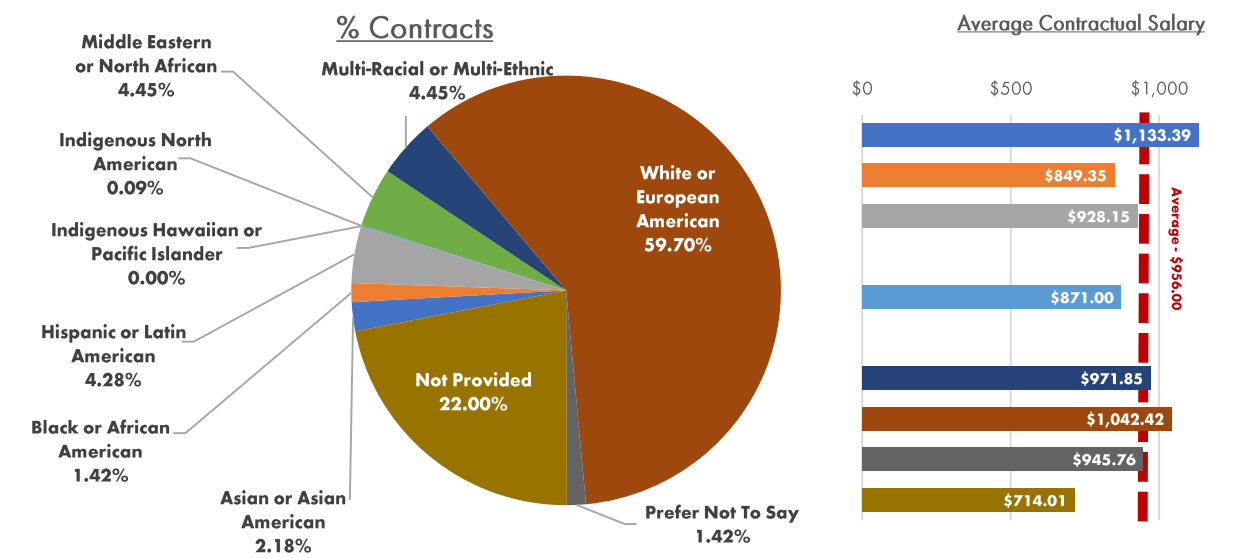
Stage Manager Contracts by Race/Ethnicity: Central Region

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	2016-18 Contracts	Average Minimum Salary	Average Oversize	Average Contractual Salary	
TOTAL	30615	30615	\$532.39	\$80.02	\$620.14	
Women	17124	18,248	\$576.20	\$81.64	\$654.51	
Men	13540	19,548	\$515.87	\$80.36	\$624.27	
Non-Binary/Third Gender	0.00%					
Prefer To Self-Describe	0.00%					
Prefer Not To Say	0.00%					
Not Provided	631	2,076	\$558.97	\$44.04	\$606.30	
Principal (musical)	17417	17417	\$626.34	\$174.72	\$820.25	
Women	6998	40,184	\$628.26	\$175.84	\$824.55	
Men	10091	8,794	\$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	324	1,888	\$611.62	\$142.15	\$763.49	
Chorus	6955	6955	\$943.27	\$30.39	\$1,040.91	
Women	2924	42,116	\$956.36	\$30.39	\$1,051.94	
Men	3951	15,474	\$938.24	\$30.37	\$1,039.74	
Non-Binary/Third Gender	0.00%					
Prefer To Self-Describe	0.00%					
Prefer Not To Say	0.00%					
Not Provided	168	2,424	\$830.38	\$26.28	\$885.97	
Stage Managers	8431	8431	\$683.77	\$44.58	\$768.04	
Women	1365	63,626	\$656.58	\$42.06	\$739.20	
Men	2811	13,381	\$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	252	3,088	\$490.06	\$10.08	\$539.65	
Assistant Stage Managers	3199	3199	\$783.60	\$30.37	\$851.48	
Women	2009	62,806	\$775.67	\$29.86	\$840.77	
Men	1011	11,798	\$846.00	\$37.07	\$925.92	
Non-Binary/Third Gender	0.00%					
Prefer To Self-Describe	0.00%					
Prefer Not To Say	0.00%					
Not Provided	171	5,414	\$507.72	\$7.89	\$556.00	

2013-15 Contracts	2016-18 Contracts	Average Minimum Salary	Average Oversize	Average Contractual Salary	
44737	44737	\$602.51	\$71.52	\$682.79	
19061	40,184	\$598.74	\$67.61	\$671.44	
25210	56,176	\$606.51	\$75.61	\$691.39	
87	0.18%	\$578.41	\$17.12	\$598.75	
40	0.09%	\$476.96	\$16.23	\$516.19	
22	0.05%	\$507.60	\$29.09	\$543.20	
1307	2.92%	\$625.66	\$52.53	\$686.28	
TOTAL	22281	22281	\$689.92	\$173.21	\$884.62
Women	8922	40,043	\$692.38	\$177.20	\$892.37
Men	12694	56,974	\$688.34	\$175.94	\$885.19
Non-Binary/Third Gender	0.00%				
Prefer To Self-Describe	0.00%				
Prefer Not To Say	0.00%				
Not Provided	961	2,455	\$688.99	\$68.27	\$773.64
POC	39.60%	10138	15.20%	20200	21.50%
Asian or Asian American	5.60%	1197	1.80%	1998	2.03%
Black or African American	12.20%	4999	7.40%	9744	10.37%
Hispanic or Latin American	18.50%	7628	2.44%	3411	3.64%
Indigenous Hawaiian or Pacific Islander	0.00%	42	0.06%	67	0.07%
Indigenous North American	0.70%	88	0.13%	167	0.18%
Middle Eastern or North African	0.00%	0	0.00%	194	0.13%
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	0.00%	0	0.00%	4801	5.13%
Not Provided	19092	16.36%	8779	9.34%	

Actors' Equity Association Member Self-Identity	US Census: 2010 American Community Survey	2013-15 Contracts	% Contracts	2016-18 Contracts	% Contracts
TOTAL	327167439	66619	66619	93957	93957
Veteran				279	0.10%
Light+				740	7.92%
Disability		190	0.29%	941	1.01%
Gender					
Women	49.20%	29013	43.55%	42199	44.91%
Men	50.80%	36201	54.07%	48314	51.42%
Non-Binary/Third Gender		0	0.00%	224	0.24%
Prefer To Self-Describe		0	0.00%	190	0.11%
Prefer Not To Say		0	0.00%	70	0.07%
Not Provided		1585	2.38%	3052	3.25%
Race/Ethnicity					
Asian or Asian American	39.60%	10138	15.20%	20200	21.50%
Black or African American	5.60%	1197	1.80%	1998	2.03%
Hispanic or Latin American	12.20%	4999	7.40%	9744	10.37%
Indigenous Hawaiian or Pacific Islander	0.00%	42	0.06%	67	0.07%
Indigenous North American	0.70%	88	0.13%	167	0.18%
Middle Eastern or North African	0.00%	0	0.00%	194	0.13%
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	0.00%	0	0.00%	4801	5.13%
Not Provided		19092	16.36%	8779	9.34%

NATIONAL						
Principal (play)	2013-15 Contracts	2016-18 Contracts	Average Minimum Salary	Average Oversize	Average Contractual Salary	
TOTAL	30615	30615	\$532.69	\$80.02	\$620.14	
Women	17124	18,248	\$576.20	\$81.64	\$654.51	
Men	13540	19,548	\$515.87	\$80.36	\$624.27	
Non-Binary/Third Gender	0.00%					
Prefer To Self-Describe	0.00%					
Prefer Not To Say	0.00%					
Not Provided	631	2,076	\$558.97	\$44.04	\$606.30	
Principal (musical)	17417	17417	\$626.69	\$174.72	\$820.25	
Women	6998	40,184	\$628.26	\$175.84	\$824.55	
Men	10091	8,794	\$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	324	1,888	\$611.62	\$142.15	\$763.49	
Chorus	6955	6955	\$943.27	\$30.39	\$1,040.91	
Women	2924	42,116	\$956.36	\$30.39	\$1,051.94	
Men	3951	15,474	\$938.24	\$30.37	\$1,039.74	
Non-Binary/Third Gender	0.00%					
Prefer To Self-Describe	0.00%					
Prefer Not To Say	0.00%					
Not Provided	168	2,424	\$830.38	\$26.28	\$885.97	
Stage Managers	8431	8431	\$683.77	\$44.58	\$768.04	
Women	1365	63,626	\$656.58	\$42.06	\$739.20	
Men	2811	13,381	\$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	252	3,088	\$490.06	\$10.08	\$539.65	
Assistant Stage Managers	3199	3199	\$783.60	\$30.37	\$851.48	
Women	2009	62,806	\$775.67	\$29.86	\$840.77	
Men	1011	11,798	\$846.00	\$37.07	\$925.92	
Non-Binary/Third Gender	0.00%					
Prefer To Self-Describe	0.00%					
Prefer Not To Say	0.00%					
Not Provided	171	5,414	\$507.72	\$7.89	\$556.00	

2013-15 Contracts	2016-18 Contracts	Average Minimum Salary	Average Oversize	Average Contractual Salary	
44737	44737	\$602.51	\$71.52	\$682.79	
19061	40,184	\$598.74	\$67.61	\$671.44	
25210	56,176	\$606.51	\$75.61	\$691.39	
87	0.18%	\$578.41	\$17.12	\$598.75	
40	0.09%	\$476.96	\$16.23	\$516.19	
22	0.05%	\$507.60	\$29.09	\$543.20	
1307	2.92%	\$625.66	\$52.53	\$686.28	
TOTAL	22281	22281	\$689.92	\$173.21	\$884.62
Women	8922	40,043	\$692.38	\$177.20	\$892.37
Men	12694	56,974	\$688.34	\$175.94	\$885.19
Non-Binary/Third Gender	0.00%				
Prefer To Self-Describe	0.00%				
Prefer Not To Say	0.00%				
Not Provided	961	2,455	\$688.99	\$68.27	\$773.64
POC	39.60%	10138	15.20%	20200	21.50%
Asian or Asian American	5.60%	1197	1.80%	1998	2.03%
Black or African American	12.20%	4999	7.40%	9744	10.37%
Hispanic or Latin American	18.50%	7628	2.44%	3411	3.64%
Indigenous Hawaiian or Pacific Islander	0.00%	42	0.06%	67	0.07%
Indigenous North American	0.70%	88	0.13%	167	0.18%
Middle Eastern or North African	0.00%	0	0.00%	194	0.13%
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	0.00%	0	0.00%	4801	5.13%
Not Provided	19092	16.36%	8779	9.34%	

Contracts with over \$10,000 weekly Oversize	2012-15 Contracts	% Contracts	2016-18 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	7.43%
Not Provided	11	14.61%	6	6.38%

