Diversity and Arts Council Awards

Report on gender, disability and ethnicity
in individual awards in 2020
Published March 2021

the arts
council
an chomhairle
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the audience agency
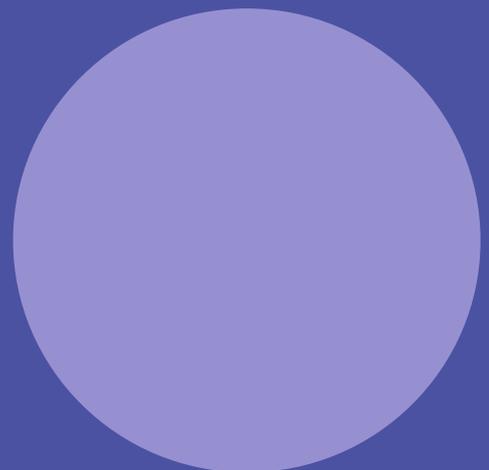
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About this report

The analysis in this report is based on diversity data submitted as part of applications made by individuals to the Arts Council and to Arts Council schemes managed by Create and Arts and Disability Ireland, between January 2020 and December 2020. The diversity of applications and awards are compared in terms of gender, disability, ethnicity / cultural background and, where possible, location. To understand the relative demographic representativeness of applicants and recipients, each of these metrics is also compared to the population of Ireland Census 2016.

This report presents a summary of key findings from that analysis.

Context

In 2019 the Arts Council published its [Equality, Human Rights and Diversity Policy](#), which included a three-year action plan (2019 – 2021). In the Artists' actions we committed to collecting more information about the artists that apply for funding and those that receive funding. We put new systems in place to collect information about gender, ethnicity and disability and indicated that there would be:

- Reports provided internally to the Policy & Strategy Committee of the Arts Council on statistical data collected bi-annually.

- Reports on those statistics published on the Arts Council website annually.

This report is the first annual report on statistics covering data collected during the 2020 calendar year. It provides details of all those who applied for and received funding across our individual awards (namely Bursaries, Professional Development Award, Travel & Training Award, Next Generation, Covid-19 Crisis Response Award, Liam O'Flynn Award, Markievicz Award). It additionally looks at applicants to specialist schemes operated on our behalf by third parties – Artist in the Community Scheme managed by Create and Arts & Disability Connect managed by Arts & Disability Ireland.

For the most part these awards are focused on the support and professional development of the artist, thus artists are the applicants and recipients. However, in some areas (e.g. Travel & Training) the applicant may also be an arts professional in another area (e.g. manager, administrator). The emphasis in this report is on funding schemes that benefit individuals as opposed to organisations.

The Arts Council also supports artists with disabilities and artists from diverse ethnic and cultural backgrounds through its funding of organisational activities and initiatives. This information is not included in the report.

Notes on the data

A total of 4,375 records are included in the analysis, broken down as follows:

Organisation	All applications	Awards	Unsuccessful applications	Ineligible applications
The Arts Council	4,185	1,709	2,096	380
Create	131	53	40	38
Arts and Disability Ireland	59	26	18	15
Total	**4,375**	**1,788**	**2,154**	**433**

2% of applicants said that they 'prefer not to say' about their gender, 4% about their ethnicity and 5% about their disability status: whilst fuller completion rates would be desirable, these are small enough proportions not to be likely to affect the overall results.

Notes on analysis

The 2016 Census data does not include statistics on gender categories, only sex, therefore where these figures have been included as a comparison, findings should be considered indicative.

In this report County Dublin includes the four local authority administrative areas of Dublin City, Dún Laoghaire–Rathdown, Fingal and South Dublin.

Summary of Findings

Overall

The analysis looked at the extent to which the following were representative:

- the proportion of applications by group compared to the population

- the proportion of awards compared to the proportion of applications, and

- the value of awards compared to the proportion of applications.

Note: the term 'value', as used throughout this report, refers to the financial value of applications. Specifically, the 'value of applications' refers to the amount requested by applicants, while the 'value of awards' refers to the amount of funding applicants received.

