

Gate Theatre Collected Data Theatre Call to Action

This data was collated in June/July 2020 in direct response to @TheatreCTA Call to Action and spans 3 years from September 2017 - March 2020. September 2017 was the first full production in Ellen McDougall's tenure as Artistic Director at the Gate.

This data represents the people who responded to the optional survey. For each category, we have stated the total of people that represents.

We included the option to self-identify for every category. So the list of categories we are reporting on includes categories that people have described for themselves. We have listed these additional categories *in italics*.

In the categories Performers, Lead Artists and Freelancer Roles, the data does not take into consideration people who have had multiple contracts with us through September 2017- March 2020 - their data has been accounted for in each category only once.

For people who featured in multiple categories for example Performer and Freelancer Roles - they were asked to fill out two separate forms, so they are accounted for in each category separately.

We have listed all additional qualitative and narrative data submitted by anyone who self-identified at the end of this document. Some of the longer feedback is also included in notes at the end.

At the end of this document we have included the data that was submitted to the Arts Council for 18/19 – the categories on that form were different, and the number of respondents was different, but we wanted to share that in the interests of transparency.

ACTIONS GOING FORWARD

We at the Gate know we have work to do to improve representation across all areas of our work. We want our workforce - across all areas - to be representative of the communities that are local to the Gate, and of London more widely. We recognise that this involves a process of education, unlearning, and change. We want the Gate to be a truly anti-racist organisation, and to be a place that people – audiences and employees alike, want to come back to, and feel safe, supported, excited, and able to make their best work.

Alongside this data collection, we have begun work with everyone in our staff team and on our Board to address the changes we need to make at the Gate – this includes Anti-Racism training in addition to our annual Unconscious Bias training. We are also considering the ways we can ensure that freelancers who work at the Gate are given access to this training.

We are bringing the remaining members of our staff team back from furlough at the end of August, which will enable us to further develop and then publicise our Action Plan.

Our Action Plan will address specifically how we plan to make the changes we need to. It will include quotas, and timelines for each action. It will be a live document that is on the agenda at every Board meeting and is regularly checked in on with the staff team.

We also plan to use the learning we have gained from this exercise in data collection to reconsider how data is collected and represented in the future – it's an imperfect process, but we are very aware that it can make people feel even less seen and heard if it isn't done in the right way.

We are aware that this work is ongoing and constant and takes time to do properly. We are committed to it at the deepest areas of our work to ensure lasting change.

FREELANCERS

PERFORMERS

41 out of 117 performers responded. The data below is based on the 41 respondents.

Italics represent categories added from the self-identify option on the form.

How would you define your ethnicity?

White: British	24.39%
Black or Black British: African	9.76%
Any other mixed background	9.76%
Arab	4.88%
<i>Arab/white</i>	4.88%
Asian or Asian British: Chinese	4.88%
Latinx	4.88%
White: Irish	4.88%
Any other white background	4.88%
Any other Black/African/Caribbean background	2.44%
<i>Black British</i>	2.44%
Black Mixed Descent	2.44%
Black or Black British: Caribbean	2.44%
<i>black or mixed race</i>	2.44%
<i>Black, POC, mixed, biracial</i>	2.44%
<i>British Ugandan</i>	2.44%

<i>Indian</i>	2.44%
<i>Mixed white and black British</i>	2.44%
<i>Welsh</i>	2.44%
<i>White:Welsh</i>	2.44%

How would you define your gender?

Female	63.41%
Male	29.27%
Non-binary	7.32%

Is your gender identity different to the sex you were assumed to be at birth?

Yes	14.63%
No	85.37%

Classification of Disability:

**An internationally recognised definition of disability is:
 "People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness."**

Do you consider yourself to be disabled?

Yes	12.20%
No	78.05%
Question Left Blank	4.88%

<i>I wouldn't use the singular term 'disabled'. But I live with mental health illness.</i>	2.44%
--	-------

<i>Having had previous mental health issues</i>	2.44%
---	-------

How would you define your sexual orientation?

