



How can we assess  
and measure cultural  
diversity?

Malin Weijmer,  
Kulturanalys Norden



# Kulturanalys Norden – A Nordic knowledge centre for cultural policy

A threefold mission to:

- promote the systematic coordination of cultural statistics,
- conduct investigations and policy analyses, and
- disseminate knowledge and research on cultural policy.

Our work results in reports that present knowledge (and recommendations) aimed at supporting development within the field of cultural policy.

The Swedish Agency for Cultural Policy Analysis as the host organisation



# Nordic cultural policy 'model'

Everyone's inclusion and participation  
(decentralisation), universal rights

Public financial support and distribution of  
artistic grants

Artistic freedom (based in freedom of  
speech) and arm's length bodies

Publicly funded cultural institutions together  
with strong stakeholder organisations



# Diversity in the cultural sector – three reports from 2017



# Follow-up study 2027, ten years of development?

General theme on diversity in the cultural sector (combine previous reports), register data from the Nordic countries

Four values:

being foreign-born

having two parents who were foreign-born

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having one parent who was foreign-born and one parent who was native-born

having two parents who were native-born



A study of how well employees with a foreign background are represented at state-funded cultural institutions in the Nordic region.

Published in 2017, register data from 2000-2015

Cultural institutions are not a reflection of the population: The percentage of employees with foreign background in government-funded cultural institutions in the Nordic region has increased over time, but the increase has not been at the same rate as in the general population.



Big differences between artistic fields:

Performing arts institutions and orchestras seem to be the two areas where the representation of employees with foreign background is largest in all countries. The percentage of employees with foreign background is significantly lower at museums.

Foreign background in management has decreased.

Western Europeans and English-speakers overrepresented among foreign-born.

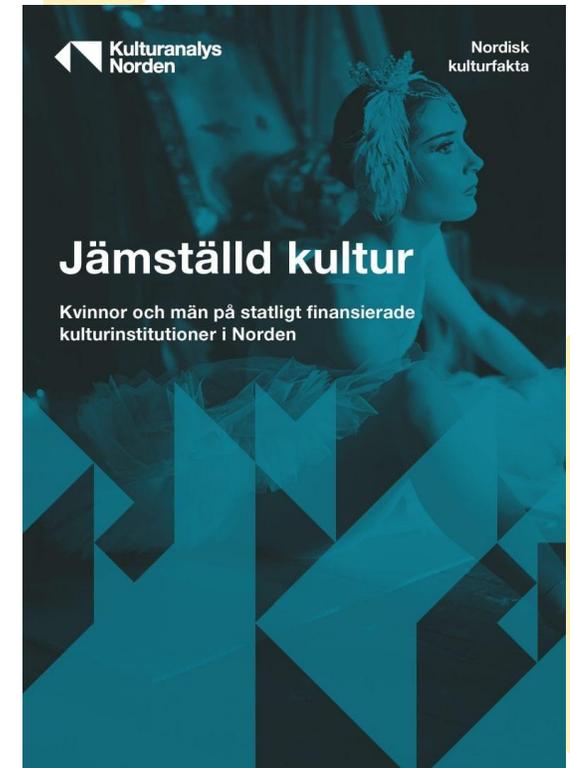


A study of numbers of women and men who are employed in state-funded cultural institutions in the Nordic countries

Published in 2017, register data from 2000-2015

No country has a staff composition within its cultural sector in which the underrepresented gender comprises less than 40 per cent of the employees.

The overall trend is that the proportion of women in state-funded cultural institutions has been increasing in this century.



## Opportunities for Comparison – Varying National Contexts

Comparative Nordic studies rely on  
comparable data :

1. Production of cultural statistics varies
2. Differences between the various cultural  
policy systems – division of responsibilities, etc.



# Surveys on a Nordic scale

This was a small population based in a collaboration with eight member organisations for artists and authors in the Nordics.

