

WHAT CAN WE DO?

- Establish the realistic goal that gender and racial parity will not happen overnight. With small steps we continue to push forward our vision of an equitable world.
- Buy tickets to shows written and/or directed by women and women of color. Take a friend with you.
- Do not buy tickets to theatres that continually lack diversity (on and off the stage) in their programming.
- Challenge directors to cast cross culturally no matter the production.
- Petition your legislators to support the arts so that there is more funding that can be distributed to women.
- Build alliances with sister organizations in order to share resources, ideas, and support.
- Develop a code of conduct for equity in hiring and pay.
- Develop mentorship opportunities for young women.
- Partner with educational institutions (elementary, secondary and postsecondary) in order to teach the history and significance of women's voices in the arts.



A very special thanks to **Klein Buendel** for sponsoring this important study. Klein Buendel is a leading edge organization specializing in health communication and behavioral research. To learn more visit: www.kleinbuendel.com.

The Count. Dramatists Guild National Study. Julia Jordan & Rebecca Stump. 2015. <http://www.dramatistsguild.com/media/PDFs/TheCount.pdf>

Not Even: A Study of Gender Parity in Bay Area Theatres. Valerie Weak, Martha Richards & Christine Young. 2014. <http://www.womenarts.org/not-even/>

Who Designs in LORT Theatres by Gender. Infographic. Porsche McGovern. 2015. <http://howlround.com/who-designs-in-lort-theatres-by-gender>

Who Designs and Directs in LORT Theatres by Gender: Phase Two. Porsche McGovern. 2016. <http://howlround.com/who-designs-and-directs-in-lort-theatres-by-gender-phase-two>

Why Are There So Few Women Leading Theatres and What Can Be Done About It? HowlRound. Sumru Erkut & Ineke Ceder. 2015. <http://howlround.com/why-are-there-so-few-women-leading-theatres-and-what-can-be-done-about-it>

Women Count: Women Hired Off Broadway 2010-2015. League of Professional Theatre Women. Wade Steketee and Judith Binus. 2015. <http://theatrewomen.org/wp-content/uploads/2015/10/Women-Count-2015-Report.pdf>

Women's Leadership: Research Results and Recommendations. Sumru Erkut & Ineke Ceder. 2016. <http://howlround.com/women-s-leadership-research-results-and-recommendations>

Other resources and survey findings can be found at WomenArts.org. <http://www.womenarts.org/womens-employment-in-the-arts/>

Status of Women in Theatre in the Rocky Mountain Region

Courtney Cauthon PhD, Special Project Coordinator, Athena Project
Angela Astle, Executive Producer, Athena Project



October 2016

WHY:

Gender parity in the arts has become a hot button issue. Over the past several years multiple studies have been published examining the roles and participation of women in theatre across the United States. These studies by organizations such as the *Dramatists Guild*, *the League of Professional Theatre Women*, *WomenArts*, *Los Angeles Female Playwrights Initiative*, and *Gender Parity Task Force - Chicago*, document that women are greatly underrepresented as playwrights, directors, and managers in theatres across the country.

While there is data being collected on the status of women in theatre across the US there is no single survey examining the status of women in the Rocky Mountain Region (AZ, CO, ID, MN, NM, NV, UT, WY). As a nonprofit supporting and promoting female voices in the arts, Athena Project believes that it is important to look more closely at the status of women in theatre within our own Rocky Mountain Region. The data collected for this survey adds to the research already being done in small and vibrant theatre communities in medium and small-sized cities across the US.

CRITERIA FOR SURVEY

- The theatre must produce at least 2 productions per season (a season is defined as Sept 1-Aug 31).
- The theatre must produce at least 6 performances of each production.
- The theatre must have been in existence for at least 3 years.
- 120 theatres were asked to participate; roughly 25% responded.
- The Rocky Mountain Region includes: AZ, CO, ID, MN, NM, NV, UT, WY

*Survey completed in July 2016.
Results published in Oct. 2016.*

SUMMARY OF FINDINGS

Overall the Athena Project survey findings for the production of female playwrights across the Rocky Mountain Region falls in line with the findings of other studies. Women account for roughly 25% of the playwrights produced both nationally and within the Rocky Mountain Region. It is important to note that this number is significantly less for female playwrights of color.

