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Massachusetts Cultural Assets Inventory v3 2024 Final Report

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NOTE 12.30.24: Slides that are new to this version, or substantially revised, are indicated by the following:

Revised
Slide

New
Slide

Recognizing Project Partners and Funders



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Project Dimensions and Categories; Including the Traditionally Excluded

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Definitions: the 36 Generator Occupations and How They Were Derived

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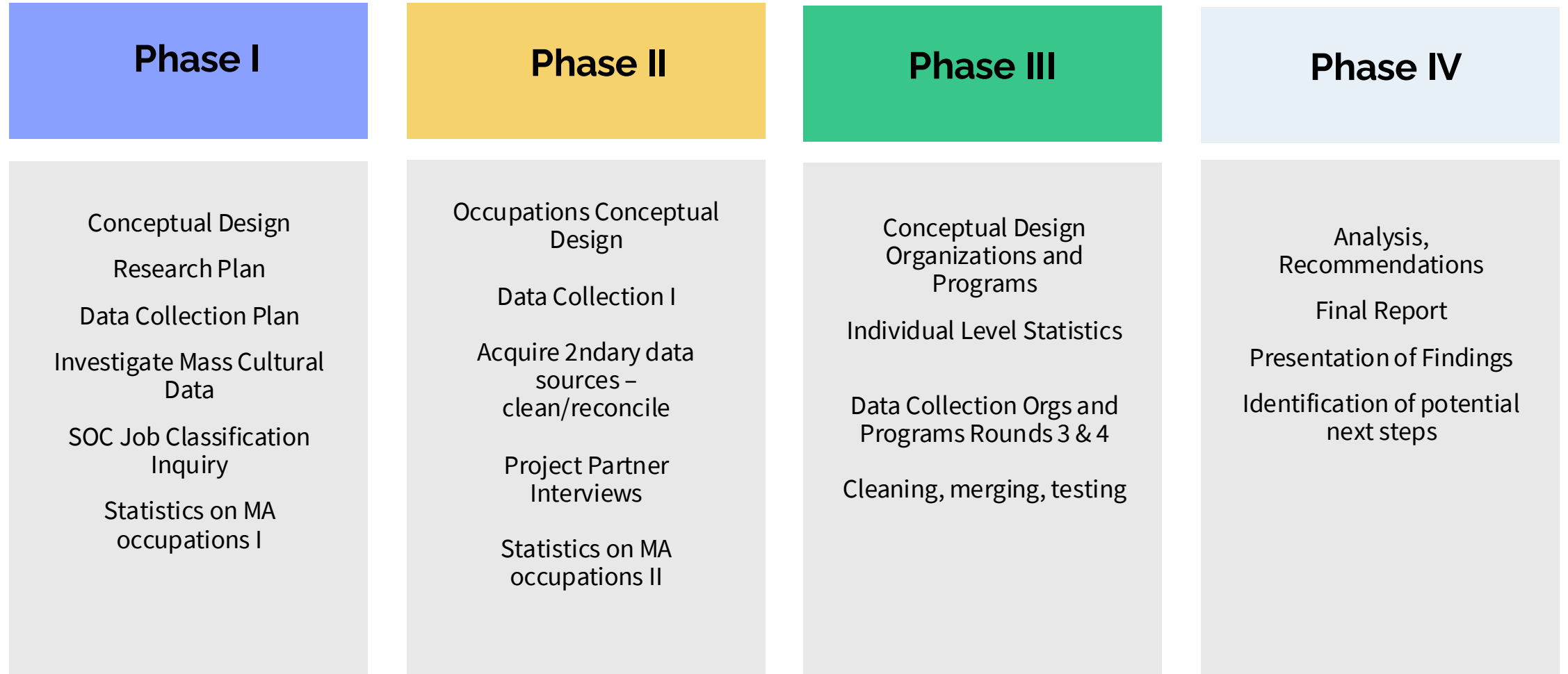
Creating a Massachusetts Cultural Asset Inventory 2024

Project Purpose:

To design, create, share, and use a Massachusetts Cultural Assets Inventory to describe, understand, collaborate, and direct policy and support to individuals and organizations (for profit, nonprofit, government) that populate the state's cultural sector (Arts, Humanities, and Interpretive Sciences).

Project Timeline

February – December 2024



Conceptual Models: What Should a Massachusetts Cultural Assets Inventory Include?

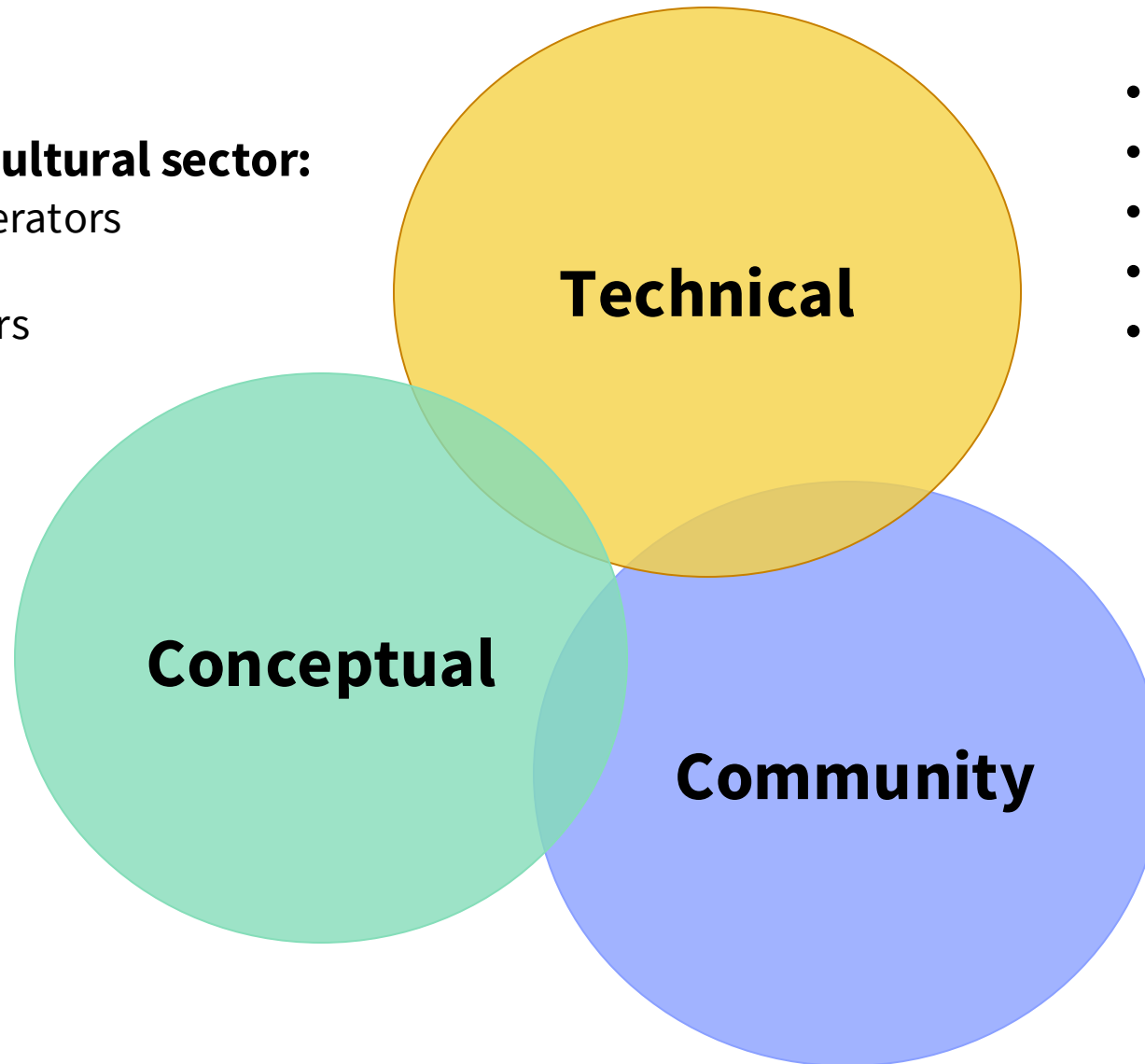


MA Cultural Asset Inventory Project Dimensions

Describing the cultural sector:

- Individual Generators
- Teachers
- Cultural Workers
- Organizations
- Programs

Defining meaningful variables, rules, and datasets



- Data architecture
- Data sourcing
- Statistics
- Merge & clean process
- Creation of findings

- Who know what?
- Who's interested in what?
- Complementarities and overlaps
- Data sharing
- Engagement

Inventory Categories: Generators, Teachers, Facilitators, Cultural Workers

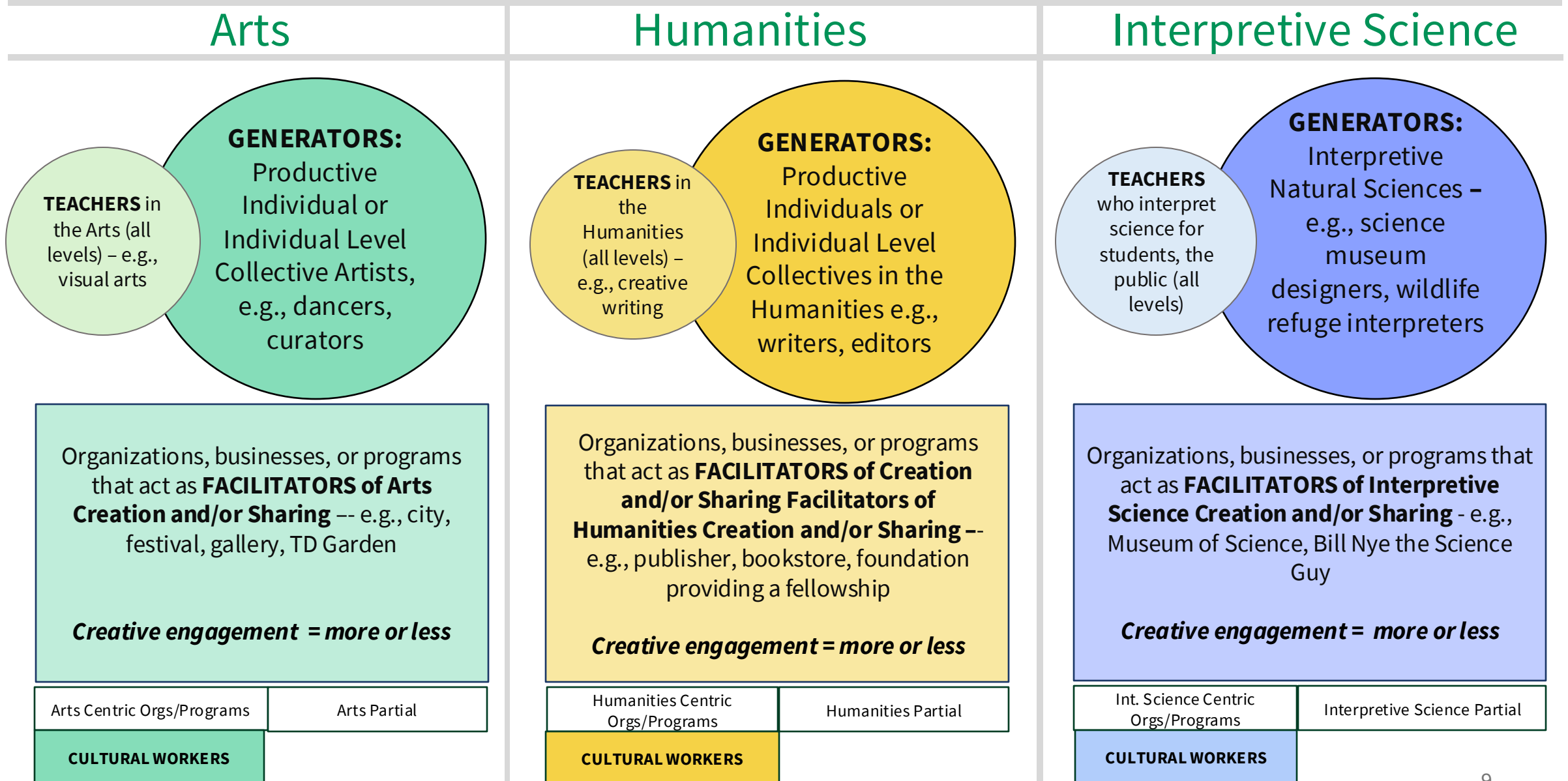


Figure 2

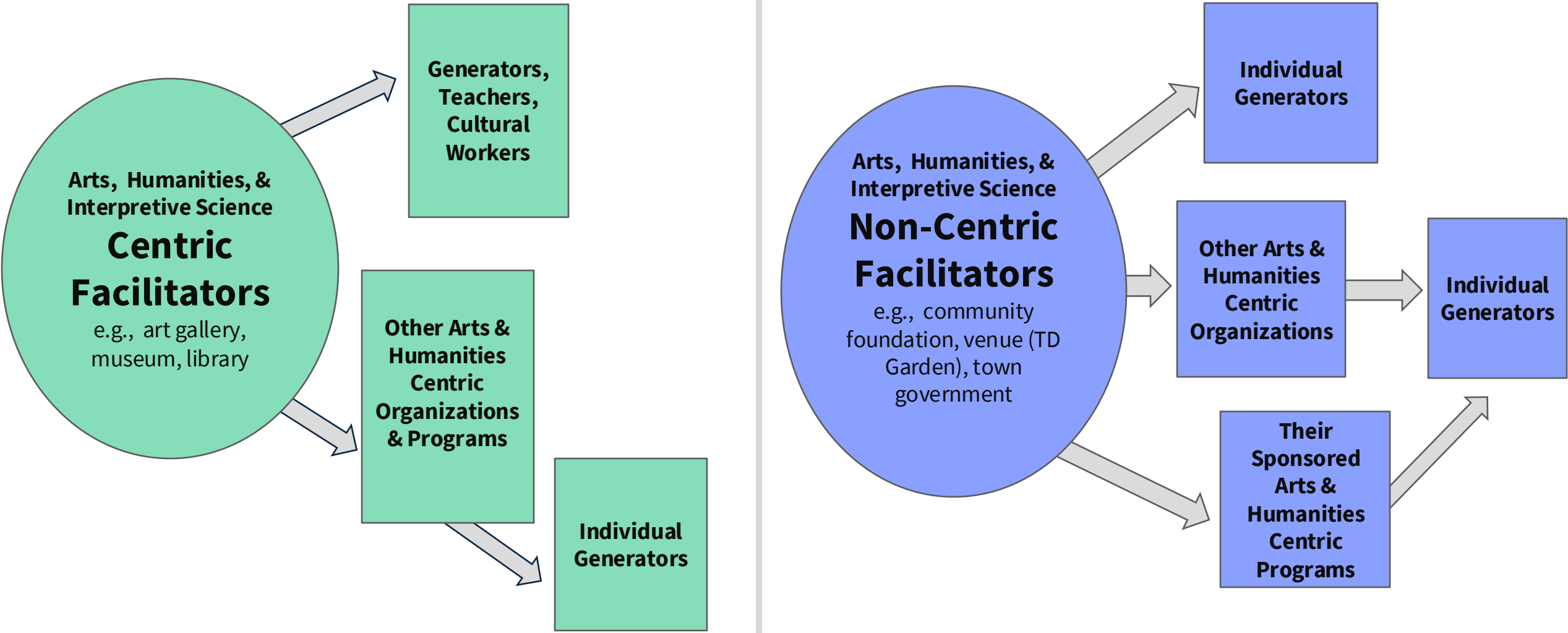


Figure 3

Priority: Identify and Include the Traditionally Excluded

- Arts *and* Humanities, *and* Interpretive Science
- "Fringe" – individual diversity dimensions (e.g., queer, old, ethnicity, spectrum of ability, etc.) *as generators and/or audience; fringe practices* (e.g. drag)
- Unincorporated organizations, by choice, or in the process of launching
- New organizations, programs, businesses
- Geography - outside of Boston; i.e., MA "rural"
- For-profit businesses centric to the culture space, including makerspaces
- For-profit businesses with creative units, e.g., design
- Newly emerging industries - e.g., extended reality
- Spaces with creative engagement re-defined (culinary, crafts, nail and hair arts, martial arts, etc.)
- Grassroots, ad hoc, and small organizations

