



THE PHILANTHROPIC CLOSET

LGBTQ PEOPLE
IN PHILANTHROPY

HOW MANY LGBTQ PEOPLE WORK IN PHILANTHROPY?

To answer this question, Funders for LGBTQ Issues conducted the inaugural Diversity Among Philanthropic Professionals (DAPP) Survey in collaboration with SMU DataArts, and with the support of the Evelyn and Walter Haas, Jr. Fund.

36

FOUNDATIONS PARTICIPATED

947

INDIVIDUALS RESPONDED

34%

RESPONSE RATE ACHIEVED

(exceptionally high for this type of survey)

99.9%

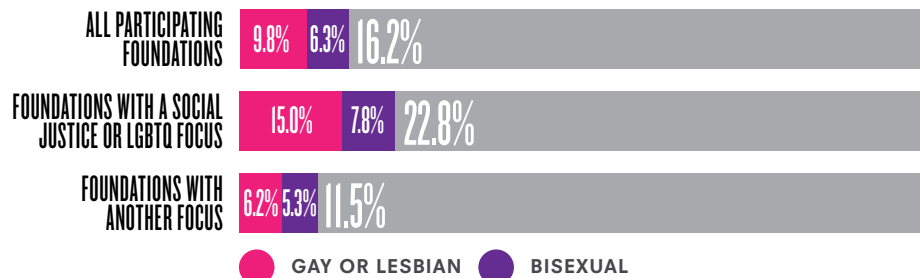
CONFIDENCE LEVEL

(the findings are statistically significant)

THE FINDINGS & IMPLICATIONS

PERCENTAGE OF GAY, LESBIAN, AND BISEXUAL PEOPLE IN PHILANTHROPY

The DAPP Survey found that **gay, lesbian, and bisexual people account for 16.2 percent of people on the staff or board of participating foundations.** However, the percentage varied depending on a foundation's focus.

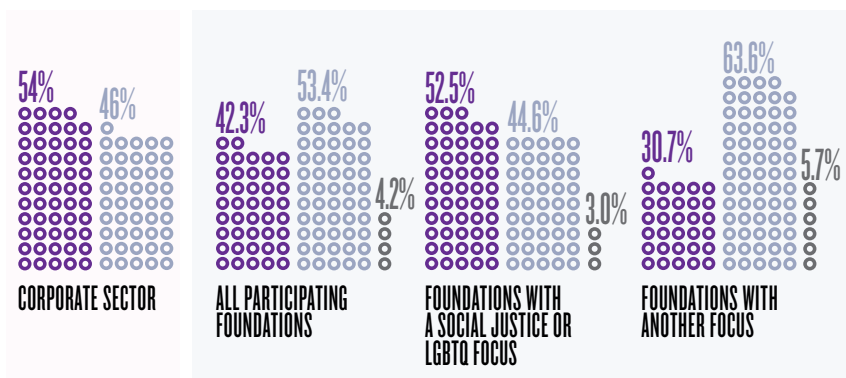


PERCENTAGE OF TRANSGENDER, GENDERQUEER, AND GENDER NON-CONFORMING PEOPLE IN PHILANTHROPY

The DAPP Survey found that **transgender, genderqueer, and gender non-conforming people account for 2.0 percent of people on the staff or board of participating foundations.** But once again, the percentage varied depending on a foundation's focus.



PERCENTAGE OF LGBTQ PEOPLE FULLY "OUT"

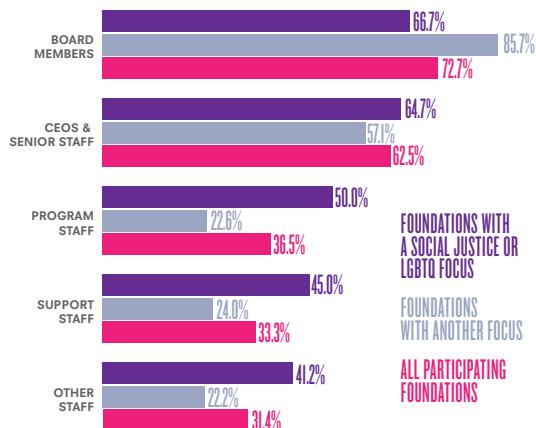


OUT AT WORK
NOT OUT AT WORK
DECLINE TO RESPOND

The DAPP Survey found that **the majority of LGBTQ people working philanthropy are "in the closet"** — meaning they have not disclosed their sexual orientation or gender identity to most work colleagues. **By comparison, the majority of LGBTQ people working in the corporate sector are "out."**

Generally, LGBTQ people in philanthropy are more likely to be out the more senior they are within an organization.