Heterosexual (or straight)	46.34%
----------------------------	--------

Bisexual	12.20%
----------	--------

Queer	9.76%
-------	-------

Did not answer	9.76%
----------------	-------

Prefer not to say	7.32%
-------------------	-------

<i>a sexual being</i>	2.44%
-----------------------	-------

<i>Bisexual or Pansexual</i>	2.44%
------------------------------	-------

Gay Woman (or Lesbian)	2.44%
------------------------	-------

<i>Open</i>	2.44%
-------------	-------

<i>Pansexual</i>	
------------------	--

<i>Queer and Lesbian and LGBTQ - interchangeable labels for me!</i>	2.44%
---	-------

LEAD ARTISTS

We defined lead artists as Directors and Writers/Translators – but not all our shows fall into this category. Sometimes a lead artist is a designer, or an artist. For a full list of artists who worked on each show, please check our archive pages on our website.

12 out of 58 Lead Artists responded. The data below is based on the 12 respondents.

Italics represent categories added from the self-identify option on the form.

How would you define your ethnicity?

Any other white background	25%
Mixed: White & Black African	25%
Any other Black/African/Caribbean background	8.33%
Any other mixed background	8.33%
Arab	8.33%
Mixed: White & Asian	8.33%
<i>Mixed white and Chinese</i>	8.33%
White: Northern Irish	8.33%

How would you define your gender?

Female	75%
Male	16.67%
<i>Transmale</i>	<i>8.33%</i>

Is your gender identity different to the sex you were assumed to be at birth?

No	75%
Yes	16.77%
Question Left Blank	8.33%

Classification of Disability:

**An internationally recognised definition of disability is:
"People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness."**

Do you consider yourself to be disabled?

No	91.67%
Yes	8.33%

How would you define your sexual orientation?

Heterosexual (or straight)	41.67%
Queer	25%
Bisexual	25%
Prefer not to say	8.33%

FREELANCER ROLES

Freelancers Roles include: Assistant Directors, Audio Describers, BSL interpreters, Captioners, Casting Directors, Designers, Design Assistants, Dramaturgs, Executive Consultant, Fight Directors, Finance Manager, Guest Speakers, Intimacy Directors, Lighting Designers, Movement Directors, PR, Production Managers, Speech-to-text interpreters, Stage Managers, Sound Designers, Technicians, Technical Manager, Video Designers, Voice and Dialect Coaches, Workshop Facilitators.

85 out of 241 Freelancers responded. The data below is based on the 85 respondents.

Italics represent categories added from the self-identify option on the form.

How would you define your ethnicity?

White: British	49.41%
Any other white background	15.29%
Black or Black British: African	3.53%
Black or Black British: Caribbean	3.53%
Latinx	3.53%
White: Irish	3.53%
Any other mixed background	2.35%
Asian or Asian British: Pakistani	2.35%
Mixed: White & Asian	2.35%
Mixed: White & Black African	2.35%
Arab	1.18%

<i>Asian American: Taiwanese</i>	1.18%
Asian or Asian British: Indian	1.18%
Any other Asian background	1.18%
<i>Jewish</i>	1.18%
<i>Middle Eastern, Mediterranean (not everyone from these areas is an Arab)</i>	1.18%
<i>Mixed black Caribbean, white and Arab</i>	1.18%
<i>Mixed: White & Mauritian</i>	1.18%
<i>Palestinian Irish</i>	1.18%
<i>White (French)</i>	1.18%

How would you define your gender?

Female	70.59%
Male	20%
Non-binary	3.53%
<i>Cis woman</i>	1.18%
<i>Gender fluid</i>	1.18%
<i>queer , genderqueer, non-binary</i>	1.18%
Question Left Blank	1.18%
<i>Trans non binary AFAB</i>	1.18%

Is your gender identity different to the sex you were assumed to be at birth?

