

**KEY DRIVERS
OF CHANGE
IN THE
EVOLVING
ARTS
ECOSYSTEM**

MARCH 10, 2021

ACCA

ARTS CONSULTANTS CANADA /

CONSULTANTS CANADIENS EN ARTS

OPEN FORUM

PANEL AGENDA

- **Moderator** – Annalee Adair (Gananoque, ON)
- **Kelly Hill**, Hill Strategies (Hamilton ,ON)
- **Valerie Sing Turner**, Artistic Producer of Visceral Visions Society and Creative Director of CultureBrew.Art (Vancouver, BC)
- **Jane Needles**, Consultant, Cultural Human Resources Council Cross-Sectoral Recovery Round Tables
- **Open Discussion** – 45 minutes
 - Notes – Jenny Ginder
- **Post-Forum:** Feedback and input by email

ZOOM PROTOCOLS

- **PLEASE KEEP YOUR CAMERA AND MIC OFF UNLESS YOU ARE SPEAKING**
- **WHEN LISTENING TO A SPEAKER – USE THE ‘SPEAKER VIEW’ MODE FOR BEST VIEWING**
- **WE WILL NOT RECORD THE SESSION TO ALLOW FOR FREE DISCUSSION.**
- **TO INDICATE YOU WISH TO SPEAK, PLEASE STATE IN THE CHAT ‘I WISH TO SPEAK’ – ANNALEE WILL RECOGNIZE YOU.**
- **YOU MAY USE THE CHAT FOR OTHER DISCUSSION BUT WE WILL NOT BE MONITORING IT.**

Research reflections: Four key drivers of change in the arts in Canada

Kelly Hill, President



Today's presentation is available on our website ([presentations section](#)).

Session organized by



March 10, 2021

1: Survival

- The arts sector has probably been the hardest hit of any Canadian industry during the COVID-19 pandemic.
 - Tough to measure “the arts” with precision, but broad indicators point in this direction.
- Consequences
 - Pre-pandemic issues of precarity / vulnerability / inequity have been exacerbated.
 - High stress levels in the sector.
 - Unclear how many artists, arts organizations, music venues, other cultural businesses will remain in the sector.



Pandemic revenue and employment challenges

("Arts, entertainment, and recreation" organizations or businesses vs. average for all industries)

The broad industry group "[Arts, entertainment and recreation](#)" contains many arts sectors plus various other industries (spectator sports, amusement, gambling, and recreation).

	Arts, entertainment, recreation	All industries
Percentage of organizations or businesses whose revenues decreased by more than 50% from 2019 to 2020	36% *	13%
Business or organization shut down temporarily and remained shut down	30% *	4%
Actual change in employment levels from 2019 to 2020	-25% *	-5%
<i>* worst result among 16 broad industry sectors tracked by Statistics Canada</i>		

Sources: Statistics Canada, [Table 33-10-0317-01 Business or organization revenue from 2020 compared with 2019, by business characteristics](#), [Table 33-10-0309-01 COVID-19 impact on business or organization status, by business characteristics](#), and [CAPACOA's analysis of the Labour Force Survey](#)



Permanent layoffs and closures are a strong possibility

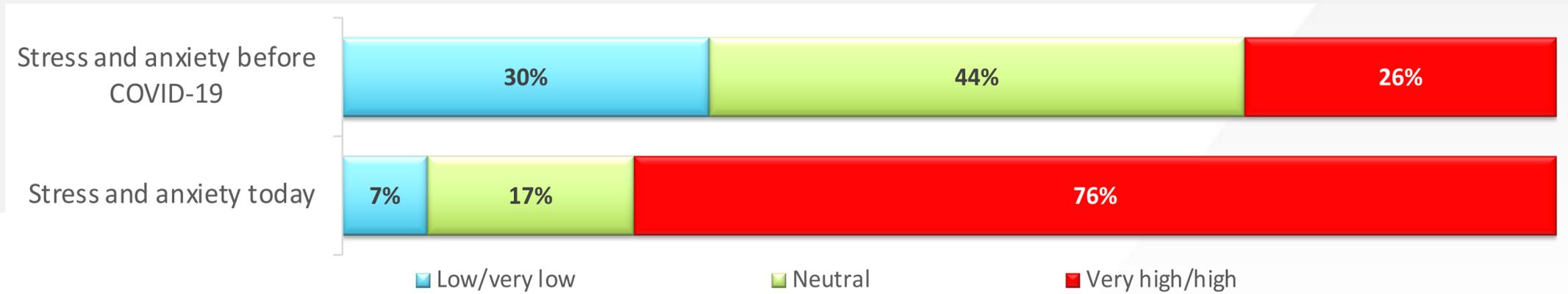
(Percentage of “arts, entertainment, and recreation” organizations or businesses vs. average for all industries)