2013-15 Contracts	2016-18 Contracts	Average Minimum Salary	Average Oversize	Average Contractual Salary	
44737	44737	\$602.51	\$71.52	\$682.79	
19061	40,184	\$598.74	\$67.61	\$671.44	
25210	56,176	\$606.51	\$75.61	\$691.39	
87	0.18%	\$578.41	\$17.12	\$598.75	
40	0.09%	\$476.96	\$16.23	\$516.19	
22	0.05%	\$507.60	\$29.09	\$543.20	
1307	2.92%	\$625.66	\$52.53	\$686.28	
TOTAL	22281	22281	\$689.92	\$173.21	\$884.62
Women	8922	40,043	\$692.38	\$177.20	\$892.37
Men	12694	56,974	\$688.34	\$175.94	\$885.19
Non-Binary/Third Gender	0.00%				
Prefer To Self-Describe	0.00%				
Prefer Not To Say	0.00%				
Not Provided	961	2,455	\$688.99	\$68.27	\$773.64
POC	39.60%	10138	15.20%	20200	21.50%
Asian or Asian American	5.60%	1197	1.80%	1998	2.03%
Black or African American	12.20%	4999	7.40%	9744	10.37%
Hispanic or Latin American	18.50%	7628	2.44%	3411	3.64%
Indigenous Hawaiian or Pacific Islander	0.00%	42	0.06%	67	

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 Overage	Average Contractual Salary
TOTAL	66619	66619		\$631.21	\$92.73	\$746.22
0-17 years old	24.0%	363	0.54%	\$1,053.94	\$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	\$648.30
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	\$736.73	
25 - 44 years old	17222	59.36%	\$650.49	\$76.38	\$739.99	
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	36621	36621		\$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	5.45%	\$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	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%	\$608.10	\$27.32	\$738.00	
25 - 44 years old	56	56.00%	\$683.05	\$41.65	\$754.11	
45 - 64 years old	25	25.00%	\$476.48	\$0.12	\$553.03	
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%	\$85.91	\$17.10	\$912.49	
18 - 24 years old	181	5.93%	\$680.65	\$23.95	\$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	

	US Census 2010 American Community Survey	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
TOTAL	93957	93957		\$697.18	\$86.19	\$813.32
0-17 years old	784	0.83%	\$1,014.50	\$74.18	\$1,155.62	
18 - 24 years old	12,753	13.57%	\$763.81	\$58.98	\$868.49	
25 - 44 years old	48,146	51.24%	\$709.71	\$83.17	\$825.86	
45 - 64 years old	26,248	27.94%	\$650.39	\$102.92	\$773.52	
65 years old and older	3,165	3.37%	\$605.23	\$145.29	\$762.98	
Not provided	2,861	3.05%	\$624.29	\$42.62	\$692.39	
RACE/ETHNICITY						
WHITE OR EUROPEAN AMERICAN						
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	\$816.26	
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	
BLACK OR AFRICAN AMERICAN						
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%	\$670.15	\$91.69	\$827.23	
45 - 64 years old	15,871	32.85%	\$505.20	\$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	\$651.02	
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	\$79.99	\$799.48	
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	\$667.35
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	\$663.53	
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	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	\$831.00	
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	
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	33.20%	\$598.61	\$111.66	\$724.37	
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	4891	4891		\$683.76	\$75.69	\$783.68
0-17 years old	0	0.00%	\$	\$	\$	
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%	\$499.70	\$22.88	\$540.03	
Not provided	1	0.02%	\$499.00	\$0.00	\$499.00	
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	\$86.36	\$749.61	
45 - 64 years old	4411	40.46%	\$592.23	\$117.14	\$725.41	
65 years old and older	561	5.13%	\$513.29	\$133.67	\$696.74	
Not provided	1585	14.54%	\$576.20	\$54.09	\$648.10	

	US Census 2010 American Community Survey	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
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	\$784.36	
45 - 64 years old	2332	23.03%	\$614.50	\$109.23	\$739.73	
65 years old and older	168	1.66%	\$530.95	\$193.29	\$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	\$76.49	\$793.69	
45 - 64 years old	260	21.64%	\$695.37	\$127.02	\$844.62	
65 years old and older	13	1.09%	\$547.27	\$48.38	\$603.99	
Not provided	1	0.08%	\$1,280.00	\$0.00	\$1,280.00	
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	1164	16.74%	\$822.54			

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

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	17482	17482	\$541.44	\$81.82	\$633.52
TOTAL	6918	39.57%	\$534.09	\$84.72	\$627.98
Women	10290	58.86%	\$546.29	\$80.72	\$638.16
Men		0.00%			
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	274	1.57%	\$545.10	\$49.86	\$599.38
Principal (musical)	9092	9092	\$645.81	\$193.39	\$866.33
TOTAL	3745	41.19%	\$643.74	\$196.87	\$868.43
Women	5178	56.95%	\$649.35	\$191.06	\$867.52
Men		0.00%			
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	169	1.86%	\$583.09	\$187.88	\$783.71
Chorus	4200	4200	\$1,027.26	\$23.63	\$1,136.21
TOTAL	1796	42.76%	\$1,041.71	\$21.87	\$1,146.49
Women	2351	55.98%	\$1,019.02	\$24.85	\$1,131.99
Men		0.00%			
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	53	1.26%	\$903.43	\$29.26	\$975.47
Stage Managers	4625	4625	\$712.64	\$37.46	\$786.83
TOTAL	3002	64.91%	\$668.04	\$34.24	\$740.87
Women	1533	33.15%	\$809.05	\$45.58	\$887.95
Men		0.00%			
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say	90	1.95%	\$558.26	\$6.61	\$597.74
Not Provided					
Assistant Stage Managers	1926	1926	\$804.10	\$18.12	\$856.56
TOTAL	1202	62.41%	\$763.73	\$16.80	\$812.29
Women	662	34.37%	\$906.36	\$21.39	\$965.38
Men		0.00%			
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	62	3.22%	\$495.01	\$9.06	\$552.81

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
23,079	23,079	626.11	\$75.47	\$713.10	
9,579	41.51%	\$617.47	\$70.47	\$698.42	
12,832	55.51%	\$631.07	\$80.74	\$724.08	
41	0.18%	\$675.15	\$19.35	\$695.82	
24	0.10%	\$392.85	\$11.11	\$409.65	
19	0.08%	\$530.07	\$25.53	\$563.12	
604	2.62%	\$667.06	\$50.70	\$731.01	
12,376	12,376	\$724.54	\$190.56	\$943.81	
4,947	39.97%	\$726.58	\$201.17	\$958.66	
7,069	57.12%	\$724.20	\$189.94	\$941.92	
21	0.17%	\$719.52	\$27.85	\$759.89	
10	0.08%	\$698.70	\$74.20	\$779.63	
10	0.08%	\$587.40	\$11.10	\$610.13	
319	2.58%	\$705.90	\$59.96	\$783.35	
5,792	5,792	\$1,102.95	\$36.21	\$1,232.92	
2,488	42.96%	\$1,129.47	\$38.69	\$1,262.93	
3,181	54.92%	\$1,090.73	\$34.62	\$1,220.80	
7	0.12%	\$1,079.14	\$18.35	\$1,162.79	
11	0.19%	\$695.91	\$38.45	\$767.27	
1	0.02%	\$783.00	\$25.00	\$850.00	
104	1.80%	\$860.13	\$26.54	\$943.42	
6,224	6,224	\$792.32	\$41.88	\$898.26	
4,174	67.06%	\$756.79	\$37.35	\$856.92	
1,872	30.08%	\$884.86	\$55.14	\$1,006.98	
35	0.56%	\$654.71	\$15.89	\$701.34	
11	0.18%	\$752.91	\$35.55	\$806.16	
26	0.42%	\$851.15	\$34.46	\$976.50	
106	1.70%	\$592.20	\$7.95	\$661.43	
2,844	2,844	\$884.75	\$26.33	\$977.28	
1,858	65.33%	\$865.27	\$29.09	\$960.77	
823	28.94%	\$971.90	\$22.83	\$1,061.42	
23	0.81%	\$831.87	\$4.53	\$883.53	
9	0.32%	\$850.33	\$0.00	\$1,015.38	
3	0.11%	\$619.74	\$14.80	\$690.32	
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%
USPTO+			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	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%

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	17482	17482	\$541.44	\$81.82	\$633.52
TOTAL	2642	15.14%	\$538.30	\$84.30	\$629.71
POC	1536	8.79%	\$564.05	\$83.53	\$667.01
Asian or Asian American	269	1.54%	\$536.14	\$59.90	\$605.52
Black or African American	293	1.68%	\$536.14	\$59.90	\$605.52
Hispanic or Latin American	7	0.04%	\$474.11	\$9.43	\$500.50
Indigenous Hawaiian or Pacific Islander	10	0.06%	\$475.80	\$33.50	\$509.30
Indigenous North American		0.00%			
Middle Eastern or North African	527	3.01%	\$554.46	\$54.78	\$619.44
Multi-Racial or Multi-Ethnic	11613	66.43%	\$535.69	\$82.20	\$628.70
White or European American		0.00%			
Prefer Not To Say	3227	18.46%	\$550.36	\$86.12	\$645.55
Not Provided					
Principal (musical)	9092	9092	\$645.81	\$193.39	\$866.33
TOTAL	1386	15.24%	\$645.81	\$193.39	\$866.33
POC	155	1.70%	\$656.32	\$204.60	\$892.45
Asian or Asian American	680	7.48%	\$645.42	\$206.19	\$884.73
Black or African American	213	2.34%	\$753.96	\$164.94	\$968.77
Hispanic or Latin American	5	0.05%	\$1,309.75	\$888.94	\$2,339.47
Indigenous Hawaiian or Pacific Islander	4	0.04%	\$668.25	\$59.75	\$751.79
Indigenous North American		0.00%			
Middle Eastern or North African	329	3.62%	\$673.20	\$144.71	\$850.92
Multi-Racial or Multi-Ethnic	6375	70.12%	\$643.89	\$192.26	\$862.05
White or European American		0.00%			
Prefer Not To Say	1331	14.64%	\$627.82	\$205.37	\$856.65
Not Provided					
Chorus	4200	4200	\$1,027.26	\$23.63	\$1,136.21
TOTAL	1018	24.24%	\$1,144.97	\$115.05	\$1,247.02
POC	159	3.79%	\$1,121.82	\$40.86	\$1,250.52
Asian or Asian American	456	10.86%	\$1,228.53	\$12.58	\$1,339.42
Black or African American	130	3.10%	\$560.50	\$160.26	\$831.67
Hispanic or Latin American	2	0.05%	\$1,180.78	\$0.00	\$1,328.09
Indigenous Hawaiian or Pacific Islander	9	0.21%	\$754.25	\$75.25	\$809.52
Indigenous North American		0.00%			
Middle Eastern or North African	262	6.24%	\$1,136.13	\$17.36	\$1,266.81
Multi-Racial or Multi-Ethnic	2727	64.93%	\$984.94	\$21.46	\$1,085.61
White or European American		0.00%			
Prefer Not To Say	455	10.83%	\$1,023.85	\$29.67	\$1,150.53
Not Provided					
Stage Managers	4625	4625	\$712.64	\$37.46	\$786.83
TOTAL	390	8.43%	\$712.64	\$37.46	\$786.83
POC	57	1.23%	\$579.16	\$38.23	\$651.33
Asian or Asian American	137	2.96%	\$727.34	\$49.77	\$798.85
Black or African American	122	2.64%	\$723.04	\$13.80	\$764.34
Hispanic or Latin American	5	0.11%	\$527.40	\$1.60	\$564.17
Indigenous Hawaiian or Pacific Islander	13	0.28%	\$494.59	\$24.03	\$529.17
Indigenous North American		0.00%			
Middle Eastern or North African	56	1.21%	\$593.47	\$16.74	\$651.55
Multi-Racial or Multi-Ethnic	3559	76.95%	\$723.27	\$39.53	\$799.72
White or European American		0.00%			
Prefer Not To Say	676	14.62%	\$678.58	\$30.53	\$750.00
Not Provided					
Assistant Stage Managers	1926	1926	\$804.10	\$18.12	\$856.56
TOTAL	146	7.58%	\$804.10	\$18.12	\$856.56
POC	25	1.30%	\$588.12	\$63.64	\$699.92
Asian or Asian American	30	1.56%	\$934.53	\$28.02	\$992.62
Black or African American	52	2.70%	\$752.65	\$23.37	\$799.69
Hispanic or Latin American	0	0.00%			
Indigenous Hawaiian or Pacific Islander	1	0.05%	\$385.00	\$0.00	\$385.00
Indigenous North American		0.00%			
Middle Eastern or North African	38	1.97%	\$857.53	\$11.62	\$908.45
Multi-Racial or Multi-Ethnic	1458	75.70%	\$809.70	\$17.20	\$860.90
White or European American		0.00%			
Prefer Not To Say	322	16.72%	\$786.67	\$17.84	\$842.53
Not Provided					

