**Ethnic minority presence and representation in the cultural industry**

**Interview guide 1 – Member of staff from an ethnic minority background**

*Questions regarding ethnic background*

1. What is your ethnicity? How do you define yourself in terms of ethnicity?
2. What ethnicity box do you choose to tick when filling employment applications?
3. Do you feel that your ethnicity plays a role (positively or negatively) in an employment process?

*Questions regarding educational background*

1. What is the highest level of education you have received, and can you list all degrees earned; the name of institutions and the field of study for each?
2. List any other education or training relevant to your current position?

*Questions regarding employment experience*

1. Where do you currently work? What is your role?
2. How long have you been in your current position?
3. What and where was your previous position?
4. What are your major responsibilities at your present job?
5. Have you always wanted to work in the cultural sector?
6. What do you think of the cultural sector? Is it an inclusive or exclusive sector?
7. What are your professional ambitions, do you believe that you will be able to achieve them in this institution? If not, what strategies will you adopt to achieve your ambitions?
8. Can you describe your experience in your current institution?
9. In your current or previous organisations, have you ever felt that you were being treated favourably/unfavourably because of your ethnicity?
10. Are you aware of any Equality and Diversity policies in your institution? If so, how do they affect you?
11. Are you aware of policy X? Could you tell me a bit about how it came to be introduced? Do you think it has produced change in the organisation?
12. What are the barriers to the policy X being effective? Has there been resistance to this policy being introduced?
13. Do you think that your institution is doing enough to engage with and represent ethnic minorities?
14. What do you think of the concept of quota for ethnic minority staff in institutions, and would you support/encourage its introduction within your organisation?

*Questions regarding representation in the cultural sector*

1. In your opinion, what is the impact of cultural representations on society?
2. Do you think that the current cultural industry represent British society as a whole?
3. How do you see the current cultural representation of ethnic minorities?
4. Can you name specific examples of cultural representations (in TV/Theatre/Museum, etc..) which you found problematic or positive?
5. How do you want to shape/influence the cultural representations of ethnic minorities?
6. Within your community, what forms of cultural/creative practices that you feel are unrepresented in mainstream culture?
7. In your opinion, how engaged are your friends and family with British TV, theatre and Museums?