No	88.24%
Yes	8.24%
Cisgender	1.18%
<i>I identify as the sex I was assigned at birth but also with other gender identities</i>	1.18%
Prefer Not to Say	1.18%

Classification of Disability:

An internationally recognised definition of disability is:
"People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness."

Do you consider yourself to be disabled?

No	81.8%
Yes	9.41%
Prefer Not to Say	4.71%
<i>Ageing</i>	1.18%
<i>Due to a chronic condition, I qualify under the disability act, but I do not identify as disabled.</i> <i>GAD General Anxiety Syndrome</i>	1.18%
<i>I sometimes suffer from / experience mental illness which has an impact on my ability to function in a work-place</i>	1.18%

How would you define your sexual orientation?

Heterosexual (or straight)	56.47%
Queer	14.12%
Bisexual	10.59%
Gay Man	7.06%
Gay Woman (or Lesbian)	4.71%
Prefer not to say	4.71%
Ace (asexual, greysexual, demisexual)	1.18%
<i>Pansexual / queer</i>	1.18%

STAFF

We wanted to differentiate between staff on fixed term contracts and those with permanent contracts. The permanent contract staff category includes our CEOs. The fixed term contracts range from 8 weeks to 1 year (sometimes renewed for multiple years).

PERMANENT STAFF

11 out of 14 Permanent Staff responded. The data below is based on the 11 respondents.

Italics represent categories added from the self-identify option on the form.

How would you define your ethnicity?

White: British	81.82%
Any other white background	9.09%
<i>White South Asian</i>	<i>9.09%</i>

How would you define your gender?

Female	72.73%
Male	18.18%
Non-binary	9.09%

Is your gender identity different to the sex you were assumed to be at birth?

No	90.91%
Yes	9.09%

Classification of Disability:

**An internationally recognised definition of disability is:
"People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness."**

Do you consider yourself to be disabled?

No	100%
----	------

How would you define your sexual orientation?

Heterosexual (or straight)	45.45%
Bisexual	27.27%
Gay Woman (or Lesbian)	18.18%
Queer	9.09%

FIXED TERM STAFF

The fixed term contracts range from 8 weeks to 1 year (sometimes renewed for multiple years). These roles cover areas including Marketing, Programming, Casting, Project Management.

8 out of 13 Fixed Term Staff Responded. The data below is based on 8 respondents.

Italics represent categories added from the self-identify option on the form.

How would you define your ethnicity?

Black or Black British: African	25%
Any other mixed background	12.5%
Asian or Asian British: Indian	12.5%
Black or Black British: Caribbean	12.5%
<i>British Asian Indian and Pakistani</i>	12.5%
Mixed: White & Asian	12.5%
White: British	12.5%

How would you define your gender?

Female	87.5%
Male	12.5%

Is your gender identity different to the sex you were assumed to be at birth?

No	100%
----	------

Classification of Disability:

An internationally recognised definition of disability is:

"People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness."

Do you consider yourself to be disabled?

No	87.5%
----	-------

Yes	12.5%
-----	-------

How would you define your sexual orientation?

Heterosexual (or straight)	62.5%
----------------------------	-------

Bisexual	25%
----------	-----

Queer	12.5%
-------	-------

FRONT OF HOUSE STAFF

15 out of 24 Front of House Staff Responded. The date below is based on the 15 respondents.

Italics represent categories added from the self-identify option on the form.

How would you define your ethnicity?

Any other white background	46.67%
White: British	33.33%
Black or Black British: Caribbean	13.33%
Mixed: White & Asian	6.67%

How would you define your gender?

Female	73.33%
Male	20%
Non-binary	6.67%

Is your gender identity different to the sex you were assumed to be at birth?

No	93.33%
Prefer Not to Say	6.67%

Classification of Disability:

An internationally recognised definition of disability is:

"People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness."

Do you consider yourself to be disabled?

No	80%
Yes	13.33%
Prefer Not to Say	6.67%

How would you define your sexual orientation?