The following differences are most pronounced:

Gender: There is a lower proportion of both applicants and recipients, and a lower award value, for those who identify as male. The average value of applications from and awards to people identifying as non-binary is higher than for either male or female applicants.

Disability: Those who have a disability are under-represented amongst applicants and recipients, as well as having a lower average value for applications and awards. Applicants with a disability were also under-represented in all but two counties compared to the local populations.

Ethnicity: The most prominent ethnicity / cultural background amongst applicants and recipients is White Irish, in line with the national population. The success rate for awards is also highest among applicants from White or White Irish backgrounds, but noticeably lower amongst those from Black or Black Irish backgrounds.

Geography: Dublin was significantly over-represented in terms of proportion of applicants and recipients, compared to the population. Galway, Wicklow, Clare and Sligo were also over-represented amongst applications, with Galway, Wicklow and Sligo also being over-represented amongst awards.

There was substantial competition for these funding streams, with the following number and values of applications and awards:

Applications:

- 4,375 applications submitted during 2020

- Total value of applications during this period is €37,137,025

- Average value requested is €8,549

Awards:

- 1,788 awards (41% applications)

- Total value of awards during this period is €11,594,070

- Average value of award is €6,550

Gender

Among both applicants and recipients, those who identify as female are slightly over-represented compared to population statistics in the 2016 Census, whilst those who identify as male were slightly under-represented (although these are not directly comparable, as the Census statistics relate to sex instead of gender).

- There is a higher proportion of female applicants (55%) than male (41%) or non-binary (1%) (fig.1).

- This is also the case among those who received funding, 59% of whom were female whilst only 37% were male (an under-representation compared to the national population where the figure is 49%) and 2% non-binary.

Figure 1: Application and award breakdown by gender
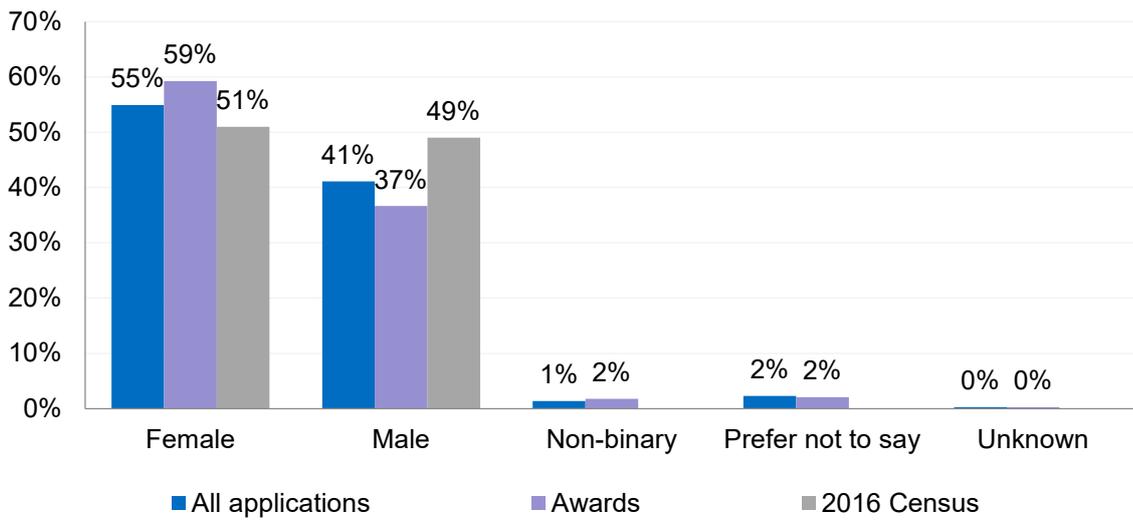
Gender	All applications		Awards	Unsuccessful applications	Ineligible applications	2016 Census
	Count	%	%	%	%	%
Female	2,403	55%	59%	52%	52%	51%
Male	1,798	41%	37%	44%	43%	49%
Non-binary	61	1%	2%	1%	1%	-
Prefer not to say	100	2%	2%	2%	3%	-
Unknown	13	0%	0%	0%	0%	-
Total	4,375		1,788	2,154	433	4,761,865

When looking at the total value of applications, female, male and non-binary applicants are represented broadly proportionally to the overall number of applications (fig. 2).