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
23079	23079	\$626.11	\$75.47	\$713.10	
5143	22.28%	\$620.08	\$43.72	\$671.30	
2,477	2.07%	\$679.20	\$84.88	\$775.17	
2,896	12.55%	\$679.20	\$84.88	\$775.17	
642	2.78%	\$636.81	\$47.11	\$693.52	
12	0.05%	\$526.97	\$109.70	\$647.25	
19	0.08%	\$622.55	\$74.08	\$702.44	
31	0.13%	\$597.71	\$27.90	\$626.58	
1,066	4.62%	\$636.66	\$44.29	\$692.06	
13,009	56.37%	\$606.74	\$76.38	\$694.94	
1,566	6.79%	\$626.92	\$64.94	\$702.03	
2,361	10.23%	\$669.87	\$94.11	\$776.94	
12376	12376	\$724.54	\$190.56	\$943.81	
2,719	21.97%	\$724.54	\$190.56	\$943.81	
239	1.93%	\$845.29	\$224.78	\$1,105.36	
1,335	10.79%	\$783.97	\$169.11	\$988.76	
414	3.35%	\$723.08	\$111.91	\$859.74	
4	0.03%	\$1,194.25	\$224.08	\$1,551.09	
9	0.07%	\$655.33	\$70.67	\$727.11	
9	0.15%	\$684.47	\$20.66	\$765.62	
699	5.65%	\$802.57	\$209.78	\$1,052.31	
8,071	65.71%	\$701.97	\$200.27	\$9	

CENTRAL REGION

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	5545		\$494.83	\$89.98	\$588.35
TOTAL	5545		\$494.83	\$89.98	\$588.35
Women	2024	36.50%	\$487.75	\$94.14	\$584.49
Men	3417	61.62%	\$494.91	\$88.95	\$587.94
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	104	1.88%	\$629.75	\$42.99	\$676.86
Principal (musical)					
TOTAL	4788	4788	\$590.63	\$157.59	\$757.06
Women	1919	40.08%	\$603.47	\$150.19	\$763.63
Men	2815	58.79%	\$580.47	\$163.34	\$752.00
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	54	1.13%	\$663.44	\$120.69	\$786.94
Chorus					
TOTAL	1299	1299	\$797.44	\$33.32	\$875.85
Women	558	42.96%	\$795.16	\$36.18	\$868.11
Men	704	54.20%	\$793.35	\$32.70	\$868.70
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	37	2.85%	\$909.70	\$1.94	\$938.52
Stage Managers					
TOTAL	1974	1974	\$632.54	\$61.70	\$738.19
Women	1241	62.87%	\$635.18	\$64.57	\$743.92
Men	695	35.21%	\$637.86	\$58.73	\$739.27
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say	38	1.93%	\$449.22	\$22.38	\$531.38
Not Provided					
Assistant Stage Managers					
TOTAL	587	587	\$778.07	\$52.21	\$866.54
Women	396	67.46%	\$814.36	\$49.07	\$902.08
Men	184	31.35%	\$706.32	\$60.71	\$798.02
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	7	1.19%	\$611.21	\$6.64	\$657.33

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	10,418	10,418	\$558.59	\$79.74	\$644.78
TOTAL	10,418		\$558.59	\$79.74	\$644.78
Women	4,096	39.32%	\$554.01	\$81.74	\$641.88
Men	6,047	58.04%	\$560.01	\$79.76	\$645.41
Non-Binary/Third Gender	25	0.24%	\$418.33	\$9.46	\$443.35
Prefer To Self-Describe	7	0.07%	\$628.43	\$23.81	\$709.86
Prefer Not To Say	2	0.02%	\$535.50	\$77.50	\$613.00
Not Provided	241	2.31%	\$613.39	\$54.15	\$673.29
Principal (musical)					
TOTAL	4,740	4,740	\$625.43	\$191.59	\$834.29
Women	1,959	41.33%	\$621.23	\$180.38	\$818.55
Men	2,679	56.52%	\$625.75	\$202.76	\$845.97
Non-Binary/Third Gender	12	0.25%	\$563.02	\$16.65	\$580.52
Prefer To Self-Describe	1	0.02%	\$510.00	\$0.00	\$510.00
Prefer Not To Say	0	0.00%			
Not Provided	89	1.88%	\$718.11	\$127.71	\$867.07
Chorus					
TOTAL	1,744	1,744	\$842.22	\$30.39	\$928.60
Women	706	40.48%	\$853.62	\$29.19	\$938.19
Men	962	55.16%	\$832.46	\$32.35	\$923.14
Non-Binary/Third Gender	6	0.34%	\$815.17	\$21.50	\$845.50
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	1	0.06%	\$695.00	\$0.00	\$695.00
Not Provided	69	3.96%	\$866.28	\$16.59	\$917.25
Stage Managers					
TOTAL	2,950	2,950	\$681.01	\$53.27	\$811.48
Women	1,910	64.75%	\$681.46	\$51.03	\$806.84
Men	969	32.85%	\$695.79	\$60.69	\$841.14
Non-Binary/Third Gender	13	0.44%	\$562.42	\$5.52	\$629.76
Prefer To Self-Describe	6	0.20%	\$447.38	\$54.67	\$628.55
Prefer Not To Say	0	0.00%			
Not Provided	52	1.76%	\$445.64	\$8.88	\$495.56
Assistant Stage Managers					
TOTAL	1,003	1,003	\$763.90	\$45.12	\$885.91
Women	607	60.52%	\$816.05	\$33.97	\$931.16
Men	350	34.90%	\$693.27	\$69.97	\$813.93
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	1	0.10%	\$314.00	\$0.00	\$314.00
Not Provided	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%	839	3.98%
Not Provided	2006	14.13%	1836	8.80%

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	5545	5545	\$494.83	\$89.98	\$588.35
TOTAL	5545		\$494.83	\$89.98	\$588.35
POC	800	14.43%	\$513.89	\$87.92	\$602.42
Asian or Asian American	74	1.33%	\$510.92	\$92.98	\$607.59
Black or African American	500	9.02%	\$501.85	\$104.42	\$609.56
Hispanic or Latin American	68	1.23%	\$501.85	\$104.42	\$609.56
Indigenous Hawaiian or Pacific Islander	1	0.02%	\$714.50	\$20.50	\$735.00
Indigenous North American	16	0.29%	\$361.33	\$55.86	\$417.19
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	141	2.54%	\$504.08	\$86.14	\$593.84
White or European American	3876	69.90%	\$490.71	\$90.23	\$584.54
Prefer Not To Say		0.00%			
Not Provided	869	15.67%	\$502.45	\$87.54	\$593.49
Principal (musical)					
TOTAL	4788	4788	\$590.63	\$157.59	\$757.06
POC	607	16.85%	\$656.96	\$192.56	\$859.02
Asian or Asian American	67	1.40%	\$594.67	\$88.56	\$749.69
Black or African American	455	9.50%	\$612.33	\$132.00	\$769.69
Hispanic or Latin American	134	2.80%	\$594.67	\$88.56	\$749.69
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	3	0.06%	\$603.67	\$803.00	\$1,413.33
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	148	3.09%	\$590.01	\$206.22	\$807.03
White or European American	3393	70.85%	\$588.39	\$150.43	\$757.21
Prefer Not To Say		0.00%			
Not Provided	588	12.28%	\$578.36	\$162.95	\$749.07
Chorus					
TOTAL	1299	1299	\$797.44	\$33.32	\$875.85
POC	268	20.63%	\$827.54	\$10.70	\$868.69
Asian or Asian American	52	4.00%	\$960.32	\$26.98	\$1,070.92
Black or African American	124	9.55%	\$761.13	\$16.52	\$837.32
Hispanic or Latin American	33	2.54%	\$754.02	\$0.00	\$804.02
Indigenous Hawaiian or Pacific Islander	1	0.08%	\$800.67	\$31.16	\$843.66
Indigenous North American	6	0.46%	\$800.67	\$31.16	\$843.66
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	52	4.00%	\$788.21	\$29.84	\$853.34
White or European American	896	68.98%	\$771.13	\$35.38	\$848.83
Prefer Not To Say		0.00%			
Not Provided	135	10.39%	\$823.45	\$39.97	\$898.85
Stage Managers					
TOTAL	1974	1974	\$632.54	\$61.70	\$738.19
POC	164	8.31%	\$499.64	\$40.64	\$595.68
Asian or Asian American	11	0.56%	\$517.40	\$15.00	\$587.69
Black or African American	66	3.34%	\$626.21	\$76.58	\$735.28
Hispanic or Latin American	71	3.60%	\$626.21	\$76.58	\$735.28
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	5	0.25%	\$416.60	\$0.20	\$454.10
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	11	0.56%	\$432.94	\$31.00	\$510.02
White or European American	1483	75.13%	\$645.88	\$64.35	\$755.77
Prefer Not To Say		0.00%			
Not Provided	327	16.57%	\$611.14	\$58.56	\$706.28
Assistant Stage Managers					
TOTAL	587	587	\$778.07	\$52.21	\$866.54
POC	54	9.20%	\$766.56	\$16.68	\$867.15
Asian or Asian American	14	2.39%	\$733.10	\$89.16	\$834.66
Black or African American	8	1.36%	\$733.10	\$89.16	\$834.66
Hispanic or Latin American	11	1.87%	\$733.10	\$89.16	\$834.66
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	5	0.85%	\$663.75	\$17.85	\$727.77
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	16	2.73%	\$698.06	\$15.67	\$764.37
White or European American	446	75.98%	\$787.34	\$36.69	\$854.53
Prefer Not To Say		0.00%			
Not Provided	87	14.82%	\$725.04	\$147.36	\$929.76

