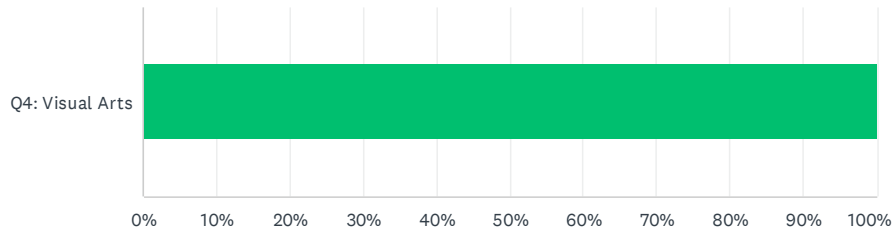


Q1 In the last two years, did you work as a teaching artist in the Greater Philadelphia area?

Answered: 46 Skipped: 0

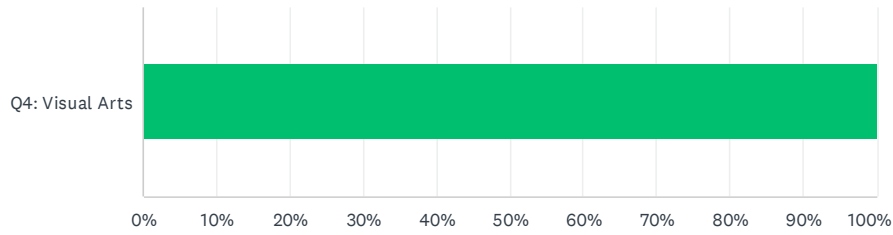


Yes
 No

	YES	NO	TOTAL
Q4: Visual Arts	100.00% 46	0.00% 0	100.00% 46
Total Respondents	46	0	46

Q3 In the last two years, did you work as a teaching artist as an independent contractor?

Answered: 45 Skipped: 1

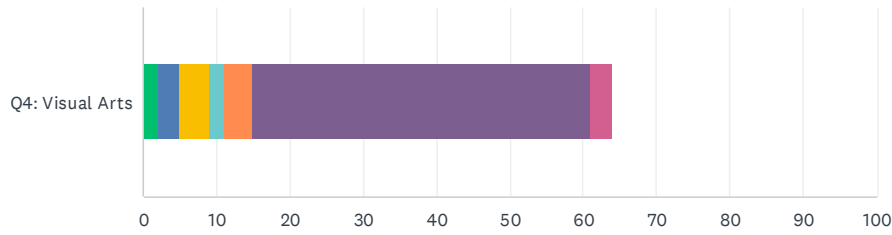


■ Yes ■ No

	YES	NO	TOTAL
Q4: Visual Arts	100.00% 45	0.00% 0	100.00% 45
Total Respondents	45	0	45

Q4 In what artistic discipline(s) did you teach? (Check all that apply.)

Answered: 46 Skipped: 0



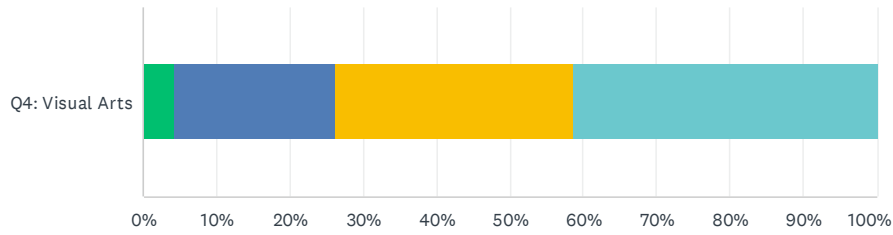
■ Dance ■ Literary ■ Media Arts ■ Music
■ Theatre ■ Visual Arts ■ Other (plea...

	DANCE	LITERARY	MEDIA ARTS	MUSIC	THEATRE	VISUAL ARTS	OTHER (PLEASE SPECIFY)	TOTAL
Q4: Visual Arts	4.35%	6.52%	8.70%	4.35%	8.70%	100.00%	6.52%	139.13%
	2	3	4	2	4	46	3	64
Total Respondents	2	3	4	2	4	46	3	46

#	Q4: VISUAL ARTS	DATE
1	Ceramics	8/23/2022 2:26 PM
2	STEAM	8/16/2022 8:19 AM
3	Arts administration	7/20/2022 3:30 PM

Q5 For how many years have you been a teaching artist?

Answered: 46 Skipped: 0

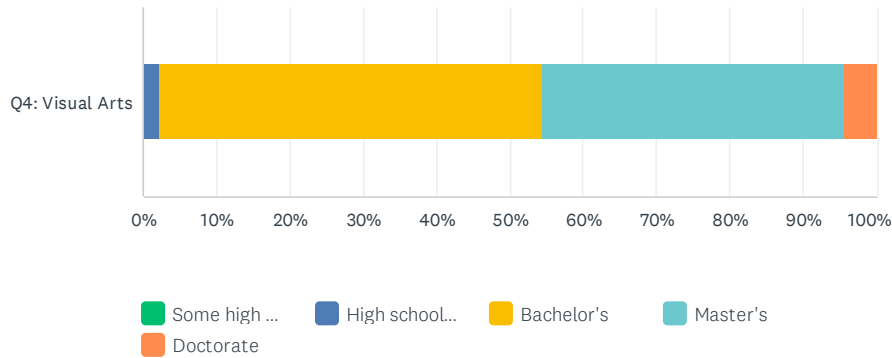


■ Less than 2
 ■ 2-5
 ■ 6-10
 ■ more than 10

	LESS THAN 2	2-5	6-10	MORE THAN 10	TOTAL
Q4: Visual Arts	4.35%	21.74%	32.61%	41.30%	100.00%
	2	10	15	19	46
Total Respondents	2	10	15	19	46

Q6 What is your highest level of education? This will help us see if pay rate varies depending on level of education.