PERCENTAGE "OUT," BY ROLE



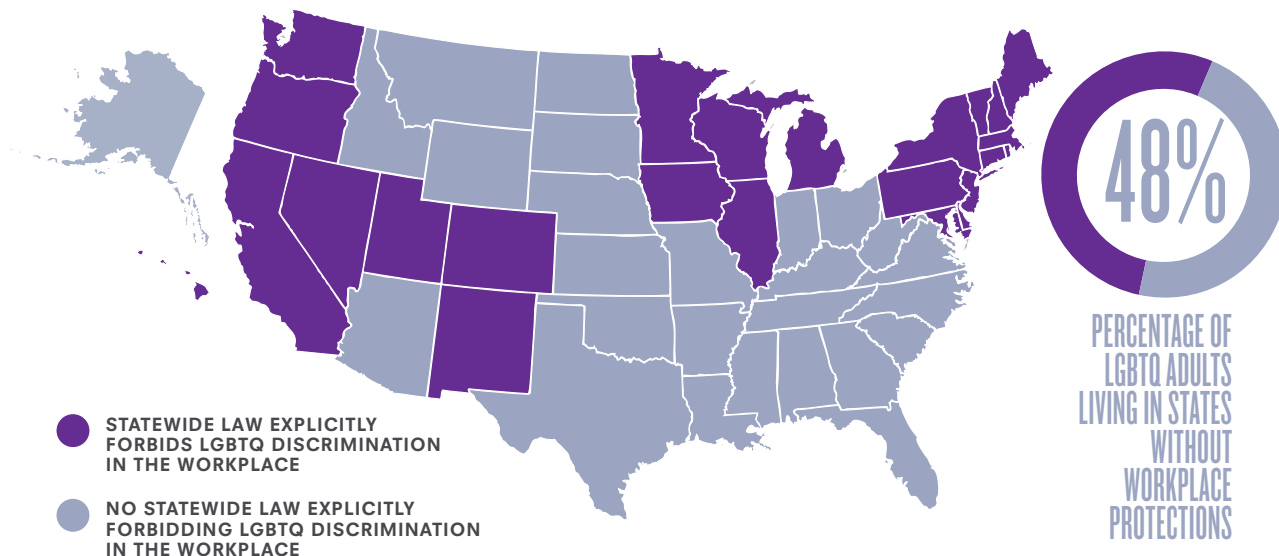
Multiple research efforts have confirmed that "out" LGBTQ employees enjoy greater job satisfaction, stronger job commitment, better health outcomes, and higher productivity when compared to "closeted" LGBTQ employees.

HOW LGBTQ PEOPLE RESPOND TO "NOT VERY ACCEPTING" WORKPLACES



There is no federal law explicitly protecting LGBTQ people from being unfairly fired, not hired, or discriminated against in the workplace on the basis of sexual orientation or gender identity. Moreover, the majority of states lack statewide laws.

MAP OF LGBTQ EMPLOYMENT NON-DISCRIMINATION LAWS, BY STATE



RECOMMENDATIONS



Make sure that your institution's non-discrimination policies explicitly include protections based on sexual orientation, gender identity, and gender expression.



Conduct targeted outreach to LGBTQ communities in your recruitment for staff roles, board positions, and committee opportunities.



Make sure that your human resources policies are LGBTQ-friendly, such as ensuring that your health insurance coverage provides benefits for LGBTQ families and covers transition-related healthcare costs for transgender employees.



Treat LGBTQ discrimination the same way you would treat racial or gender discrimination.



Provide trainings on LGBTQ issues and create a culture where ongoing learning around cultural competency is not only encouraged but expected.