	Arts, entertainment, recreation	All industries
Business or organization can continue to operate at current level of revenue and expenditures for <12 months ...		
... before considering laying off staff	33% **	21%
... before considering closure or bankruptcy	23% **	10%
<i>** second worst result among 16 broad industry sectors tracked by Statistics Canada</i>		

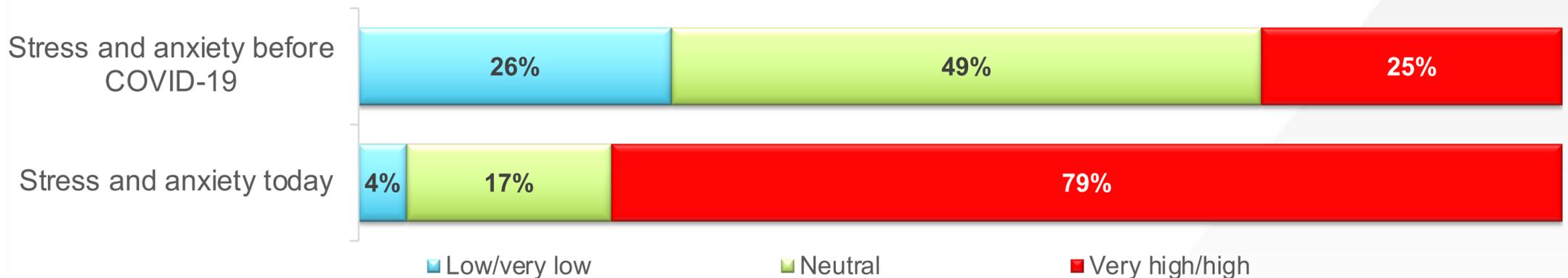
The broad industry group “[Arts, entertainment and recreation](#)” contains many arts sectors plus various other industries (spectator sports, amusement, gambling, and recreation).

High levels of stress and anxiety

Individual artists and arts workers



Arts organizations



2: The re-start?

- Unclear what post-pandemic consumer activities and spending in the arts will be like.
 - Arts activities: “first to close, last to open”
- Is the digital shift permanent (and viable)?
 - For how many artists and organizations?
- Are issues of precarity / vulnerability going to be dealt with? How?



Digital shift

Many artists and arts organizations have pivoted to digital programming and practices, but one-half or more believe that they don't have the abilities and resources required to go digital.

	Individual artists and arts workers	Arts organizations
Interested in or already exploring opportunities	71%	82%
Going digital is NOT right for me / my organization	36%	28%
Believe it will advance my / our artistic practice	45%	54%
Have the required to go digital		
knowledge	50%	50%
capacity	48%	43%
necessary equipment and technology	42%	37%
<i>Women are less likely than men to believe that they have the knowledge / necessary equipment and technology required to go digital.</i>		