- Those identifying as non-binary contribute to 1% of applications vs 2% of the total value of applications.

- Female applicants make up 55% of applications vs 56% of the total value of applications.

- Male applicants contribute to 41% of applications compared to 40% of the total value of applications.

Figure 2: Value of application and award breakdown by gender

Gender	Proportion of total value € of all applications	Proportion of total value € of awards
	%	%
Female	56%	59%
Male	40%	36%
Non-binary	2%	2%
Prefer not to say	2%	2%
Unknown	0%	0%

When comparing the overall value of awards, female, male and non-binary recipients are also represented in proportion to the overall number of awards.

However, when the **average value** of applications and awards are taken into consideration:

- The average value of applications made by those identifying as non-binary is higher (€10,468) than either female (€8,744) or male (€8,246) (fig. 3).

- The average value of awards is also higher for non-binary applicants (€7,385), compared to female (€6,563) and male (€6,503).

On average, non-binary applicants tend to apply for higher amounts which is then reflected in higher average awards. However, it is important to note that this analysis is based on a relatively small sample size for this group.

Figure 3: Average value by gender

| Gender	Count	Average value of application				Average value of awards
	All applications	All applications	Awards	Unsuccessful applications	Ineligible applications	Awards
Female	2,403	€ 8,744	€ 6,834	€ 10,324	€ 9,817	€ 6,563
Male	1,798	€ 8,246	€ 6,797	€ 8,996	€ 9,462	€ 6,503
Non-binary	61	€ 10,468	€ 8,065	€ 11,956	€ 19,000	€ 7,385
Prefer not to say	100	€ 8,410	€ 6,860	€ 9,304	€ 9,374	€ 6,671
Unknown	13	€ 6,747	€ 3,866	€ 9,556	€ 1,500	€ 3,866
Total	4,375		1,788	2,154	433	1,788

Disability

Overall, both applicants and recipients who identify as having a disability are under-represented when compared to the population of Ireland as recorded in the 2016 Census.

- Those who identify as having a disability were half as prominent amongst applicants as amongst the population (7% compared to 14%). Only 5% of recipients identify as having a disability (fig. 4).

- These figures reduce further when excluding applications made to the Arts and Disability Connect Scheme and looking only at applications made directly to the Arts Council, where 6% of applicants and only 4% recipients identify as having a disability.

Figure 4: Application and award breakdown by disability
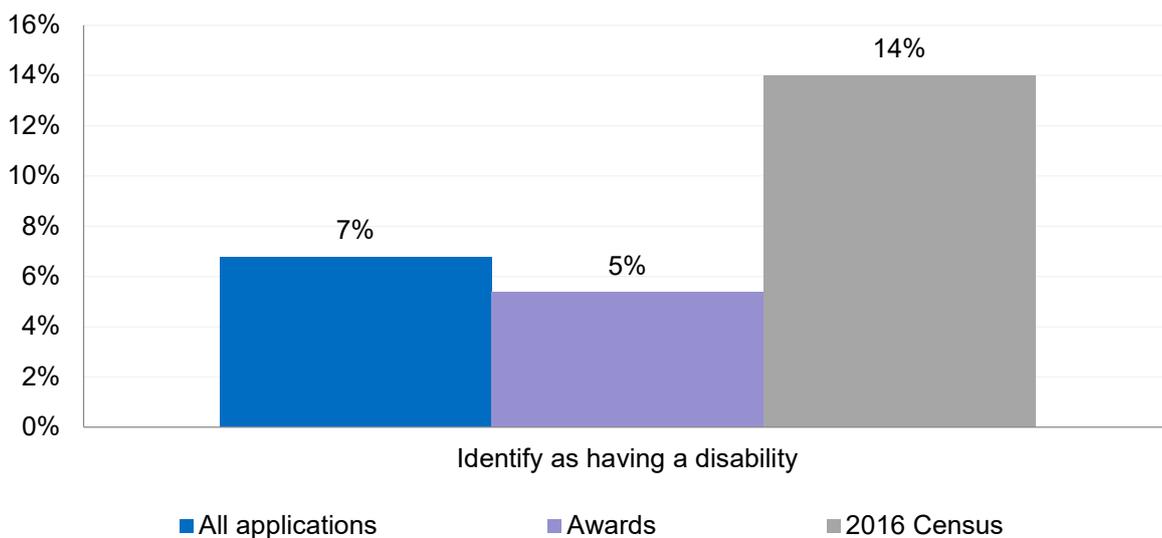
Disability	All applications		Awards	Unsuccessful applications	Ineligible applications	2016 Census
	Count	%	%	%	%	%
Yes	297	7%	5%	7%	11%	14%
No	3,801	87%	88%	87%	82%	-
Prefer not to say	225	5%	5%	5%	6%	-
Unknown	52	1%	1%	1%	0%	-
Total	4,375		1,788	2,154	433	4,761,865

