

## **DELAWARE SHAKESPEARE DIVERSITY METRICS 2016-2020**

For this first reporting on the diversity trends of Delaware Shakespeare's board, staff, and artists, we have focused on race and gender. We welcome feedback on our reporting and the measures used.

Delaware Shakespeare has happily employed non-binary individuals, but has not been proactive in officially asking board, staff, and artists for their gender. To avoid an inaccurate reporting of non-binary individuals, we are therefore using the binary measurement of biological sex for gender in this reporting. We are examining how best to report gender in the future.

BIPOC refers to Black, Indigenous, and People of Color.

### **BOARD OF DIRECTORS**

2020 (14 members) *As of August 1, 2020*

BIPOC: 29%                      Female: 50%

White: 71%                      Male: 50%

2019 (12 members)

BIPOC: 17%                      Female: 50%

White: 83%                      Male: 50%

2018 (12 members)

BIPOC: 17%                      Female: 50%

White: 83%                      Male: 50%

2017 (12 members)

BIPOC: 8%                      Female: 42%

White: 92%                      Male: 58%

2016 (11 members)

BIPOC: 0%                      Female: 45%

White: 100%                      Male: 55%

### **YEAR-ROUND ADMINISTRATIVE STAFF**

2020 (5 staff)

BIPOC: 0%                      Female: 60%

White: 100%                      Male: 40%

2019 (5 staff)

BIPOC: 0%                      Female: 60%

White: 100%                      Male: 40%

2018 (5 staff)

BIPOC: 0%                      Female: 40%

White: 100%                      Male: 60%

2017 (3 staff)  
BIPOC: 0%                      Female: 0%  
White: 100%                      Male: 100%

2016 (3 staff)  
BIPOC: 0%                      Female: 0%  
White: 100%                      Male: 100%

**DIRECTORS – FULL PRODUCTIONS (Summer Festival and Community Tour)**

2020  
BIPOC: 50%                      Female: 50%  
White: 50%                      Male: 50%

*Both 2020 productions have been postponed (COVID-19) and will hopefully be produced in 2021*

2019  
BIPOC: 50%                      Female: 50%  
White: 50%                      Male: 50%

2018  
BIPOC: 50%                      Female: 50%  
White: 50%                      Male: 50%

2017  
BIPOC: 50%                      Female: 100%  
White: 50%                      Male: 0%

2017  
BIPOC: 0%                      Female: 0%  
White: 100%                      Male: 100%

**CREATIVE TEAMS – FULL PRODUCTIONS (Summer Festival and Community Tour)**

Creative teams include set, costume, light, sound, and property designers, text coaches, choreographers, and teaching artists.

2020 (12 artists)  
BIPOC: 50%                      Female: 58%  
White: 50%                      Male: 42%

*Creative teams were not 100% assembled before production processes were postponed (COVID-19).*

2019 (15 artists)  
BIPOC: 20%                      Female: 60%  
White: 80%                      Male: 40%

2018 (15 artists)  
BIPOC: 20%           Female: 60%  
White: 80%           Male: 40%

2017 (12 artists)  
BIPOC: 17%           Female: 42%  
White: 83%           Male: 58%

2016 (12 artists)  
BIPOC: 25%           Female: 50%  
White: 75%           Male: 50%

### **ACTORS – FULL PRODUCTIONS (Summer Festival and Community Tour)**

2020 (21 artists)  
BIPOC: 57%           Female: 43%  
White: 43%           Male: 57%

*Casts were not 100% assembled before production processes were postponed (COVID-19). Our hope is the actors currently cast will be able to continue with the productions in 2021.*

2019 (24 artists)  
BIPOC: 50%           Female: 46%  
White: 50%           Male: 54%

2018 (24 artists)  
BIPOC: 50%           Female: 50%  
White: 50%           Male: 50%

2017 (23 artists)  
BIPOC: 43%           Female: 43%  
White: 57%           Male: 57%

2016 (22 artists)  
BIPOC: 41%           Female: 45%  
White: 59%           Male: 55%

### **DIRECTORS – BONUS PROGRAMMING**

Outside of its two full productions, Del Shakes offers a series of smaller-scale events (such as “Shakespeare + St. Valentine” and “Shakespeare, Poe & Fiends”) each year. To produce these events in the most cost-effective way possible, bonus programs are frequently directed by producing artistic director David Stradley.

2020 (1 event, so far)  
BIPOC: 0%           Female: 100%  
White: 100%        Male: 0%

*Still identifying what other programs are possible in the COVID landscape.*

2019 (3 events)  
BIPOC: 33%           Female: 33%  
White: 66%           Male: 66%

2018 (4 events)  
BIPOC: 25%           Female: 25%  
White: 75%           Male: 75%

2017 (4 events)  
BIPOC: 0%            Female: 25%  
White: 100%          Male: 75%

2017 (4 events)  
BIPOC: 0%            Female: 25%  
White: 100%          Male: 75%

### **ACTORS - BONUS PROGRAMMING**

2020 (10 artists, so far)  
BIPOC: 50%           Female: 60%  
White: 50%           Male: 40%

2019 (10 artists)  
BIPOC: 70%           Female: 50%  
White: 30%           Male: 50%

2018 (16 artists)  
BIPOC: 50%           Female: 44%  
White: 50%           Male: 56%

2017 (14 artists)  
BIPOC: 43%           Female: 57%  
White: 57%           Male: 43%

2016 (14 artists)  
BIPOC: 43%           Female: 50%  
White: 57%           Male: 50%

### **AUDIENCE**

Audience demographics are based on surveys submitted by audience. For the Summer Festival, approx. 5-10% of total audience of 2,800-3,500 complete surveys. For the Community Tour, approx. 25-30% of total audience of 1,000-1,800 complete surveys.

Del Shakes has not historically asked about gender on Summer Festival survey. For this reason, we report metrics of race/ethnicity and household income on this comparative reporting. For Summer Festival, audience members could choose multiple answers for race/ethnicity.

2020

*Both Summer Festival and Community Tour productions postponed in 2020 due to COVID-19.*

2019

Summer Festival

BIPOC: 11%

White: 89%

Other/No Answer: 2%

Community Tour

BIPOC: 53%

White: 42%

Other/No Answer: 5%

Summer Festival

<\$25k: 2.5%

\$25-\$50k: 13%

>\$50k: 84.5%

Community Tour

<\$25k: 28%

\$25-\$50k: 27%

>\$50k: 45%

2018

Summer Festival

BIPOC: 7.5%

White: 91.5%

Other: 3%

Community Tour

BIPOC: 43%

White: 52%

Other/No Answer: 6%

Summer Festival

<\$25k: 5.5%

\$25-\$50k: 13%

>\$50k: 81.5%

Community Tour

<\$25k: 28%

\$25-\$50k: 25%

>\$50k: 47%

2017

Summer Festival

BIPOC: 6%

White: 96%

Other/No Answer: 7%

Community Tour

BIPOC: 48%

White: 48%

Other/No Answer: 4%

Summer Festival

<\$25k: 3.5%

\$25-\$50k: 20%

>\$50k: 76%

Community Tour

<\$25k: 37%

\$25-\$50k: 26%

>\$50k: 37%

2016

Summer Festival

BIPOC: 6.5%

White: 91%

Other/No Answer: 2%

Community Tour

BIPOC: 55%

White: 41%

Other/No Answer: 4%

Summer Festival

<\$25k: 2%

\$25-\$50k: 17.5%

>\$50k: 80.5%

Community Tour

<\$25k: 43%

\$25-\$50k: 31%

>\$50k: 26%