- Massachusetts arts, humanities, and interpretive sciences *organizations and programs* (within parent organizations), with emphasis on nonprofit organizations = **The Massachusetts Cultural Assets Inventory - Organizations & Programs Database**
- Massachusetts individuals with occupations in the arts, humanities, and interpretive sciences whether employees, contractors, or some combination = **The Massachusetts Cultural Assets Inventory - Occupational Statistics on People in the Arts, Humanities, and Interpretive Sciences**

INVENTORY V3 ORGANIZATIONS & PROGRAMS BY TYPE
Organizations:
Nonprofit organizations
For-profit organizations
Unincorporated organizations with nonprofit purpose
Educational organizations
Cooperatives
Local Cultural Councils
All Libraries
NOT sole proprietor organizations
Programs:
Programs within municipalities
Programs within for-profit organizations
Programs within educational organizations
Programs embedded in cultural private organizations
Programs embedded in cultural or non-cultural public agencies
Programs embedded in non-cultural private organizations

TABLE 1. This table identifies the types of organizations & programs conceptually included in Inventory v3.

**ART, HUMANITIES, AND INTERPRETIVE SCIENCE “GENERATOR” OCCUPATIONS
MASSACHUSETTS CULTURAL ASSETS INVENTORY (N=36)**

Actors	Television, video, and film camera operators and editors
Graphic designers	Tailors, dressmakers, and sewers
Artists and related workers	Jewelers and precious stone and metal workers
Writers and authors	All other designers (product, user interface, packaging, etc.)
Architects, except landscape and naval	Landscape architects
Librarians and media collections specialists	Music directors and composers
Editors	Entertainers and performers, sports and related workers, all other
Musicians and singers	Photographic process workers and processing machine operators
Photographers	Commercial and industrial designers
Producers and directors	Merchandise displayers and window trimmers
Interior designers	Library technicians
Technical writers	Manufacturing: stone cutters/carvers, glass blowers, potters
Printing press operators	Print binding and finishing workers
Interpreters and translators	Dancers and choreographers
Archivists, curators, and museum technicians	Broadcast announcers and radio disc jockeys
News analysts, reporters, and journalists	Disc jockeys, except radio
Floral designers	Etchers and engravers
Web and digital interface designers	Fashion designers

TABLE 2. This table identifies the 36 occupations designated for arts, humanities, and interpretive sciences GENERATORS.

PROTOCOL for identifying GENERATOR occupations

1. Begin with job title classification scheme, “Standard Occupational Classification” or SOC codes of the U.S. Department of Labor Statistics/U.S. Census.
2. Default **IN** all National Endowment for the Arts job titles.
3. Default **IN** job classifications already supported by Mass Cultural Council.
4. A survey of the Mass Cultural Council Inventory Working Group was completed on the full remaining occupations list. The goal was to identify GENERATORS, as opposed to “cultural workers”. Cultural workers are defined as any employee working in a “Culture Centric” organization regardless of whether they are generating art, humanities, or interpretive sciences. For example, the head of security at the MFA would be a cultural worker, but not a GENERATOR.
5. Discussion of the Mass Cultural Council Inventory Working Group on survey results.
6. Further internal dialogue.
7. Decision.

Inventory v3: Organizations & Programs Database



MASSACHUSETTS CULTURAL ASSET INVENTORY V3	
ORGANIZATIONS & PROGRAMS DATABASE	15,063 unique listings
Sources:	
Mass Cultural Council	5,751
CreativeGround/NEFA	6,810
Non-Profit 990	4,306
LIST4 (various sources)	1,002
Libraries (MA Board of Library Commissioners)	1,503
TOTAL	17,869 with overlaps

TABLE 3. This table gives the count of organizations and programs in Inventory v3, and by sources.



The Massachusetts Cultural Council and Local Cultural Councils have funded 5,500 organizations over the past 3 fiscal years - 40% of the potential 13,648 organizations in the v2 Massachusetts Cultural Assets Inventory. Caveat: FY23 includes the pandemic recovery fund year.

Programs and Organizations Inventory v3 Data Sources by Count

IN MASS CULTURAL	IN CREATIVE GROUND	IN NP990	IN LIST4	IN Libraries	N
1	0	0	0	0	3,626
0	0	0	0	1	1,503
0	1	0	0	0	4,698
0	0	1	0	0	1,868
0	0	0	1	0	426
1	1	0	0	0	311
1	0	1	0	0	623
1	0	0	1	0	106
0	1	1	0	0	748
0	1	0	1	0	56
0	0	1	1	0	28
1	1	1	0	0	688
1	1	0	1	0	44
1	0	1	1	0	92
0	1	1	1	0	38
1	1	1	1	0	208
1	1	1	1	1	0
					15,063

TABLE 4. This table shows the source of data on Inventory v3 organization and programs.

IN MASS CULTURAL	IN CREATIVE GROUND	IN NP990	IN LIST4	N
1	0	0	0	3,626
1	1	1	0	688
1	0	1	0	623
1	1	0	0	311
1	1	1	1	208
1	0	0	1	106
1	0	1	1	92
1	1	0	1	44

TABLE 5. This table shows the relationship in Inventory v3 of Mass Cultural’s source database to other source databases, by count.

INVENTORY V3	COUNT
BY "BEST COUNTY"	
Barnstable, Dukes, and Nantucket Counties	896
Berkshire	622
Bristol	754
Essex	1,437
Franklin	464
Hampden	785
Hampshire	761
Middlesex	3,664
Norfolk	1,209
Plymouth	745
Suffolk	2,315
Worcester	1,411
TOTAL	15,063

TABLE 6. This table gives the count of Inventory v2 organizations and programs by county.

Background on Building the Inventory v3

Organizations & Programs Database

Partner Interviews and Data Collection

PROJECT COMMUNITY PARTNER	SUBMITTED DATA SET FOR INCLUSION	MADE RECOMMENDATIONS FOR SOURCES
Dee Schneidman - New England Foundation for the Arts	Backbone	Yes
Jonathan Cohen - Greater Worcester Community Foundation	Yes	Yes
Blair Benjamin - MassMOCA/Assets for Artists	Yes	Yes
Christina Turner and Elizabeth Patton - Cambridge Community Foundation	Yes	Yes
Nicole Bourdon - Community Foundation of Western Massachusetts	Yes	Yes
Emily Ruddock - MASSCreative	Yes	Yes
Karen Ristuben - Essex County Community Foundation	via CreativeGround	Yes
Jessica Berns - Philanthropy MA	N/A	Yes
Jay Linnehan, Howard Amidon, Jess O'Hearn - Greater Lowell Community Foundation / Lowell Mosaic	via CreativeGround	Yes
Dara Gannon - Cape Cod Community Foundation	N/A	Yes
Brian Boyles - Mass Humanities	N/A	Yes
Julie Ramos Gagliardi - SouthCoast Community Foundation	N/A	Yes
Catherine Morris, Laura Reyes - Boston Foundation	N/A	Yes

MAJOR SOURCES:

- Mass Cultural Council database: Last 10 years, applicants and select others, Feb 2024 (including 330 Local Cultural Councils)
- CreativeGround, NEFA, Feb 2024
- Federal IRS 990 non-profit status report forms, U.S. Census Business Master File, Apr 2024
- Board of Library Commissioners – all MA libraries, November 2024

PROJECT PARTNERS DATA INTEGRATED (List4):

- Jonathan Cohen - Greater Worcester Community Foundation
- Blair Benjamin - Assets for Artists/MassMOCA
- Christina Turner and Elizabeth Patton - Cambridge Community Foundation
- Nicole Bourdon - Community Foundation of Western Massachusetts
- Emily Ruddock - MASSCreative

PLUS OTHER DATA INTEGRATED (List4):

- Crowdfunding Sources – GoFundMe
- American Association for State and Local History - John Marks
- Arts Foundation of Cape Cod - Julie Wake
- Worcester Cultural Coalition
- Arts Connect International (ACI) - Andrea Gordillo

BEST_NAME	Ordering: MCC, CREATIVEGROUND, NP990, LIST4
BEST_CITY_TOWN	Ordering: MCC, CREATIVEGROUND, NP990, LIST4
BEST_COUNTY	County is based on MA Secretary of state list, based on BEST_CITY_TOWN
IN_MCC	flag that the org. was found in the MCC data
IN_NEFA	flag that the org. was found in the CREATIVEGROUND data
IN_NP_990	flag that the org. was found in the IRS990 (Non-profits) data
IN_List4	flag that the org. was found in the Additional datasets
In_Libraries	Flag that the org/program was found in the Libraries dataset
MCC_COMPANY_ID	VARIABLE NAME FROM THAT DATABASE
MCC_OFFICIAL_CITY	VARIABLE NAME FROM THAT DATABASE
MCC_REPORT_NAME	VARIABLE NAME FROM THAT DATABASE
MCC_PARENT_COMPANY	VARIABLE NAME FROM THAT DATABASE
MCC_OFFICIAL_CITY	VARIABLE NAME FROM THAT DATABASE
MCC_BROAD_DISCIPLINE	VARIABLE NAME FROM THAT DATABASE
MCC_DISCIPLINE	VARIABLE NAME FROM THAT DATABASE
MCC_LEGAL_STATUS	VARIABLE NAME FROM THAT DATABASE
NEFA_PROFILE_ID	VARIABLE NAME FROM THAT DATABASE
NEFA_PROFILE_NAME	VARIABLE NAME FROM THAT DATABASE
NEFA_PARENT_ORGANIZATION_AFFILIATION	VARIABLE NAME FROM THAT DATABASE
NEFA_PHYSICAL_CITY	VARIABLE NAME FROM THAT DATABASE
NEFA_PRIMARY_DISCIPLINE	VARIABLE NAME FROM THAT DATABASE
NEFA_LEGAL_STATUS	VARIABLE NAME FROM THAT DATABASE
NP_990_EIN	VARIABLE NAME FROM THAT DATABASE
NP_990_NAME	VARIABLE NAME FROM THAT DATABASE
NP_990_CITY	VARIABLE NAME FROM THAT DATABASE
NP_990_NTEEFINAL	VARIABLE NAME FROM THAT DATABASE
NP_990_LEGAL	VARIABLE NAME FROM THAT DATABASE
LIST4_ORG_NAME	from the 4 lists
LIST4_CITY	from the 4 lists
LIST4_DISCIPLINE, AS AVAILABLE	from the 4 lists
LIST4_SOURCE	from the 4 lists
LIBRARIES_TYPE	LIBRARIES_NTEE by name (e.g., public, academic)
LIBRARIES_NTEE	LIBRARIES_NTEE code

TABLE 7. This table gives the list of variables included in Inventory v3.

1. Acquire lists

2. For each list

Clean List – remove duplicates, apply project data templates, examine for missing data
Identify variables

3. Compile, clean, augment lists

Compare variables across list
Remove “same name” duplicates
Establish ordering for differing names (Mass Cultural priority)
Create “best name”

Test: compare each name to the next one in alpha order that didn't merge for similarity.
Use Qgram (Q-3) – then look by eye at the top 1000 in similarity (99%-75%). Acquire essential missing data via web search.
Default to inclusion if doubt. Used other variables to determine if similar.

Assign all “village names” (e.g., Roxbury) to official MA city/town designation

4. Assign county using MA Secretary of State city/town-county assignment

GENERAL TERMS

NEFA: New England Foundation for the Arts

NTEE: NTEE codes, or National Taxonomy of Exempt Entities codes, are three-digit codes that categorize nonprofit organizations by their missions, activities, and goals. The National Center for Charitable Statistics (NCCSS) developed the NTEE system, which the Internal Revenue Service (IRS) uses to classify tax-exempt organizations. NTEE uses a different coding scheme from SOC or OCC codes.

990s: Form 990 is the IRS' primary tool for gathering information about tax-exempt organizations, educating organizations about tax law requirements and promoting compliance. Organizations also use the Form 990 to share information with the public about their programs. Additionally, most states rely on the Form 990 to perform charitable and other regulatory oversight and to satisfy state income tax filing requirements for organizations claiming exemption from state income tax. A tax-exempt organization must file an annual information return or notice (i.e., 990) with the IRS, unless an exception applies. There are 3 “levels” of reporting, based on the reporting organization’s scale and scope.

SOC Codes: SOC codes, or Standard Occupational Classification codes, are a federal system that categorizes workers by their job duties, not their job titles. SOC codes are used to compare occupations across different datasets.

CULTURAL ASSETS INVENTORY TERMS

Best Name/City: When merging lists, the presence of duplicates across lists requires that an ordering be formed on which database will take precedence in naming over other databases. “Best Name” or “Best City” signals that ordering and the variable source. Source databases of Libraries and Mass Cultural were prioritized in this identification process.