NOTE: More findings from the Diversity Among Philanthropic Professionals (DAPP) Survey will be revealed in The 2018 Diversity Among Philanthropic Professionals Report: A Tale of Two Sectors from CHANGE Philanthropy, Emerging Practitioners in Philanthropy (EPIP), and Funders for LGBTQ Issues.

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INTRODUCTION

A QUESTION LONG ASKED, FINALLY ANSWERED

For decades, philanthropic leaders seeking to advance diversity, equity and inclusion have recognized the importance of building a sector that reflects the full diversity of the communities we hope to serve and impact. Lesbian, gay, bisexual, transgender, and queer (LGBTQ) people are a crucial part of the tapestry of our communities, and a growing number of foundations are seeking to assure that their institutions are welcoming and inclusive of LGBTQ people.

An important step toward inclusiveness is collecting data on the sexual orientation and gender identity of the staff and trustees of foundations. Up until now, we have had no reliable data on the level of representation of LGBTQ people in the philanthropic sector, nor on the degree to which LGBTQ people feel included and welcome in the workplace. In collaboration with SMU DataArts and with the support of the Evelyn and Walter Haas, Jr. Fund, Funders for LGBTQ Issues has addressed that gap with this report on the findings of our recent Diversity Among Philanthropic Professionals Survey.

PRIOR RESEARCH

This report builds on several prior research efforts to assess the level of diversity in the philanthropic sector. In particular, the Council on Foundations has conducted an annual Salary and Benefits Survey since 1980, which provides data on staff composition and compensation among grantmakers. This comprehensive annual survey collects data from more than 900 grantmakers on nearly 10,000 paid professional and administrative staff. The Council's ongoing research has provided invaluable data on the diversity of the sector, particularly in terms of race, gender, and age. In recent years, working in consultation with Funders for LGBTQ Issues, the Council also requested data from foundations about sexual orientation and gender identity.

However, the Council did not receive sufficient data in these categories to be able to conduct any meaningful analysis of the sector's make-up in those identity groups.

Several other notable efforts have been undertaken to assess the diversity of various aspects of the philanthropic and nonprofit sectors. The United Philanthropy Forum conducts an annual *Compensation & Benefits for Philanthropy-Serving Organizations* survey, which provides comprehensive benchmarking data and analyses on both diversity and employment practices among philanthropic networks, based on the responses of 55 regional and national philanthropy-serving organizations. Guidestar, a searchable online database of 2.7 million nonprofits, has taken steps to collect and disseminate data on the diversity of the nonprofit and philanthropic sectors. In particular, Guidestar's database allows foundations and nonprofit organizations to submit detailed data on the demographics of their board and staff, making this information available for the general public.

CHALLENGES AND STRATEGIES FOR COLLECTING DATA ON SEXUAL ORIENTATION AND GENDER IDENTITY

Despite these various prior efforts, there has not yet been a reliable picture of the philanthropic sector's composition by sexual orientation and gender identity. This points to a sector-wide challenge: many foundations are uncertain of whether and how to collect data on these identity categories. In recent years, Funders for LGBTQ Issues has worked in collaboration with several foundations to collect data internally on the sexual orientation and gender identity of their staff and board. Through this work, we have uncovered several challenges unique to collecting this kind of demographic data.

Often, even in cases where a foundation is collecting data on other identity categories, the topic of sexual orientation and gender identity leads staff or board members to raise concerns around respecting privacy. The concern around privacy is a valid one, and Funders for LGBTQ Issues believes that no one should be forced to come out about their sexual orientation or gender identity if they do not wish to. Privacy is of particular concern given that the federal government and 26 states do not explicitly protect LGBTQ people from discrimination in employment. However, people may sometimes overestimate the degree of sensitivity around asking about sexual identity. Studies have found that response rates are high for survey questions on sexual orientation. In fact, respondents are more likely to answer a question about sexual orientation than some other more commonly asked survey questions, such as income level.