In regards to leadership positions within the Rocky Mountain Region, the Athena Project survey suggests that women hold a relatively high percentage of leadership positions. This is in stark contrast to the Erkut and Ceder study (2015) that looked at the role of females in leadership positions within LORT theatres across the US. The reason for this discrepancy may be that the Athena Project survey took into account much smaller theatres that do not necessarily adhere to LORT and Equity hiring processes. Therefore, while the numbers for women in leadership positions appears to be higher than other areas, this does not necessarily mean that women in these positions are being compensated at market value for the work that they are doing. In a future iteration of this survey Athena Project may consider, in more detail, the salary range attached to leadership positions. This would provide a better sense of not only the roles that women play in theatres across the region, but how they are compensated.

Significant to the Athena Project survey findings is that people of color, and women of color in particular, are drastically underrepresented in both playwrighting and positions of leadership.

This is also true for the findings of other studies. According to the census bureau within the Rocky Mountain Region, 37% of the population identifies as a person of color. It is clear from this data that people of color make up a significant portion of the population in the Rocky Mountain Region. This is not, however, proportionately reflected in the production of plays by people of color or in the hiring of people of color to lead our artistic communities. The Athena Project survey suggests that roughly 15% of playwrights and people in artistic leadership positions are people of color and this percentage is even lower for women of color. It is therefore important that we find ways to embrace, encourage, and empower the voices and talents of people of color, specifically women of color, within the Rocky Mountain Region.

A note on the numbers: *In this iteration of the survey Athena Project did not account for unique playwrights or directors. This means that if three different theatres produced Topdog/Underdog by Suzan Lori Parks then each production was counted as a production by a female playwright of color. Furthermore, if a company reported that they had three female directors during the season we counted three female directors, even if one of the directors directed twice or even all three times. The reason for this is that in this survey Athena Project did not collect data on specific plays being produced or who, specifically, was directing. Future iterations of the survey may include a more detailed accumulation of data. For now, it is significant to note that because of our counting method - by not looking at unique productions and directors - the numbers may be larger than they actually are.*



Embrace • Encourage • Empower

Athena Project envisions a world where women's voices are powerfully expressed and recognized for artistic merit in the community.

Our mission is to embrace, encourage and empower female artists by developing and showcasing women's and girls' artistic contributions, while also inviting new audiences into the creative process.

www.AthenaProjectFestival.org

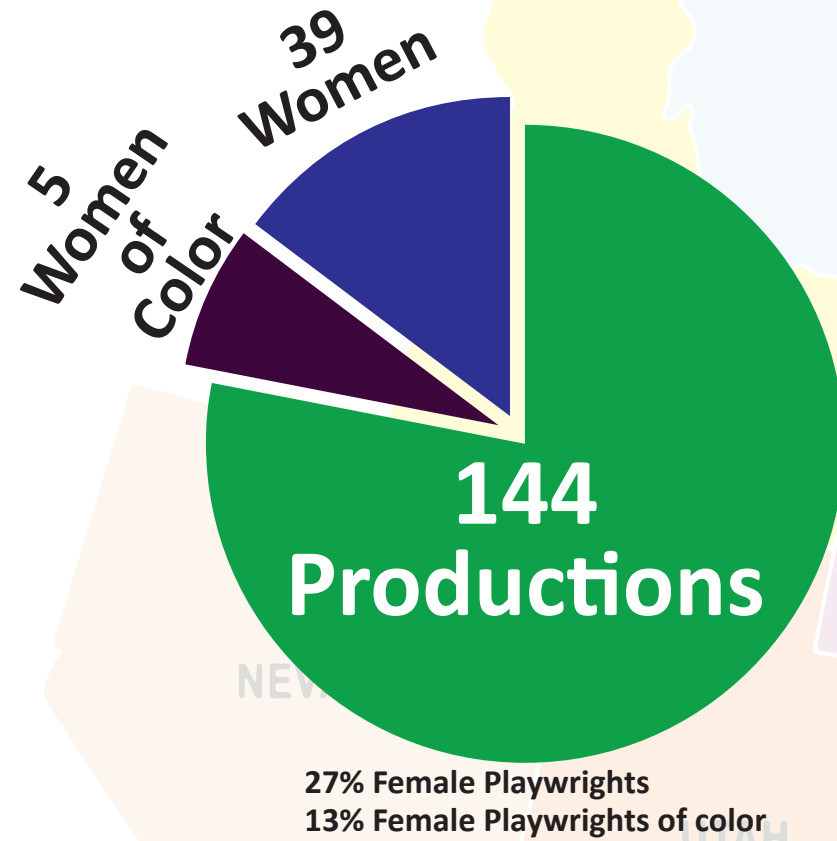
#AthenaInAction

Status of Women in Theatre in the Rocky Mountain Region

(October 2016)