Code	Title	Code	Title
A01	Alliances & Advocacy	A56	Natural History & Natural Science Museums
A02	Management & Technical Assistance	A57	Science & Technology Museums
A03	Professional Societies & Associations	A60	Performing Arts
A05	Research Institutes & Public Policy Analysis	A61	Performing Arts Centers
A11	Single Organization Support	A62	Dance
A12	Fund Raising & Fund Distribution	A63	Ballet
A19	Support N.E.C.	A65	Theater
A20	Arts & Culture	A68	Music
A23	Cultural & Ethnic Awareness	A69	Symphony Orchestras
A24	Folk Arts	A6A	Opera
A25	Arts Education	A6B	Singing & Choral Groups
A26	Arts & Humanities Councils & Agencies	A6C	Bands & Ensembles
A27	Community Celebrations	A6E	Performing Arts Schools
A30	Media & Communications	A70	Humanities
A31	Film & Video	A76	Literary Service Organizations and Activities
A32	Television	A80	Historical Organizations
A33	Printing & Publishing	A82	Historical Societies & Historic Preservation
A34	Radio	A84	Commemorative Events
A40	Visual Arts	A90	Arts Services
A50	Museums	A99	Arts, Culture & Humanities N.E.C.
A51	Art Museums	B70	Libraries
A52	Children's Museums	C41	Botanical Gardens & Arboreta
A53	Folk Arts Museums	C60	Environmental Education
A54	History Museums	D50	Zoos & Aquariums
		N52	Fairs

Mass Cultural Council: Broad and Primary Discipline Codes

BROAD DISCIPLINE CODE
Non-Arts/Non-Humanities
Multidisciplinary
Music
History
Theater
Visual Arts
Dance
Science
Media Arts
Literature
Humanities
Crafts
Design Arts
Folklife/Traditional Arts
Photography
Interdisciplinary
Folklife/Traditional Foodways

PRIMARY DISCIPLINE CODES		
Ballet	Folklife/Traditional Oral Traditions (including folk/traditional storytelling)	Orchestral Music
Band Music	History	Performance Art
Chamber Music	Humanities	Photography (includes Holography)
Choral Music	Interdisciplinary (includes Performance Art)	Popular Music
Crafts	Jazz Dance	Puppet Theater
Crafts-Clay	Jazz Music	Science-Archeology
Crafts-Fiber	Literature	Science-Environmental
Crafts-Glass	Literature-Fiction	Science-General
Crafts-Metal	Literature-Playwriting	Science-Geoscience
Crafts-Mixed Media	Literature-Poetry	Science-Mathematics
Dance	Media Arts	Science-Natural History
Design Arts	Media Arts-Audio	Science-Technology
Design Arts-Architecture	Media Arts-Film	Solo/Recital Music
Design Arts-Fashion Design	Media Arts-Video	Storytelling
Design Arts-Graphic Design	Modern Dance	Technology/Experimental
Design Arts-Urban/Metropolitan Design	Multidisciplinary	Theater For Young Audiences
Ethnic Dance	Multidisciplinary (Performing/Literary Arts)	Theater-General
Ethnic Music	Multidisciplinary (Visual/Media Arts)	Visual Arts
Ethnic/Jazz Dance	Music	Visual Arts-Experimental
Folklife/Traditional Arts	Musical Theater	Visual Arts-Graphics
Folklife/Traditional Crafts and Visual Arts	New Music	Visual Arts-Painting
Folklife/Traditional Dance	Non-Arts/Non-Humanities	Visual Arts-Sculpture
Folklife/Traditional Foodways	Opera	Visual Arts-Sculpture, Installation
Folklife/Traditional Music		

Dance - Ballet	Humanities - General	Media - Video	Music - Traditional	Visual/Crafts - Painting
Dance - Ballroom	Humanities - History	Multi-Disciplinary	Non-Arts / Non-Humanities	Visual/Crafts - Furniture
Dance - Ethnic	Humanities - Linguistics	Music - Band	Theater - Children's	Visual/Crafts - General
Dance - General	Humanities - Literature	Music - Chamber	Theater - Circus	Visual/Crafts - Glass
Dance - Hip Hop	Humanities - Philosophy	Music - Children's	Theater - Devised / Artist-Led	Visual/Crafts - Illustration / Drawing
Dance - Jazz	Humanities - Science	Music - Choral	Theater - General	Visual/Crafts - Installation
Dance - Modern / Contemporary	Literary Arts - Fiction	Music - Composition	Theater - Improv	Visual/Crafts - Leather
Dance - Tap / Percussive	Literary Arts - General	Music - Country	Theater - Mime	Visual/Crafts - Light Art
Dance - Traditional	Literary Arts - Non-Fiction	Music - Ethnic / World	Theater - Musical	Visual/Crafts - Metal
Design - Architecture	Literary Arts - Poetry	Music - Folk	Theater - Playwriting	Visual/Crafts - Mixed Media
Design - Fashion	Literary Arts - Publishing	Music - General	Theater - Puppet	Visual/Crafts - Musical Instruments
Design - Game	Literary Arts - Spoken Word	Music - Jazz	Theater - Solo / One-Person Show	Visual/Crafts - Photography
Design - General	Media - Animation	Music - Native American Drum	Theater - Storytelling	Visual/Crafts - Printmaking
Design - Graphic	Media - Audio / Sound	Music - New	Theater - Variety / Vaudeville	Visual/Crafts - Sculpture
Design - Interior	Media - Cyberart	Music - Opera	Visual/Crafts - Cartooning / Graphic Novel	Visual/Crafts - Stone
Design - Landscape Architecture	Media - Digital	Music - Orchestral	Visual/Crafts - Ceramics	Visual/Crafts - Textile Weaving
Design - Urban / Metropolitan	Media - Film	Music - Pop / Rock	Visual/Crafts - Clay	Visual/Crafts - Wood / Bark
Humanities - Art History & Criticism	Media - General	Music - R&B / Soul	Visual/Crafts - Decorative Arts	
Humanities - Comparative Religion	Media - Marketing / Advertising	Music - Rap / Hip-Hop	Visual/Crafts - Experimental	
Humanities - Cultural Heritage	Media - Television	Music - Solo / Recital	Visual/Crafts - Fiber	

Conclusion: The Massachusetts Asset Inventory Organizations & Programs Database

- Efforts to advocate for and structure policy and responses for the cultural sector in Massachusetts are significantly bolstered by having thoughtful and accurate data and associated messaging on the sector and its people.
- With the active cooperation of our partners, this project has already identified over 15,000 unique arts, humanities, and interpretive sciences organizations and programs headquartered in Massachusetts. They exist in all parts of the state and include for-profit, nonprofit, government, cooperative, and unincorporated entities as well as units of such organization types.
- The database is dynamic and requires maintenance to continue to reflect conditions on the ground. We expect this number could approach doubling with continuing efforts.

Next Steps: Inventory Organizations & Programs Database

- Verify, reconcile, and augment Cultural Assets Inventory v2 organization & program information (including contact information) across all included entries (still varied by source).
- Integrate Inventory v2 into Mass Cultural's grants management system.
- The Assets Inventory serves to enrich the listings in CreativeGround, which continues to serve as the publicly available inventory of Massachusetts cultural organizations & programs thereby providing one repository for all data.
- Coordinate outreach to organizations to get them into CreativeGround.

Ideas for Additional Inventory Database Integration

Coding
 Online/Available: (O)
 Needs Further Research (NFR)
 Incoming: (I)

Metropolitan Area Planning Council/ Info on their mapping project (I)	Americans for the Arts (NFR)	Innovative and emerging industries organizations (NAICS)
Spaces for Artists (O)	Cape Cod Chamber of Commerce - Blue Economy (NFR)	Trade Organizations Membership Lists (NFR)
List of MA art galleries (O)	Fiscal Sponsors/Agents - 15 orgs that serve MA including Tides, and Third Sector New England (NFR)	Revisit 990s for organizations outside of “A” (Arts and Humanities) classification (NFR)
Mass Tourism Board - things to Do” (O)	Artists run collectives (e.g. Sowa Collective) - that can both be on the production side or sale side (NFR)	Business Development Districts (NFR)
Artists MakerSpaces (e.g. Mudflat, the Record Co.) (O)	Chambers of Commerce- member orgs (N=111) (NFR)	Festivals List (NFR)
Mass Non-Profit Network - members outreach (NFR)	Dance studios (NFR)	Small Music Venues/Concert Performance Venues/Live Music Venues (NFR)
SMU National Data Arts Database (NFR)	List of MA Museums (NFR)	Poetry Guilds and Groups - Local/National (NFR)
MetroWest Chamber of Commerce (recently added partner) (NFR)	Towns and cities that have an Arts and Culture department (NFR)	Music Guilds and Groups - Local/National (NFR)
Center for Economic Democracy (NFR)	Community foundations other than project partners (NFR)	Writers Guilds and Groups - Local/National (NFR)
Hyams Foundation (NFR)	MA Arts Funders Network (NFR)	Craft Artists groups/collectives/spaces (NFR)
Gateway Cities (NFR)	Private foundations funding arts (NFR)	Local Arts Associations (e.g., Marblehead Arts) of the visual arts, from drawing to sculpture (NFR)
Mass Cultural Council “STARS” organizations/programs (NFR)	Barr Foundation (NFR)	Massachusetts Main Street Program (NFR)

Addendum: Data on Non-Profit Cultural Workers



DATA ON MA CULTURAL WORKERS FROM FULL FORM NP990 XML FILES

Task: provide Mass Cultural Council with xml data and related statistics on Massachusetts tax exempt cultural organizations filing the full 990 form with the IRS for 2023. See definitions and details below.

Note that we added “# of volunteers” on exploring this data as it provided such an interesting juxtaposition to “# of employees” and contributed to a fuller view of human resources generally.

Background Information

Full Form 990.

Definition via: <https://www.irs.gov/instructions/i990>

Form 990 must be filed by an organization exempt from income tax under section 501(a) (including an organization that hasn't applied for recognition of exemption) if it has either (1) gross receipts greater than or equal to \$200,000, or (2) total assets greater than or equal to \$500,000 at the end of the tax year (with exceptions described below for organizations eligible to submit Form 990-N and for certain organizations described in Section B.

DATA ON MA CULTURAL WORKERS FROM FULL FORM NP990 XML FILES

WHAT WE ARE PROVIDING

1. Full dataset of MA organizations filling 990 Full Form by select NTEE codes [= all A, C41, C60, D50, N52] (N=973).
2. Statistics provided in three categories:
 - a. Full dataset (N=973)
 - b. Top 150 of full dataset by employee count
 - c. By MA county

For variables:

- a. <TotalEmployeeCnt>
- b. <TotalVolunteersCnt>
- c. <GrossReceiptsAmt>
- d. <CYSalariesCompEmpBnftPaidAmt>

By:

- a. Minimum value
- b. Median (50%)
- c. Maximum
- d. Total
- e. Mean

DATA ON MA CULTURAL WORKERS FROM FULL FORM NP990 XML FILES

Value	Minimum	0	Median (50%)	1	Maximum	Total	Mean
All MA 990 Full (N = 973)							
GrossReceiptsAmt	0	214,845	473,961	1,403,434	457,687,146	3,708,799,582	3,811,715
TotalEmployeeCnt	0	0	4	14	1,450	24,894	25
CYSalariesCompEmpBnftPaidAmt	0	0	144,038	426,415	100,301,749	929,450,618	955,242
TotalVolunteersCnt	0	2	20	50	7,009	60,387	77
Top150 by Employee # MA 990 Full (N = 150)							
GrossReceiptsAmt	388,554	1,753,284	4,685,519	11,795,056	457,687,146	2,957,013,032	19,713,420
TotalEmployeeCnt	32	47	73	147	1,450	20,464	136
CYSalariesCompEmpBnftPaidAmt	0	697,999	1,601,465	3,984,586	100,301,749	760,912,267	5,072,748
TotalVolunteersCnt	0	17	50	142	7,009	34,791	252

DATA ON MA CULTURAL WORKERS FROM FULL FORM NP990 XML FILES

Value	Minimum	0	Median (50%)	1	Maximum	Total	Mean
Berkshire County 990 Full (N = 51)							
GrossReceiptsAmt	2,035	212,769	419,181	2,645,394	38,306,743	155,920,341	3,057,261
TotalEmployeeCnt	0	0	11	36	207	1,788	35
CYSalariesCompEmpBnftPaidAmt	0	38,064	130,161	901,622	9,338,488	48,230,093	945,688
TotalVolunteersCnt	0	10	20	61	500	2,854	63
Bristol County 990 Full (N = 43)							
GrossReceiptsAmt	0	277,365	448,549	719,014	10,860,334	46,742,890	1,087,043
TotalEmployeeCnt	0	0	3	8	141	462	10
CYSalariesCompEmpBnftPaidAmt	0	0	137,065	263,565	2,644,757	10,974,551	255,222
TotalVolunteersCnt	0	9	24	50	300	1,518	46
Cape and Islands Counties 990 Full (N = 90)							
GrossReceiptsAmt	20,054	248,168	564,594	1,274,028	13,069,820	115,810,099	1,286,778
TotalEmployeeCnt	0	1	6	15	129	1,021	11
CYSalariesCompEmpBnftPaidAmt	0	47,895	163,647	387,689	3,233,653	29,977,254	333,080
TotalVolunteersCnt	0	8	25	55	225	3,168	44
Essex County 990 Full (N = 90)							
GrossReceiptsAmt	0	190,233	379,866	780,892	83,135,664	155,229,895	1,724,776
TotalEmployeeCnt	0	0	5	9	259	1,038	11
CYSalariesCompEmpBnftPaidAmt	0	3,932	103,536	281,069	16,054,235	38,114,871	423,498
TotalVolunteersCnt	0	6	25	50	560	3,568	46

DATA ON MA CULTURAL WORKERS FROM FULL FORM NP990 XML FILES

Value	Minimum	0	Median (50%)	1	Maximum	Total	Mean
Franklin County 990 Full (N = 16)							
GrossReceiptsAmt	68,665	101,196	199,602	262,134	17,774,581	26,423,332	1,651,458
TotalEmployeeCnt	0	1	4	8	208	309	19
CYSalariesCompEmpBnftPaidAmt	0	12,905	51,573	167,175	4,287,955	6,132,721	383,295
TotalVolunteersCnt	1	14	20	65	83	344	38
Hampden County 990 Full (N = 35)							
GrossReceiptsAmt	2,300	120,693	361,792	953,613	31,116,719	78,651,289	2,247,179
TotalEmployeeCnt	0	0	4	30	847	1,616	46
CYSalariesCompEmpBnftPaidAmt	0	0	132,626	277,796	7,166,875	27,617,512	789,071
TotalVolunteersCnt	0	7	25	50	2,316	3,537	153
Hampshire County 990 Full (N = 35)							
GrossReceiptsAmt	27,548	276,092	574,354	1,360,522	12,416,511	57,415,979	1,640,456
TotalEmployeeCnt	0	1	8	29	179	870	24
CYSalariesCompEmpBnftPaidAmt	0	68,697	242,461	726,260	3,816,440	23,657,611	675,931
TotalVolunteersCnt	0	6	20	40	7,009	7,767	250
Middlesex County 990 Full (N = 239)							
GrossReceiptsAmt	0	197,830	451,103	1,298,704	43,780,447	427,631,408	1,789,252
TotalEmployeeCnt	0	0	3	10	157	2,903	12
CYSalariesCompEmpBnftPaidAmt	0	0	115,803	344,158	12,271,000	106,207,020	444,380
TotalVolunteersCnt	0	0	15	50	3,200	14,743	75