In our work with foundations to help them effectively collect data on sexual orientation and gender identity, Funders for LGBTQ Issues has developed a variety of strategies to address concerns around privacy. One strategy is using online tools allowing for anonymous data collection, which also protects privacy about other aspects of identity, such as religion or disability status. Another strategy is to allow respondents to answer "prefer not to answer" for sexual orientation, gender identity, and other questions. Whatever method an institution uses to protect privacy, we recommend treating sexual orientation and gender identity the same as

any other identity category. For example, allowing respondents to mark “prefer not to answer” for sexual orientation and gender identity but not for other categories singles out LGBTQ people and can potentially feel stigmatizing to LGBTQ people.

The above strategies have allowed a number of foundations to collect data on the sexual orientation and gender identity of staff and/or trustees. Nevertheless, some foundations have expressed the desire for a data collection system that is not only anonymous but independent, conducted by a third party that provides employees and trustees with the assurance that human resources and executive staff will not have access to their personal data. Moreover, while several individual foundations have begun collecting data on sexual orientation and gender identity, up until this report we have had no comprehensive data on the sector’s overall diversity in these categories.

COLLECTING DATA ON SEXUAL ORIENTATION AND GENDER IDENTITY: A PILOT STUDY

Funders for LGBTQ Issues sought to address both of these challenges with the launch of the Diversity Among Philanthropic Professionals Survey, a first-of-its-kind pilot study on the diversity of the sector, with a focus on anonymous data collection from a select set of foundations.

ADDITIONAL RESOURCE

CHANGE Philanthropy, Emerging Practitioners in Philanthropy (EPIP), and Funders for LGBTQ Issues have collaborated on The 2018 Diversity Among Philanthropic Professionals Report: A Tale of Two Sectors, which further explores the demographics identified by the initial DAPP Survey.

METHODOLOGY

DIVERSITY AMONG PHILANTHROPIC PROFESSIONALS (DAPP) SURVEY

This report draws on the inaugural Diversity Among Philanthropy Professionals (DAPP) Survey — an effort aimed at helping the philanthropic community better understand its workforce and leadership. The DAPP Survey was undertaken by Funders for LGBTQ Issues, administered by SMU DataArts, and funded by the Evelyn and Walter Haas, Jr. Fund.

Previous studies of the composition of the philanthropic workforce had received low response rates for sexual orientation and gender identity. This is in part because these prior studies collected institution-wide data from participating foundations based on information gathered internally at those foundations, usually by the human resources departments. This information was then aggregated into one larger dataset in order to attain a picture of the overall philanthropic workforce. However, most participating institutions did not collect or report data on sexual orientation and gender identity, as noted in the introduction above. As a result, there was insufficient data to report in any meaningful way on the diversity of philanthropy with respect to sexual orientation and gender identity.

Funders for LGBTQ Issues sought to address this gap by conducting an anonymous survey, with all data collected, administered, and analyzed by a third party. To do so, Funders contracted with SMU DataArts, an institution that has conducted similar anonymized studies for a variety of sectors, such as arts institutions and city workforces. SMU DataArts' survey tool allowed responses to be collected completely anonymously and securely.

A wide variety of grantmaking institutions were invited to participate in the survey through a variety of channels. Funders for LGBTQ Issues staff presented to several networks of human resources directors in philanthropy, particularly those representing large foundations. All institutional members of Funders for LGBTQ Issues were invited to participate, as were members of the other networks in the CHANGE Philanthropy coalition. Finally, Funders for LGBTQ Issues staff conducted individualized outreach to executives and human resources staff at dozens of foundations, with a focus on attaining participation from a wide a range of funders in terms of foundation type, geography, and mission.

As Funders for LGBTQ Issues conducted outreach around the survey, a number of foundations undertook multi-step processes to determine whether they would participate. These included reviews and discussion of the survey by multiple stakeholders and groups within the institutions, such as the human resources department, senior staff, a diversity committee or task force, all-staff meetings, and/or the board of trustees. Many of these internal processes led to thoughtful questions and dialogue with Funders for LGBTQ Issues as the survey was being developed and implemented. We believe that these extensive internal discussions led to the 34 percent response rate of the survey — the highest response rate of any such survey that SMU DataArts has conducted.

Once an institution had committed to participate in the survey, the human resources director or other senior staff distributed the survey to all staff and, in most cases, to the board of directors. The survey was always distributed with the clear communication and assurance that all answers were being collected by a third party, SMU DataArts, and would be completely anonymous, with SMU DataArts securely collecting and storing responses, and only reporting findings in aggregate.