Heterosexual (or straight)	86.67%
Gay Woman (or Lesbian)	6.67%
Queer	6.67%

BOARD

12 out of 16 past and current Board Members responded to the form. The data below is based on the 12 respondents.

Italics represent categories added from the self-identify option on the form.

How would you define your ethnicity?

White: British	66.67%
Black or Black British: African	8.33%
Black or Black British: Caribbean	8.33%
<i>British Asian - Indian & Pakistani heritage</i>	8.33%
Mixed: White & Asian	8.33%

How would you define your gender?

Female	58.33%
Male	41.67%

Is your gender identity different to the sex you were assumed to be at birth?

No	83.33%
Yes	16.67%

Classification of Disability:

**An internationally recognised definition of disability is:
"People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness."**

Do you consider yourself to be disabled?

No	100%
----	------

How would you define your sexual orientation?

Heterosexual (or straight)	75%
Gay Woman (or Lesbian)	8.33%
Queer	8.33%
Prefer Not to Say	8.33%

FURTHER READING

LIST OF ALL NARRATIVE/QUALITATIVE RESPONSES

The following is a list of all Qualitative/Narrative - self identified responses submitted.

How would you define your ethnicity?

- a european father and grandmother and playwright and performer
- A HUMAN
- A Queer person
- Arab/white
- Asian American: Taiwanese
- Black
- Black
- black
- Black British
- Black Mixed Descent
- black or mixed race
- Black, POC, mixed, biracial
- British Asian Indian and Pakistani
- British Asian - Indian & Pakistani heritage
- British Ugandan
- European
- Half Indian (but I don't push this too far; my father was from a poor family in Mumbai but my mother was from a privileged New York WASP family)
- Indian
- Jewish (should be an option)

- London Irish (Irish passport)
- Middle Eastern, Mediterranean (not everyone from these areas is an Arab) - There is not a definition for me in equal opportunities forms. I am not black, brown or white. I have olive & light brown skin tone. I would like more representation please. I am british and another nationality. I am Middle Eastern-Mediterranean as my ethnic identity. I strongly feel that POC or BAME are not including me in the conversations and I don't enjoy being just put into the ethnic minorities group cause there is no other category for me to be in.
- Mixed black caribbean, white and Arab
- Mixed Heritage
- Mixed race
- Mixed white and black British
- Mixed white and Chinese
- Mixed: White & Mauritian
- Palestinian Irish
- Romanian
- Welsh
- white british
- White (French)
- White South Asian
- White:Welsh

How would you define your gender?

- A HUMAN
- A queer person
- Cis woman
- Female
- Female
- Female

- Female
- Female
- female
- Gender fluid
- Her/She
- Male
- Male
- queer , genderqueer, non-binary
- She
- Transmale
- Trans non-binary AFAB
- Woman
- Woman

Is your gender identity different to the sex you were assumed to be at birth?

- A Woman
- cisgender
- Female
- Female
- Female
- Female
- Female
- I identify as the sex I was assigned at birth but also with other gender identities
- Male
- Male
- Masculine
- Woman

Classification of Disability:

An internationally recognised definition of disability is: "People with physical, mental or sensory disabilities: with hidden disabilities such as psoriasis, epilepsy, heart, chest conditions: people with disabilities linked to ageing: people suffering from a mental illness."

Do you consider yourself to be disabled?

- Able bodied
- Ageing
- Due to a chronic condition, I qualify under the disability act, but I do not identify as disabled.
- GAD General Anxiety Syndrome
- Hard of hearing
- Having had previous mental health issues
- I sometimes suffer from / experience mental illness which has an impact on my ability to function in a work-place
- I wouldn't use the singular term 'disabled' But I live with mental health illness.
- Mental health difficulties
- Neurodiverse
- Non Disable
- Non disabled
- Non disabled person
- Not disabled

How would you define your sexual orientation?