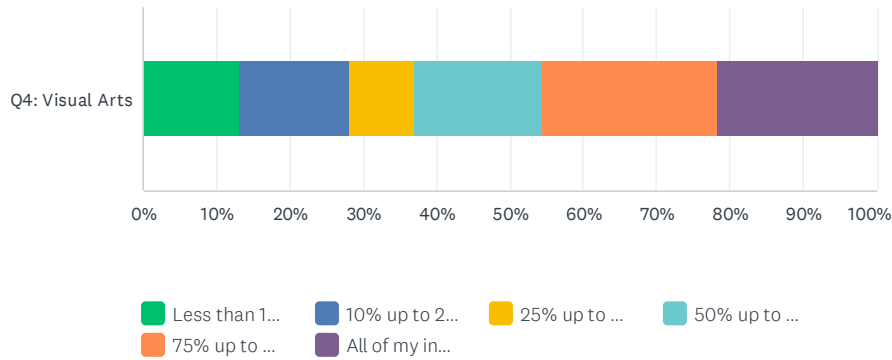
Answered: 46 Skipped: 0



	SOME HIGH SCHOOL	HIGH SCHOOL GRADUATE	BACHELOR'S	MASTER'S	DOCTORATE	TOTAL
Q4: Visual Arts	0.00% 0	2.17% 1	52.17% 24	41.30% 19	4.35% 2	100.00% 46
Total Respondents	0	1	24	19	2	46

Q7 What percent of your total annual income do you estimate comes from your work as a teaching artist? Again, an estimate is fine!

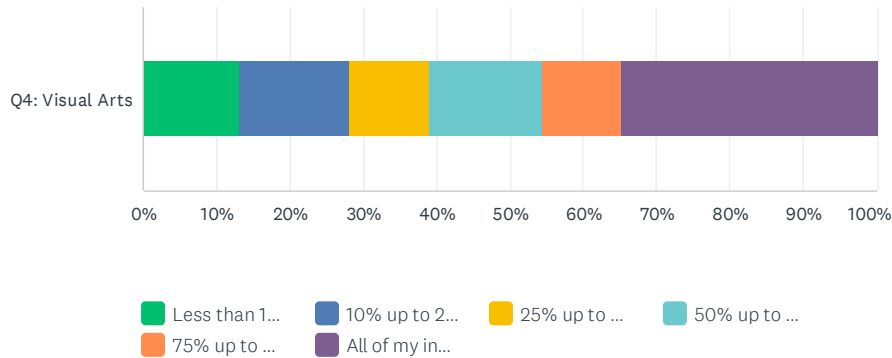
Answered: 46 Skipped: 0



	LESS THAN 10%	10% UP TO 25%	25% UP TO 50%	50% UP TO 75%	75% UP TO 90%	ALL OF MY INCOME COMES FROM WORK AS A TEACHING ARTIST	TOTAL
Q4: Visual Arts	13.04% 6	15.22% 7	8.70% 4	17.39% 8	23.91% 11	21.74% 10	100.00% 46
Total Respondents	6	7	4	8	11	10	46

Q8 What percent of your total income as a teaching artist is paid as an independent contractor? Again, an estimate is fine!

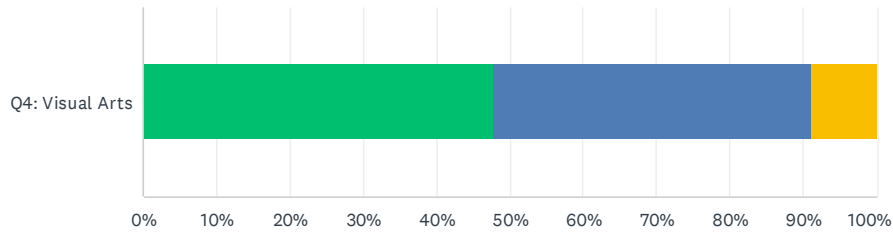
Answered: 46 Skipped: 0



	LESS THAN 10%	10% UP TO 25%	25% UP TO 50%	50% UP TO 75%	75% UP TO 90%	ALL OF MY INCOME IS EARNED AS AN INDEPENDENT CONTRACTOR	TOTAL
Q4: Visual Arts	13.04% 6	15.22% 7	10.87% 5	15.22% 7	10.87% 5	34.78% 16	100.00% 46
Total Respondents	6	7	5	7	5	16	46

Q9 In the next two years, do you expect your pay rate to:

Answered: 46 Skipped: 0

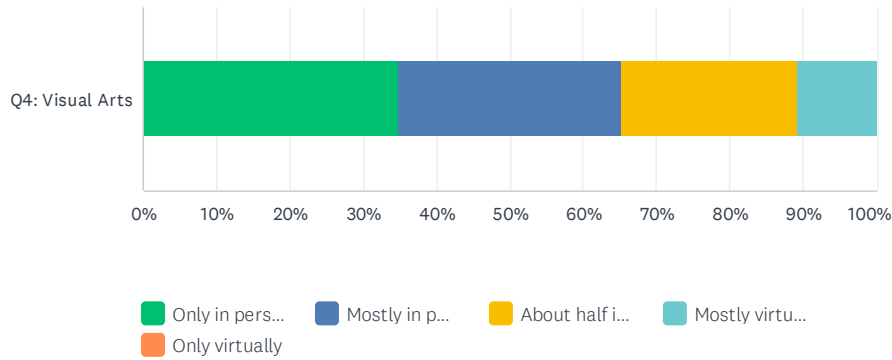


■ Increase
 ■ Stay about ...
 ■ Decrease

	INCREASE	STAY ABOUT THE SAME	DECREASE	TOTAL
Q4: Visual Arts	47.83% 22	43.48% 20	8.70% 4	100.00% 46
Total Respondents	22	20	4	46