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	10,418	10,418	\$558.59	\$79.74	\$644.78
TOTAL	10,418		\$558.59	\$79.74	\$644.78
POC	2,299	22.93%	\$564.02	\$85.17	\$687.64
Asian or Asian American	229	2.20%	\$569.51	\$92.29	\$667.78
Black or African American	1,341	12.87%	\$569.51	\$99.19	\$716.04
Hispanic or Latin American	353	3.39%	\$609.56	\$99.19	\$706.78
Indigenous Hawaiian or Pacific Islander	5	0.05%	\$660.60	\$27.40	\$687.20
Indigenous North American	12	0.12%	\$501.54	\$119.13	\$681.20
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	20	0.19%	\$551.70	\$35.39	\$589.59
White or European American	429	4.12%	\$579.28	\$70.06	\$657.29
Prefer Not To Say	6581	63.17%	\$551.45	\$78.63	\$636.73
Not Provided	527	5.06%	\$546.65	\$56.61	\$608.67
Principal (musical)					
TOTAL	4,740	4,740	\$625.43	\$191.59	\$834.29

WESTERN REGION

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)					
TOTAL	7588	7588	\$540.20	\$68.62	\$612.56
Women	2770	36.51%	\$534.84	\$64.42	\$602.80
Men	4533	59.74%	\$543.08	\$73.05	\$620.11
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	285	3.76%	\$546.47	\$38.82	\$587.21
Principal (musical)					
TOTAL	3537	3537	\$624.64	\$149.91	\$787.32
Women	1334	37.72%	\$620.46	\$154.22	\$789.01
Men	2098	59.32%	\$626.98	\$150.59	\$789.67
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	105	2.97%	\$630.88	\$81.45	\$718.88
Chorus					
TOTAL	1456	1456	\$831.09	\$47.27	\$913.26
Women	575	39.49%	\$846.22	\$51.38	\$931.95
Men	803	55.15%	\$828.81	\$45.44	\$910.86
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	78	5.36%	\$743.10	\$35.81	\$800.23
Stage Managers					
TOTAL	1834	1834	\$666.10	\$44.08	\$752.79
Women	1122	61.18%	\$649.59	\$38.09	\$729.54
Men	587	32.01%	\$742.97	\$63.04	\$851.00
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	125	6.82%	\$453.37	\$8.83	\$500.33
Assistant Stage Managers					
TOTAL	686	686	\$730.76	\$46.07	\$824.35
Women	411	59.91%	\$773.30	\$43.68	\$864.98
Men	171	24.93%	\$763.78	\$75.90	\$892.92
Non-Binary/Third Gender		0.00%			
Prefer To Self-Describe		0.00%			
Prefer Not To Say		0.00%			
Not Provided	104	15.16%	\$508.33	\$6.44	\$551.08

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
TOTAL	11,240	11240	\$594.75	\$55.82	\$655.78
Women	4,392	39.07%	\$587.29	\$48.20	\$640.20
Men	6,360	56.58%	\$601.25	\$61.34	\$668.30
Non-Binary/Third Gender	15	0.14%	\$580.64	\$23.38	\$609.91
Prefer To Self-Describe	10	0.09%	\$592.33	\$23.99	\$649.66
Prefer Not To Say	0	0.00%			
Not Provided	462	4.11%	\$577.93	\$54.07	\$634.50
Principal (play)					
TOTAL	5,165	5165	\$666.14	\$114.76	\$788.97
Women	2,027	39.24%	\$677.66	\$115.61	\$801.96
Men	2,946	57.04%	\$659.22	\$117.95	\$784.57
Non-Binary/Third Gender	2	0.04%	\$798.50	\$51.50	\$850.00
Prefer To Self-Describe	4	0.08%	\$620.50	\$157.00	\$783.75
Prefer Not To Say	3	0.06%	\$934.00	\$77.67	\$1,048.83
Not Provided	183	3.54%	\$645.15	\$54.18	\$711.11
Principal (musical)					
TOTAL	2,357	2357	\$882.18	\$25.95	\$950.57
Women	936	39.71%	\$899.76	\$26.49	\$973.59
Men	1,278	54.22%	\$880.44	\$24.77	\$946.21
Non-Binary/Third Gender	4	0.17%	\$934.25	\$48.22	\$986.00
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	1	0.04%	\$941.00	\$39.00	\$980.00
Not Provided	138	5.85%	\$777.08	\$32.47	\$833.63
Chorus					
TOTAL	2,887	2887	\$723.56	\$41.11	\$838.16
Women	1,814	62.83%	\$726.95	\$37.20	\$837.04
Men	745	25.81%	\$811.28	\$64.05	\$960.58
Non-Binary/Third Gender	10	0.35%	\$737.90	\$19.40	\$788.40
Prefer To Self-Describe	2	0.07%	\$445.50	\$0.00	\$485.58
Prefer Not To Say	2	0.07%	\$535.00	\$90.50	\$638.00
Not Provided	314	10.88%	\$498.39	\$9.92	\$559.26
Stage Managers					
TOTAL	1,138	1138	\$817.23	\$51.20	\$956.00
Women	706	62.04%	\$863.75	\$46.87	\$1,000.23
Men	221	19.42%	\$860.08	\$102.69	\$1,055.21
Non-Binary/Third Gender	9	0.79%	\$1,058.22	\$64.11	\$1,161.07
Prefer To Self-Describe	6	0.53%	\$877.17	\$4.17	\$1,019.06
Prefer Not To Say	0	0.00%			
Not Provided	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	11	0.14%	26	0.11%
Indigenous North American	22	0.08%	49	0.22%
Middle Eastern or North African	0	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	5.39%
Not Provided	2885	19.10%	2729	11.98%

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)					
TOTAL	7588	7588	\$540.20	\$68.62	\$612.56
POC	1343	17.70%			
Asian or Asian American	142	1.87%	\$550.35	\$43.32	\$595.23
Black or African American	597	7.87%	\$590.62	\$94.09	\$687.23
Hispanic or Latin American	285	3.76%	\$565.15	\$55.77	\$624.13
Indigenous Hawaiian or Pacific Islander	10	0.13%	\$464.00	\$40.00	\$504.00
Indigenous North American	9	0.12%	\$409.22	\$0.00	\$409.22
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	300	3.95%	\$520.84	\$44.81	\$569.14
White or European American	4695	61.87%	\$535.68	\$65.41	\$605.33
Prefer Not To Say		0.00%			
Not Provided	1550	20.43%	\$533.96	\$78.39	\$615.43
Principal (musical)					
TOTAL	3537	3537	\$624.64	\$149.91	\$787.32
POC	545	15.41%			
Asian or Asian American	66	1.87%	\$634.96	\$198.26	\$852.10
Black or African American	243	6.87%	\$613.90	\$143.17	\$765.04
Hispanic or Latin American	82	2.32%	\$608.65	\$135.84	\$796.94
Indigenous Hawaiian or Pacific Islander	6	0.17%	\$566.18	\$192.84	\$763.19
Indigenous North American	1	0.03%	\$430.00	\$0.00	\$430.00
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	147	4.16%	\$639.01	\$130.01	\$787.12
White or European American	2430	68.70%	\$623.63	\$146.51	\$779.69
Prefer Not To Say		0.00%			
Not Provided	562	15.89%	\$631.98	\$168.89	\$821.88
Chorus					
TOTAL	1456	1456	\$831.09	\$47.27	\$913.26
POC	331	22.73%			
Asian or Asian American	70	4.81%	\$862.09	\$91.44	\$977.97
Black or African American	131	9.00%	\$791.82	\$43.17	\$861.29
Hispanic or Latin American	38	2.61%	\$823.92	\$32.37	\$891.81
Indigenous Hawaiian or Pacific Islander	2	0.14%	\$737.00	\$0.00	\$737.00
Indigenous North American	2	0.14%	\$893.48	\$0.00	\$958.14
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	88	6.04%	\$771.15	\$33.17	\$838.14
White or European American	926	63.60%	\$852.39	\$45.54	\$936.77
Prefer Not To Say		0.00%			
Not Provided	199	13.67%	\$775.14	\$52.52	\$853.67
Stage Managers					
TOTAL	1834	1834	\$666.10	\$44.08	\$752.79
POC	166	9.05%			
Asian or Asian American	28	1.53%	\$940.56	\$12.71	\$1,063.89
Black or African American	22	1.20%	\$589.68	\$28.50	\$648.55
Hispanic or Latin American	61	3.33%	\$562.41	\$13.52	\$614.47
Indigenous Hawaiian or Pacific Islander	3	0.16%	\$517.33	\$0.00	\$543.44
Indigenous North American	0	0.00%			
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	52	2.84%	\$683.94	\$6.91	\$764.32
White or European American	1274	69.47%	\$695.82	\$54.10	\$790.47
Prefer Not To Say		0.00%			
Not Provided	394	21.48%	\$569.62	\$24.77	\$636.11
Assistant Stage Managers					
TOTAL	686	686	\$730.76	\$46.07	\$824.35
POC	68	9.91%			
Asian or Asian American	8	1.17%	\$835.63	\$33.38	\$875.06
Black or African American	5	0.73%	\$673.95	\$117.85	\$791.80
Hispanic or Latin American	35	5.10%	\$780.00	\$66.84	\$905.30
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	0	0.00%			
Middle Eastern or North African		0.00%			
Multi-Racial or Multi-Ethnic	20	2.92%	\$772.50	\$23.14	\$886.94
White or European American	438	63.85%	\$766.25	\$55.59	\$872.75
Prefer Not To Say		0.00%			
Not Provided	180	26.24%	\$627.10	\$19.97	\$682.55

