

DIVERSITY DATA

Following the #PullUpOrShutUp campaign, Shakespeare's Globe has committed to improving its data collection, allowing for measurable and reportable outcomes to ensure accountability for this proposed systemic change. A voluntary survey took place in 2018 for staff on payroll and freelancers: 235 people responded out of approximately 400; 67% were employees and 33% were freelancers. Here are the results of that data:

Asian or Asian British – Indian	2.55%
Asian or Asian British – Pakistani	0.00%
Asian or Asian British – Bangladeshi	0.00%
Asian or Asian British – Chinese	0.85%
Asian or Asian British – any other heritage	0.43%
TOTAL ASIAN OR ASIAN BRITISH	3.83%

Arab	0.00%
Black or Black British – Caribbean	0.43%
Black or Black British – African	1.28%
Black or Black British – any other heritage	0.43%
TOTAL BLACK OR BLACK BRITISH	2.14%

Mixed Heritage – White and Asian	2.13%
Mixed Heritage – White and Black African	0.85%
Mixed Heritage – White and Black Caribbean	1.70%
Mixed Heritage – any other mixed heritage	5.11%
TOTAL MIXED HERITAGE	9.79%

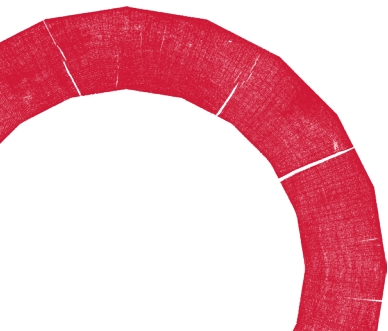
White – British	66.81%
White – Irish	3.40%
White – any other White heritage	13.62%
TOTAL WHITE	83.83%

Another not listed here	2.98%
Prefer not to say	1.28%

Women-identifying	61.28%
Men-identifying	37.87%
Prefer to self-describe	0.43%
Prefer not to say	0.43%

Consider themselves to be disabled	3.4%
Do not consider themselves to be disabled	93.62%
Prefer not to say	2.98%

Bisexual	3.4%
Gay / Lesbian	10.21%
Heterosexual / Straight	74.47%
Prefer to self-describe	1.70%
Prefer not to say	8.94%



In 2018, the Globe pledged to ensure on-stage representation reflected the people of Southwark, and the diversity targets are currently under review. Below are the statistics from 2019. The organisation acknowledges the limiting ability of the term BAME to accurately capture inclusion and diversity, and the Globe hopes to rectify this for future data releases.

CAST

	SOUTHWARK	LONDON	ON OUR STAGES 2019
Identify as Female	51%	50%	62%
BAME	48%	40%	53%
Deaf/Disabled	17.5%	16.2%	4%

WIGS, WARDROBE, PROPS, HAIR AND MAKE UP, SCENIC ARTISTS, CARPENTERS, VENUE TECHNICIANS

	SOUTHWARK	LONDON	BACKSTAGE 2019
Identify as Female	51%	50%	56%
BAME	48%	40%	2%
Deaf/Disabled	17.5%	16.2%	0%