Q10 In the next two years, do you expect to teach:

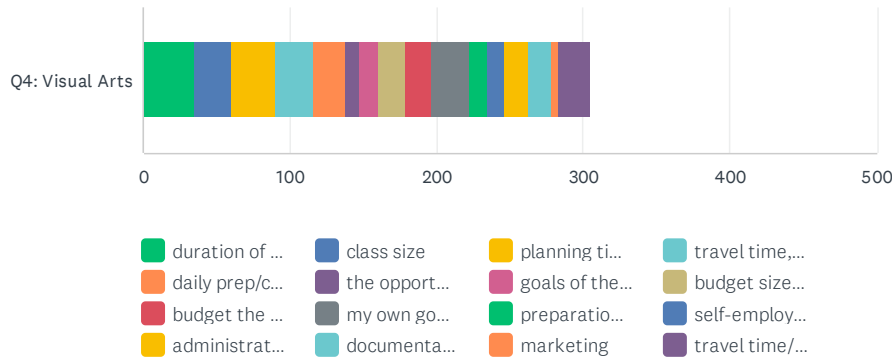
Answered: 46 Skipped: 0



	ONLY IN PERSON.	MOSTLY IN PERSON	ABOUT HALF IN PERSON AND HALF VIRTUALLY	MOSTLY VIRTUALLY	ONLY VIRTUALLY	TOTAL
Q4: Visual Arts	34.78% 16	30.43% 14	23.91% 11	10.87% 5	0.00% 0	100.00% 46
Total Respondents	16	14	11	5	0	46

Q11 When setting your hourly teaching rate, which of these factors do you take into account? (Check all that apply.)

Answered: 45 Skipped: 1

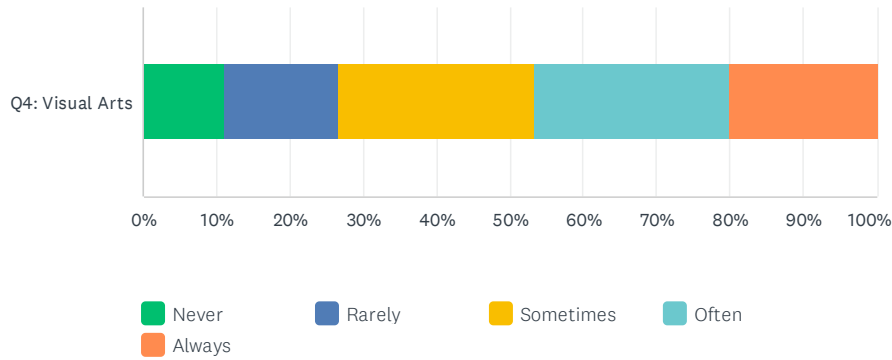


	DURATION OF THE PROGRAM, THAT IS, WHETHER IT IS A ONE-TIME OR MORE EXTENDED PROGRAM	CLASS SIZE	PLANNING TIME	TRAVEL TIME, IF IN PERSON	DAILY PREP/CLEAN-UP TIME	THE OPPORTUNITY TO TEACH VIRTUALLY	GOALS OF THE HOST SITE (FOR EXAMPLE, SCHOOL, COMMUNITY SITE, ETC.)	BUDGET SIZE OF THE HOST ORGANIZATION	BUDGET THE HOST ORGANIZATION HAS SET ASIDE FOR THIS PROJECT	
Q4: Visual Arts	77.78% 35	55.56% 25	66.67% 30	60.00% 27	46.67% 21	20.00% 9	31.11% 14	40.00% 18	37.78% 17	
Total Respondents	35	25	30	27	21	9	14	18	17	
	OTHER (PLEASE SPECIFY)								TOTAL	
Q4: Visual Arts									0	0

#	Q4: VISUAL ARTS	DATE
1	It's 2022, how long has the institution stayed stagnant with underpaying their teachers? Experience of years in education and hands-on field work brought to the institution.	8/17/2022 10:57 PM
2	I take whatever they give me. Seems to be the standard working for a non profit	8/17/2022 4:25 PM
3	The organizations set the rate	8/17/2022 2:25 PM
4	I don't set my rate. It is set by the institution I work for.	8/17/2022 1:58 PM
5	My teaching rate is set by the institutions or businesses at which I teach.	8/15/2022 8:42 PM
6	The offered rate	8/10/2022 6:45 PM
7	Supplies	8/4/2022 10:03 AM
8	Material/supply cost for the class. Also, I will lower my rate if this is an opportunity to get my foot in the door of a particular organization	7/29/2022 6:40 AM
9	Rate in Philly	7/20/2022 6:02 PM

Q12 How often do you charge for non-teaching time (for example, prep, planning, etc.)?

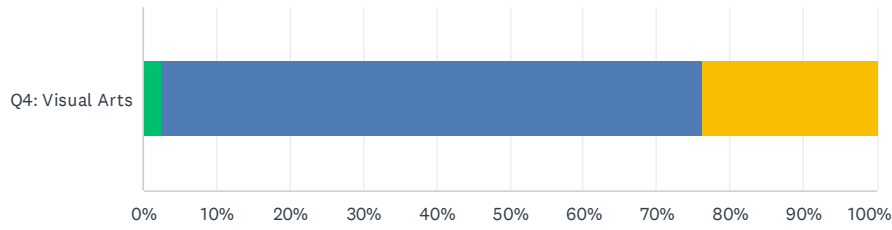
Answered: 45 Skipped: 1



	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS	TOTAL
Q4: Visual Arts	11.11%	15.56%	26.67%	26.67%	20.00%	100.00%
	5	7	12	12	9	45
Total Respondents	5	7	12	12	9	45