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
TOTAL	11240	11240	\$594.75	\$55.82	\$655.78
POC	2890	25.71%			
Asian or Asian American	357	3.38%	\$649.33	\$57.46	\$752.60
Black or African American	1,212	10.78%	\$649.13	\$73.94	\$729.25
Hispanic or Latin American	551	4.90%	\$589.29	\$59.45	\$653.29
Indigenous Hawaiian or Pacific Islander	14	0.12%	\$506.86	\$39.21	\$546.43
Indigenous North American	30	0.27%	\$524.56	\$33.43	\$557.99
Middle Eastern or North African	13	0.12%	\$633.08	\$63.41	\$698.02
Multi-Racial or Multi-Ethnic	713	6.34%	\$625.03	\$35.61	\$666.18
White or European American	6314	56.17%	\$573.95	\$51.86	\$631.50
Prefer Not To Say	743	6.61%	\$614.03	\$49.55	\$668.30
Not Provided	1293	11.50%	\$594.88	\$71.55	\$669.90
Principal (musical)					
TOTAL	5165	5165	\$666.14	\$114.76	\$788.97
POC	1151	22.28%			

PRODUCTION

Principal (play)	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
TOTAL	474	474	\$1,813.74	\$988.14	\$3,027.65
Women	186	35.02%	\$1,816.61	\$1,061.67	\$3,115.50
Men	304	64.14%	\$1,815.21	\$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)	661	661	\$1,695.30	\$984.13	\$2,905.82
Women	275	41.60%	\$1,725.51	\$944.51	\$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	\$30.12	\$1,629.97
Chorus	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	141	141	\$2,672.32	\$113.87	\$2,812.02
Women	52	36.88%	\$2,723.27	\$112.92	\$2,872.20
Men	89	63.12%	\$2,642.20	\$111.21	\$2,793.11
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	213	213	\$2,017.11	\$17.50	\$2,079.91
Women	112	52.58%	\$2,004.71	\$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	
656	656	\$2,024.75	\$693.50	\$3,009.74	
Women	281	35.08%	\$2,029.37	\$707.80	\$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)	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	0	0.00%			
Chorus	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	0	0.00%			
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	152	152	\$3,042.04	\$118.77	\$3,217.92
Women	62	40.79%	\$3,037.60	\$109.30	\$3,209.02
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	252	252	\$2,310.63	\$16.80	\$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	4	0.15%	5	0.16%
LGBTQ+	190	5.97%	190	5.97%
Disability	17	0.45%	17	0.53%
Gender	112	4.16%	112	3.52%
Women	130	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	0.00%	0	0.00%
Prefer Not To Say	0	0.00%	0	0.00%
Not Provided	20	0.74%	33	1.04%
Race/Ethnicity	640	23.77%	942	29.60%
Asian or Asian American	79	2.93%	86	2.70%
Black or African American	306	11.36%	305	9.58%
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	\$988.14	\$3,027.65
Asian or Asian American	4	0.84%	\$1,794.00	\$1,074.45	\$3,150.81
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	\$2,788.24
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	\$3,169.13
Prefer Not To Say	0	0.00%			
Not Provided	88	18.57%	\$1,802.74	\$732.57	\$2,764.00
Principal (musical)	661	661	\$1,695.39	\$984.13	\$2,905.82
Asian or Asian American	138	20.89%	\$1,876.91	\$1,368.00	\$3,493.62
Black or African American	60	9.08%	\$1,746.99	\$1,079.65	\$3,038.60
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	\$1,338.24	\$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%	\$1,724.15	\$936.47	\$2,843.10
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	\$2,799.70
Chorus	1204	1204	\$1,694.98	\$16.56	\$1,916.57
Asian or Asian American	394	32.72%	\$1,827.32	\$3.47	\$1,985.70
Black or African American	182	15.12%	\$1,745.55	\$30.75	\$1,982.63
Hispanic or Latin American	60	4.98%	\$1,821.98	\$2.61	\$2,005.34
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	0	0.00%	\$1,862.00	\$0.00	\$2,087.96
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	673	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	141	141	\$2,672.32	\$113.87	\$2,821.02
Asian or Asian American	1	0.71%	\$2,883.00	\$0.00	\$2,918.00
Black or African American	6	4.26%	\$2,775.33	\$141.67	\$2,909.90
Hispanic or Latin American	12	8.51%	\$2,496.83	\$5.76	\$2,504.24
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	1	0.71%	\$2,628.00	\$0.00	\$2,665.27
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	\$2,760.27
Assistant Stage Managers	213	213	\$2,017.11	\$17.50	\$2,079.91
Asian or Asian American	0	0.00%			
Black or African American	8	3.76%	\$2,203.50	\$22.50	\$2,286.21
Hispanic or Latin American	2	0.94%	\$2,452.00	\$0.00	\$2,499.70
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	\$2,063.70
Prefer Not To Say	0	0.00%			
Not Provided	36	16.90%	\$2,044.44	\$16.24	\$2,097.90

2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary	
656	656	\$2,024.75	\$693.50	\$3,009.74	
Asian or Asian American	4	0.61%	\$2,040.25	\$309.25	\$2,654.73
Black or African American	89	13.57%	\$2,040.79	\$494.12	\$2,794.89
Hispanic or Latin American	13	2.00%	\$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	31	4.73%	\$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	8	1.22%	\$2,049.97	\$736.32	\$3,097.16
Not Provided	88	13.57%	\$2,001.36	\$682.75	\$2,144.32
Principal (musical)	749	749	\$1,936.31	\$1,244.18	\$3,439.90
Asian or Asian American	231	30.84%	\$1,936.95	\$1,498.58	\$3,708.92
Black or African American	113	15.09%	\$2,024.78	\$1,133.44	\$3,417.67
Hispanic or Latin American	26	3.47%	\$1,958.12	\$1,023.94	\$3,274.88
Indigenous Hawaiian or Pacific Islander	1	0.13%	\$1,975.00	\$585.61	\$2,386.33
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%	\$1,900.98	\$1,387.76	\$3,620.37
White or European American	433	56.48%	\$1,903.73	\$1,131.40	\$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	1373	1373	\$1,958.02	\$34.08	\$2,228.74
Asian or Asian American	554	40.35%	\$1,981.74	\$36.74	\$2,348.14
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%	\$1,699.00	\$0.00	\$1,190.98
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	603	50.47%	\$1,920.59	\$29.40	\$2,199.27
Prefer Not To Say	72	5.24%</			

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	8295	8295	\$736.97	\$111.64	\$850.81
TOTAL	8295	8295	\$736.97	\$111.64	\$850.81
Women	3099	37.36%	\$734.23	\$108.33	\$844.72
Men	4940	59.55%	\$739.82	\$116.32	\$858.36
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	256	3.09%	\$715.03	\$61.47	\$778.78
Principal (musical)	3308	3308	\$705.66	\$96.26	\$814.07
TOTAL	3308	3308	\$705.66	\$96.26	\$814.07
Women	1336	40.39%	\$700.15	\$95.40	\$809.82
Men	1903	57.53%	\$710.35	\$98.31	\$819.69
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	69	2.09%	\$683.25	\$56.27	\$741.34
Chorus	1318	1318	\$801.30	\$35.12	\$867.18
TOTAL	1318	1318	\$801.30	\$35.12	\$867.18
Women	507	38.47%	\$800.13	\$35.72	\$864.67
Men	762	57.81%	\$800.69	\$34.76	\$867.88
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	49	3.72%	\$822.67	\$34.59	\$882.20
Stage Managers	1901	1901	\$876.73	\$87.26	\$1,001.83
TOTAL	1901	1901	\$876.73	\$87.26	\$1,001.83
Women	1213	63.81%	\$861.24	\$85.14	\$981.30
Men	680	35.77%	\$905.39	\$92.04	\$1,040.35
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	8	0.42%	\$788.20	\$1.30	\$840.35
Assistant Stage Managers	848	848	\$829.90	\$53.06	\$918.31
TOTAL	848	848	\$829.90	\$53.06	\$918.31
Women	571	67.33%	\$811.18	\$44.31	\$887.97
Men	266	31.37%	\$871.56	\$73.81	\$988.34
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	11	1.30%	\$794.45	\$5.82	\$800.27

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	12587	12587	\$830.31	\$90.11	\$923.85
TOTAL	12587	12587	\$830.31	\$90.11	\$923.85
Women	5061	40.21%	\$821.59	\$84.94	\$909.79
Men	7111	56.49%	\$836.19	\$96.15	\$935.94
Non-Binary/Third Gender	24	0.19%	\$921.21	\$26.63	\$949.29
Prefer To Self-Describe	6	0.05%	\$857.67	\$30.17	\$940.28
Prefer Not To Say	2	0.02%	\$901.00	\$0.00	\$901.00
Not Provided	383	3.04%	\$829.79	\$51.67	\$883.41
Principal (musical)	3623	3623	\$839.55	\$94.70	\$941.02
TOTAL	3623	3623	\$839.55	\$94.70	\$941.02
Women	1491	41.15%	\$839.99	\$96.74	\$944.28
Men	2004	55.31%	\$838.29	\$94.53	\$938.69
Non-Binary/Third Gender	5	0.14%	\$905.60	\$44.60	\$954.20
Prefer To Self-Describe	3	0.08%	\$901.00	\$212.67	\$1,113.67
Prefer Not To Say	1	0.03%	\$936.00	\$0.00	\$936.00
Not Provided	119	3.28%	\$854.41	\$71.97	\$938.68
Chorus	2273	2273	\$907.41	\$40.47	\$983.16
TOTAL	2273	2273	\$907.41	\$40.47	\$983.16
Women	957	42.10%	\$911.68	\$40.63	\$990.13
Men	1249	54.95%	\$905.06	\$40.25	\$979.79
Non-Binary/Third Gender	5	0.22%	\$946.00	\$38.58	\$1,000.31
Prefer To Self-Describe	2	0.09%	\$844.00	\$54.00	\$902.50
Prefer Not To Say	1	0.04%	\$941.00	\$39.00	\$980.00
Not Provided	59	2.60%	\$886.15	\$42.32	\$942.78
Stage Managers	2622	2622	\$997.10	\$81.17	\$1,196.63
TOTAL	2622	2622	\$997.10	\$81.17	\$1,196.63
Women	1787	68.15%	\$985.93	\$73.59	\$1,169.51
Men	804	30.66%	\$1,025.96	\$100.40	\$1,263.70
Non-Binary/Third Gender	6	0.23%	\$889.33	\$32.33	\$1,017.00
Prefer To Self-Describe	1	0.04%	\$610.00	\$0.00	\$610.00
Prefer Not To Say	8	0.31%	\$855.50	\$11.23	\$1,053.77
Not Provided	10	0.61%	\$929.46	\$19.16	\$1,031.47
Assistant Stage Managers	1390	1390	\$929.94	\$58.41	\$1,102.33
TOTAL	1390	1390	\$929.94	\$58.41	\$1,102.33
Women	1016	73.09%	\$911.94	\$50.23	\$1,070.75
Men	303	21.80%	\$989.63	\$94.98	\$1,212.26
Non-Binary/Third Gender	11	0.79%	\$1,039.45	\$28.27	\$1,128.27
Prefer To Self-Describe	11	0.79%	\$939.91	\$2.27	\$1,121.79
Prefer Not To Say	0	0.00%			
Not Provided	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	0.00%	23	0.10%
Prefer Not To Say	0	0.00%	12	0.05%
Not Provided	393	2.51%	626	2.78%
Race/Ethnicity	2768	17.66%	5726	25.45%
POC				
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	64.85%	13441	59.75%
Prefer Not To Say	0	0.00%	1275	5.67%
Not Provided	2772	17.69%	2053	9.13%