The survey itself took five minutes to complete, and included questions related to each respondent's seniority within the organization, age, gender at birth, current gender identity, intersex status, sexual orientation, race and ethnicity, and disability status.

The wording of the questions on sexual orientation and gender identity were based on the best practices developed by the Williams Institute at UCLA School of Law, drawing on an expert panel and evidence-based research.¹ The wording of the question on intersex identity was based on the advice of interACT, a leading advocacy organization for the rights of children born with intersex traits.

The survey opened on February 15, 2018 and closed on June 8, 2018.

In total, 947 individuals from 36 foundations participated. Thirty-four percent of individuals who received the survey responded, the highest response rate of any such survey SMU DataArts has conducted. As a result, with a 99.9 percent confidence level, the findings are representative of the composition of the 36 participating foundations.

While the findings are reliably representative of the participating foundations, the foundations participating in this pilot study may not be representative of the philanthropic sector overall. In particular, while a wide net was cast, many participating funders are members of Funders for LGBTQ Issues and other networks in the CHANGE Philanthropy coalition — a sub-set of foundations likely to be committed to diversity and therefore potentially more likely to have a more diverse workforce. Moreover, the process of institutions choosing to participate in the survey also may have led to the self-selection of institutions with a greater commitment to diversity and therefore may have a more diverse composition than the philanthropic sector in general. Future studies may build on this initial pilot survey by recruiting a larger and even more wide-ranging set of foundations to participate.

¹ The two reports from the Williams Institute at UCLA Law School are *Best Practices for Asking Questions about Sexual Orientation on Surveys* and *Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys*. Both are available at williamsinstitute.law.ucla.edu.

THE FINDINGS

LGBTQ PEOPLE IN PHILANTHROPY

The inaugural Diversity Among Philanthropic Professionals (DAPP) Survey

found that gay, lesbian, and bisexual people make up 16.2 percent of the staff and board at participating foundations. However, the percentage varied depending on a foundation's focus.

Noting our high response rate from foundations that have a focus on LGBTQ issues or a social justice mission, we disaggregated the data from participating foundations into two sets of funders — those with social justice or LGBTQ focus and those with another focus. A participating foundation was categorized as having an LGBTQ or social justice focus if their mission statement included the keywords “LGBTQ” — or any one part of the LGBTQ acronym — “justice,” “social change,” or “social justice.” Foundations with another focus include grantmakers committed to the arts, economic opportunity, education, general health and wellbeing, and more.

Gay, lesbian, and bisexual people account for 22.8 percent of the staff and board at foundations with a social justice or LGBTQ focus and 11.6 percent of people at foundations with another focus.

Transgender, genderqueer, and gender non-conforming people account for 2.0 percent of the staff and board at participating foundations — or 2.6 percent of people at foundations with a social justice or LGBTQ focus and 1.6 percent of people at foundations with another focus.

PERCENTAGE OF LGBTQ PEOPLE WORKING IN PHILANTHROPY

	FOUNDATIONS WITH A SOCIAL JUSTICE OR LGBTQ FOCUS	FOUNDATIONS WITH ANOTHER FOCUS	ALL PARTICIPATING FOUNDATIONS
GAY OR LESBIAN	15.0%	6.2%	9.8%
BISEXUAL*	7.8%	5.3%	6.3%
TRANSGENDER, GENDERQUEER, OR GENDER NON-CONFORMING**	2.6%	1.6%	2.0%

* Includes answers where respondents marked “bisexual” in addition to “gay or lesbian” and/or “heterosexual or straight.”

** Includes answers where respondents marked “transgender male,” “transgender female,” “genderqueer/gender non-conforming,” “different identity,” or selected some combination thereof. It also would have included any people who marked their current gender identity as the opposite of their gender at birth.

However, **the majority of LGBTQ people in philanthropy are “in the closet” at work, meaning they have not disclosed their sexual orientation or gender identity to all or most of their co-workers.** Across all foundations surveyed, 42.3 percent are out to all or most of their colleagues and 53.4 percent are in the closet. The survey found that in foundations with a social justice or LGBTQ focus, 52.5 percent are out to all or most of their colleagues while 44.6 percent are in the closet about their sexual orientation or gender identity. Meanwhile, at foundations with another focus, only 30.7 percent are out to all or most of their colleagues while 63.6 percent are in the closet.