Q13 If you do charge for non-teaching time (for example, prep, planning, etc), do you charge at a rate that is:

Answered: 42 Skipped: 4

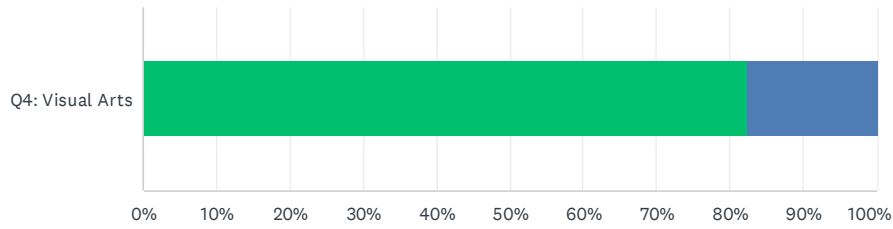


■ More than ...
 ■ The same a...
 ■ Less than ...

	MORE THAN MY TEACHING TIME RATE	THE SAME AS MY TEACHING TIME RATE	LESS THAN MY TEACHING TIME RATE	TOTAL
Q4: Visual Arts	2.38% 1	73.81% 31	23.81% 10	100.00% 42
Total Respondents	1	31	10	42

Q14 If you teach both in-person and virtually, do you charge different rates?

Answered: 40 Skipped: 6

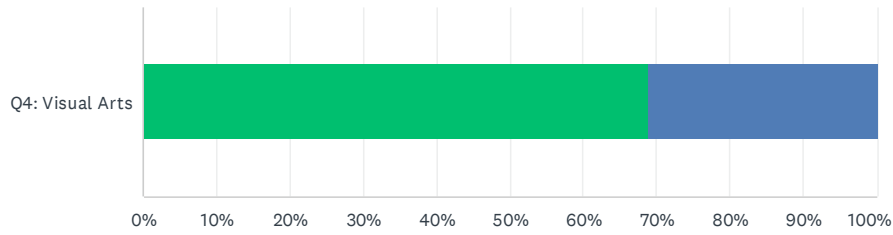


■ I charge th...
 ■ I charge a h...
 ■ I charge a h...

	I CHARGE THE SAME RATES TO TEACH EITHER IN-PERSON OR VIRTUALLY.	I CHARGE A HIGHER RATE TO TEACH IN PERSON.	I CHARGE A HIGHER RATE TO TEACH VIRTUALLY.	TOTAL
Q4: Visual Arts	82.50% 33	17.50% 7	0.00% 0	100.00% 40
Total Respondents	33	7	0	40

Q15 Did you teach any one-time programs in the last two years?

Answered: 45 Skipped: 1

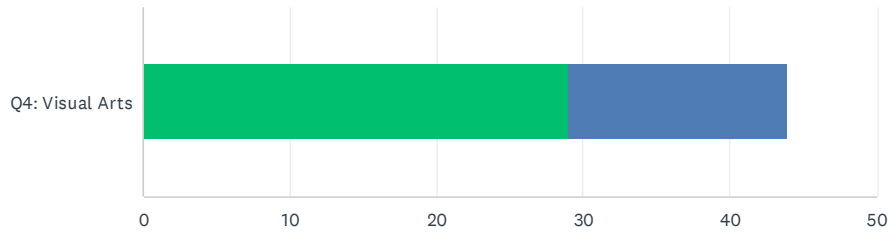


■ Yes ■ No

	YES	NO	TOTAL
Q4: Visual Arts	68.89% 31	31.11% 14	100.00% 45
Total Respondents	31	14	45

Q16 When conducting a one-time program, did you teach (check all that apply):

Answered: 30 Skipped: 16



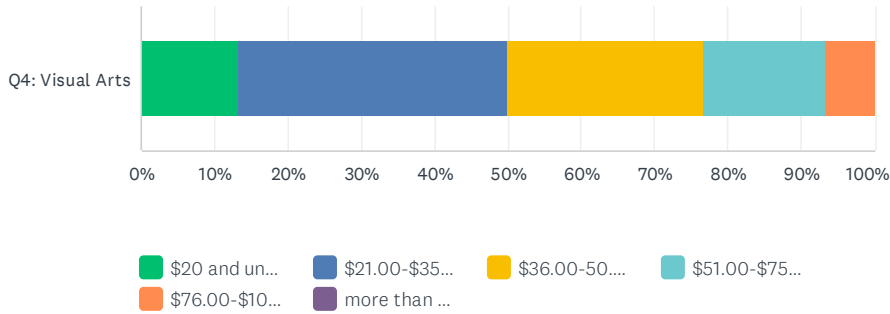
■ in-person? ■ virtually?

	IN-PERSON?	VIRTUALLY?	TOTAL
Q4: Visual Arts	96.67% 29	50.00% 15	146.67% 44
Total Respondents	29	15	30

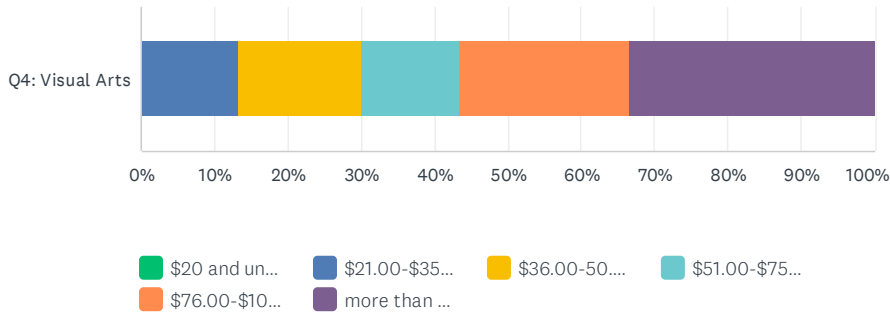
Q17 When conducting a one-time program (up to one day):