DATA ON MA CULTURAL WORKERS FROM FULL FORM NP990 XML FILES

Value	Minimum	0 Median (50%)	1 Maximum	Total	Mean		
Norfolk County 990 Full (N = 65)							
GrossReceiptsAmt	560	199,848	325,985	727,103	10,203,537	58,115,434	894,083
TotalEmployeeCnt	0	1	5	9	234	826	12
CYSalariesCompEmpBnftPaidAmt	0	15,266	128,349	339,866	2,286,130	17,145,246	263,773
TotalVolunteersCnt	0	0	10	30	750	1,924	39
Plymouth County 990 Full (N = 44)							
GrossReceiptsAmt	16,200	227,645	444,898	979,088	18,880,517	53,587,597	1,217,899
TotalEmployeeCnt	0	0	3	12	197	693	15
CYSalariesCompEmpBnftPaidAmt	0	0	107,992	239,905	6,409,869	18,004,318	409,189
TotalVolunteersCnt	0	0	10	48	250	1,384	38
Suffolk County 990 Full (N = 202)							
GrossReceiptsAmt	0	291,391	933,764	3,380,099	457,687,146	2,395,126,570	11,857,062
TotalEmployeeCnt	0	0	5	33	1,450	11,968	59
CYSalariesCompEmpBnftPaidAmt	0	17,501	234,262	1,038,629	100,301,749	569,772,714	2,820,657
TotalVolunteersCnt	0	0	16	54	5,000	17,725	106
Worcester County 990 Full (N = 63)							
GrossReceiptsAmt	24,040	197,411	392,929	800,066	49,070,740	138,144,748	2,192,773
TotalEmployeeCnt	0	0	3	12	268	1,400	22
CYSalariesCompEmpBnftPaidAmt	0	0	71,390	275,385	8,609,671	33,616,707	533,598
TotalVolunteersCnt	0	0	15	52	269	1,855	38

DATA ON MA CULTURAL WORKERS FROM FULL FORM NP990 XML FILES

OTHER STATISTICS

1. Top 150 organizations by employee count represent ~15% of total Full 990s. This Top 150 set represents for the full database:
 - 80% of W2 employees
 - 82% of compensation, benefits, etc.
 - 82% of gross receipts
 - 58% of volunteers
2. The oldest organization by formation is 1780, American Academy of Arts and Sciences.
3. 1989 is the median formation year, 1979 is the mean formation year

DATA ON MA CULTURAL WORKERS

VARIABLE DEFINITIONS

Employees: Include on this line the number of the organization's employees (not the number of Forms W-2) reported on a Form W-3, Transmittal of Wage and Tax Statements, by both the filing organization and reporting agents of the filing organization, including common paymasters and payroll agents, for the calendar year ending with or within the filing organization's tax year. Enter -0- if the organization didn't have any employees during the calendar year ending with or within its tax year, or if the organization is filing for a short year and no calendar year ended within its tax year.

Compensation: Reportable compensation generally means compensation reported in Box 5 of the employee's Form W-2 PDF, or in Box 7 of a **non-employee's** Form 1099-MISC PDF. Special rules apply if an employee does not have any amount reported in Box 7 of Form W-2. Other compensation generally means compensation that is not reported on Forms W-2 or 1099. A specific type of other compensation that is less than \$10,000 for a given person does not need to be reported in Part VII, except tax-deferred contributions by the employer to a defined contribution retirement plan, the annual increase in the actuarial value of a defined benefit plan, and the value of health benefits not includable in reportable compensation. This \$10,000 exception only applies to reporting in Part VII of Form 990 PDF; it does not apply to Schedule J PDF.

Volunteers: Enter the number of volunteers, full-time and part-time, including volunteer members of the organization's governing body, who provided volunteer services to the organization during the reporting year. Organizations that don't keep track of this information in their books and records or report this information elsewhere (such as in annual reports or grant proposals) can provide a reasonable estimate, and can use any reasonable basis for determining this estimate. Organizations can, but aren't required to, provide an explanation on Schedule O (Form 990) of how this number was determined, the number of hours those volunteers served during the tax year, and the types of services or benefits provided by the organization's volunteers.

NOTES:

"Employee count" variable doesn't cover 1099 workers, but "compensation" variable does.

"Gross receipts" are the total amounts the organization received from all sources during its tax year, without subtracting any costs or expenses.

Occupational Statistics on MA People in the Arts, Humanities, and Interpretive Sciences



Background on Building the Inventory v2 Occupational Statistics

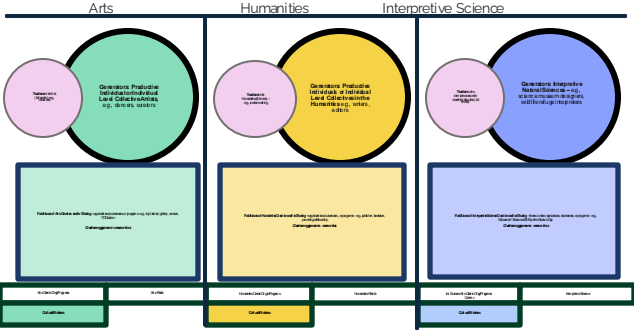
Statistics on People in Arts, Humanities, and Interpretive Science Occupations

Included in this study:

- Individuals working professionally as GENERATORS of Arts, Humanities, and Interpretive Science

Not included in this study:

- Individuals working part-time with another leading occupation, or working unpaid
- Individuals working in cultural institutions who are not GENERATORS (e.g., administrators, educators)
- Teachers at all levels in these domains



Q: Why did we use the ACS?

A: Because the data of the ACS is extraordinarily reliable and is the ONLY source providing robust demographic description variables at the individual level.

Statistics for this study were derived from the American Community Survey (ACS) of the U.S. Census

The ACS is an ongoing survey conducted by the U.S. Census to provide vital information on a yearly basis about our nation and its people (citizens and non-citizens). Information from the survey generates data that helps inform how trillions of dollars in federal funds are distributed each year. The ACS is conducted nationwide collecting demographic, social, economic, and housing data from U.S. residents in all 50 states, the District of Columbia, and Puerto Rico.

Every year, the U.S. Census Bureau contacts over 3.5 million households across the country to participate in the American Community Survey and response to the ACS is required by law. Survey statisticians use oversampling to reduce variances of key statistics. Statistics for this project reflect data collected over the last 5 years (2018-2022) or 4 years, in the case of county-based statistics. Generally, we present MA and U.S. statistics here for a basic comparison.

The ACS allows us to compare occupations by key demographics including race, age, abilities, sex, etc. In terms of occupation, the key focus of this project, respondents are asked for their primary occupation (i.e., the one from which the person earns the most income).

GENERAL TERMS

ACS: The ACS (American Community Survey) is a nationwide survey that regularly collects demographic, social, economic, and housing data from U.S. residents in all 50 states, the District of Columbia, and Puerto Rico.

SOC/OCC: SOC stands for Standard Occupational Classification. SOC is a U.S. federal coding system that helps government agencies and private businesses compare occupational data. The OCC is a simplified version of SOC used by the ACS database.

CONCEPTUAL TOOLS OF THIS STUDY (See Part I of this slide deck for further information)

Occupation domains – includes individuals, collectives of individuals, organizations, and programs

Generators (Individuals): A productive Individual, or collective of individuals, occupied in the Arts, Humanities, and Interpretive Sciences. Generators may also be Teachers.

Teachers (Individuals): Teaching in the Arts, Humanities, and Interpretive Sciences at any level of instruction. Teachers may also be Generators.

Facilitators of programs of organizations (organizations including nonprofit, for-profit, unincorporated, government): Contributors in bringing the work of Generators to the public. Facilitating organizations and programs may be more (e.g., Boston Ballet) or less (TD Garden) generating.

Facilitator Arts and Humanities Centric – organizations and programs that are *directly* engaged in the delivery of Arts, Humanities, and Interpretive Sciences to the public (e.g., a recording studio, an historical society, a science museum).

Facilitator Arts and Humanities Non-Centric - organizations and programs that are *indirectly* engaged in the delivery of Arts, Humanities, and Interpretive Sciences to the public (e.g., a senior center that sponsors resident events, with support from a local cultural council, a town that delivers a community arts festival organized by a local group).

Who is Included in the Statistics of this Study and How is an Occupation Assigned to Them?

The survey population includes:

- All U.S. citizens and non-citizens.
- All people in the 50 states, the District of Columbia, and Puerto Rico.

In terms of the occupation statistics of this Mass Cultural Council study:

- People included are >18 years old, not in school, and they identify themselves with an occupation.
- People name their own occupation.
- People may identify with more than 1 occupation; in such cases, occupation will be assigned to the one in which the person derives the most income*. If they are not sure of the income comparisons, they are asked to identify the occupation in which they spend the most time.
- Unemployed people are asked to identify their most recent occupation.

Data for these Mass Cultural Council statistics:

- Reflects data collected over the 5-year period (2018-2022) or in the case of county-based statistics, the latter 4 years (as data collection rules changed).

***SPECIAL NOTE:** A data rule of the ACS sets someone's occupation to be the one that person assigns with their highest level of income. As a result, people will be included in our statistics if they derive their highest level of income from an occupation category that the Massachusetts Cultural Council has determined to be fundamental to the domains of "arts, humanities, and interpretive science". However, if an artist, for example, has their primary source of income in an occupation not included in this study's domains, they are not included in this study. In illustration, a person may be a dancer and a physical therapist. If they derive their greatest income as a physical therapist, they will not be included in this study because "physical therapist" is not one of the occupations determined to be in the study domain. If on the other hand the physical therapist/dancer derives their greatest income from being a dancer, they will be included in this study. Note that any loss of data in this regard arises only if a person identifies that they have more than one occupation when they are surveyed.

Individuals

SOURCE–Occupations in the Arts, Humanities and Interpretive Sciences as defined by the Massachusetts Cultural Council based on categorizations of the U.S. Census SOC codes.

Variables:

1. POC, or Non-POC (U.S. Census variable; POC = race categories other than White plus Hispanic)
2. Female, or Male
3. Age by percentile
4. English or Non-English spoken at home
5. Identifying with “Difficulties” or not (Difficulties = any or all of: cognitive, ambulatory, can’t live independently, can’t self care, serious vision difficulty interfering with work, serious hearing difficulty interfering with work as defined by U.S. Census)
6. Education level
7. Food stamp recipient, or not
8. Supplemental Security Income (SSI) recipient, or not
9. Individual income (personal pretax cash income)
10. Family household income (sum of pretax cash income of a family in a household).
11. Types of income: wages (employment income), business income, social security, welfare, investment, retirement, supplemental, other

Note: For all the value of the data available through ACS, a downside is that there are variables of interest to us that are just not available – for example, sex is a 2-item binary (M/F) and identification of sexual orientation is not surveyed.

There are many ways to calculate income. In this study, we consider primarily Individual Median Income and use Household Family Income in reference.

I. Individual Income

Total Individual Income includes income and losses.

Income comes from a variety of sources:

- a) Wages, salary, commissions, bonuses, or tips from all jobs. Report amount before deductions for taxes, bonds, dues, or other items.
- b) Self-employment income from own nonfarm businesses or farm businesses, including proprietorships and partnerships.
- c) Interest, dividends, net rental income, royalty income, or income from estates and trusts.
- d) Social Security or Railroad Retirement.
- e) Supplemental Security Income (SSI)
- f) Any public assistance or welfare payments from the state or local welfare office.
- g) Retirement income, pensions, survivor or disability income. Includes income from a previous employer or union, or any regular withdrawals or distributions from IRA, Roth IRA, 401(k), 403(b), or other accounts specifically designed for retirement. Does not include Social Security (see d).
- h) Any other sources of income received regularly such as Veterans' (VA) payments, unemployment compensation, child support or alimony. Does not include lump sum payments such as money from an inheritance or from the sale of a home.

II. Income for Family within a Housing Unit

The ACS variable "FAMUNIT" indicates to which family within the housing unit each person belongs. FAMUNIT income is the sum of "Total Individual Income" for each member of a FAMUNIT.

Source: American Community Survey, 2024

Massachusetts Cultural Assets Inventory v2 Individual GENERATOR Statistics





3,937,910 - Total people with occupations in MA
112,200 - Total MA GENERATORS in 36 occupations
~3% of Massachusetts workforce

OCCUPATION TITLE (N=36)	MA COUNT	LOWER BOUND	UPPER BOUND
Other designers (product, user interface, packaging, etc.)	11,030	10510	11560
Graphic designers	9,270	8740	9800
Artists & related workers	8,930	8400	9460
Writers & authors	8,650	8120	9180
Architects, except landscape & naval	8,630	8100	9160
Librarians & media collections specialists	7,130	6600	7660
Editors	6,340	5800	6880
Musicians & singers	5,040	4510	5580
Photographers	4,790	4260	5330
Producers & directors	4,670	4130	5210
Interior designers	3,800	3260	4340
Technical writers	3,020	2480	3560
Printing press operators	3,010	2470	3560
Interpreters & translators	2,970	2420	3510
Archivists, curators, & museum technicians	2,840	2300	3390
News analysts, reporters, & journalists	2,420	1880	2970
Floral designers	2,190	1650	2740

Web & digital interface designers	2,060	1510	2600
Television, video, & film camera operators & editors	1,840	1300	2390
Tailors, dressmakers, and sewers	1,650	1100	2200
Jewelers & precious stone & metal workers	1,650	1100	2190
Actors	1,410	860	1950
Landscape architects	1,360	820	1910
Music directors and composers	1,230	680	1770
Entertainers and performers, sports & related workers, all other	1,160	610	1710
Photographic process workers & processing machine operators	780	230	1330
Commercial and industrial designers	650	100	1200
Merchandise displayers & window trimmers	650	100	1200
Library technicians	620	70	1170
Manufacturing: stone cutters/carvers, glass blowers, potters	580	30	1130
Print binding & finishing workers	420	0	970
Dancers and choreographers	400	0	950
Broadcast announcers & radio disc jockeys	370	0	920
Disc jockeys, except radio	230	0	780
Etchers & engravers	230	0	780
Fashion designers	180	0	730

TABLE 8. This table identifies 36 occupations that the Massachusetts Cultural Council has chosen to represent GENERATORS of art, human ities, and interpretive sciences in Massachusetts, with count estimates.