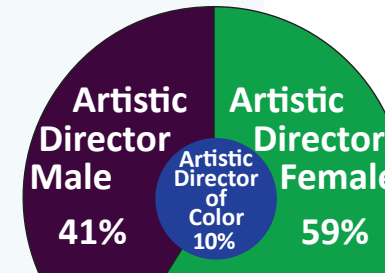


Status of Female Playwrights Produced



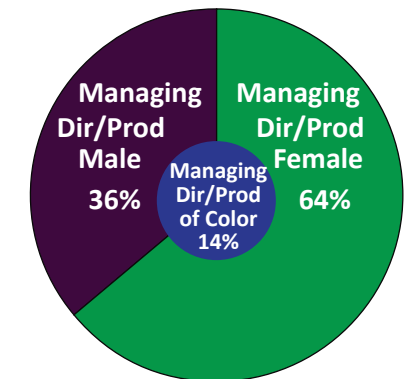
Female Leadership Positions

Artistic Directors



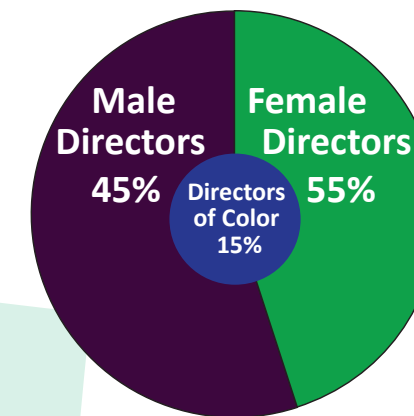
Female Artistic Director of Color = 0%

Managing Directors/Producers



Female Managing Directors/Producers of Color = 9%

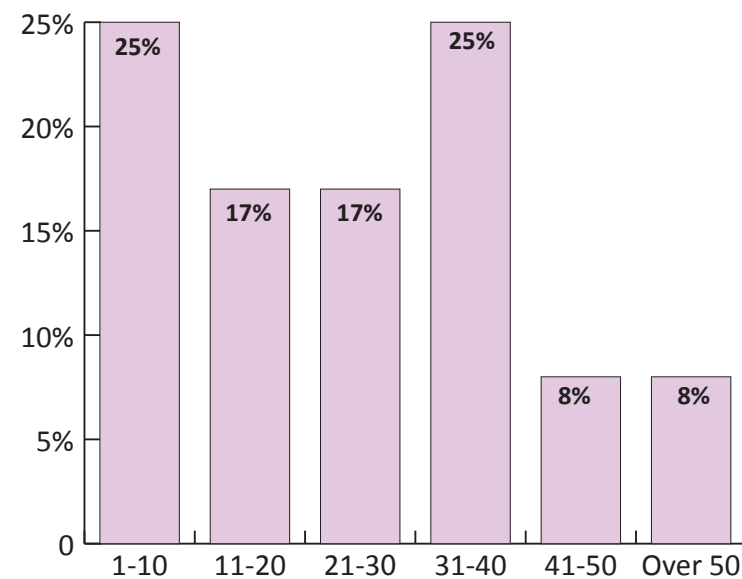
Directors



Female Directors of Color = 10%

Theatre Demographics

Number of Years Theatres are in Business



Average Number of Plays Produced in a Season

2013/2014 Season		2014/2015 Season		2015/2016 Season	
0-3 plays	17%	0-3 plays	17%	0-3 plays	17%
4-6 plays	67%	4-6 plays	62%	4-6 plays	62%
7-10 plays	8%	7-10 plays	13%	7-10 plays	17%
Over 10 plays	8%	Over 10 plays	8%	Over 10 plays	4%

Annual Budget for Theatres Surveyed