Answered: 30 Skipped: 16

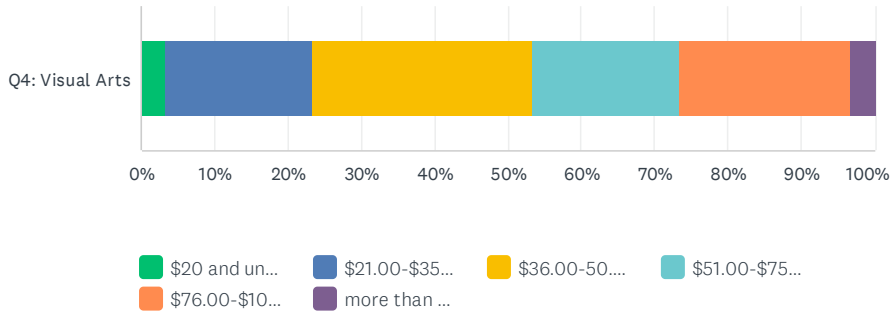
what is the least you have charged per hour of teaching time?



what is the most you have charged per hour of teaching time?



what is the average you have charged per hour of teaching time?



what is the least you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-\$50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	13.33%	36.67%	26.67%	16.67%	6.67%	0.00%	100.00%
	4	11	8	5	2	0	30
what is the most you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-\$50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	0.00%	13.33%	16.67%	13.33%	23.33%	33.33%	100.00%
	0	4	5	4	7	10	30
what is the average you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-\$50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	3.33%	20.00%	30.00%	20.00%	23.33%	3.33%	100.00%
	1	6	9	6	7	1	30

Q18 You are invited to share why you charged significantly less or more for a particular gig.

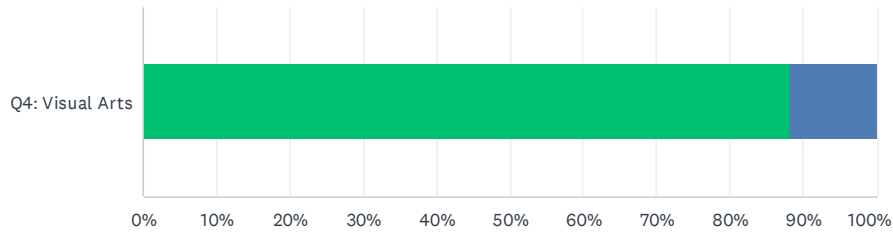
Answered: 15 Skipped: 31

	YOU ARE INVITED TO SHARE WHY YOU CHARGED SIGNIFICANTLY LESS OR MORE FOR A PARTICULAR GIG.	TOTAL
Q4: Visual Arts		100.00% 15
Total Respondents	15	15

#	Q4: VISUAL ARTS	DATE
1	Sometimes it depends on the organizations. I had one place that would be base on it's pay rate of the number of students enrolled in class, the higher of number of students the more pay increased. Where other places would just have base flat pay rate per hour.	8/23/2022 2:33 PM
2	it depend on the job.	8/20/2022 10:51 AM
3	The institution I work for unfortunately does not prioritize teacher's compensation and falls under exploiting labor. If institutional change doesn't occur with urgency, I stop providing teaching services to that organization because I don't appreciate being exploited. Significantly more compensation for a particular gig occurs in specialized techniques or knowledge being provided and with an institution that believes in taking care of their teachers will compensate fairly at a higher rate, taking many factors into consideration, including equity and access.	8/17/2022 11:03 PM
4	The art centers I teach set the salary. Maybe I should ask for a raise!	8/17/2022 4:26 PM
5	I often don't get the opportunity to choose my rate. I often get teaching gigs that are lump pay, so there is no negotiating on my end. for example, i might get an email that says "teach a workshop at this youth festival for 3 hrs, we can offer you \$300 for the event."	8/15/2022 5:50 PM
6	I charge \$100 per hour to cover costs such as pre planning, on site prep, demo creation, travel, taxes, and clean up.	8/15/2022 5:13 PM
7	To get my foot in the door of a particular organization. Also if I really like the group/population I am teaching I feel it is a way to give back to the community	7/29/2022 6:43 AM
8	Easy to find clients	7/27/2022 10:43 PM
9	Accepted an art center's standard rate in order to teach specific content	7/27/2022 1:54 PM
10	Assessing needs of the individual	7/27/2022 10:21 AM
11	Budget of host organization	7/22/2022 10:10 AM
12	it was based on the budget	7/20/2022 10:17 PM
13	Is what thwy offer to pay	7/20/2022 6:03 PM
14	The audience makes a huge impact on pricing. If it's fun and laid back, I don't mind a price cut. If it's stressful and high volume, or special needs, charge more.	7/20/2022 6:01 PM
15	I'm not often "setting" my rates, I'm responding to offers from organizations and then try to talk them into a liveable wage.	7/20/2022 3:31 PM

Q19 Did you teach any multiple-time programs, up to 10 days, in the last two years?

