



## SPEAK UP ACTION SURVEY INTRODUCTION

Speak Up & Call It Out began as a theatre sector initiative led by Irish Theatre Institute (ITI), supported by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, the Arts Council, and the Irish theatre sector, following the events and revelations in 2017/18 in relation to the abuses of power, and in line with global calls to action. In 2018 Irish theatre came together to discuss and identify initiatives to begin a much needed cultural change in behaviour. This formed [Phase 1: Speak Up & Call It Out](#).

ITI continues to lead this initiative and is currently developing a number of activities to raise awareness of Dignity at Work issues across the arts. Phase II named **Speak Up ACTION (2021)** will deliver a range of supports for everyone working in the arts, improving practice, policy and knowledge of key issues relating to Dignity at Work.

This survey will provide us and the wider sector with clarity on the types of issues manifesting, and the manner in which they are being dealt with. This, in turn, will assist ITI in tailoring its responses and supports. **This survey is intended for professional arts workers in Ireland across all artforms.** Please note that the survey is anonymous, and data collected will only be used in an aggregated fashion.

We greatly appreciate you taking the time to respond.



## **SPEAK UP ACTION SURVEY**

### **A Little About You**

**For the purposes of our research, we would really appreciate if you could tell us a little about yourself - the survey is completely anonymous and the data collected will only be utilised in an aggregated fashion.**

**The information you provide will help us to understand the way in which Dignity at Work issues are manifesting across the sector, in terms of artform specific patterns as well as how these patterns are affecting individuals working in the arts.**

**\* 1. I work in:**

- |  |   |
|--|---|
| <input type="checkbox"/> Arts Participation                | <input type="checkbox"/> Opera                                |
| <input type="checkbox"/> Circus, Street Arts and Spectacle | <input type="checkbox"/> Theatre                              |
| <input type="checkbox"/> Dance                             | <input type="checkbox"/> Traditional Arts                     |
| <input type="checkbox"/> Film                              | <input type="checkbox"/> Visual Arts                          |
| <input type="checkbox"/> Literature                        | <input type="checkbox"/> Young People, Children and Education |
| <input type="checkbox"/> Music                             |   |
| <input type="checkbox"/> Other (please specify)            |   |

**\* 2. I describe myself as:**

- An artist
- An arts worker
- An arts administrator
- An arts manager
- A facilitator
- An intern
- A producer
- A volunteer
- Prefer not to say
- Other (please specify)

**\* 3. My work is:**

- Contract
- Freelance
- I'm an employee
- I'm studying
- Other (please specify)

**\* 4. I am:**

- |                                     |  |
|-------------------------------------|--|
| <input type="checkbox"/> Female     | <input type="checkbox"/> Trans             |
| <input type="checkbox"/> Male       | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Non Binary |  |

**\* 5. My ethnicity:**

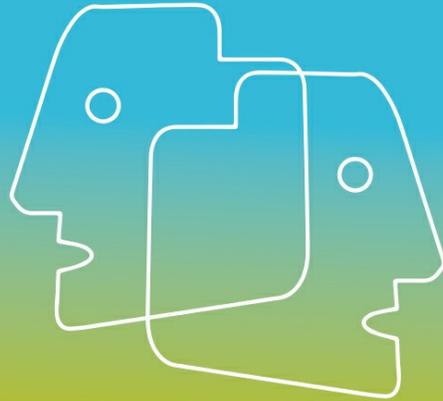
- |  |   |
|--|---|
| <input type="checkbox"/> Asian or Asian Irish – Chinese                    | <input type="checkbox"/> White Irish                |
| <input type="checkbox"/> Asian or Asian Irish - Any other Asian background | <input type="checkbox"/> Any other White background |
| <input type="checkbox"/> Black or Black Irish – African                    | <input type="checkbox"/> Mixed ethnic group         |
| <input type="checkbox"/> Black or Black Irish - Any other Black background | <input type="checkbox"/> Prefer not to say          |
| <input type="checkbox"/> Irish Traveller                                   |   |
| <input type="checkbox"/> Other (please specify)                            |   |

**\* 6. Do you identify as a person with a disability?**

- Yes
- No
- Prefer not to say

**\* 7. Your age-range:**

- 18-25
- 26-35
- 36-45
- 46-55
- 56-65
- 66+
- Prefer not to say



**SPEAK  
UP** —  
**ACTiON**

CREATING A SAFER WORK ENVIRONMENT FOR EVERYONE

## **SPEAK UP ACTION SURVEY**

### **About Your Experiences**

The following section asks about your personal experience with issues around dignity in the workplace - we greatly appreciate your responses but ask that you do not provide names of alleged perpetrators. Some of the language is direct and some people may find it uncomfortable, but it is important that we ask the questions so that you are clear what we mean. If you are affected by any of the issues raised in this survey, please find details for organisations you can contact below.