The survey was conducted during the winter of 2023/24 with the aim of investigating:

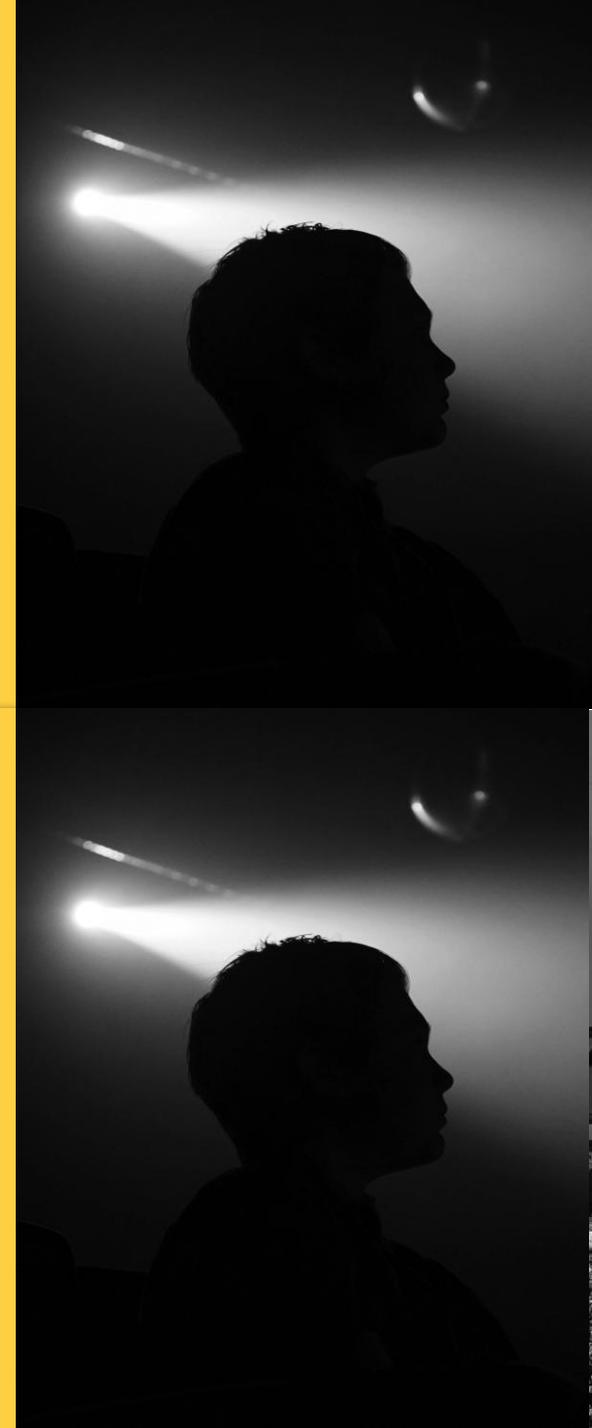
To what extent are artists and authors exposed to threats, violence, and harassment related to their professional practice?