MA GENERATORS

**The Top 10
GENERATOR
Occupations
represent 66% of the
MA GENERATOR
population by count.**

TOP 10 GENERATOR OCCUPATIONS BY COUNT	Count
All other designers (e.g., product, user interface, packaging designers, etc.)	11,030
Graphic designers	9,270
Artists and related workers	8,930
Writers and authors	8,650
Architects, except landscape and naval	8,630
Librarians and media collections specialists	7,130
Editors	6,340
Musicians and singers	5,040
Photographers	4,790
Producers and directors	4,670
TOTAL	74,480

TABLE 9. This table gives the leading 10 GENERATOR occupations by count.

Source Data: American Community Survey (2018-2022)

10.16.24



MA GENERATORS

RE: THE GENERAL MA POPULATION:

- > 50% women
- Less BIPOC
- More highly educated
- Less immigrants
- More English at home
- Same levels of “disability”

VARIABLE	MA ALL%	MA GENERATOR%
Female	49%	55%
Hispanic (any race other than Multi)	7%	5%
White N-His/N-Multi	72%	82%
Black N-His/N-Multi	6%	3%
Asian N-His/N-Multi	7%	5%
Other/Multi-Racial inc. Hispanic	8%	5%
Indigenous Americans	0%	0%
Less Than High School	5%	2%
High School and Some College	45%	25%
4-Year College	28%	44%
Graduate Degree	22%	30%
Non-English Spoken at Home	24%	17%
Born in the USA	78%	84%
Difficulties	8%	8%

TABLE 10. This table compares demographic statistics on GENERATORS in Massachusetts versus the population of people in occupations overall.

Source Data: American Community Survey (2018-2022)
10.16.24



MA GENERATORS

RE: THE U.S. GENERAL POPULATION: Massachusetts GENERATORS track U.S. GENERATORS generally, but are noticeably more highly educated, have higher individual and household incomes, and are more likely to have Medicaid coverage.

TABLE 11. This table gives demographic statistics on GENERATORS in Massachusetts, and then offers comparisons for those numbers to all people with occupations in Massachusetts, all GENERATORS in the U.S., and all people with occupations in the U.S.

Source Data: American Community Survey (2018-2022)

10.10.24

VARIABLE	MA ALL	MA GENERATOR	US ALL	US GENERATOR
Female %	49	55	47	51
Hispanic % (any race other than Multi)	7	5	12	9
White N-His/N-Multi %	72	82	62	71
Black N-His/N-Multi %	6	3	11	6
Asian N-His/N-Multi %	7	5	6	7
Other/Multi-Racial inc. His. %	8	5	9	7
Indigenous Americans %	0	0	1	0
Age 25% Percentile	33	34	33	33
Age 50% Percentile	46	48	44	44
Age 75% Percentile	58	60	57	58
Less Than High School %	5	2	7	3
High School and Some College %	45	25	57	36
4-Year College %	28	44	23	42
Graduate Degree %	22	30	14	20
Non-English Spoken at Home %	24	17	22	18
Born in the USA %	78	84	82	84
Difficulties %	8	8	9	8
Household Income 25%	67,059	69,674	51,283	55,704
Household Income 50%	117,030	118,896	88,728	96,152
Household Income 75%	186,222	183,459	144,122	154,732
Individual Income 25%	25,304	21,644	20,055	18,759
Individual Income 50%	50,607	49,182	39,166	40,485
Individual Income 75%	87,100	79,577	69,000	70,812
Employment Income 25%	13,000	0	9,550	0
Employment Income 50%	42,441	31,515	32,388	26,931
Employment Income 75%	79,577	66,801	61,840	60,164
Foodstamp Recipient %	10	6	10	6
SSI (Supplemental Security income) Recipient %	1	1	1	1
Medicaid Recipient %	16	12	11	10



MA GENERATORS

The age of MA GENERATORS is fairly standard to U.S. across demographic categories of interest except that BIPOC participants are younger by 5-9 years, on average, and people with "disabilities" are older, by 5-10 years, across quartiles.

AGE IN YEARS BY DEMOGRAPHIC PAIRS	MA GENERATORS 25TH PERCENTILE* - AGE IN YEARS	MA GENERATORS 50% PERCENTILE - AGE IN YEARS	MA GENERATORS 75% PERCENTILE - AGE IN YEARS	US GENERATORS 25% PERCENTILE - AGE IN YEARS	US GENERATORS 50% PERCENTILE - AGE IN YEARS	US GENERATORS 75% PERCENTILE - AGE IN YEARS
All	34	47	61	33	44	58
NON-BIPOC	36	49	63	34	47	60
BIPOC (including Hispanic)	29	38	52	31	40	52
Non-Foodstamp	34	48	62	33	45	58
Foodstamp	34	45	57	32	41	55
Non-Difficulties	34	46	60	33	44	57
Difficulties	39	56	69	38	55	67
Non-SSI (Supplemental Security Income)	34	47	61	33	44	58
SSI (Supplemental Security Income)	31	48	54	42	57	68

TABLE 12. This table gives age by percentile for different demographic segments of MA GENERATORS and U.S. GENERATORS. Please see definitions for these categories on an earlier slide.

Source Data: American Community Survey (2018-2022)
10.16.24



MA GENERATORS

There is remarkable occupational segregation of women across GENERATOR occupations from a high of 84% female in Librarians to a low of 33% women in Architects.

OCCUPATION	F %
All other designers (e.g., product, user interface, packaging designers, etc.)	0.54
Graphic designers	0.60
Artists and related workers	0.60
Writers and authors	0.62
Architects, except landscape and naval	0.33
Librarians and media collections specialists	0.84
Editors	0.65
Musicians and singers	0.40
Photographers	0.50
Producers and directors	0.48

TABLE 13. This table gives % females for the Top 10 MA GENERATOR occupations.

Source Data: American Community Survey (2018-2022)
10.16.24



MA GENERATORS

There is remarkable occupational segregation of BIPOC across GENERATOR occupations from a low of 9% Librarians and Producers/Directors to a high of 20% in All Other Designers.

OCCUPATION	BIPOC %
All other designers (e.g., product, user interface, packaging designers, etc.)	.020
Graphic designers	0.14
Artists and related workers	0.14
Writers and authors	0.13
Architects, except landscape and naval	0.19
Librarians and media collections specialists	0.09
Editors	0.12
Musicians and singers	0.18
Photographers	0.14
Producers and directors	0.09

TABLE 14. This table gives % BIPOC for the Top 10 MA GENERATOR occupations.

Source Data: American Community Survey (2018-2022)

10.16.24

COUNT ESTIMATES OF MA PEOPLE IN OCCUPATIONS, BY CENSUS RACE CATEGORY	LOWER BOUND	COUNT ESTIMATE	UPPER BOUND	WHITE	BLACK	INDIGENOUS	CHINESE	JAPANESE	OTHER ASIAN	OTHER RACE	TWO RACES	THREE RACES
All other designers (e.g., product, user interface, packaging, etc.)	10,510	11,030	11,560	8,780	280	50	450	30	440	350	640	10
Graphic designers	8,740	9,270	9,800	8,140	220	0	230	10	150	70	390	50
Artists and related workers	8,400	8,930	9,460	7,860	120	0	140	30	190	130	420	40
Writers and authors	8,120	8,650	9,180	7,510	210	0	120	20	190	100	350	150
Architects, except landscape and naval	8,100	8,630	9,160	6,890	190	30	450	20	610	160	270	20
Librarians and media collections specialists	6,600	7,130	7,660	6,610	100	0	50	40	60	60	210	0
Editors	5,800	6,340	6,880	5,530	270	0	180	0	160	10	160	20
Musicians and singers	4,510	5,040	5,580	4,070	370	0	100	60	80	170	130	50
Photographers	4,260	4,790	5,330	4,090	80	0	30	10	60	120	360	40
Producers and directors	4,130	4,670	5,210	4,180	170	10	70	0	50	70	130	0
Interior designers	3,260	3,800	4,340	3,550	60	0	40	0	30	60	60	0
Technical writers	2,480	3,020	3,560	2,620	0	0	50	0	190	0	160	0
Printing press operators	2,470	3,010	3,560	2,450	150	60	0	0	20	120	210	0
Interpreters and translators	2,420	2,970	3,510	1,720	330	20	150	20	200	120	400	30
Archivists, curators, and museum technicians	2,300	2,840	3,390	2,580	60	10	0	10	10	40	100	30
News analysts, reporters, and journalists	1,880	2,420	2,970	2,190	40	40	20	0	0	30	100	0
Floral designers	1,650	2,190	2,740	1,860	0	0	50	0	60	60	70	90
Web and digital interface designers	1,510	2,060	2,600	1,660	30	0	90	0	60	60	160	0
Television, video, and film camera operators and editors	1,300	1,840	2,390	1,580	60	0	0	0	80	0	120	0
Jewelers and precious stone and metal workers	1,100	1,650	2,190	1,220	10	0	30	20	70	120	180	0
Tailors, dressmakers, and sewers	1,100	1,650	2,200	980	60	0	10	0	210	270	110	0
Actors	860	1,410	1,950	1,100	150	0	0	0	0	60	90	0
Landscape architects	820	1,360	1,910	1,240	0	0	100	0	0	10	20	0
Music directors and composers	680	1,230	1,770	1,100	20	0	0	20	0	50	40	0
Entertainers and performers, sports and related workers, all other	610	1,160	1,710	940	140	0	60	0	0	0	20	0
Photographic process workers and processing machine operators	230	780	1,330	660	0	0	50	0	20	0	40	20
Commercial and industrial designers	100	650	1,200	600	0	0	0	0	10	0	40	0
Merchandise displayers and window trimmers	100	650	1,200	570	0	0	0	0	10	0	70	0
Library technicians	70	620	1,170	600	10	0	10	0	0	0	0	0
Manufacturing: stone cutters/carvers, glass blowers, potters	30	580	1,130	430	30	0	0	0	0	60	50	0
Print binding and finishing workers	0	420	970	240	0	0	0	0	130	50	0	0
Dancers and choreographers	0	400	950	330	0	0	0	0	0	0	70	0
Broadcast announcers and radio disc jockeys	0	370	920	280	20	0	0	0	0	50	20	0
Disc jockeys, except radio	0	230	780	120	70	0	0	0	10	30	0	0
Etchers and engravers	0	230	780	200	0	0	30	0	0	0	0	0
Fashion designers	0	180	730	170	0	0	0	0	0	0	10	0
Totals	94,140	112,200	131,770	94,650	3,250	220	2,510	290	3,100	2,430	5,200	550

TABLE 15. This table gives a count of people by occupation by U.S. Census race categories. Source Data: American Community Survey (2018-2022) 10.16.24.



MA GENERATORS

The % of GENERATORS varies from ~2-4% across counties. ~31% of GENERATORS in Suffolk County are BIPOC, though the population of Suffolk County is 42% BIPOC. This pattern of underrepresentation follows through in most counties.

COUNTY	TOTAL COUNT WITH OCCUPATIONS	GENERATORS COUNT	GENERATOR %	GENERATOR % BIPOC, including HISPANIC	GENERATOR % FEMALE	GENERATOR % "DIFFICULTIES"
Barnstable, Dukes, Nantucket	145,197	5,732	3.9%	4.9%	61.7%	5.9%
Berkshire	70,312	2,453	3.5%	5.4%	54.8%	4.7%
Bristol	322,783	6,063	1.9%	16.8%	52.1%	1.7%
Essex	430,509	11,489	2.7%	12.0%	55.7%	3.4%
Franklin	61,607	2,067	3.4%	9.9%	57.9%	2.9%
Hampden	210,694	3,642	1.7%	25.6%	55.0%	2.1%
Hampshire	83,488	3,043	3.6%	9.4%	53.0%	1.9%
Middlesex	973,630	33,373	3.4%	19.4%	57.1%	3.2%
Norfolk	432,766	11,802	2.7%	18.0%	54.4%	2.4%
Plymouth	209,300	5,713	2.7%	8.2%	46.5%	2.5%
Suffolk	436,100	14,433	3.3%	30.9%	54.5%	2.7%
Worcester	451,216	9,902	2.2%	16.9%	53.5%	2.7%

TABLE 16. This table gives a count of people with occupations in MA by county, and statistics on GENERATORS and their demographics. U.S. Census includes Dukes and Nantucket with Barnstable for statistical reasons.

NOTE: The figures here do not coincide with the earlier figures on total GENERATOR count as the federal database integrating country level information is drawn from 4 years, not 5 due to a change in how the data variables were defined.



MA GENERATORS

We can hypothesize a gap of 10,783 BIPOC in the 36 cultural sector occupations assuming that there is no inherent reason why BIPOC would not be involved in cultural sector occupations at the same rate as white people, all else equal.

	TOTAL WITH OCCUPATIONS	TOTAL WITH OCCUPATIONS, BIPOC	% TOTAL BIPOC WITH OCCUPATIONS	TOTAL GENERATORS	REPRESENTATIVE COUNT EXPECTATION GENERATORS BIPOC	ACTUAL GENERATOR COUNT ESTIMATE BIPOC	HYPOTHESIZED BIPOC GENERATOR GAP
Barnstable, Dukes, Nantucket	145,197	17,281	11.9%	5,732	682	282	400
Berkshire	70,312	7,623	10.8%	2,453	266	133	133
Bristol	322,783	56,470	17.5%	6,063	1061	1,016	45
Essex	430,509	118,174	27.4%	11,489	3154	1,382	1772
Franklin	61,607	7,152	11.6%	2,067	240	205	35
Hampden	210,694	75,665	35.9%	3,642	1308	934	374
Hampshire	83,488	7,640	9.2%	3,043	278	285	-7
Middlesex	973,630	280,753	28.8%	33,373	9623	6,470	3153
Norfolk	432,766	131,517	30.4%	11,802	3587	2,130	1457
Plymouth	209,300	17,302	8.3%	5,713	472	468	4
Suffolk	436,100	222,200	51.0%	14,433	7354	4,463	2891
Worcester	451,216	100,424	22.3%	9,902	2204	1,678	526
							10,783

TABLE 17. This table gives a hypothesized “representation” of a BIPOC GENERATOR GAP, assuming participation of BIPOC at population levels.

County statistics are based on 4 years of data (the ACS variable structure changed for geography in study years).

Source Data: American Community Survey (2018-2022)

10.16.24

Massachusetts Cultural Assets Inventory v2 Individual GENERATOR Income Related Statistics





MA GENERATORS

There is a wide income range for GENERATORS.

The *median* individual level GENERATOR income is, however, below the MA Living Wage.