- a sexual being
- Bi
- Bisexual or Pansexual
- Heterosexual
- hetrosexual

- Open
- Pansexual
- Pansexual / queer
- Queer and Lesbian and LGBTQ - interchangeable labels for me!
- Queer (but not out)
- Straight
- Straight person

ARTS COUNCIL REPORTING DATA

We have also included the figures reported to the Arts Council for 18/19 for comparative data.

Categories vary in this data because of variations over time. Our Equal Opportunities Forms are optional.

PERMANENT STAFF (Total 10)

Ethnicity		
White	British	50%
	Irish	0%
	Gypsy or Irish Traveller	0%
	Any other White background	0%
Mixed	White and Black Caribbean	0%
	White and Black African	10%
	White and Asian	10%
	Any other Mixed background	0%
Asian/ Asian British	Indian	10%
	Pakistani	10%
	Bangladeshi	0%
	Chinese	0%
	Any other Asian background	0%
Black/ Black British	African	0%
	Caribbean	0%

	Any other Black background	0%
Other	Arab	0%
	Any other ethnic group	0%
	Prefer not to say	0%
	Not known	10%

Gender Identity	
Female	70%
Male	20%
Non-binary	10%
Prefer not to say	0%
Not known	0%

Disability and/or impairment	
Identify as a deaf or disabled person, or have a long term health condition	0%
Non-disabled staff	90%
Prefer not to say	0%
Not known	10%

Sexual Orientation	
Bisexual	10%
Gay Man	0%
Gay Woman/Lesbian	30%

Heterosexual/Straight	50%
Prefer not to say	10%
Not known	0%

CONTRACTUAL, FREELANCE AND COMMISSIONED STAFF (Total 144)

Ethnicity		
White	British	20.14%
	Irish	2.78%
	Gypsy or Irish Traveller	0%
	Any other White background	2.08%
Mixed	White and Black Caribbean	1.39%
	White and Black African	1.39%
	White and Asian	0.69%
	Any other Mixed background	3.47%
Asian/ Asian British	Indian	0%
	Pakistani	0%
	Bangladeshi	0%
	Chinese	2.08%
	Any other Asian background	0.69%

Black/ Black British	African	2.78%
	Caribbean	0.69%
	Any other Black background	0.69%
Other	Arab	0%
	Any other ethnic group	0%
	Prefer not to say	0.69%
	Not known	60.42%

Gender Identity	
Female	25.69%
Male	12.5%
Non-binary	3.47%
Prefer not to say	0%
Not known	58.33%

Disability and/or impairment	
Identify as a deaf or disabled person, or have a long term health condition	6.25%
Non-disabled staff	27.78%
Prefer not to say	0.69%
Not known	65.28%

Sexual Orientation	
Bisexual	8.33%
Gay Man	0%
Gay Woman/Lesbian	8.33%
Heterosexual/Straight	18.75%
Prefer not to say	3.47%
Not known	61.11%

BOARD/GOVERNING BODY (Total 11)

Ethnicity		
White	British	81.82%
	Irish	0%
	Gypsy or Irish Traveller	0%
	Any other White background	0%
Mixed	White and Black Caribbean	0%
	White and Black African	0%
	White and Asian	9.09%
	Any other Mixed background	0%
Asian/ Asian British	Indian	0%
	Pakistani	0%
	Bangladeshi	0%

British	Chinese	0%
	Any other Asian background	0%
Black/ Black British	African	0%
	Caribbean	0%
	Any other Black background	9.09%
Other	Arab	0%
	Any other ethnic group	0%
	Prefer not to say	0%
	Not known	0%

Gender Identity	
Female	63.64%
Male	36.36%
Non-binary	0%
Prefer not to say	0%
Not known	0%

Disability and/or impairment	
Identify as a deaf or disabled person, or have a long term health condition	0%
Non-disabled staff	90.91%
Prefer not to say	0%

Not known	9.09%
-----------	-------

Sexual Orientation	
Bisexual	0%
Gay Man	9.09%
Gay Woman/Lesbian	0%
Heterosexual/Straight	90.91%
Prefer not to say	0%
Not known	0%