PERCENTAGE OF LGBTQ PEOPLE IN THE CLOSET IN PHILANTHROPY

	FOUNDATIONS WITH A SOCIAL JUSTICE OR LGBTQ FOCUS	FOUNDATIONS WITH ANOTHER FOCUS	ALL PARTICIPATING FOUNDATIONS
OUT AT WORK ("ALL OR MOST OF THEM")	52.5%	30.7%	42.3%
PARTIALLY OUT AT WORK ("SOME OF THEM"/"A FEW OF THEM")	33.7%	47.7%	40.2%
NOT OUT AT WORK ("NONE OF THEM")	10.9%	15.9%	13.2%
DECLINE TO RESPOND	3.0%	5.7%	4.2%

By comparison, the Human Rights Campaign Foundation has found that 46 percent of the LGBTQ workforce in the United States remains in the closet.² While that finding nearly mirrors the finding for foundations with a social justice or LGBTQ focus, across all participating foundations, LGBTQ people in philanthropy appear to be more likely to be in the closet than LGBTQ people working in other sectors. LGBTQ people at foundations with another focus are significantly more likely to be in the closet.

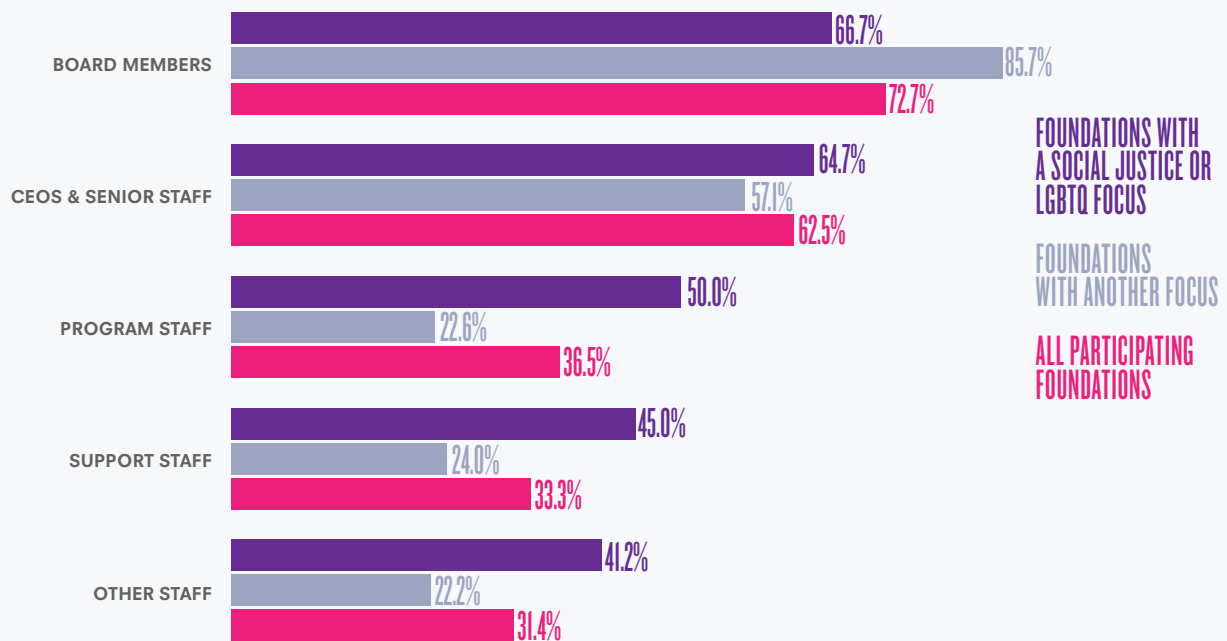
Studies of other industries have found that LGBTQ people tend to be more closeted the more junior they are in their workplace. We found that to be true in our DAPP survey as well. **The more senior an LGBTQ person in philanthropy, the more likely they are to be fully “out” in the workplace.**