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	8295	8295	\$736.97	\$111.64	\$850.81
TOTAL	8295	8295	\$736.97	\$111.64	\$850.81
POC	1554	18.73%	\$689.70	\$105.52	\$796.77
Asian or Asian American	209	2.52%	\$689.70	\$105.52	\$796.77
Black or African American	827	9.97%	\$730.63	\$119.96	\$852.21
Hispanic or Latin American	223	2.69%	\$745.21	\$103.42	\$852.40
Indigenous Hawaiian or Pacific Islander	6	0.07%	\$649.67	\$69.67	\$719.33
Indigenous North American	3	0.04%	\$548.67	\$11.33	\$560.00
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	286	3.45%	\$727.08	\$86.34	\$815.24
White or European American	5030	60.64%	\$742.21	\$109.52	\$854.38
Prefer Not To Say	0	0.00%			
Not Provided	1711	20.63%	\$730.66	\$120.23	\$852.94
Principal (musical)	3308	3308	\$705.66	\$96.26	\$814.07
TOTAL	3308	3308	\$705.66	\$96.26	\$814.07
POC	700	21.16%	\$652.02	\$96.20	\$759.83
Asian or Asian American	93	2.81%	\$652.02	\$96.20	\$759.83
Black or African American	356	10.76%	\$694.40	\$87.88	\$792.74
Hispanic or Latin American	99	2.98%	\$661.80	\$55.74	\$702.21
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	1	0.03%	\$618.00	\$0.00	\$618.00
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	151	4.56%	\$681.34	\$71.90	\$770.62
White or European American	2081	63.21%	\$717.71	\$97.01	\$823.84
Prefer Not To Say	0	0.00%			
Not Provided	517	15.63%	\$690.02	\$114.03	\$822.38
Chorus	1318	1318	\$801.30	\$35.12	\$867.18
TOTAL	1318	1318	\$801.30	\$35.12	\$867.18
POC	297	22.53%	\$802.22	\$25.32	\$848.94
Asian or Asian American	45	3.41%	\$802.22	\$25.32	\$848.94
Black or African American	155	11.76%	\$800.59	\$28.00	\$854.23
Hispanic or Latin American	33	2.50%	\$788.91	\$39.66	\$855.15
Indigenous Hawaiian or Pacific Islander	3	0.08%	\$836.00	\$0.00	\$858.54
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	63	4.78%	\$803.37	\$37.49	\$871.15
White or European American	845	64.11%	\$800.63	\$34.53	\$867.57
Prefer Not To Say	0	0.00%			
Not Provided	147	13.35%	\$806.24	\$45.22	\$882.28
Stage Managers	1901	1901	\$876.73	\$87.26	\$1,001.83
TOTAL	1901	1901	\$876.73	\$87.26	\$1,001.83
POC	248	9.46%	\$909.52	\$21.58	\$1,025.02
Asian or Asian American	34	1.79%	\$909.52	\$21.58	\$1,025.02
Black or African American	62	3.26%	\$736.48	\$65.73	\$821.64
Hispanic or Latin American	20	1.05%	\$974.60	\$168.52	\$1,175.68
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	1	0.05%	\$718.00	\$0.00	\$718.00
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	20	1.05%	\$974.60	\$168.52	\$1,175.68
White or European American	1516	79.75%	\$882.21	\$90.57	\$1,009.93
Prefer Not To Say	0	0.00%			
Not Provided	248	13.05%	\$874.32	\$80.64	\$995.85
Assistant Stage Managers	848	848	\$829.90	\$53.06	\$918.31
TOTAL	848	848	\$829.90	\$53.06	\$918.31
POC	191	13.74%	\$757.11	\$69.95	\$864.13
Asian or Asian American	19	2.24%	\$757.11	\$69.95	\$864.13
Black or African American	7	0.83%	\$855.29	\$109.12	\$979.33
Hispanic or Latin American	23	2.71%	\$860.96	\$87.17	\$976.30
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	1	0.12%	\$675.00	\$0.00	\$675.00
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	30	3.54%	\$876.40	\$19.08	\$965.36
White or European American	648	76.42%	\$821.74	\$51.97	\$906.39
Prefer Not To Say	0	0.00%			
Not Provided	120	14.15%	\$867.73	\$55.42	\$966.86

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	12587	12587	\$830.31	\$90.11	\$923.85
TOTAL	12587	12587	\$830.31	\$90.11	\$923.85
POC	3683	29.26%	\$836.86	\$83.75	\$936.37
Asian or Asian American	448	3.56%	\$836.86	\$83.75	\$936.37
Black or African American	1937	15.39%	\$829.62	\$88.23	\$920.64
Hispanic or Latin American	493	3.92%	\$850.28	\$91.06	\$945.63
Indigenous Hawaiian or Pacific Islander	9	0.07%	\$784.44	\$161.44	\$955.33
Indigenous North					

SET

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

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	46	46	\$897.91	\$307.31	\$1,409.59
TOTAL	46	46	\$897.91	\$307.31	\$1,409.59
Women	17	36.96%	\$900.71	\$327.63	\$1,442.57
Men	29	63.04%	\$896.28	\$295.40	\$1,390.26
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%			
Principal (musical)	145	145	\$784.77	\$1,100.72	\$2,107.05
TOTAL	145	145	\$784.77	\$1,100.72	\$2,107.05
Women	52	35.86%	\$808.46	\$1,570.20	\$2,671.60
Men	93	64.14%	\$771.52	\$838.21	\$1,791.39
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%			
Chorus	246	246	\$802.76	\$26.75	\$965.32
TOTAL	246	246	\$802.76	\$26.75	\$965.32
Women	116	47.15%	\$807.53	\$18.39	\$950.64
Men	129	52.44%	\$800.44	\$34.01	\$980.74
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	1	0.41%	\$548.00	\$61.04	\$679.25
Stage Managers	21	21	\$1,325.69	\$425.98	\$1,817.88
TOTAL	21	21	\$1,325.69	\$425.98	\$1,817.88
Women	7	33.33%	\$1,322.57	\$468.09	\$1,831.49
Men	14	66.67%	\$1,327.24	\$404.93	\$1,811.07
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	38	38	\$966.58	\$66.78	\$1,094.11
TOTAL	38	38	\$966.58	\$66.78	\$1,094.11
Women	12	31.58%	\$975.75	\$44.95	\$1,047.91
Men	26	68.42%	\$962.35	\$76.86	\$1,115.43
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 Overage	Average Contractual Salary
Principal (play)	26	26	\$1,081.15	\$169.09	\$1,402.83
TOTAL	26	26	\$1,081.15	\$169.09	\$1,402.83
Women	9	34.62%	\$1,076.78	\$151.02	\$1,375.86
Men	17	65.38%	\$1,083.47	\$178.65	\$1,417.10
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%			
Principal (musical)	320	320	\$907.66	\$820.08	\$1,982.15
TOTAL	320	320	\$907.66	\$820.08	\$1,982.15
Women	132	41.25%	\$897.67	\$842.00	\$2,006.18
Men	178	55.63%	\$915.97	\$847.37	\$2,011.01
Non-Binary/Third Gender	1	0.31%	\$810.00	\$248.80	\$1,250.00
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	9	2.81%	\$900.56	\$22.37	\$1,140.38
Chorus	611	611	\$903.45	\$85.29	\$1,149.62
TOTAL	611	611	\$903.45	\$85.29	\$1,149.62
Women	292	47.79%	\$893.09	\$95.41	\$1,130.15
Men	316	51.72%	\$912.72	\$76.34	\$1,168.46
Non-Binary/Third Gender	3	0.49%	\$934.00	\$42.83	\$1,059.76
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	0	0.00%			
Stage Managers	44	44	\$1,433.17	\$521.27	\$2,047.76
TOTAL	44	44	\$1,433.17	\$521.27	\$2,047.76
Women	16	36.36%	\$1,331.38	\$515.51	\$1,925.31
Men	28	63.64%	\$1,491.34	\$524.56	\$2,117.71
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	91	91	\$1,072.55	\$128.95	\$1,271.36
TOTAL	91	91	\$1,072.55	\$128.95	\$1,271.36
Women	54	59.34%	\$1,045.98	\$142.23	\$1,240.24
Men	37	40.66%	\$1,111.32	\$109.56	\$1,316.77
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	496	496	1092	1092
Veteran			2	0.38%
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	0.00%	0	0.00%
Prefer Not To Say	0	0.00%	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%