When looking at the total value of applications:

- Applications made by those who identify as having a disability comprise 6% of the total value of applications vs 4% of the total value of awards (fig. 5).

Figure 5: Value of application and award breakdown by disability

Disability	Proportion of total value € of all applications	Proportion of total value € of awards
	%	%
Yes	6%	4%
No	88%	91%
Prefer not to say	5%	5%
Unknown	1%	1%

- The average value of applications made by those identifying as having a disability is slightly lower than those who do not (€7,921 compared to €8,607) (fig. 6).

- The average value of awards is also lower than those awarded to non-disabled applicants (€4,866 vs €6,687), with the difference being more notable than amongst applications (fig. 6).

Figure 6: Average value by disability

Disability	Count	Average value of application				Average value of awards
	All applications	All applications	Awards	Unsuccessful applications	Ineligible applications	Awards
Yes	297	€ 7,921	€ 5,028	€ 9,224	€ 9,672	€ 4,866
No	3,801	€ 8,607	€ 6,979	€ 9,787	€ 9,601	€ 6,687
Prefer not to say	225	€ 8,361	€ 6,025	€ 9,535	€ 11,713	€ 5,786
Unknown	52	€ 8,885	€ 9,507	€ 8,638	€ 8,250	€ 8,704
Total	4,375		1,788	2,154	433	1,788

Applicants who identify as having a disability are under-represented when compared to the population of all counties except for: Kilkenny (where 23% of applicants have a disability compared to 13% of the local population) and Longford (21% compared to 14%). However, it is worth noting that the number of applications, and therefore the sample sizes, submitted by each county varies, and that the sample size for Longford in particular is smaller than for many other counties.

Recipients with a disability are under-represented when compared to applicants in the majority of counties). The only counties from which a higher proportion of recipients than applicants have a disability are: Offaly (25% compared to 13%) and Mayo (16% compared to 13%).

Arts and Disability Connect Scheme

A total of €77,625 across 26 awards has been distributed through this scheme, all applicants to which identify as having a disability (this accounted for 16.6% of the total value of awards to recipients with a disability: €467,182 overall).

Those who identify as female are disproportionally represented compared to those who identify as male among both applicants (68% compared to 32%) and recipients (73% compared to 27%),

This is also seen when comparing the total value of awards, with female applicants receiving 70% of funds. However, the average value of awards made to female recipients is lower than for male recipients (€2,873 vs €3,291).

The ethnicity or cultural background of applicants is not available for this scheme.

Ethnicity / cultural background[1]

The two most prominent ethnicities or cultural backgrounds for both applicants and recipients are White Irish and Any Other White background. 77% of applicants and 78% of recipients are from a White Irish background; 11% of both applicants and recipients identify as Any other White background (fig. 7). However, in comparison to the population of Ireland, as seen in the 2016 Census, this is proportionally similar to the national profile, with White Irish applicants and recipients being slightly under-represented.