REFERENCE
Massachusetts Living Wage:
1 adult, no children:
\$58,011
Massachusetts Poverty Wage:
1 adult, no children:
~\$15,000

INCOME GROUPS	MEAN \$	MEDIAN \$	99 TH % \$	MAXIMUM \$
Individual income total	\$62,033	\$49,182	\$353,000	\$1,127,332
Family in household income total	\$155,409	\$110,694	\$719,961	\$10,306,650

Table 18. MA GENERATORS total individual and family in household income.

Source Data: American Community Survey (2018-2022)
10.16.24

Notes:

- for total individual and family household income, we include all values, including zero.

Massachusetts Living Wage – Poverty Wage

A living wage is an estimate of the hourly/annual rate that an individual in a household must earn to support themselves and/or their family, working full-time.

	1 ADULT (WORKING)				2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORKING)			
	0 Child	1 Child	2 Child	3 Child	0 Child	1 Child	2 Child	3 Child	0 Child	1 Child	2 Child	3 Child
Living Wage	\$27.89	\$52.46	\$67.41	\$85.63	\$36.65	\$44.16	\$49.21	\$52.81	\$18.33	\$28.38	\$36.20	\$42.33
Poverty Wage	\$7.24	\$9.83	\$12.41	\$15.00	\$9.83	\$12.41	\$15.00	\$17.59	\$4.91	\$6.21	\$7.50	\$8.79
Minimum Wage	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Translation of living wage to yearly income	\$58,011	\$109,117	\$140,213	\$178,110	\$76,232	\$91,853	\$102,357	\$109,845	\$38,126	\$59,030	\$75,296	\$88,046

Source: MIT Living Wage Calculator (<https://livingwage.mit.edu/states/25/locations>)

*The living wage shown is the hourly rate that an individual in a household must earn to support themselves and/or their family, working full-time, or 2080 hours per year. The table provides living wage estimates for individuals and households with one or two working adults and zero to three children. In households with two working adults, all hourly values reflect what one working adult requires to earn to meet their families' basic needs, assuming the other adult also earns the same.

The poverty wage and state minimum wage are for reference purposes. Poverty wage estimates come from the Department of Health and Human Services' [Poverty Guidelines](#) for 2024 and have been converted from an annual value to an hourly wage for ease of comparison. The state minimum wage data is sourced from the [Labor Law Center](#) and includes the minimum wage in a given state as of January of that year.



MA GENERATORS

More than 70% of GENERATORS receive more than \$500 in wages from an organization (i.e., they are employees).

About 25% have self-employment (business) income of >\$500.

INCOME SOURCES ##, ###	% WITH THIS INCOME SOURCE	MEAN \$	MEDIAN \$	99 TH % \$	MAXIMUM \$
Wage*	70.5	61,923	52,524	262,000	671,979
business	24.9	32,086	13,968	349,524	455,354
social security	13.5	16,685	15,873	38,020	38,020
welfare	1.4	6,397	3,820	25,594	25,594
investment	14.4	34,084	10,021	336,000	341,884
retirement	9.1	23,941	14,000	168,013	171,897
supplemental	0.8	10,247	9,616	25,355	25,355
other	6.4	14,744	10,600	73,388	78,331

Table 19. % of MA GENERATORS with varied income sources.

Note: For example, for wage income, 70.5% of MA GENERATORS have wage income at levels of \$500/year or more. The mean of that wage income is ~\$62K and the median is ~ \$52.5K (this shows a long high income tail to the data). The 99th percentile is ~\$262K in wage income with a maximum wage income of ~672K.

Notes:

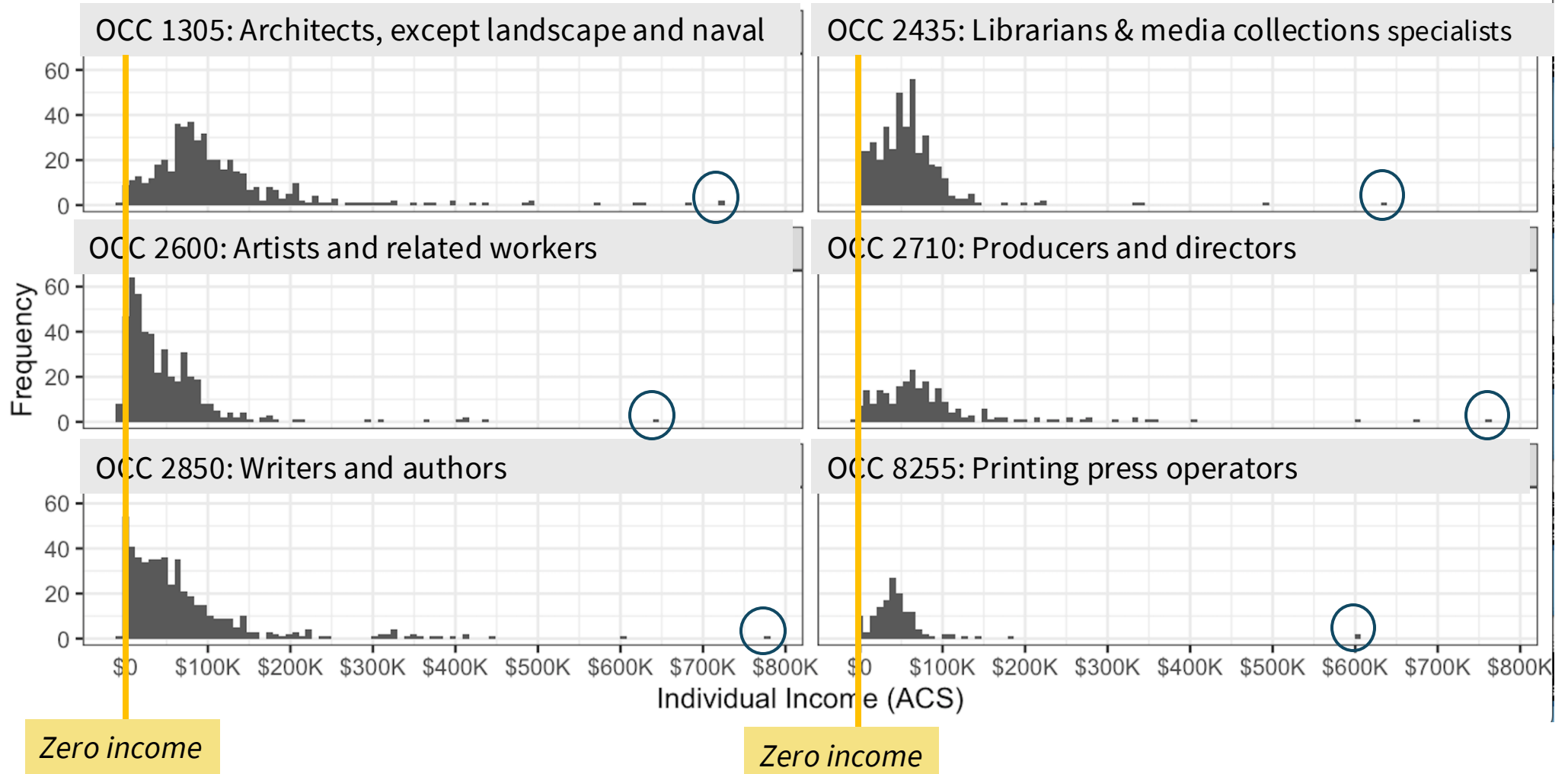
*wages generally indicates employment by an organization.

- a person or household may have more than 1 income source.

- for all income sources, the mean, median, 99th, and maximum include only people earning more than \$500 in that category.

Note: individuals with <\$500 in income were excluded from this analysis.

Income Distribution Variety for 6 Occupations



Histograms of varied individual income for 6 GENERATOR occupations



MA GENERATORS

There is wide variability in the incomes across GENERATOR occupations. Only /36 occupations has a median individual income higher than the MA Living Wage for 1 adult, no children.

TABLE 20. This table gives the individual median income for each of the 36 GENERATOR occupations.

Source Data: American Community Survey (2018-2022)
10.16.24

OCCUPATION CODE	OCCUPATION TITLE	INDIVIDUAL MEDIAN INCOME
2740	Dancers and choreographers	7,074
2755	Disc jockeys, except radio	10,611
8350	Tailors, dressmakers, and sewers	21,751
2700	Actors	22,046
2440	Library technicians	22,984
2770	Entertainers and performers, sports and related workers, all other	23,875
8256	Print binding and finishing workers	24,736
2910	Photographers	25,767
2752	Musicians and singers	28,000
2636	Merchandise displayers and window trimmers	28,800
8920	Manufacturing: stone cutters/carvers, glass blowers, potters	30,000
2600	Artists and related workers	30,947
2633	Floral designers	30,947
8750	Jewelers and precious stone and metal workers	35,368
2751	Music directors and composers	35,425
2861	Interpreters and translators	40,000
8255	Printing press operators	40,506
8910	Etchers and engravers	46,133
2920	Television, video, and film camera operators and editors	46,332
2850	Writers and authors	46,380
2634	Graphic designers	49,515
2635	Interior designers	50,000
2631	Commercial and industrial designers	51,534
2435	Librarians and media collections specialists	51,570
2810	News analysts, reporters, and journalists	52,524
2805	Broadcast announcers and radio disc jockeys	53,595
2830	Editors	53,800
1306	Landscape architects	57,718
1032	Web and digital interface designers	59,209
2640	Other designers	63,662
2710	Producers and directors	65,000
2400	Archivists, curators, and museum technicians	65,000
2632	Fashion designers	65,563
2840	Technical writers	72,147
8830	Photographic process workers and processing machine operators	74,537
1305	Architects, except landscape and naval	88,684



MA GENERATORS

Example: 45% of GENERATORS whose primary occupation is “dancers and choreographers” make more wage compared with business income.

TABLE 21. This table shows the relationship of wage income to self-employment income by GENERATOR occupation.

NOTE: This could include income from other occupations with GENERATOR occupation being the primary individual income source. Additional potential income sources are not included (e.g., retirement, investment income.)

Source Data: American Community Survey (2018-2022)
10.16.24

GENERATOR OCCUPATIONS	% people making more wage than business income
Library technicians	100
Librarians and media collections specialists	99
Technical writers	95
Merchandise displayers and window trimmers	94
Photographic process workers and processing machine operators	94
Archivists, curators, and museum technicians	94
Printing press operators	92
Architects, except landscape and naval	89
Floral designers	89
Broadcast announcers and radio disc jockeys	89
Producers and directors	88
News analysts, reporters, and journalists	86
Music directors and composers	85
Print binding and finishing workers	85
Television, video, and film camera operators and editors	85
Fashion designers	85
Other designers	83
Interpreters and translators	80
Disc jockeys, except radio	80
Editors	79
Graphic designers	78
Etchers and engravers	78
Actors	76
Commercial and industrial designers	75
Manufacturing: stone cutters/carvers, glass blowers, potters	74
Landscape architects	74
Interior designers	73
Web and digital interface designers	70
Tailors, dressmakers, and sewers	67
Writers and authors	66
Entertainers and performers, sports and related workers, all other	61
Musicians and singers	59
Jewelers and precious stone and metal workers	53
Photographers	51
Artists and related workers	47
Dancers and choreographers	45



MA GENERATORS

GENERATOR occupations in yellow show the most variability in income sources.

36 GENERATOR OCCUPATIONS	% OF PEOPLE < 10% WAGE EARNINGS	% OF PEOPLE >10-90% WAGE EARNINGS	% OF PEOPLE >90% WAGE EARNINGS
Library technicians	0	0	100
Librarians and media collections specialists	0	1	98
Technical writers	4	2	95
Merchandise displayers and window trimmers	6	0	94
Photographic process workers and processing machine operators	6	0	94
Archivists, curators, and museum technicians	6	1	93
Printing press operators	8	0	92
Architects, except landscape and naval	10	5	86
Floral designers	10	3	87
Broadcast announcers and radio disc jockeys	6	17	78
Producers and directors	11	6	83
News analysts, reporters, and journalists	13	5	82
Music directors and composers	12	25	63
Print binding and finishing workers	15	0	85
Television, video, and film camera operators and editors	13	5	82
Fashion designers	15	0	85
Other designers	15	5	80
Interpreters and translators	16	11	73
Disc jockeys, except radio	20	0	80
Editors	19	6	75
Graphic designers	20	8	72
Etchers and engravers	22	11	67
Actors	22	6	71
Commercial and industrial designers	25	12	62
Manufacturing: stone cutters/carvers, glass blowers, potters	24	12	65
Landscape architects	26	0	74
Interior designers	22	9	69
Web and digital interface designers	26	8	66
Tailors, dressmakers, and sewers	31	12	57
Writers and authors	31	11	58
Entertainers and performers, sports and related workers, all other	39	14	48
Musicians and singers	36	15	48
Jewelers and precious stone and metal workers	47	0	53
Photographers	44	10	45
Artists and related workers	48	13	39
Dancers and choreographers	55	0	45

TABLE 22. This table shows the relationship of wage income to self-employment income by GENERATOR occupation via 3 categories on % of wage earnings.
Source Data: American Community Survey (2018-2022)
10.16.24



MA GENERATORS

People who are Non-POC, Male, Speaking English at Home, and with No Defined Difficulties make higher incomes at all percentile levels than their comparisons.

This is also true for the U.S. EXCEPT for non-U.S. birthplace at the 75th percentile.

Table 23. This table shows MA GENERATORS in individual income quartiles by key demographic variables, with U.S. comparison. All figures rounded to support interpretation. Source data: Inventory v1.