Answered: 43 Skipped: 3

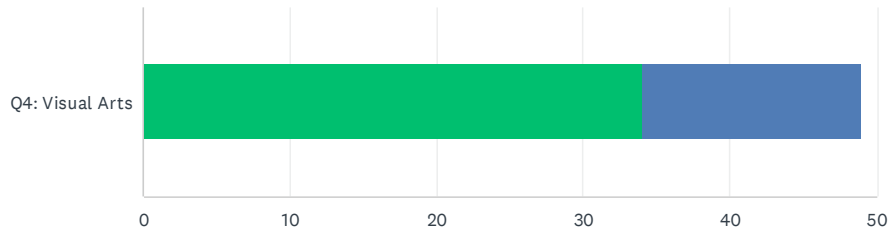


■ Yes
 ■ No

	YES	NO	TOTAL
Q4: Visual Arts	88.37% 38	11.63% 5	100.00% 43
Total Respondents	38	5	43

Q20 When conducting a program of multiple days, did you teach (check all that apply):

Answered: 36 Skipped: 10



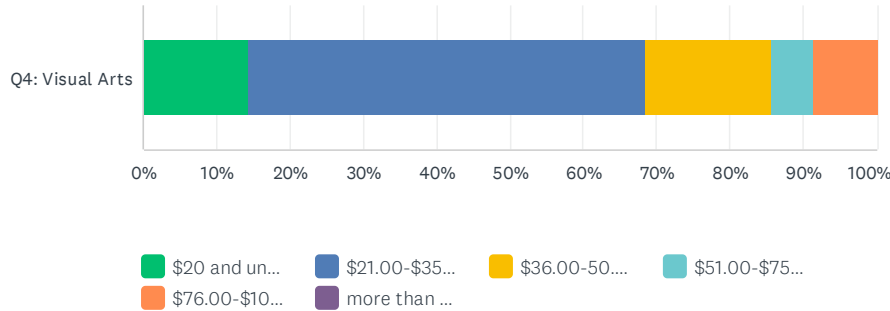
■ in-person? ■ virtually?

	IN-PERSON?	VIRTUALLY?	TOTAL
Q4: Visual Arts	94.44%	41.67%	136.11%
	34	15	49
Total Respondents	34	15	36

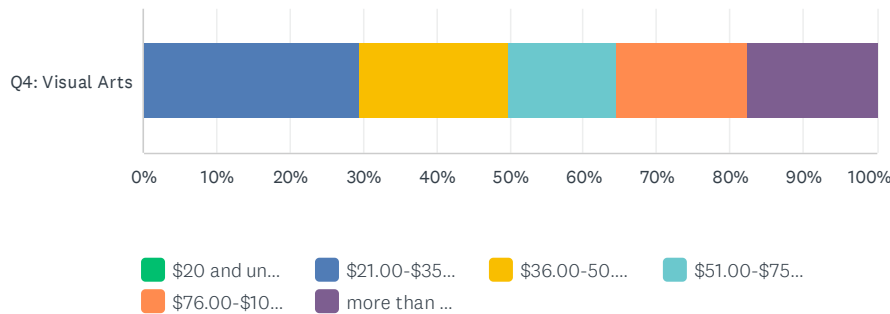
Q21 When conducting a program of multiple days, up to 10 days, up to a few hours per session:

Answered: 35 Skipped: 11

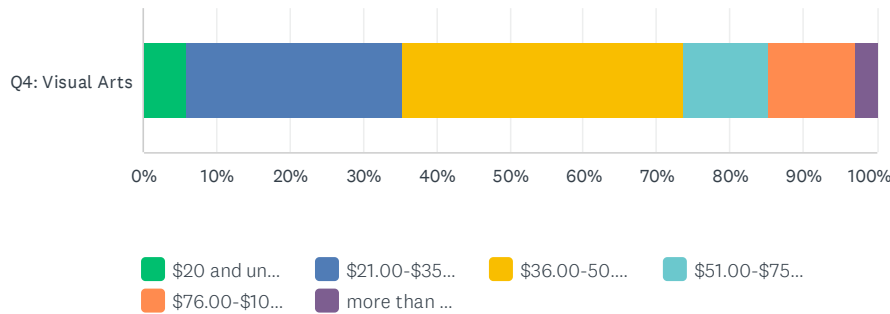
what is the least you have charged per hour of teaching time?



what is the most you have charged per hour of teaching time?



what is the average you have charged per hour of teaching time?



what is the least you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-\$50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	14.29%	54.29%	17.14%	5.71%	8.57%	0.00%	100.00%
	5	19	6	2	3	0	35
what is the most you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-\$50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	0.00%	29.41%	20.59%	14.71%	17.65%	17.65%	97.14%
	0	10	7	5	6	6	34
what is the average you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-\$50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	5.88%	29.41%	38.24%	11.76%	11.76%	2.94%	97.14%
	2	10	13	4	4	1	34

Q22 You are invited to share why you charged significantly less or more for a particular gig.

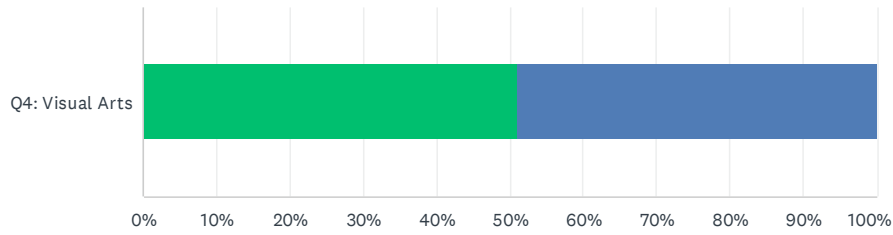
Answered: 12 Skipped: 34

	YOU ARE INVITED TO SHARE WHY YOU CHARGED SIGNIFICANTLY LESS OR MORE FOR A PARTICULAR GIG.	TOTAL
Q4: Visual Arts		100.00% 12
Total Respondents	12	12