Figure 7: Application and award breakdown by ethnicity / cultural background

Ethnicity / cultural background	All applications		Awards	Unsuccessful applications	Ineligible applications	2016 Census
	Count	%	%	%	%	%
White Irish	3,386	77%	78%	78%	72%	82%
White - Any Other White background	483	11%	11%	11%	11%	10%
Other or mixed	100	2%	2%	2%	3%	2%
Black or Black Irish – African	33	1%	0.4%	1%	1%	1%
Asian or Asian Irish - Any Other Asian background	44	1%	1%	1%	1%	2%
Asian or Asian Irish - Chinese	11	0.3%	0.2%	0%	0%	0.4%
Black or Black Irish - Any other Black background	9	0.2%	0.2%	0%	0%	0.1%
Irish Traveller	3	0.1%	0%	0%	0%	1%
Unknown	136	3%	3%	2%	6%	3%
Prefer not to say	170	4%	4%	4%	4%	-
Total	4,375		1,788	2,154	433	4,689,921

- Applications from those identifying as White Irish contribute 79% of the total value of applications and 81% of the total value of awards (fig. 8).

- The average value of applications from this group is €8,708, whilst the average value of awards is €6,744.

Figure 8: Value of application and award breakdown by ethnicity / cultural background

Ethnicity / cultural background	Proportion of total value € of all applications	Proportion of total value € of awards
	%	%
White Irish	79%	81%
White - Any Other White background	11%	10%
Other or mixed	2%	2%
Black or Black Irish – African	1%	0.3%
Asian or Asian Irish - Any Other Asian background	1%	1%
Asian or Asian Irish - Chinese	0.2%	0.2%
Black or Black Irish - Any other Black background	0.2%	0.3%
Irish Traveller	0.1%	0%
Unknown	1%	1%
Prefer not to say	4%	3%

When comparing success rates across different ethnic groups, this is highest among applicants from White or White Irish backgrounds, with 41% of applications resulting in an award. This is closely followed by 40% of Asian or Asian Irish applicants and 38% of applicants from Other or Mixed backgrounds. The success rate for applicants from Black or Black Irish backgrounds is lower, with just over a quarter (26%) resulting in an award. The low level of applications from the Traveller community is also evident with no recipients in this category recorded (fig. 9).

[1] Data on ethnic or cultural background was not collected by Arts and Disability Ireland

Figure 9: Application outcome by ethnicity / cultural background
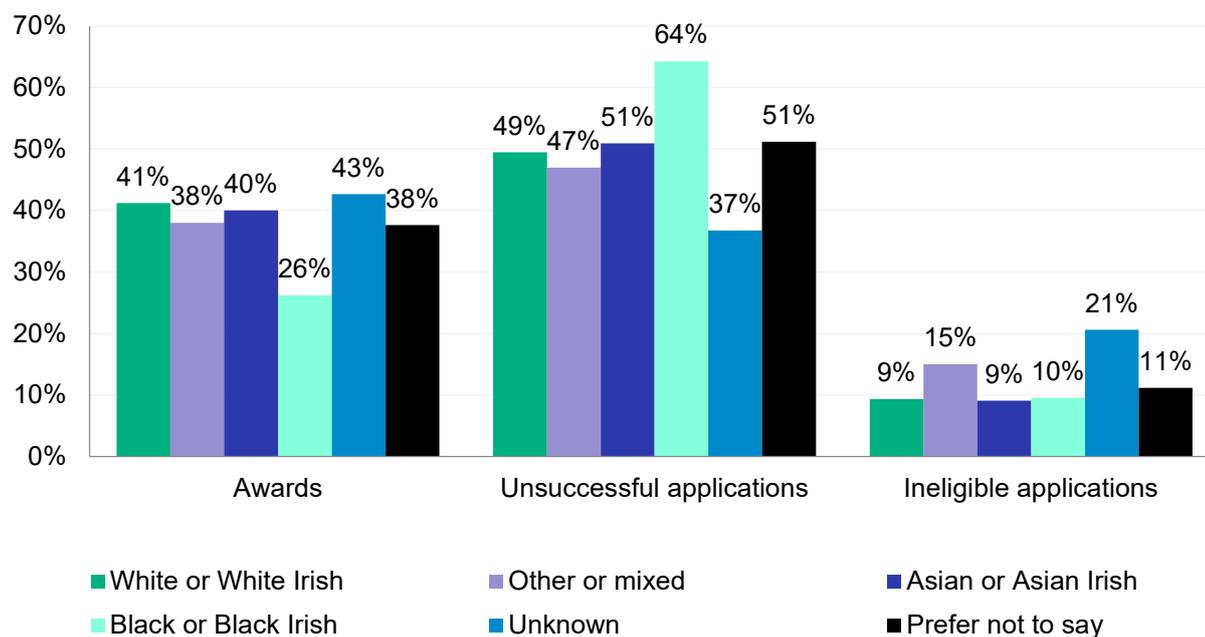
Ethnicity / cultural background	All applications	Awards	Unsuccessful applications	Ineligible applications
	Count	%	%	%
White or White Irish	3,872	41%	49%	9%
Other or mixed	100	38%	47%	15%
Asian or Asian Irish	55	40%	51%	9%
Black or Black Irish	42	26%	64%	10%
Unknown	136	43%	37%	21%
Prefer not to say	170	38%	51%	11%
Total	**4,375**	1,788	2,154	433

