

#PULLUPORSHUTUP



We have begun initial work and reflection as a company, encouraged by Black Lives Matter to make our strategy for anti-racism clearer. We plan to consult with and canvas among our communities of stakeholders, artists and participants both in the UK and abroad as we redefine this strategy. We are working towards an anti-racism action plan and will continue to publish information regarding the actions we are taking as they develop.

WORKFORCE DATA 2015 - 2020

	2019-2020					2018-2019					2017-2018					2016-2017					2015-2016				
	Permanent Staff	Board	Freelance	Artist	Placements Volunteers	Permanent Staff	Board	Freelance	Artist	Placements Volunteers	Permanent Staff	Board	Freelance	Artist	Placements Volunteers	Permanent Staff	Board	Freelance	Artist	Placements Volunteers	Permanent Staff	Board	Freelance	Artist	Placements Volunteers
No. Of People	6	11	25	14	28	13	12	109	188	50	11	13	63	77	70	8	11	137	141	85	10	11	18	47	44
GENDER IDENTITY																									
Male	67%	64%	52%	29%	46%	54%	67%	51%	51%	16%	55%	69%	49%	47%	24%	50%	64%	57%	48%	33%	40%	73%	39%	49%	34%
Female	33%	36%	48%	57%	54%	46%	33%	49%	46%	32%	45%	31%	51%	53%	76%	50%	36%	43%	50%	67%	60%	27%	61%	51%	66%
Non Binary	0%	0%	0%	14%	0%	0%	0%	0%	2%	0%	Not Collected					Not Collected									
RACE																									
White	50%	73%	52%	29%	61%	69%	75%	65%	44%	36%	64%	69%	86%	47%	0%	75%	82%	57%	51%	72%	90%	64%	89%	0%	82%
Asian	0%	0%	4%	0%	7%	8%	0%	19%	18%	10%	9%	0%	3%	4%	0%	13%	0%	7%	18%	13%	10%	9%	0%	0%	2%
Black	50%	27%	32%	50%	29%	23%	25%	7%	19%	2%	27%	23%	8%	44%	0%	13%	18%	1%	10%	11%	0%	0%	0%	0%	0%
Other	0%	0%	8%	0%	0%	0%	0%	1%	4%	0%	0%	0%	0%	3%	0%	0%	0%	6%	4%	1%	0%	0%	0%	0%	0%
DISABILITY																									
Disabled	33%	0%	0%	0%	0%	8%	0%	1%	3%	2%	9%	0%	2%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%
Non-disabled	67%	100%	100%	79%	96%	92%	100%	90%	82%	48%	91%	100%	98%	84%	0%	88%	100%	0%	0%	99%	90%	100%	100%	0%	100%
SEXUAL ORIENTATION																									
Straight	50%	73%	80%	29%	82%	62%	75%	48%	32%	28%	73%	10%	49%	31%	0%	63%	64%	0%	0%	71%	70%	73%	78%	10%	82%
Gay	33%	27%	0%	14%	0%	31%	25%	2%	14%	8%	33%	33%	33%	0%	0%	38%	27%	0%	0%	11%	30%	18%	22%	7%	2%
Bisexual	17%	0%	8%	0%	7%	8%	0%	0%	4%	4%	0%	0%	67%	33%	0%	0%	0%	0%	0%	4%	0%	0%	0%	2%	0%
Prefer Not To Say	0%	0%	8%	36%	7%	0%	0%	32%	26%	60%	0%	0%	0%	0%	0%	0%	9%	0%	0%	0%	0%	9%	0%	81%	16%
AGE																									
0-19	0%	0%	0%	0%	4%	0%	0%	2%	12%	0%	0%	0%	6%	29%	0%	0%	0%	1%	11%	28%	0%	0%	0%	0%	23%
20-34	33%	18%	64%	57%	61%	54%	17%	41%	39%	34%	64%	8%	54%	34%	0%	63%	9%	28%	60%	38%	50%	9%	44%	0%	41%
35-49	50%	18%	32%	36%	32%	31%	17%	37%	31%	10%	18%	23%	32%	13%	0%	38%	45%	39%	11%	19%	50%	55%	33%	0%	14%
50-64	17%	64%	0%	0%	0%	15%	58%	14%	6%	4%	18%	54%	5%	5%	0%	0%	36%	4%	9%	7%	0%	18%	22%	0%	5%
65+	0%	0%	0%	0%	0%	0%	8%	6%	3%	0%	0%	15%	0%	8%	0%	0%	9%	1%	0%	0%	0%	9%	0%	0%	2%

Following ACE guidelines we have progressively changed and adapted what we monitor in terms of gender, ethnicity and intersectionality several times in the last 5 years. We now monitor gender identity including non-binary, sexual orientation, and from next year we will be monitoring Latinx ethnicities.

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LIFT

Below and on the LIFT website we have shared details of our workforce and commissions according to ethnicity. We have begun initial work and reflection as a company, encouraged by Black Lives Matter to make our strategy for anti-racism clearer. We plan to consult with and canvas among our communities of stakeholders, artists and participants both in the UK and abroad as we redefine this strategy. We are working towards an anti-racism action plan and will continue to publish information regarding the actions we are taking as they develop. Visit our website for additional data dating back to 2015.

WORKFORCE DATA 2018 - 2020

ARTISTS

47% Female, 49% Male,
3% Non-Binary

43% White, 16% Asian,
21% Black, 4% Other,
3% Prefer not to say

FREELANCE

49% Female, 52% Male,
0% Non-Binary.

63% White, 16% Asian,
12% Black, 2% Other,
2% Prefer not to say.

PLACEMENTS VOLUNTEERS

40% Female, 27% Male,
0% Non-Binary,
33% Prefer not to say.

45% White, 9% Asian,
12% Black,
33% Prefer not to say

BOARD

35% Female, 65% Male,
0% Non-Binary.

74% White,
26% Black

PERMANENT STAFF

42% Female, 58% Male,
0% Non-Binary.

63% White, 5% Asian,
32% Black.

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