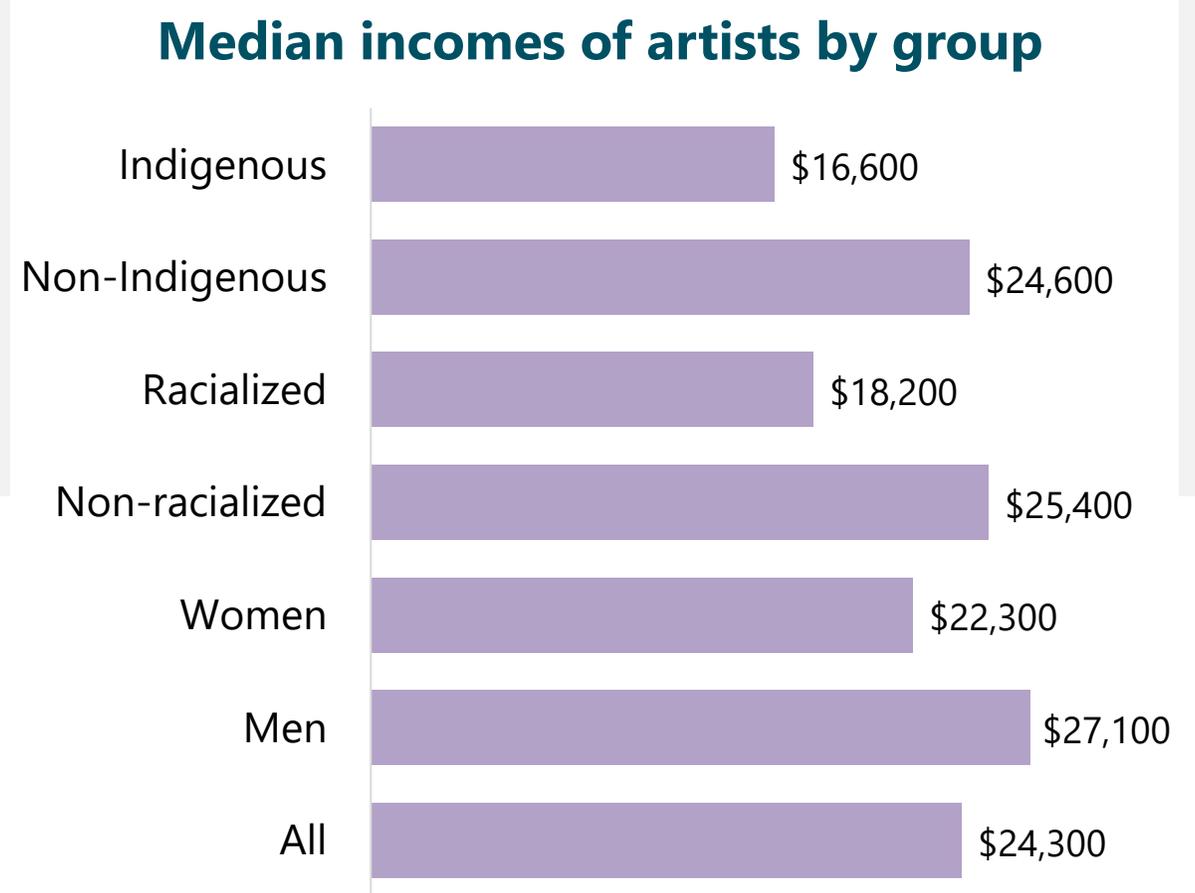
3: Decolonization

- Some of the most vulnerable artists and arts organizations are Indigenous.
- What might Indigenous self-direction in the arts look like?

4: Equity issues

- Heightened precarity of ...
 - Black artists and cultural workers
 - People of colour
 - Women in the arts
 - Artists and arts workers who are d/Deaf and/or have a disability