Figure 9 note: there were no successful applications from members of the Traveller community.

In County Dublin, which received the highest number of applications and awards, the rate of success for applicants from White or White Irish backgrounds and Other or Mixed backgrounds increases slightly, but decreases slightly for those from Asian or Asian Irish and Black or Black Irish backgrounds.

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Geographic distribution

Throughout 2020, the three most prominent counties in terms of both applications and awards are Dublin[2], Cork and Galway. 57% of all applications and 63% of all awards come from one of these three counties.

- The highest proportion of applications and awards originate from County Dublin, making up 40% of all applications and 46% of all awards. This is an over-representation compared to the proportion of the population of Ireland that lives in County Dublin (28%) (fig. 10).

- Applications from County Dublin make up 40% of the total value of applications and 47% of the total value of awards.

- The average value of applications from Dublin is €8,541, whilst the average value of awards is €6,687.

Dublin is the county most over-represented in terms of the proportion of applicants compared to the proportion of the population. Galway, Wicklow, Clare and Sligo are also over-represented, although to a lesser extent, whilst 21 counties are under-represented.

When comparing the percentage of awards to the percentage of applications, 8 counties are over-represented (including Dublin, Roscommon, Kerry, Galway and Wicklow), whilst 18 are under-represented.

Figure 10: Application and Award Breakdown by Geography

Area	All applications		Awards	2016 Census
	Count	%	%	%
Co. Carlow	31	1%	1%	1%
Co. Cavan	28	1%	0%	2%
Co. Clare	120	3%	2%	2%
Co. Cork	471	11%	10%	11%
Co. Donegal	113	3%	2%	3%
Co. Dublin	1,737	40%	46%	28%
Co. Galway	290	7%	7%	5%
Co. Kerry	72	2%	2%	3%
Co. Kildare	127	3%	2%	5%
Co. Kilkenny	48	1%	1%	2%
Co. Laois	29	1%	1%	2%
Co. Leitrim	33	1%	1%	1%
Co. Limerick	92	2%	2%	4%
Co. Longford	14	0%	0%	1%
Co. Louth	76	2%	1%	3%
Co. Mayo	83	2%	2%	3%
Co. Meath	97	2%	2%	4%
Co. Monaghan	20	0%	0%	1%
Co. Offaly	16	0%	0%	2%
Co. Roscommon	34	1%	1%	1%
Co. Sligo	87	2%	2%	1%
Co. Tipperary	58	1%	1%	3%
Co. Waterford	75	2%	1%	2%
Co. Westmeath	65	1%	1%	2%
Co. Wexford	123	3%	3%	3%
Co. Wicklow	189	4%	5%	3%
International	102	2%	2%	-
Unknown	145	3%	3%	1%
Total	**4,375**		1,788	4,689,921

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[2] In this report County Dublin includes Dublin City, Dún Laoghaire–
Rathdown, Fingal and South Dublin