	2013-15 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	46	46	\$897.91	\$307.31	\$1,409.59
TOTAL	46	46	\$897.91	\$307.31	\$1,409.59
POC	5	10.87%	\$0.00	\$0.00	\$0.00
Asian or Asian American	0	0.00%			
Black or African American	1	2.17%	\$890.00	\$0.00	\$1,072.80
Hispanic or Latin American	1	2.17%	\$916.00	\$1,034.00	\$2,128.32
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	3	6.52%	\$898.67	\$67.50	\$1,187.89
White or European American	38	82.61%	\$898.21	\$177.26	\$1,282.45
Prefer Not To Say	0	0.00%			
Not Provided	3	6.52%	\$898.67	\$67.50	\$1,187.89
Principal (musical)	145	145	\$784.77	\$1,100.72	\$2,107.05
TOTAL	145	145	\$784.77	\$1,100.72	\$2,107.05
POC	31	21.38%	\$0.00	\$0.00	\$0.00
Asian or Asian American	2	1.38%	\$1,048.00	\$5.00	\$1,361.94
Black or African American	23	15.86%	\$729.96	\$1,307.96	\$2,288.30
Hispanic or Latin American	2	1.38%	\$887.50	\$1,088.82	\$2,479.41
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	4	2.76%	\$704.25	\$820.57	\$1,817.58
White or European American	103	71.03%	\$788.84	\$1,049.74	\$2,040.15
Prefer Not To Say	0	0.00%			
Not Provided	11	7.59%	\$823.91	\$1,447.98	\$2,527.50
Chorus	246	246	\$802.76	\$26.75	\$965.32
TOTAL	246	246	\$802.76	\$26.75	\$965.32
POC	75	30.49%	\$0.00	\$0.00	\$0.00
Asian or Asian American	4	1.63%	\$919.50	\$0.00	\$1,015.64
Black or African American	40	16.26%	\$797.93	\$81.88	\$960.45
Hispanic or Latin American	3	2.03%	\$836.40	\$12.21	\$931.99
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	1	0.41%	\$771.00	\$0.00	\$1,122.67
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	25	10.16%	\$846.64	\$34.83	\$1,057.81
White or European American	149	60.57%	\$801.64	\$13.42	\$958.71
Prefer Not To Say	0	0.00%			
Not Provided	22	8.94%	\$741.82	\$17.02	\$905.12
Stage Managers	21	21	\$1,325.69	\$425.98	\$1,817.88
TOTAL	21	21	\$1,325.69	\$425.98	\$1,817.88
POC	1	4.76%	\$0.00	\$0.00	\$0.00
Asian or Asian American	0	0.00%			
Black or African American	0	0.00%			
Hispanic or Latin American	1	4.76%	\$1,162.00	\$514.76	\$1,700.00
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	0	0.00%			
White or European American	15	71.43%	\$1,317.89	\$376.55	\$1,758.99
Prefer Not To Say	0	0.00%			
Not Provided	5	23.81%	\$1,381.80	\$556.54	\$2,018.12
Assistant Stage Managers	38	38	\$966.58	\$66.78	\$1,094.11
TOTAL	38	38	\$966.58	\$66.78	\$1,094.11
POC	1	2.63%	\$1,189.00	\$266.00	\$1,623.32
Asian or Asian American	1	2.63%	\$1,189.00	\$266.00	\$1,623.32
Black or African American	1	2.63%	\$1,155.00	\$0.00	\$1,172.80
Hispanic or Latin American	1	2.63%	\$1,225.00	\$0.00	\$1,243.88
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	0	0.00%			
White or European American	30	78.95%	\$946.67	\$58.51	\$1,067.91
Prefer Not To Say	0	0.00%			
Not Provided	5	13.16%	\$952.20	\$103.28	\$1,099.74

	2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
Principal (play)	26	26	\$1,081.15	\$169.09	\$1,402.83
TOTAL	26	26	\$1,081.15	\$169.09	\$1,402.83
Women	9	34.62%	\$1,076.78	\$151.02	\$1,375.86
Men	17	65.38%	\$1,083.47	\$178.65	\$1,417.10
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%			
Principal (musical)	320	320	\$907.66	\$820.08	\$1,982.15
TOTAL	320	320	\$907.66	\$820.08	\$1,982.15
Women	132	41.25%	\$897.67	\$842.00	\$2,006.18
Men	178	55.63%	\$915.97	\$847.37	\$2,011.01
Non-Binary/Third Gender	1	0.31%	\$810.00	\$248.80	\$1,250.00
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			

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
TOTAL	1293	1293	\$587.44	\$32.18	\$633.47
Women	510	39.44%	\$581.28	\$43.12	\$637.07
Men	740	57.23%	\$591.64	\$21.65	\$828.08
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	43	3.33%	\$588.19	\$83.55	\$683.34
Principal (musical)	626	626	\$533.86	\$71.98	\$633.48
Women	270	43.13%	\$532.39	\$75.62	\$634.71
Men	331	52.88%	\$533.46	\$70.38	\$633.00
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	25	3.99%	\$555.08	\$53.82	\$626.56
Chorus	149	149	\$612.99	\$35.30	\$726.36
Women	76	51.01%	\$597.66	\$44.36	\$718.02
Men	66	44.30%	\$638.83	\$27.39	\$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	7	4.70%	\$535.71	\$11.57	\$583.48
Stage Managers	324	324	\$690.80	\$22.00	\$787.19
Women	210	64.81%	\$681.27	\$21.28	\$775.26
Men	109	33.64%	\$711.04	\$24.40	\$813.37
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	5	1.54%	\$649.60	\$0.00	\$717.66
Assistant Stage Managers	269	269	\$629.69	\$10.45	\$715.45
Women	169	62.83%	\$629.82	\$9.54	\$711.86
Men	94	34.94%	\$634.87	\$12.76	\$727.14
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	6	2.23%	\$544.83	\$0.00	\$633.45

2016-19 Contracts	Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
2073	2073	\$667.31	\$28.53	\$708.84
951	45.88%	\$656.11	\$27.31	\$695.67
1021	49.25%	\$672.86	\$29.25	\$715.97
7	0.34%	\$709.57	\$18.92	\$736.25
1	0.05%	\$635.00	\$0.00	\$644.53
2	0.10%	\$760.50	\$0.00	\$771.91
91	4.39%	\$717.19	\$34.91	\$763.79
647	647	\$715.34	\$88.15	\$830.36
267	41.27%	\$708.55	\$76.96	\$815.33
352	54.40%	\$721.01	\$89.25	\$835.62
1	0.15%	\$715.00	\$0.00	\$725.73
2	0.31%	\$736.50	\$0.00	\$747.55
2	0.31%	\$795.50	\$0.00	\$841.94
23	3.55%	\$698.52	\$220.32	\$935.18
141	141	\$858.38	\$11.44	\$924.12
61	43.26%	\$830.56	\$13.19	\$894.73
76	53.90%	\$888.09	\$8.81	\$956.35
1	0.71%	\$690.00	\$0.00	\$700.35
0	0.00%			
0	0.00%			
3	2.13%	\$727.67	\$46.67	\$779.85
442	442	\$812.94	\$15.55	\$883.81
294	66.52%	\$798.12	\$16.59	\$868.99
135	30.54%	\$844.47	\$14.78	\$916.31
1	0.23%	\$775.00	\$0.00	\$786.63
4	0.90%	\$908.00	\$0.00	\$977.43
0	0.00%			
8	1.81%	\$783.50	\$0.00	\$845.13
402	402	\$748.42	\$7.37	\$800.03
273	67.91%	\$735.09	\$7.60	\$784.09
108	26.87%	\$785.29	\$8.19	\$845.43
9	2.24%	\$813.00	\$0.14	\$964.22
2	0.50%	\$779.50	\$0.00	\$862.70
0	0.00%			
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	0.00%	9	0.24%
Prefer Not To Say	0	0.00%	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
TOTAL	1293	1293	\$587.44	\$32.18	\$633.47
POC	297	22.97%	\$571.57	\$11.31	\$597.28
Asian or Asian American	28	2.17%	\$571.57	\$11.31	\$597.28
Black or African American	171	13.23%	\$593.68	\$7.58	\$610.48
Hispanic or Latin American	45	3.48%	\$616.22	\$5.34	\$643.95
Indigenous Hawaiian or Pacific Islander	0	0.00%			
Indigenous North American	1	0.08%	\$598.00	\$0.00	\$598.00
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	52	4.02%	\$548.67	\$5.32	\$572.17
White or European American	719	55.61%	\$586.77	\$36.11	\$636.76
Prefer Not To Say	0	0.00%			
Not Provided	277	21.42%	\$589.48	\$48.78	\$662.71
Principal (musical)	626	626	\$533.98	\$71.98	\$633.48
POC	445	71.09%	\$506.24	\$71.67	\$591.56
Asian or Asian American	10	1.60%	\$496.40	\$33.35	\$577.79
Black or African American	72	11.50%	\$506.24	\$71.67	\$591.56
Hispanic or Latin American	19	3.04%	\$621.37	\$28.84	\$681.14
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	344	54.95%	\$583.35	\$52.46	\$670.64
White or European American	386	61.66%	\$532.71	\$47.21	\$609.17
Prefer Not To Say	0	0.00%			
Not Provided	105	16.77%	\$528.77	\$181.07	\$736.24
Chorus	149	149	\$612.99	\$35.30	\$726.36
POC	68	45.64%	\$547.64	\$59.51	\$724.66
Asian or Asian American	14	9.40%	\$547.64	\$59.51	\$724.66
Black or African American	29	19.46%	\$606.61	\$18.55	\$659.83
Hispanic or Latin American	3	2.01%	\$851.67	\$30.84	\$983.61
Indigenous Hawaiian or Pacific Islander	2	1.34%	\$560.50	\$160.26	\$831.67
Indigenous North American	0	0.00%			
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	20	13.42%	\$688.25	\$59.03	\$854.91
White or European American	54	36.24%	\$627.35	\$21.51	\$723.22
Prefer Not To Say	0	0.00%			
Not Provided	27	18.12%	\$546.63	\$41.99	\$657.79
Stage Managers	324	324	\$690.80	\$22.00	\$787.19
POC	35	10.80%	\$696.20	\$2.20	\$727.08
Asian or Asian American	5	1.54%	\$696.20	\$2.20	\$727.08
Black or African American	13	4.01%	\$597.15	\$47.33	\$677.82
Hispanic or Latin American	12	3.70%	\$797.33	\$9.25	\$862.01
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	1.54%	\$644.40	\$15.20	\$755.93
White or European American	257	79.32%	\$693.42	\$23.44	\$796.00
Prefer Not To Say	0	0.00%			
Not Provided	32	9.88%	\$674.22	\$9.09	\$747.11
Assistant Stage Managers	269	269	\$629.69	\$10.45	\$715.45
POC	28	10.41%	\$609.17	\$4.17	\$663.20
Asian or Asian American	5	2.23%	\$609.17	\$4.17	\$663.20
Black or African American	5	1.86%	\$532.80	\$55.30	\$724.41
Hispanic or Latin American	3	1.12%	\$612.00	\$0.00	\$689.40
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	14	5.20%	\$728.21	\$2.00	\$788.12
White or European American	215	79.93%	\$623.16	\$11.08	\$710.50
Prefer Not To Say	0	0.00%			
Not Provided	26	9.67%	\$636.85	\$3.87	\$730.54