² *A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide* (June 2018) Washington, D.C.: Human Rights Campaign Foundation hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide

INTERSEX PEOPLE IN PHILANTHROPY

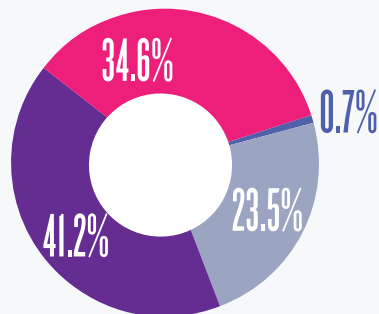
As intersex advocacy and awareness grows in the United States, we aimed to identify how many intersex people work in philanthropy with the DAPP Survey. Only 1 respondent — 0.1 percent of respondents — reported being diagnosed with an intersex condition or a Difference of Sex Development (DSD).

PERCENTAGE OF LGBTQ PEOPLE FULLY “OUT” IN PHILANTHROPY, BY ROLE

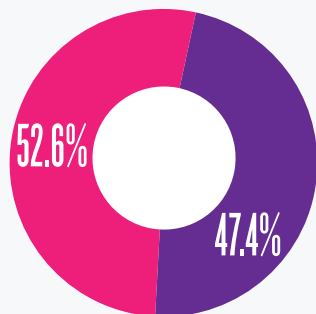


Even though LGBTQ people in philanthropy are more likely to be “out” the more senior they are, LGBTQ people in philanthropy are by and large younger than their heterosexual or straight peers. All of the transgender people in philanthropy identified by the DAPP survey were born after 1965.

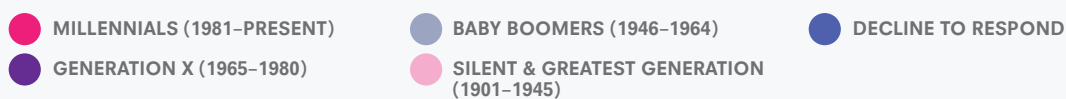
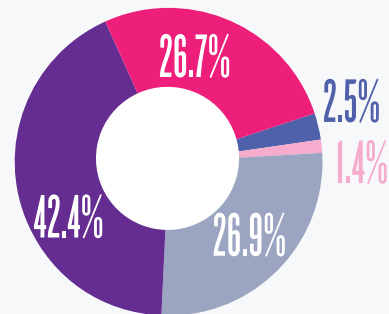
GAY, LESBIAN, AND BISEXUAL PEOPLE IN PHILANTHROPY, BY GENERATION



TRANSGENDER, GENDERQUEER, AND GENDER NON-CONFORMING PEOPLE IN PHILANTHROPY, BY GENERATION



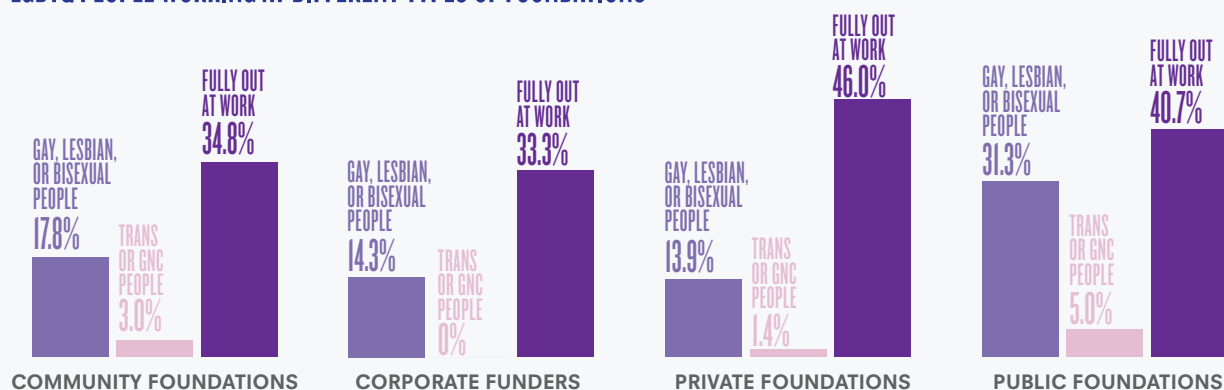
HETEROSEXUAL OR STRAIGHT PEOPLE IN PHILANTHROPY, BY GENERATION



LGBTQ people in philanthropy were equally likely to be in the closet at work whether they worked in a state where state law explicitly prohibits discrimination on the basis of sexual orientation and gender identity or one without such protections — 53.5 percent to 52.6 percent respectively.