GROUP	MA Generators 25%	MA Generators 50%	MA Generators 75%
	individual median income	individual median income	individual median income
Non-POC	23,800	50,600	80,600
POC (including Hispanic)	12,400	40,000	70,000
Male	28,300	57,700	90,200
Female	18,000	42,400	70,700
English at Home	23,000	50,600	80,000
Non-English at Home	13,400	41,200	71,600
US Birthplace	23,000	50,500	80,000
Non-US Birthplace	13,400	41,200	72,900
18-39	20,200	45,100	66,800
44-55	22,300	56,700	90,700
56+	22,200	49,500	85,400
Non-Difficulties	23,000	50,600	80,400
Difficulties	12,100	31,500	67,000
GROUP	U.S. Generators 25%	U.S. Generators 50%	U.S. Generators 75%
Non-POC	20,100	42,900	72,500
POC (including Hispanic)	15,500	35,400	64,600
Male	24,700	47,800	80,000
Female	14,200	34,400	61,400
English at Home	19,600	41,600	71,400
Non-English at Home	15,300	35,400	65,800
US Birthplace	19,300	41,200	70,700
Non-US Birthplace	16,000	37,400	70,800
18-39	17,700	38,000	61,900
44-55	20,500	47,700	81,200
56+	19,100	39,500	71,800
Non-Difficulties	20,000	41,600	71,600
Difficulties	10,700	26,500	52,300

TOP 10 Occupations by Count: Comparisons of Income, Individual and Family (high= yellow; low = gray)

TOP 10 GENERATOR OCCUPATIONS, COUNT AND VARIED INCOME VARIABLES	COUNT	INDIVIDUAL MEAN INCOME	INDIVIDUAL MEDIAN INCOME	INDIVIDUAL 99% INCOME	INDIVIDUAL MAXIMUM INCOME	FAMILY HOUSEHOLD MEAN INCOME	FAMILY HOUSEHOLD MEDIAN INCOME	FAMILY HOUSEHOLD 99% INCOME	FAMILY HOUSEHOLD MAX INCOME
All other designers (e.g., product, user interface, packaging designers)	11,030	\$71,735	\$63,662	\$310,472	\$494,258	\$151,461	\$122,467	\$711,767	\$1,075,000
Graphic designers	9,270	\$60,886	\$49,515	\$348,778	\$641,000	\$164,847	\$116,000	\$670,448	\$10,306,650
Artists and related workers	8,930	\$46,496	\$30,947	\$211,656	\$644,723	\$127,345	\$93,989	\$653,023	\$1,412,012
Writers and authors	8,650	\$64,434	\$46,380	\$381,774	\$779,937	\$164,446	\$120,120	\$835,000	\$1,139,293
Architects, except landscape and naval	8,630	\$106,090	\$88,684	\$494,681	\$718,374	\$186,396	\$150,000	\$848,767	\$1,436,748
Librarians and media collections specialists	7,130	\$58,673	\$51,570	\$344,243	\$634,966	\$134,777	\$103,210	\$735,640	\$1,138,827
Editors	6,340	\$65,530	\$53,800	\$341,884	\$397,273	\$184,091	\$115,560	\$683,744	\$10,121,235
Musicians and singers	5,040	\$49,110	\$28,000	\$526,089	\$1,029,188	\$148,888	\$75,500	\$892,400	\$8,841,817
Photographers	4,790	\$34,094	\$25,767	\$154,600	\$190,997	\$121,530	\$88,000	\$642,400	\$947,697

TABLE 24. This table shows the top 10 GENERATOR occupations in MA by count of participants, and INDIVIDUAL mean income, median income 99 percentile income, maximum income PLUS FAMILY HOUSEHOLD mean income median income, 99th percentile income, and maximum income.

Source Data: American Community Survey (2018-2022)
10.16.24

TOP 10 Occupations by Highest Individual Median Income: Comparisons of Income, Individual and Family (high= yellow; low = gray)

GENERATOR OCCUPATIONS BY HIGHEST INDIVIDUAL MEDIAN INCOME	COUNT	INDIVIDUAL MEAN	INDIVIDUAL MEDIAN	INDIVIDUAL 99%	INDIVIDUAL MAXIMUM	FAMILY HOUSEHOLD MEAN	FAMILY HOUSEHOLD MEDIAN	FAMILY HOUSEHOLD 99%	FAMILY HOUSEHOLD MAX
Architects, except landscape and naval	8,630	\$106,090	\$88,684	\$494,681	\$718,374	\$186,396	\$150,000	\$848,767	\$1,436,748
Photographic process workers and processing machine operators	780	\$75,696	\$74,537	\$176,244	\$176,244	\$144,548	\$150,897	\$294,100	\$294,100
Technical writers	3,020	\$78,624	\$72,147	\$195,405	\$366,000	\$130,083	\$106,481	\$444,732	\$795,764
Fashion designers	180	\$55,324	\$65,563	\$144,000	\$144,000	\$128,330	\$120,249	\$353,709	\$353,709
Producers and directors	4,670	\$79,382	\$65,000	\$402,784	\$762,130	\$147,923	\$111,800	\$671,979	\$2,072,523
Archivists, curators, and museum technicians	2,840	\$66,883	\$65,000	\$298,739	\$506,000	\$140,595	\$120,000	\$621,000	\$9,999,999
All other designers (e.g., product, user interface, packaging designers)	11,030	\$71,735	\$63,662	\$310,472	\$494,258	\$151,461	\$122,467	\$711,767	\$1,075,000
Web and digital interface designers	2,060	\$67,338	\$59,209	\$196,727	\$459,775	\$175,141	\$129,600	\$747,134	\$747,134
Landscape architects	1,360	\$67,758	\$57,718	\$455,354	\$634,906	\$153,017	\$99,357	\$794,643	\$794,643
Editors	6,340	\$65,530	\$53,800	\$341,884	\$397,273	\$184,091	\$115,560	\$683,744	\$10,121,235

TABLE 25. This table shows the Top 10 GENERATOR occupations by highest median individual income, plus other information.

Source Data: American Community Survey (2018-2022)

10.16.24

TOP 10 Occupations by Lowest Individual Median Income: Comparisons of Income, Individual and Family (high= yellow; low = gray)

GENERATOR OCCUPATIONS BY LOWEST INDIVIDUAL MEDIAN INCOME	COUNT	INDIVIDUAL MEAN	INDIVIDUAL MEDIAN	INDIVIDUAL 99%	INDIVIDUAL MAXIMUM	FAMILY HOUSEHOLD MEAN	FAMILY HOUSEHOLD MEDIAN	FAMILY HOUSEHOLD 99%	FAMILY HOUSEHOLD MAX
Dancers and choreographers	400	\$28,958	\$7,074	\$120,000	\$120,000	\$92,228	\$50,709	\$643,754	\$643,754
Disc jockeys, except radio	230	\$18,781	\$10,611	\$65,789	\$65,789	\$91,745	\$74,898	\$236,077	\$236,077
Tailors, dressmakers, and sewers	1,650	\$43,642	\$21,751	\$450,049	\$450,049	\$94,287	\$81,938	\$450,049	\$450,049
Actors	1,410	\$48,420	\$22,046	\$685,000	\$685,000	\$131,536	\$91,297	\$729,760	\$729,760
Library technicians	620	\$32,166	\$22,984	\$88,814	\$88,814	\$100,004	\$73,379	\$255,056	\$255,056
Entertainers and performers, sports and related workers, all other	1,160	\$34,928	\$23,875	\$246,453	\$246,453	\$111,216	\$72,700	\$740,000	\$740,000
Print binding and finishing workers	420	\$29,559	\$24,736	\$96,357	\$96,357	\$85,510	\$79,362	\$310,736	\$310,736
Photographers	4,790	\$34,094	\$25,767	\$154,600	\$190,997	\$121,530	\$88,000	\$642,400	\$947,697
Musicians and singers	5,040	\$49,110	\$28,000	\$526,089	\$1,029,188	\$148,888	\$75,500	\$892,400	\$8,841,817
Merchandise displayers and window trimmers	650	\$29,897	\$28,800	\$88,419	\$88,419	\$100,110	\$88,419	\$298,432	\$298,432

TABLE 26. This table shows the Top 10 GENERATOR occupations in MA with the lowest median individual income, plus other information.

Source Data: American Community Survey (2018-2022)

10.16.24

TOP 10 Occupations in 3 Categories: Individual Median Income in Comparison to MA Living Wage

orange = < MA Living Wage for individual worker, no children.

TOP 10 GENERATOR OCCUPATIONS BY COUNT	INDIVIDUAL MEDIAN INCOME
All other designers (e.g., product, user interface, packaging designers, etc.)	\$63,662
Graphic designers	\$49,515
Artists and related workers	\$30,947
Writers and authors	\$46,380
Architects, except landscape and naval	\$88,684
Librarians and media collections specialists	\$51,570
Editors	\$53,800
Musicians and singers	\$28,000
Photographers	\$25,767
Producers and directors	\$65,000

TOP 10 GENERATOR OCCUPATIONS BY HIGHEST INDIVIDUAL MEDIAN INCOME	INDIVIDUAL MEDIAN INCOME
Architects, except landscape and naval	\$88,684
Photographic process workers and processing machine operators	\$74,537
Technical writers	\$72,147
Fashion designers	\$65,563
Producers and directors	\$65,000
Archivists, curators, and museum technicians	\$65,000
All other designers (e.g., product, user interface, packaging designers)	\$63,662
Web and digital interface designers	\$59,209
Landscape architects	\$57,718
Editors	\$53,800

10 GENERATOR OCCUPATIONS BY LOWEST INDIVIDUAL MEDIAN INCOME	INDIVIDUAL MEDIAN INCOME
Dancers and choreographers	\$7,074
Disc jockeys, except radio	\$10,611
Tailors, dressmakers, and sewers	\$21,751
Actors	\$22,046
Library technicians	\$22,984
Entertainers and performers, sports and related workers, all other	\$23,875
Print binding and finishing workers	\$24,736
Photographers	\$25,767
Musicians and singers	\$28,000
Merchandise displayers and window trimmers	\$28,800

TABLE 27. This table gives the leading 10 occupations by count, by highest individual median income, and by lowest individual median income. Data in red indicates occupations with median income below the Massachusetts Living Wage (<https://livingwage.mit.edu/>). Massachusetts Living Wage = 1 adult, no children: \$58,011.

TOP 10 Occupations by \$ GAP between Individual Median and 99th % Income.

TOP 10 GENERATOR OCCUPATIONS, BY NUMBER OF PARTICIPANTS	COUNT	INDIVIDUAL MEAN	INDIVIDUAL MEDIAN	\$ GAP BETWEEN INDIVIDUAL MEDIAN AND 99TH PERCENTILE	INDIVIDUAL 99%	INDIVIDUAL MAXIMUM	FAMILY HOUSEHOLD MEAN	FAMILY HOUSEHOLD MEDIAN	FAMILY HOUSEHOLD 99%	FAMILY HOUSEHOLD MAX
Actors	1,410	\$48,420	\$22,046	\$662,954	\$685,000	\$685,000	\$131,536	\$91,297	\$729,760	\$729,760
Broadcast announcers and radio disc jockeys	370	\$85,984	\$53,595	\$585,418	\$639,013	\$639,013	\$162,530	\$120,000	\$845,146	\$845,146
Printing press operators	3,010	\$46,497	\$40,506	\$559,223	\$599,729	\$599,729	\$340,467	\$99,320	\$10,121,235	\$10,306,650
Musicians and singers	5,040	\$49,110	\$28,000	\$498,089	\$526,089	\$1,029,188	\$148,888	\$75,500	\$892,400	\$8,841,817
Tailors, dressmakers, and sewers	1,650	\$43,642	\$21,751	\$428,298	\$450,049	\$450,049	\$94,287	\$81,938	\$450,049	\$450,049
Architects, except landscape and naval	8,630	\$106,090	\$88,684	\$405,997	\$494,681	\$718,374	\$186,396	\$150,000	\$848,767	\$1,436,748
Landscape architects	1,360	\$67,758	\$57,718	\$397,636	\$455,354	\$634,906	\$153,017	\$99,357	\$794,643	\$794,643
News analysts, reporters, and journalists	2,420	\$72,366	\$52,524	\$340,053	\$392,577	\$640,000	\$154,418	\$114,598	\$781,000	\$845,146
Producers and directors	4,670	\$79,382	\$65,000	\$337,784	\$402,784	\$762,130	\$147,923	\$111,800	\$671,979	\$2,072,523
Writers and authors	8,650	\$64,434	\$46,380	\$335,394	\$381,774	\$779,937	\$164,446	\$120,120	\$835,000	\$1,139,293

TABLE 28. This table shows the 10 GENERATOR occupations with the highest gap between individual median income and 99th percentile income, plus other information.

Source Data: American Community Survey (2018-2022)
10.16.24

TOP 10 Occupations by Count with %F and F-M Median Individual Income Comparison by Quartile



MA GENERATORS

By individual median income in quartiles, F lags M in 38/40 quartiles. From income Q1 to Q4, F % declines significantly. Across top count occupations, the income gap by quartile varies from ~(-3\$K) to ~\$40K.

OCCUPATION	% F IN OCCUPATION	% F MIIQ1	F/M MII 25 TH %	\$F/M GAP Q1	% F MIIQ2	F/M MII 50 TH %	\$F/M GAP Q2	% F MIIQ3	\$F/M MII 75 TH %	F / M \$GAP Q3	% F MIIQ4
All other designers (e.g., product, user interface, packaging designers, etc.)	0.54	75	22,357 47,000	24,643	59	51,000 80,392	29,392	44	80,000 105,261	25,261	39
Graphic designers	0.60	68	25,304 38,461	13,157	70	42,441 60,000	17,559	46	71,000 82,627	11,627	58
Artists and related workers	0.60	70	10,000 18,000	8,000	70	22,636 53,051	30,415	54	52,226 86,031	33,805	41
Writers and authors	0.62	71	15,182 24,291	9,109	65	44,210 53,000	8,790	64	68,015 107,871	39,856	49
Architects, except landscape and naval	0.33	49	55,667 66,849	11,182	35	70,735 95,500	24,765	31	100,000 135,000	35,000	18
Librarians and media collections specialists	0.84	88	27,408 33,599	6,191	90	50,607 62,871	12,264	81	71,600 80,392	8,792	79
Editors	0.65	66	30,962 31,566	604	69	53,036 57,561	4,525	63	78,000 87,534	9,534	60
Musicians and singers	0.40	37	14,575 12,893	-1,682	54	22,700 30,364	7,664	37	49,515 60,728	11,213	32
Photographers	0.50	66	2,913 12,379	9,466	49	19,130 30,178	11,048	46	42,567 64,895	22,328	39
Producers and directors	0.48	56	33,100 41,600	8,500	46	59,000 66,000	7,000	38	95,499 92,760	-2,739	52

TABLE 29. This table shows the 10 GENERATOR occupations with female participation rate overall, and by participation rate and median income (to men) over 4 quartiles of income.

TOP 10 Occupations by Count with %BIPOC and BIPOC/NON-BIPOCF Median Individual Income Comparison by Quartile



MA GENERATORS

By individual median income in quartiles, BIPOC lags NON-BIPOC in 35/40 quartiles. Across top count occupations, the income gap by quartile varies from ~-\$19K to ~\$48K.