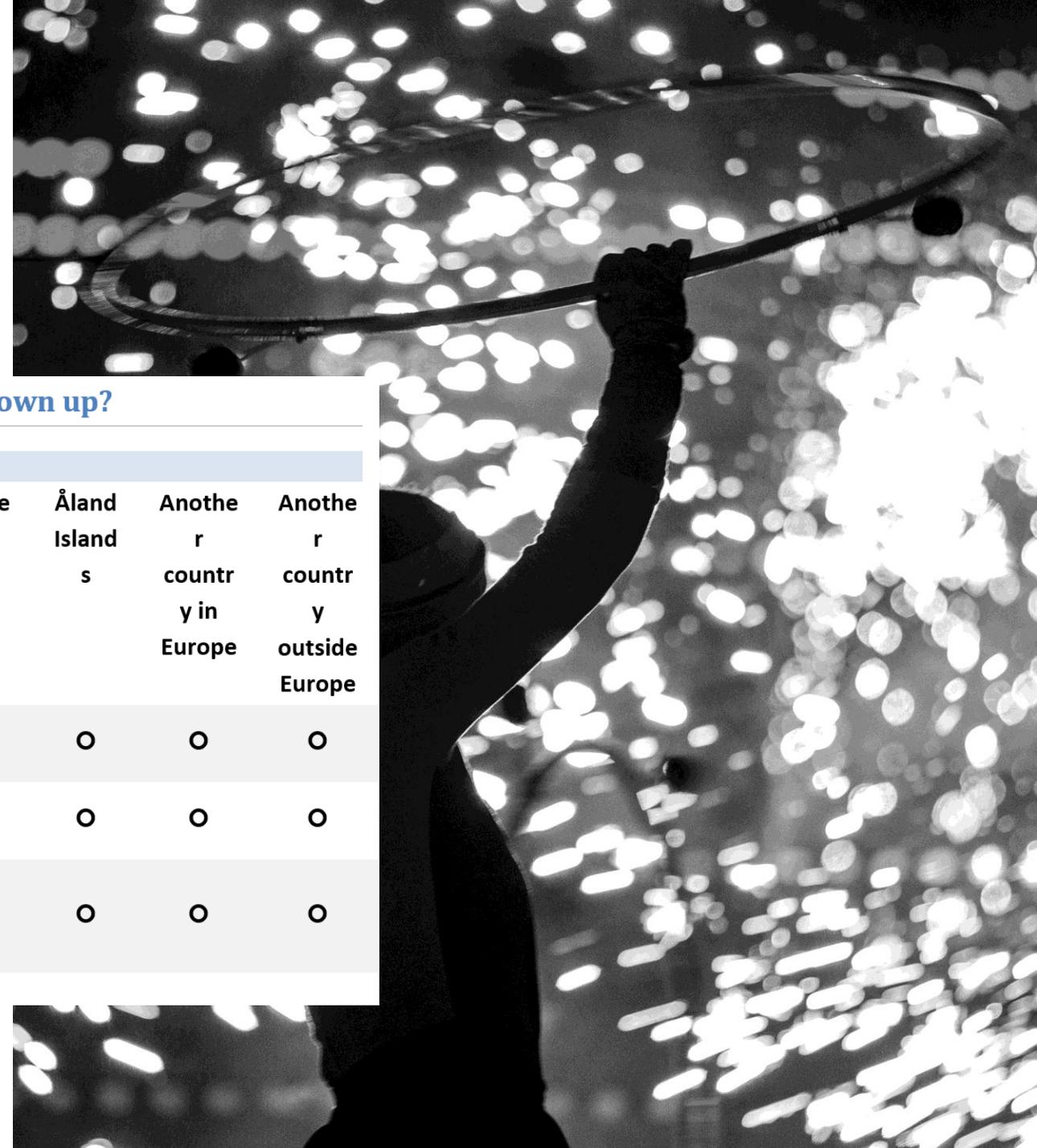
Are there differences in exposure between artists and authors based on gender, age, or artistic and cultural field?



## Hot, våld och trakasserier mot konstnärer och författare i Norden

## Threats, violence and harassment against artists and authors in the Nordic countries





**[Q33] In which country have you and your mother and father grown up?**

min=1 max=1 alternatives allowed.

	Denmark	Finland	Faroe Islands	Greenland	Iceland	Norway	Sweden	Åland Islands	Another country in Europe	Another country outside Europe
Yoursel f	<input type="radio"/>	<input type="radio"/>								
Your father	<input type="radio"/>	<input type="radio"/>								
Your mother	<input type="radio"/>	<input type="radio"/>								



Large differences in response rates - minimum of 4 percent to a maximum of 34 percent.

- Between 36 percent and 61 percent have at some point been exposed.
- Threats and harassment were the most common experiences for both, but a higher proportion of women had faced sexual harassment, while more men reported direct threats and online harassment.
- Younger more exposed to threats (more active and visible online, where much of the threats and harassment occur)



## Threats and harassment

Threatening statement face to face

Threatening phone call

Threatening sms/mms

Threatening letter/postcard

Threatening email

Threats/attacks via social media

Sexual harassment

Hijacked internet account (or created fake one in your name)

Posted on the internet

Unwanted goods ordered in your name

Threatening "gift"

Been unauthorisedly photographed/recorded

Unpleasant visit, stalking or mapping

Other forms of intimidation or harassment

## Violence, theft and vandalism

Punch, kick or similar

Push or similar

Violence with weapons

Arson/blasting

Vandalism

Theft

Other forms of violence, vandalism or theft

# Personal data –the EU legislation on General Data Protection Regulation (2018)

Questions on ethnicity (minority groups), disabilities, religious beliefs etc. are sensitive personal data – national restrictions

Challenges when to small samples can't be used or presented

Data processor. Restrictions - may only collect personal data for specific, explicitly stated and legitimate purposes

# Knowledge interest and need for evidence-based policy development

Finding ways of gathering information to overcome challenges:

Collaborations with member organisations

Parallel data sets?



Thank you!

[www.kulturanalysnorden.se](http://www.kulturanalysnorden.se)

[norden@kulturanalys.se](mailto:norden@kulturanalys.se),  
[malin.weijmer@kulturanalys.se](mailto:malin.weijmer@kulturanalys.se)

LinkedIn: Kulturanalys Norden