#	Q4: VISUAL ARTS	DATE
1	rate are basis on the residency	8/20/2022 10:51 AM
2	Although I'm considered an "independent contractor", I teach for an organization that decides my rate of pay, for whom I sign a contract, and have no control over whether my employment is renewed from term to term.	8/17/2022 11:48 PM
3	Again, it depends on the institution. I will initially agree to teach at a low-rate (~\$35) and express the need for thoughtful progress and better pay for teachers. If such a perspective on fair pay lays on deaf ears, I express the dysfunction in the institution and go elsewhere that believes in compensating teachers a livable wage. Inflation and cost of living, gentrification, many factors play a role as to why compensation in 2022 should be considerably more than the last ten years, with increases every year.	8/17/2022 11:11 PM
4	Since the organizations set the rate, the rate changes based on which org I am teaching at. These rates tend to be based on the number of students in the class.	8/17/2022 2:27 PM
5	My rates are usually set by the organization hiring me.	8/16/2022 11:30 AM
6	This is another example where i was offered a certain pay, i didn't get to choose it.	8/15/2022 5:52 PM
7	Program Length and travel time is a huge factor.	8/3/2022 11:11 PM
8	Charged more for drive time if drive is over 75 minutes	7/29/2022 6:44 AM
9	Is easier to find jobs with affordable rates	7/27/2022 10:45 PM
10	N/A	7/27/2022 1:55 PM
11	nothing up to 10 days, only more	7/20/2022 10:18 PM
12	Multi day programs in my experience charge per week or 2 week. The host company usually has a set budget and fee, and you decide whether it's enough. There usually isn't any flexibility in the fee, but sometimes with the supply budget.	7/20/2022 6:04 PM

Q23 Did you teach any extended programs of more than 10 days in the last two years?

Answered: 41 Skipped: 5

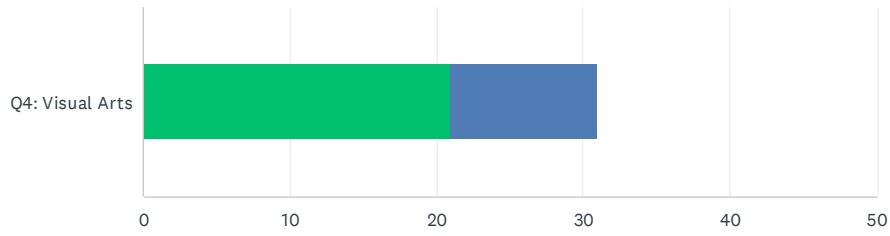


■ Yes ■ No

	YES	NO	TOTAL
Q4: Visual Arts	51.22% 21	48.78% 20	100.00% 41
Total Respondents	21	20	41

Q24 When conducting a very extended program of more than ten days, did you teach (check all that apply):

Answered: 21 Skipped: 25



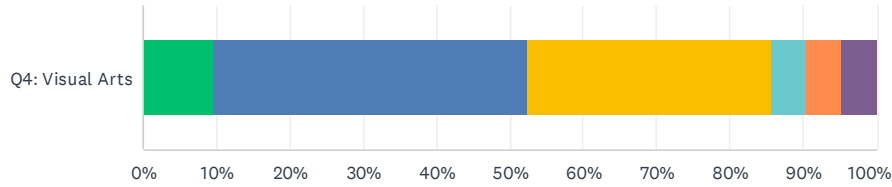
■ in-person? ■ virtually?

	IN-PERSON?	VIRTUALLY?	TOTAL
Q4: Visual Arts	100.00% 21	47.62% 10	147.62% 31
Total Respondents	21	10	21

Q25 When conducting a very extended program of more than 10 days, up to a few hours per session:

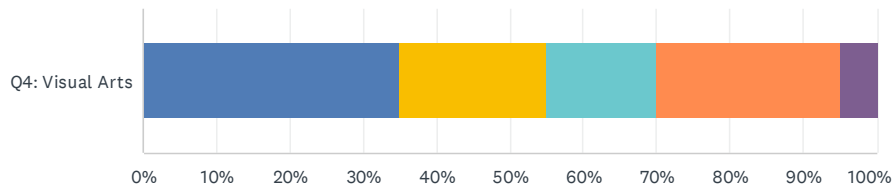
Answered: 21 Skipped: 25

what is the least you have charged per hour of teaching time?



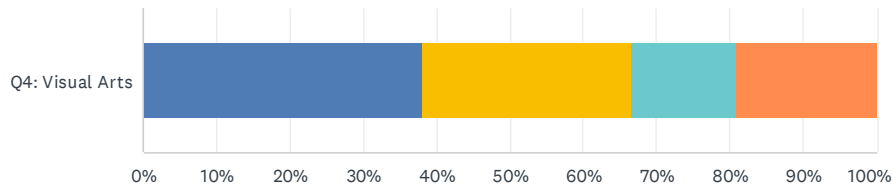
■ \$20 and un...
 ■ \$21.00-\$35...
 ■ \$36.00-50...
 ■ \$51.00-\$75...
 ■ \$76.00-\$10...
 ■ more than ...

what is the most you have charged per hour of teaching time?



■ \$20 and un...
 ■ \$21.00-\$35...
 ■ \$36.00-50...
 ■ \$51.00-\$75...
 ■ \$76.00-\$10...
 ■ more than ...

what is the average you have charged per hour of teaching time?



■ \$20 and un...
 ■ \$21.00-\$35...
 ■ \$36.00-50...
 ■ \$51.00-\$75...
 ■ \$76.00-\$10...
 ■ more than ...

what is the least you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	9.52%	42.86%	33.33%	4.76%	4.76%	4.76%	100.00%
	2	9	7	1	1	1	21
what is the most you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	0.00%	35.00%	20.00%	15.00%	25.00%	5.00%	95.24%
	0	7	4	3	5	1	20
what is the average you have charged per hour of teaching time?							
	\$20 AND UNDER	\$21.00-\$35.00	\$36.00-50.00	\$51.00-\$75.00	\$76.00-\$100.00	MORE THAN \$100	TOTAL
Q4: Visual Arts	0.00%	38.10%	28.57%	14.29%	19.05%	0.00%	100.00%
	0	8	6	3	4	0	21

Q26 You are invited to share why you charged significantly less or more for a particular gig.