OCCUPATION	BIPOC % IN OCCUPATION	% BIPOC MIIQ1	\$BIPOC/NON-BIPOC MIIQ1	\$GAP BIPOC-NONBIPOC MIIQ1	% GAP BIPOC/NON-BIPOC MIIQ1	% BIPOC MIIQ2	\$BIPOC/NON-BIPOC MIIQ2	\$GAP BIPOC-NONBIPOC MII Q2	% GAP BIPOC/NON-BIPOC MIIQ2	% BIPOC MIIQ3	\$BIPOC/NON-BIPOC MIIQ3	\$GAP BIPOC-NON-BIPOC MIIQ3	% GAP BIPOC/NON-BIPOC MIIQ3	% BIPOC MIIQ4
All other designers (e.g., product, user interface, packaging designers, etc.)	0.2	22	21,840	13,793	38.7	16	62,074	1,910	3	21	93,724	404	0.4	19
			35,633				63,984				94,128			
Graphic designers	0.14	17	24,830	5,170	17.2	11	44,598	6,009	11.9	14	72,147	3,009	4.0	12
			30,000				50,607				75,156			
Artists and related workers	0.14	26	2,865	12,535	81.4	11	10,000	28,692	74.2	10	25,607	48,393	65.0	10
			15,400				38,692				74,000			
Writers and authors	0.13	24	5,154	15,856	75.5	12	28,650	21,350	42.7	10	55,389	28,650	34.1	7
			21,010				50,000				84,039			
Architects, except landscape and naval	0.19	22	52,715	10,259	16.3	19	83,114	6,886	7.7	11	140,000	-15,000	-12.0	23
			62,974				90,000				125,000			
Librarians and media collections specialists	0.09	9	27,408	2,592	8.6	6	49,660	1,910	3.7	10	71,600	1,934	2.6	9
			30,000				51,570				73,534			
Editors	0.12	14	26,526	4,601	14.8	15	37,225	19,462	34.3	10	66,169	14,999	18.5	9
			31,127				56,687				81,168			
Musicians and singers	0.18	30	5,482	10,522	65.7	14	17,861	12,503	41.2	23	37,104	23,896	39.2	5
			16,004				30,364				61,000			
Photographers	0.14	12	10,611	-304	-2.9	15	25,000	767	3	14	51,534	-3,534	-7.4	16
			10,307				25,767				48,000			
Producers and directors	0.09	13	50,615	-17,104	-51	8	65,000	-700	-1.1	12	76,399	18,741	19.7	4
			33,511				64,300				95,140			

TABLE 30. This table shows the TOP 10 GENERATOR occupations by % BIPOC over income quartiles with income \$ AND % gaps. NOTE: MII = median individual income.

Comparison of income MA GENERATORS, MA, U.S., and other occupation groups

OCCUPATION	COUNT	INDIVIDUAL INCOME MEAN	INDIVIDUAL INCOME MEDIAN	FAMILY IN A HOUSEHOLD MEAN	FAMILY IN A HOUSEHOLD MEDIAN
US with occupations	177,634,156	57,053	39,166	208,651	84,067
MA with occupations	3,937,905	72,228	50,607	195,330	109,346
MA GENERATORS	112,191	62,033	49,182	155,409	110,694
All MA Nurses	98,700	75,154	70,849	166,157	137,000
All MA Healthcare Assistants	121,236	30,144	26,931	141,113	61,000
All MA Managers	508,086	122,242	88,419	215,457	156,000
All MA Construction	180,782	53,183	45,000	261,275	91,092

TABLE 31. This table gives comparative count and income data for GENERATORS to U.S. GENERATORS; to all U.S., and to people in select other MA occupations.

Source Data: American Community Survey (2018-2022)
10.16.24

Thoughts: The Massachusetts Asset Inventory Database Occupation Statistics I

- Our efforts to advocate for and structure policy and responses for the cultural sector in Massachusetts are significantly bolstered by having thoughtful and accurate data and associated messaging on the sector and its people.
- We have identified 36 sector occupations representing ~113,000 Massachusetts residents who derive the majority of their income from work in this sector (~3% of Massachusetts workforce). (Source: American Community Survey, a project of the U.S. Census).
- This group of sector GENERATORS, compared to the general MA working population, is somewhat more female than male and quite a bit less BIPOC. They are more highly educated and less likely to be immigrants and non-English speakers at home. GENERATORS have about the same level of cognitive, emotional, and physical challenges as others working.
- We intend to bring this data and information to the Cultural Policy Development Advisory Council to help inform policy conversations.

GENERATOR INCOME

- There is wide income distribution within GENERATOR occupations. Many have a clustering of lower income people and then a very long distribution tail of income to the tens of millions. This results in the following:
- The median individual income within the 36 GENERATOR occupations varies from \$7,074 for **Dancers and Choreographers** to \$88,684 for **Architects**.
 - More than a majority of GENERATOR occupations in MA register an individual median income below the MA Living Wage. Many GENERATORS live in households and their family household median income is also below the Massachusetts Living Wage.
 - However, the maximum income for GENERATORS is ~23 times the individual median income, and ~93 times the family in household median income.
 - In general, household incomes appear to supplement the incomes of GENERATORS.

Thoughts: The Massachusetts Asset Inventory Database Occupation Statistics - II

INCOME, continued

- There is a gap of 8,224 BIPOC people in the 36 cultural sector occupations assuming that there is no inherent reason why BIPOC would not be involved in cultural sector occupations at the same rate as white people, all else equal.
- There is an income gap for women, as compared to men, in all income quartiles of the Top 10 count GENERATOR occupations *except* for the highest income “**Producers and Directors**” and the lowest income “**Singers and Musicians**”. The gap ranges from \$604 (1st quartile income of “Editors”) to \$39,856 (highest income quartile for “**Writers and Authors**”). The percentage of women in the **Top 10 occupations by Count** varies from a low of 33% (Architects) to a high of 84% (**Librarians and media collections specialists**). The percentage participation of women in each quartile of income falls as income rises in all of the **Top 10 occupations by Count**. In other words, women tend to cluster in the lower median income quartiles, men in the higher.
- There is an income gap for BIPOC people, as compared to non-BIPOC people, in all individual median income quartiles of the Top 10 count GENERATOR occupations *except* in 5 categories (**Architects at the 75% income percentile, Photographers at the 25th and 75th percentiles, and Producers/ Directors at the 25th and 50th percentiles**). The participation of BIPOC people in the Top 10 GENERATOR occupations by count varies from a low of 9% as **Librarians and media collections specialists** to a high of 20% as **General Designers**.
- The age of MA GENERATORS is fairly standard across demographic categories of interest except that BIPOC participants are younger by 5-9 years, on average, and people with “disabilities are older, by 5-10 years, across quartiles.
- In comparison to other common occupations, GENERATOR occupations overall deliver a median individual income higher than healthcare workers and general construction workers but lower than nurses and managers.

More to Come.....

- County and statewide one pagers are being developed.
- In the new year and over the course of 2025, Mass Cultural Council will have events, webinars, blog posts and other vehicles to share and activate this data.

Appendix: Supporting Documents

Employment and Labor Force Status

64.4% \pm 0.3%

Employment Rate in Massachusetts

60.6% \pm 0.1%

Employment Rate in United States

DP03 | 2023 American Community Survey 1-Year Estimates

Massachusetts

Total Population: 7,029,917

Median Household Income: \$99,858

Bachelor's Degree or Higher: 47.8%

Employment Rate: 64.4%

Total Housing Units: 2,998,537

Without Health Care Coverage: 2.6%

Total Employer Establishments: 180,088

Total Households: 2,800,984

Hispanic or Latino (of any race): 887,685

Poverty

10.4% ± 0.4%

Poverty, All people in Massachusetts

12.5% ± 0.1%

Poverty, All people in United States

[S1701](#) | 2023 American Community Survey 1-Year Estimates

Poverty by Age

in Massachusetts

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Under 18 years - 12.6%



18 to 64 years - 9.6%

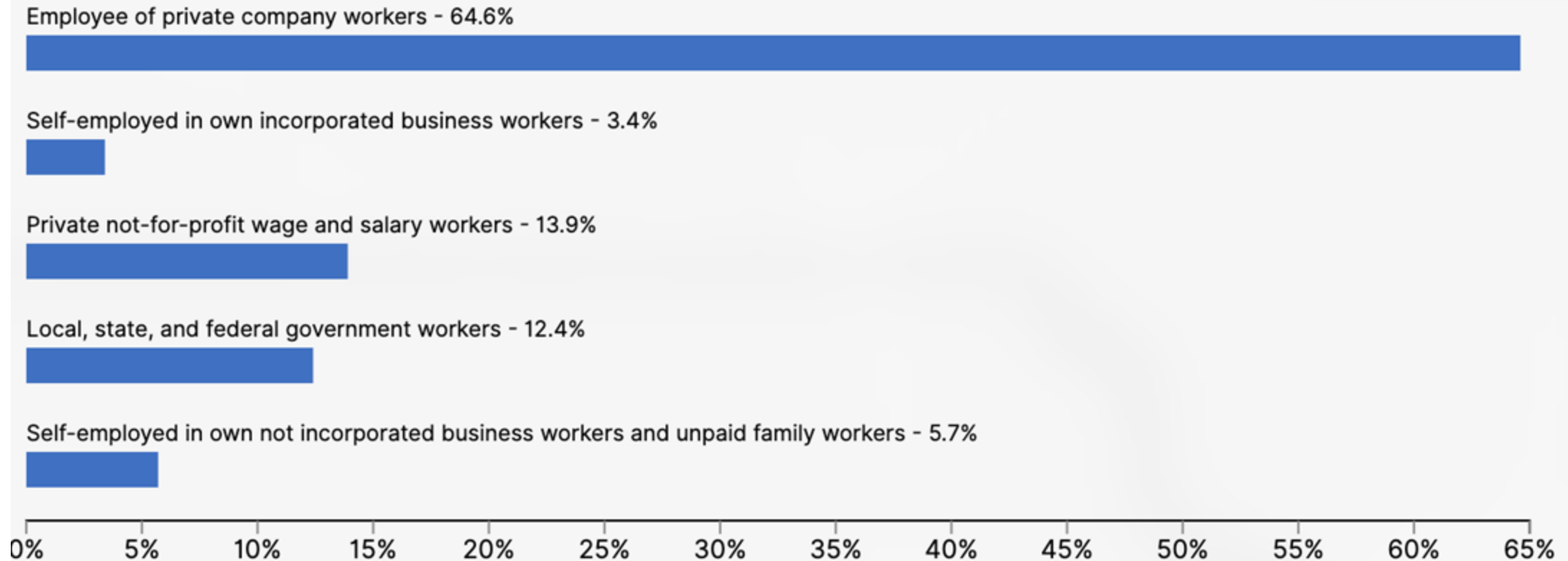


65 years and over - 10.8%



Class of Worker in Massachusetts

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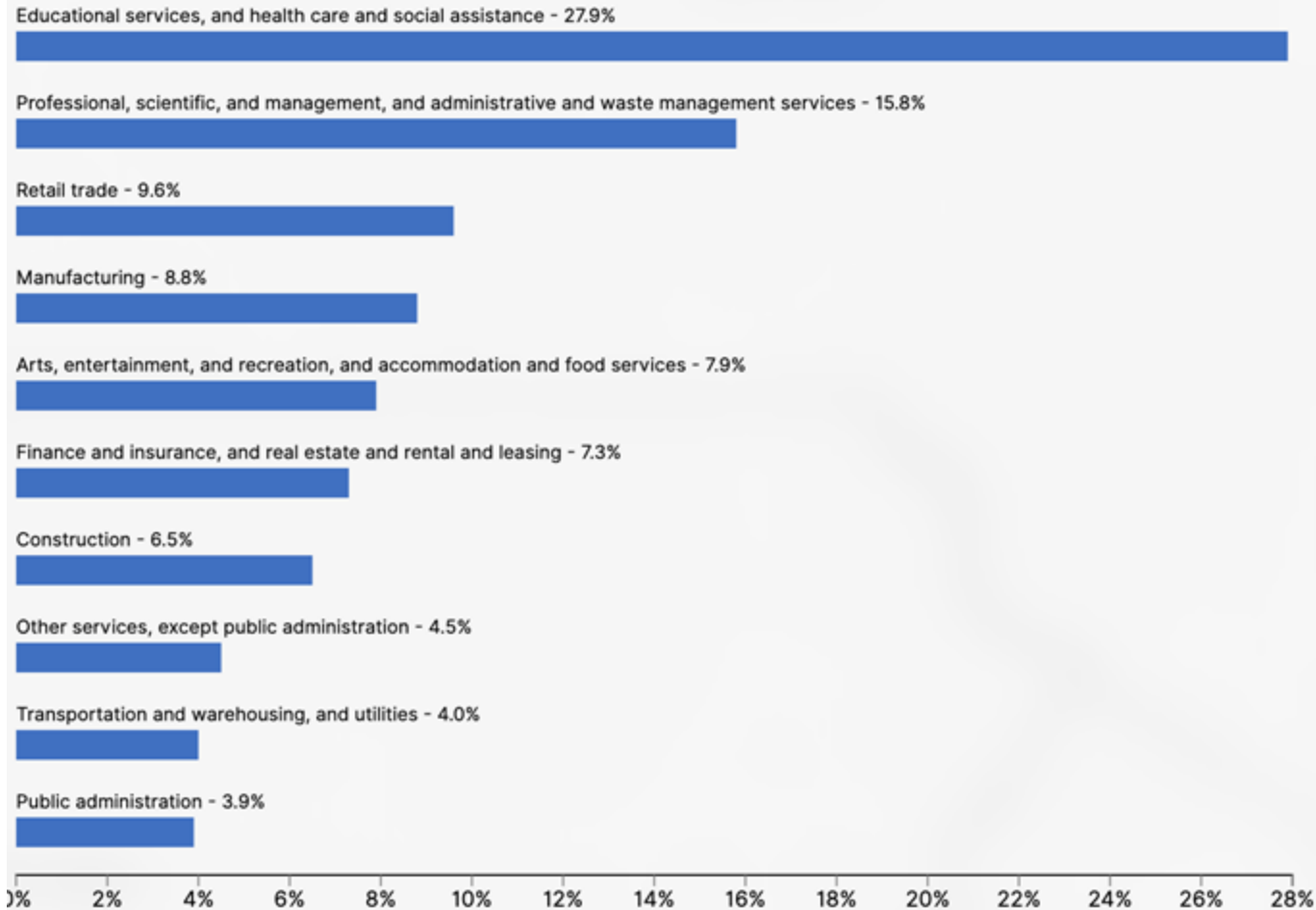
Show Table Display Margin of Error

S2406 | 2023 American Community Survey 1-Year Estimates

Industry

Industry for the Civilian Employed Population 16 Years and Over in Massachusetts

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Show Table Display Margin of Error

DP03 | 2023 American Community Survey 1-Year Estimates

Occupation

Occupation for the Civilian Employed Population 16 Years and Over

in Massachusetts

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Management, business, science and arts occupations - 1,929,478



Sales and office occupations - 631,650



Service occupations - 601,524



Production, transportation, and material moving occupations - 331,756



Natural resources, construction, and maintenance occupations - 260,039



0 200K 400K 600K 800K 1M 1.2M 1.4M 1.6M 1.8M 2M



Show Table



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S2401 | 2023 American Community Survey 1-Year Estimates

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