2016-19 Contracts	Contracts	Average Minimum Salary	Average Overscale	Average Contractual Salary
2073	2073	\$667.31	\$28.53	\$708.84
696	33.57%	\$647.79	\$32.23	\$687.71
72	3.47%	\$647.79	\$32.23	\$687.71
357	17.22%	\$679.36	\$14.72	\$705.55
104	5.02%	\$675.94	\$25.83	\$712.14
0	0.00%			
3	0.14%	\$679.67	\$0.00	\$687.25
3	0.14%	\$555.33	\$0.00	\$562.04
157	7.57%	\$654.74	\$22.19	\$693.50
935	45.10%	\$658.07	\$38.95	\$711.67
182	8.78%	\$665.70	\$11.38	\$687.52
260	12.54%	\$695.80	\$26.58	\$733.86
647	647	\$715.34	\$88.15	\$830.36
209	32.30%	\$701.17	\$38.48	\$750.51
35	5.41%	\$701.17	\$38.48	\$750.51
97	14.99%	\$738.64	\$34.41	\$803.76
21	3.25%	\$729.95	\$64.91	\$830.34
0	0.00%			
0	0.00%			
2	0.31%	\$593.00	\$0.00	\$655.27
54	8.35%	\$720.78	\$10.32	\$762.14
335	51.78%	\$714.24	\$129.42	\$872.26
49	7.57%	\$697.21	\$30.28	\$746.86
54	8.35%	\$699.35	\$103.46	\$820.48
141	141	\$858.38	\$11.44	\$924.12
62	43.97%	\$858.38	\$11.44	\$924.12
17	12.06%	\$1,052.76	\$13.16	\$1,111.05
28	19.86%	\$733.04	\$17.32	\$776.46
7	4.96%	\$643.71	\$15.50	\$672.48
0	0.00%			
0	0.00%			
0	0.00%			

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 Overage	Average Contractual Salary
TOTAL	6455	6455	\$402.47	\$33.66	\$438.34
Women	2533	39.24%	\$406.48	\$34.87	\$443.43
Men	3803	58.92%	\$399.89	\$33.38	\$435.64
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	119	1.84%	\$399.39	\$16.78	\$416.17
Principal (musical)	2241	2241	\$415.29	\$41.93	\$461.12
Women	930	41.50%	\$413.94	\$41.82	\$460.71
Men	1274	56.85%	\$417.50	\$42.98	\$463.71
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	37	1.65%	\$373.05	\$8.97	\$382.03
Chorus	139	139	\$454.48	\$35.57	\$510.48
Women	55	39.57%	\$454.22	\$27.19	\$504.88
Men	83	59.71%	\$454.90	\$41.55	\$515.12
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	1	0.72%	\$434.00	\$0.00	\$434.00
Stage Managers	2333	2333	\$476.77	\$15.88	\$556.01
Women	1502	64.38%	\$486.35	\$14.26	\$564.62
Men	686	29.40%	\$470.71	\$20.42	\$556.02
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	145	6.22%	\$406.10	\$11.12	\$466.76
Assistant Stage Managers	393	393	\$443.23	\$21.64	\$524.60
Women	218	55.47%	\$459.11	\$8.81	\$523.23
Men	112	28.50%	\$423.77	\$56.02	\$546.41
Non-Binary/Third Gender	0	0.00%			
Prefer To Self-Describe	0	0.00%			
Prefer Not To Say	0	0.00%			
Not Provided	63	16.03%	\$422.86	\$4.94	\$490.56

2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
9902	9902	\$443.95	\$35.05	\$481.93
4102	41.43%	\$448.48	\$37.80	\$488.93
5481	55.33%	\$440.75	\$33.89	\$477.77
11	0.11%	\$449.09	\$8.82	\$457.91
11	0.11%	\$513.00	\$18.32	\$565.01
5	0.05%	\$444.00	\$46.60	\$490.60
292	2.95%	\$437.58	\$19.64	\$459.25
3401	3401	\$451.29	\$46.46	\$504.02
1424	41.87%	\$449.04	\$47.55	\$503.29
1884	55.40%	\$454.83	\$46.72	\$507.54
8	0.24%	\$409.25	\$17.88	\$429.63
3	0.09%	\$525.67	\$41.00	\$566.67
2	0.06%	\$374.00	\$35.00	\$409.00
80	2.35%	\$411.35	\$24.24	\$441.65
299	299	\$492.32	\$17.45	\$540.84
119	39.80%	\$489.76	\$29.73	\$548.82
163	54.52%	\$490.36	\$10.17	\$531.52
0	0.00%			
0	0.00%			
0	0.00%			
17	5.69%	\$529.12	\$1.33	\$574.28
3577	3577	\$527.30	\$15.78	\$603.16
2383	66.62%	\$537.70	\$13.92	\$612.54
888	24.83%	\$520.90	\$24.69	\$611.27
28	0.78%	\$628.57	\$2.89	\$655.38
2	0.06%	\$559.00	\$0.00	\$594.42
0	0.00%			
276	7.72%	\$447.53	\$4.58	\$490.84
808	808	\$488.71	\$21.60	\$569.43
399	49.38%	\$507.01	\$8.62	\$572.16
239	29.58%	\$468.52	\$53.96	\$594.73
3	0.37%	\$477.67	\$0.00	\$522.67
1	0.12%	\$466.00	\$0.00	\$543.67
0	0.00%			
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	0.00%	17	0.09%
Prefer Not To Say	0	0.00%	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 Overage	Average Contractual Salary
TOTAL	6455	6455	\$402.47	\$33.66	\$438.34
POC	862	13.35%	\$430.85	\$53.77	\$484.78
Asian or Asian American	60	0.93%	\$419.29	\$56.36	\$476.26
Black or African American	534	8.27%	\$386.76	\$39.53	\$429.35
Hispanic or Latin American	94	1.46%	\$459.50	\$24.00	\$483.50
Indigenous Hawaiian or Pacific Islander	2	0.03%	\$359.71	\$14.21	\$373.93
Indigenous North American	14	0.22%	\$450.83	\$21.57	\$474.07
Middle Eastern or North African	0	0.00%	\$403.05	\$30.32	\$437.35
Multi-Racial or Multi-Ethnic	158	2.45%	\$440.10	\$31.19	\$474.25
White or European American	4452	68.97%	\$450.49	\$31.02	\$484.21
Prefer Not To Say	0	0.00%	\$440.10	\$31.19	\$476.38
Not Provided	1141	17.68%	\$402.05	\$38.23	\$442.39
Principal (musical)	2241	2241	\$415.29	\$41.93	\$461.12
POC	284	12.67%	\$418.85	\$67.91	\$503.78
Asian or Asian American	20	0.89%	\$396.55	\$12.80	\$409.35
Black or African American	163	7.27%	\$418.85	\$67.91	\$491.58
Hispanic or Latin American	35	1.56%	\$438.57	\$28.71	\$469.36
Indigenous Hawaiian or Pacific Islander	1	0.04%	\$222.00	\$0.00	\$243.00
Indigenous North American	1	0.04%	\$430.00	\$0.00	\$430.00
Middle Eastern or North African	0	0.00%	\$394.00	\$85.50	\$479.50
Multi-Racial or Multi-Ethnic	64	2.86%	\$400.23	\$34.58	\$439.07
White or European American	1624	72.47%	\$414.95	\$38.82	\$457.83
Prefer Not To Say	0	0.00%	\$448.22	\$34.94	\$489.00
Not Provided	333	14.86%	\$417.33	\$49.15	\$469.46
Chorus	139	139	\$454.48	\$35.57	\$510.48
POC	23	16.55%	\$311.00	\$0.00	\$311.00
Asian or Asian American	1	0.72%	\$413.07	\$27.54	\$448.82
Black or African American	14	10.07%	\$450.40	\$4.00	\$458.40
Hispanic or Latin American	5	3.60%	\$450.40	\$4.00	\$458.40
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	3	2.16%	\$412.67	\$0.00	\$446.33
White or European American	100	71.94%	\$465.72	\$35.72	\$525.48
Prefer Not To Say	0	0.00%	\$438.56	\$60.44	\$515.84
Not Provided	16	11.51%	\$438.56	\$60.44	\$515.84
Stage Managers	2333	2333	\$476.77	\$15.88	\$556.01
POC	192	8.23%	\$395.07	\$18.14	\$473.93
Asian or Asian American	29	1.24%	\$449.04	\$30.24	\$543.71
Black or African American	47	2.01%	\$416.41	\$15.97	\$486.11
Hispanic or Latin American	69	2.96%	\$485.00	\$0.00	\$539.72
Indigenous Hawaiian or Pacific Islander	3	0.13%	\$389.00	\$0.00	\$389.00
Indigenous North American	2	0.09%	\$389.00	\$0.00	\$389.00
Middle Eastern or North African	0	0.00%			
Multi-Racial or Multi-Ethnic	42	1.80%	\$522.85	\$8.66	\$604.74
White or European American	1633	70.00%	\$484.90	\$15.17	\$565.50
Prefer Not To Say	0	0.00%			
Not Provided	508	21.77%	\$462.55	\$17.43	\$537.52
Assistant Stage Managers	393	393	\$443.23	\$21.64	\$524.60
POC	23	5.85%	\$259.00	\$0.00	\$302.17
Asian or Asian American	2	0.51%	\$324.00	\$17.93	\$362.10
Black or African American	5	1.27%	\$354.80	\$0.00	\$401.60
Hispanic or Latin American	0	0.00%			
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	14	3.56%	\$445.07	\$12.57	\$505.51
White or European American	228	58.02%	\$455.72	\$12.78	\$536.03
Prefer Not To Say	0	0.00%			
Not Provided	142	36.13%	\$430.37	\$37.89	\$517.87

2016-19 Contracts	% Contracts	Average Minimum Salary	Average Overage	Average Contractual Salary
9902	9902	\$443.95	\$35.05	\$481.93
1894	18.72%	\$463.37	\$49.76	\$516.06
1183	1.85%	\$467.18	\$59.58	\$530.21
965	9.75%	\$420.88	\$44.18	\$468.01
260	2.63%	\$431.44	\$21.89	\$453.89
9	0.09%	\$450.83	\$21.57	\$474.07
22	0.22%	\$403.05	\$30.32	\$437.35
12	0.12%	\$450.83	\$21.57	\$474.07
403	4.07%	\$454.20	\$38.39	\$495.78
6425	64.89%	\$440.10	\$31.19	\$474.25
523	6.39%	\$450.49	\$31.02	\$484.21
1000	10.10%	\$440.10	\$31.19	\$476.38
3401	3401	\$451.29	\$46.46	\$504.02
603	17.73%	\$454.48	\$35.57	\$510.48
42	1.23%	\$484.50	\$34.38	\$515.51
294	8.64%	\$457.71	\$39.76	\$503.78
114	3.35%	\$484.24	\$32.94	\$526.80
0	0.00%			
3	0.09%	\$480.67	\$56.67	\$537.33
2	0.06%	\$394.00	\$85.50	\$479.50
148	4.35%	\$463.13	\$44.83	\$522.84
2350	69.10%	\$448.89	\$48.53	\$503.62
161	4.73%	\$448.22	\$34.94	\$489.00
287	8.44%	\$438.99	\$50.38	\$495.08
299	299	\$492.32	\$17.45	\$540.84
78	26.09%	\$444.00	\$11.25	\$461.50
4	1.34%	\$444.00	\$11.25	\$461.50
40	13.38%	\$475.93	\$51.04	\$559.95
14				