Inequities among artists



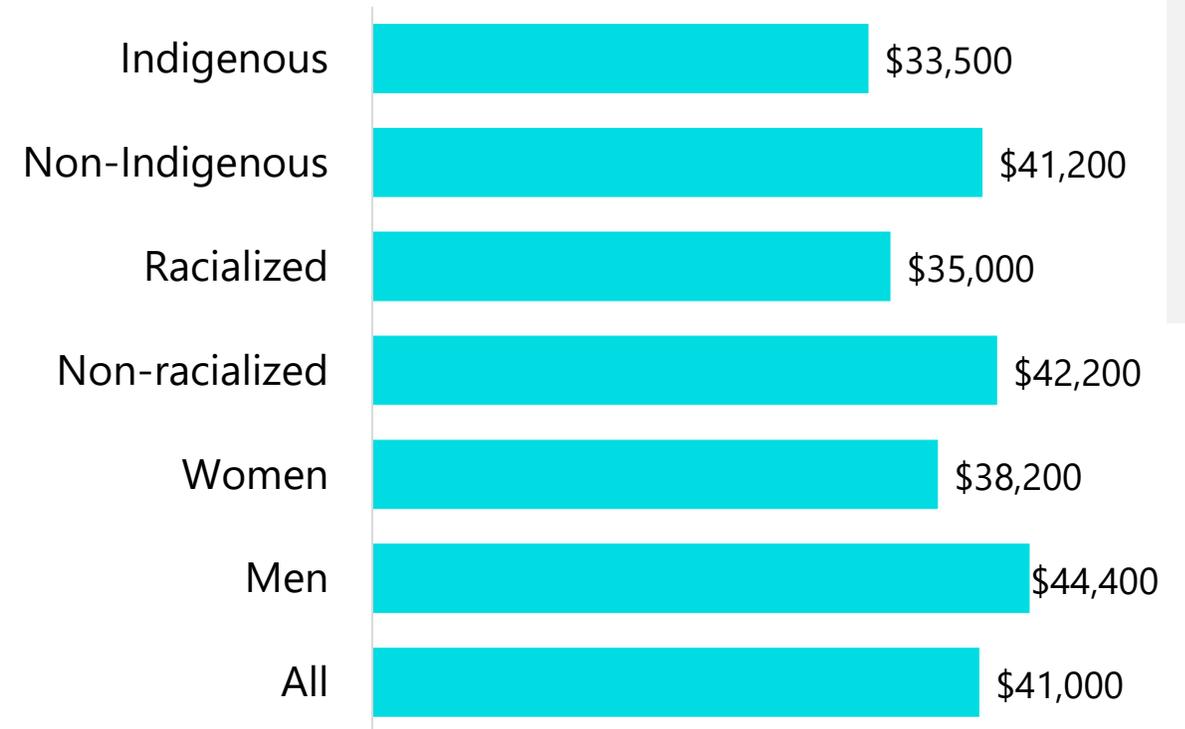
Source: 2016 census custom data request. Income figures relate to the 2015 calendar year.

"Artists" = people working in 9 occupations: musicians and singers; authors and writers; producers, directors, choreographers, and related occupations; visual artists; artisans and craftspeople; actors and comedians; dancers; other performers; conductors, composers, and arrangers.

Source: Hill Strategies Research, *Demographic Diversity of Artists in Canada in 2016*, SIA report 51, January 2020

Inequities among cultural workers

Median incomes of cultural workers by group



Source: 2016 census custom data request. Income figures relate to the 2015 calendar year.

“Cultural workers” = people working in 50 occupations in performing arts, libraries, archives, heritage, broadcasting, film and video, sound recording, publishing, printing, design, and architecture. Includes artists.

Data from: Hill Strategies Research, *Demographic Diversity of Artists in Canada in 2016*, SIA report 51, January 2020



Equity issues: Arts and culture workers with a disability

	Workers with a disability
Arts, entertainment, and recreation industry group	20.5%
All occupations	16.2%

Notes:

- Disability: The Canadian Survey on Disability identifies persons with disabilities using the Disability Screening Questions (DSQ), which are based on the social model of disability. The DSQ first measure the degree to which difficulties are experienced across 10 domains of functioning, then ask how often daily activities are limited by these difficulties. Only persons who report a limitation in their day-to-day activities are identified as having a disability.
- A [recent Statistics Canada survey](#) found that Canadians living with long-term conditions and disabilities “are reporting decreases in their health and mental health” as well challenges meeting basic needs during the pandemic. This information is not available for different occupations or industry groups.
- The broad industry group “[Arts, entertainment and recreation](#)” contains many arts sectors plus various other industries (spectator sports, amusement, gambling, and recreation).

Source: Statistics Canada. [Table 13-10-0757-01 Industry of employment for persons with and without disabilities aged 25 to 64 years, by sex](#)



Equity issues: Arts and culture workers with a disability (measured by occupations, not industries)

	Workers with a disability
Occupations in arts, culture, recreation, and sport	15.0%
All occupations	16.2%

Notes:

* Disability: The Canadian Survey on Disability identifies persons with disabilities using the Disability Screening Questions (DSQ), which are based on the social model of disability. The DSQ first measure the degree to which difficulties are experienced across 10 domains of functioning, then ask how often daily activities are limited by these difficulties. Only persons who report a limitation in their day-to-day activities are identified as having a disability.

* The broad occupation group "[Occupations in arts, culture, recreation, and sport](#)" contains various types of arts and culture occupations, plus "Athletes, coaches, referees and related occupations".