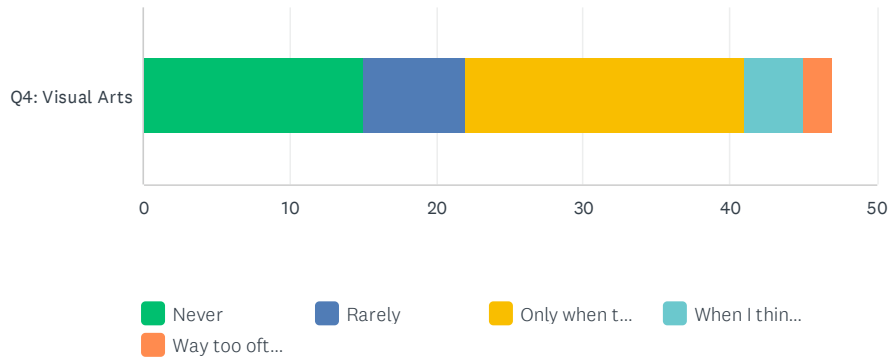
Answered: 7 Skipped: 39

	YOU ARE INVITED TO SHARE WHY YOU CHARGED SIGNIFICANTLY LESS OR MORE FOR A PARTICULAR GIG.	TOTAL
Q4: Visual Arts	100.00%	100.00%
	7	7
Total Respondents	7	7

#	Q4: VISUAL ARTS	DATE
1	base on the project and hours	8/20/2022 10:52 AM
2	When given a pay scale, these institutions will not budge on fair negotiations. Often, administration's gate keeping holds progress back and another teacher will do the work for lower pay if you don't want to be exploited. It's a vicious cycle, a divisive lack of care for teachers, especially in specialized fields in the arts.	8/17/2022 11:15 PM
3	My rates are set by the organization hiring me.	8/16/2022 11:30 AM
4	Same reason as before	8/3/2022 11:11 PM
5	N/A	7/27/2022 1:56 PM
6	what was offered	7/20/2022 10:19 PM
7	Thats what they pay	7/20/2022 6:04 PM

Q27 I have taught programs for free (check all that apply)

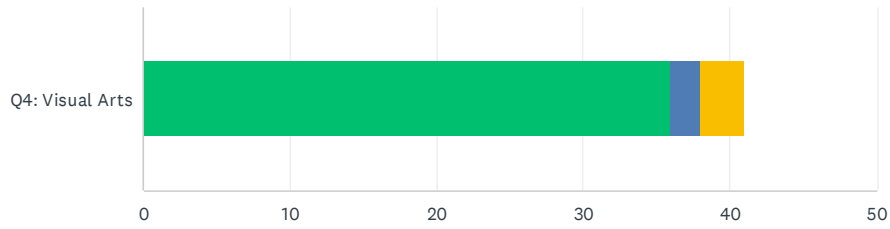
Answered: 41 Skipped: 5



	NEVER	RARELY	ONLY WHEN THE MISSION OF THE ORGANIZATION IS SOMETHING I REALLY BELIEVE IN AND THEY DON'T HAVE MONEY TO HIRE ME.	WHEN I THINK IT MIGHT LEAD TO PAYING WORK LATER.	WAY TOO OFTEN.	TOTAL
Q4: Visual Arts	36.59% 15	17.07% 7	46.34% 19	9.76% 4	4.88% 2	114.63% 47
Total Respondents	15	7	19	4	2	41

Q28 I identify as:

Answered: 41 Skipped: 5

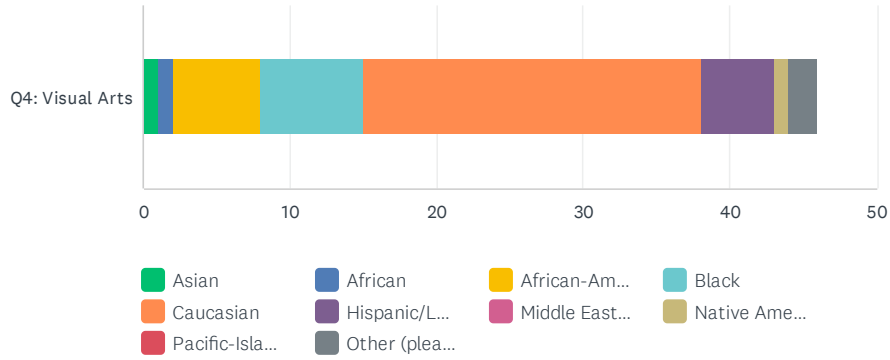


■ Female
 ■ Male
 ■ Non-binary...
 ■ Gender non...
■ Transgender
 ■ Other (plea...

	FEMALE	MALE	NON-BINARY/GENDERQUEER	GENDER NON-CONFORMING	TRANSGENDER	OTHER (PLEASE SPECIFY)	TOTAL
Q4: Visual Arts	87.80% 36	4.88% 2	7.32% 3	0.00% 0	0.00% 0	0.00% 0	100.00% 41
Total Respondents	36	2	3	0	0	0	41

Q29 I identify as:

Answered: 41 Skipped: 5



	ASIAN	AFRICAN	AFRICAN-AMERICAN	BLACK	CAUCASIAN	HISPANIC/LATINX	MIDDLE EASTERN	NATIVE AMERICAN	PACIFIC-ISLANDER	OTHER (PLEASE SPECIFY)	TOTAL
Q4: Visual Arts	2.44%	2.44%	14.63%	17.07%	56.10%	12.20%	0.00%	2.44%	0.00%	4.88%	112
	1	1	6	7	23	5	0	1	0	2	
Total Respondents	1	1	6	7	23	5	0	1	0	2	

#	Q4: VISUAL ARTS	DATE
1	Mixed, white and sudanese arab	8/15/2022 5:54 PM
2	Eastern European Jew, Caribbean	7/20/2022 10:20 PM