Minding Creative Minds: 1800 814 244 [www.mindingcreativeminds.ie](http://www.mindingcreativeminds.ie)

Rape Crisis Centre: 1800 778 888 [www.rapecrisishelp.ie](http://www.rapecrisishelp.ie)

Samaritans: 116 123 [www.samaritans.org](http://www.samaritans.org)

**\* 8. In my work-place, or during the course of my work in the arts, I have experienced:**

- |   |  |
|---|--|
| <input type="checkbox"/> Assault                | <input type="checkbox"/> Sexual harassment   |
| <input type="checkbox"/> Bullying               | <input type="checkbox"/> Victimisation   |
| <input type="checkbox"/> Harassment             | <input type="checkbox"/> I witnessed someone else's experience of one or more of the above |
| <input type="checkbox"/> Humiliation            | <input type="checkbox"/> None of the above   |
| <input type="checkbox"/> Sexual assault         |  |
| <input type="checkbox"/> Other (please specify) |  |

**9. Based on your answer, are there any other comments you'd like to add?**

**10. It happened:**

- |  |  |
|--|--|
| <input type="checkbox"/> At a work-related social event (i.e. opening night, book launch)    | <input type="checkbox"/> In a rehearsal room   |
| <input type="checkbox"/> At a promotional event  | <input type="checkbox"/> In a non-traditional workspace (i.e. film set, gallery, recording studio) |
| <input type="checkbox"/> During a live performance   | <input type="checkbox"/> Offsite / at a conference or other work-related event                     |
| <input type="checkbox"/> During dress rehearsal or technical rehearsal                       | <input type="checkbox"/> Online  |
| <input type="checkbox"/> In an educational setting / during mentoring, tutoring, masterclass | <input type="checkbox"/> On tour   |
| <input type="checkbox"/> In an office context  |  |
| <input type="checkbox"/> Other (please specify)  |  |

**11. The perpetrator(s) was (were):**

- A colleague (for example: a fellow cast member, another artist working on a project)
- My manager or boss (for example: the person I reported to, or the person that runs the organisation that employed you)
- A senior member of staff (for example: a member of staff with significant responsibilities such as a producer, a senior manager etc.)
- Prefer not to say
- A service provider (for example: a person/persons providing specific short-term services to an employer, such as consultants, daily crew, drivers)
- Other (please specify)

**12. The perpetrator(s) was (were):**

- Male
- Female
- Non Binary
- Trans

**13. Your experience(s) was (were):**

- Once-off
- Occasional
- Repeated
- Other (please specify)

**14. The incident(s) took place:**

- In the past year
- In the past two years
- In the past five years
- In the past ten years
- Other (please specify)

[Redacted area]

**15. The supports available to you to deal with this experience were:**

- |  |  |
|--|--|
| <input type="checkbox"/> A Bullying and Harassment Policy  | <input type="checkbox"/> I wasn't aware of any supports                    |
| <input type="checkbox"/> A Dignity at Work Policy  | <input type="checkbox"/> I was aware of supports but didn't avail of them  |
| <input type="checkbox"/> A designated member of staff (to make a complaint, enquire about how to raise an issue) | <input type="checkbox"/> I wasn't aware I could or should look for support |
| <input type="checkbox"/> A HR Manager / member of HR (to enquire about processes, how to raise an issue)         | <input type="checkbox"/> I didn't feel comfortable looking for support     |
| <input type="checkbox"/> Other (please specify)  |  |

[Redacted area]

**16. Based on your answer above, could you tell us a little more about how your experience(s) was (were) dealt with?**

[Redacted area]



## **SPEAK UP ACTION SURVEY**

### **About What Happens Next**

**Speak Up ACTION (Speak Up and Call It Out: Phase II) will provide a range of supports and tools to the sector. We are keen to hear your thoughts on these interventions, please feel free to share your insights in this final section.**

**17. Based on your experiences, what do you think are the most important sectoral measures / interventions? (Ranking in order of priority, where 1 is the most important and 4 the least)**



Awareness Development (for example: campaigns, events)



Training (for example: workshops, online modules)



Development of Organisational Processes / Policies (for example: templates and toolkits)



Sectoral Leadership (for example: increased public affirmation of acceptable behaviours by people in high profile leadership and/or decision-making roles in the arts and arts administration)

**18. Are there any other actions or interventions that you feel would promote Dignity at Work in the arts?**

[Empty text input area]

**19. If you would like to share any other comments, please do so here:**

[Empty text input area]



IRISH THEATRE INSTITUTE



An Roinn Turasóireachta, Cultúir,  
Ealaíon, Gaeltachta, Spóirt agus Meán  
Department of Tourism, Culture,  
Arts, Gaeltacht, Sport and Media