Source: Statistics Canada. [Table 13-10-0752-01 Occupations of persons with and without disabilities aged 25 to 64 years, by sex](#)

Thanks!



- Today's presentation is available on our website ([presentations section](#)).
- Stay tuned to Hill Strategies Research (email, Twitter, Facebook) for info about the

Informed Arts Initiative (tentative title)





CROSS-SECTORAL RECOVERY ROUNDTABLES

Cultural Human Resources Council

Presented by Jane Needles,

Project Consultant and Co-Ordinator.

Cross- Sectoral Recovery Round Tables

Purpose

The Cross Sectoral Recovery Roundtables project was conceived in response to the COVID-19 pandemic, and the crisis it wrought on our sector. It is in fact built upon previous pan-Canadian models, and learnings drawn from them. We need to prepare for tomorrow's paradigm today – in ways that are creative, intelligent, and responsive to cultural awakenings before us. And we need to be clear about sub-sector and sectoral needs. Pandemics change the world. Catastrophic events are usually followed by new blooms of life, and cultural shifts. What will you offer today to change the world of tomorrow?

Cross-Sectoral Recovery Roundtables Four Primary Themes

- 1. Finance and Human Resources**
- 2. Internet, Technology and Legislation**
- 3. IDEA (Inclusion, Diversity, Equality and Accessibility)**
- 4. Sub-Sector tables**

Cross- Sectoral Recovery Roundtables

**(Finance and Human
resources)**

- 1. Skills loss – replacement of those who have decided to leave the profession.**
- 2. Retraining – Need to replace those that have left.**
- 3. Changes of accessibility to financial security net for self-employed.**
- 4. Basic Needs – mental and physical health.**
- 5. Re-opening of the sectors – complex and challenging.**
- 6. Will the audiences come back easily?**
- 7. Recovery does not necessarily equal sustainability.**

Cross- Sectoral Recovery Roundtables (Internet, technology and Legislation)

- 1. Improvement to accessibility to internet across the country.**
- 2. Training in technology especially digital to enable sharing of work and communications.**
- 3. Canadian Copyright legislation brought up to current needs to protect Canadian work.**
- 4. FANG (Facebook, Amazon, Netflix, Google)– legislation to deal with major web giant entities.**

Cross- Sectoral Recovery Roundtables (IDEA)

- 1. Desire to engage fully in IDEA - Inclusion, Diversity, Equity and Accessibility.**
- 2. IBPOC communities and persons with disabilities are still underrepresented in cultural occupations.**
- 3. A particular emphasis on the challenges of Indigenous Peoples – circle consultations and participation at the tables.**

Cross- sectoral Recovery Roundtables (Sub-Sectors)

Capacity to create sub-Sector tables has been integrated into the work of the Roundtables. These would include issues surrounding:

- **Governance**
- **IPBOC communities and beyond**
- **Legislation**
- **Mergers and dissolutions**
- **Others as identified by the community and caucuses.**

Cross- Sectoral Recovery Roundtables

Summary

1. Goal is to enable all sub sectors to be able to contribute and to be heard.
2. Tables have representatives elected by each sub sector caucus – therefore there are 250 groups represented by 30+ caucuses.
3. Tables meet once per month – one French and one English (currently researching support funding so meetings on hold).
4. Two Co-Chairs of each table.
5. Advisory committee meets regularly in between meetings.
6. Ultimate goal is to work collaboratively and democratically with other groups towards sector recovery.

Further comments or info: jane@jneedles.com

OPEN QUESTIONS – ANNALEE ADAIR

- **HAS OUR PANEL CAPTURED THE KEY DRIVERS OF CHANGE?**
- **WHAT DO WE NEED TO DO INDIVIDUALLY AND COLLECTIVELY TO ADAPT TO CHANGE? HOW CAN THE SECTOR WORK TOGETHER TO TAKE ACTION?**
- **WHAT SKILLS AND STRATEGIES DO ORGANIZATIONS NEED TO MANAGE AND ADAPT TO CHANGE?**
- **HOW CAN CONSULTANTS HELP?**

THANK YOU – MERCI!

**PLEASE PROVIDE INPUT AND
FEEDBACK HERE:**

Go to www.menti.com

and use the code **6778 9270**