Public foundations employed the highest percentage of LGBTQ employees, followed by community foundations. However, private foundations — which employed the lowest percentage of gay, lesbian, and bisexual employees — had the highest percentage of employees fully out in the workplace.

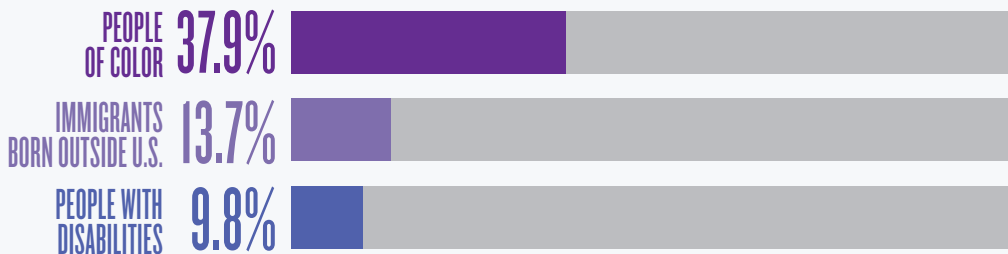
LGBTQ PEOPLE WORKING AT DIFFERENT TYPES OF FOUNDATIONS



While LGBTQ people working in philanthropy were fairly evenly represented in the philanthropic workforce across the country, one notable exception was the Midwest, where only 8.1 percent of people working in philanthropy identify as LGBTQ.

The DAPP Survey found that 37.9 percent of LGBTQ people working in philanthropy are people of color, 13.7 percent are immigrants born outside of the United States, and 9.8 percent are people with disabilities.

PERCENTAGE OF LGBTQ PEOPLE IN PHILANTHROPY, BY SELECT SUB-POPULATIONS



FEDERAL AND STATEWIDE NONDISCRIMINATION LAWS PROTECTING LGBTQ PEOPLE

NOTE: As of the writing of this report, there are no federal laws that prohibit discrimination in employment and housing on the basis of sexual orientation and gender identity. As of the writing of this report, 26 states lack state laws offering such protections. For up-to-date information on state non-discrimination laws, visit lgbtmap.org/equality-maps/non_discrimination_laws.

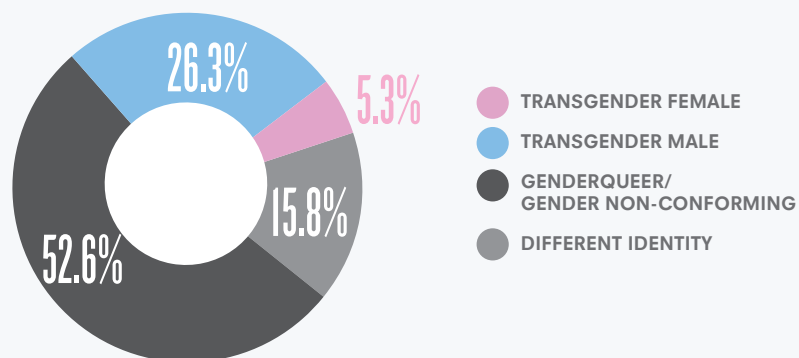
PERCENTAGE OF MEN AND WOMEN IN PHILANTHROPY, BY SEXUAL ORIENTATION



While 69.1 percent of respondents identify as women, the men who participated in the DAPP survey were more likely to identify as gay or bisexual. Across all foundations surveyed 21.8 percent of men identifying as gay or bisexual. Only 12.4 percent of women surveyed identified as lesbian or bisexual.

Among transgender, genderqueer, and gender non-conforming people in philanthropy, more than half identified as genderqueer/gender non-conforming. More than a quarter identified as trans men, and 5.3 percent identified as trans women.

PERCENTAGE OF TRANSGENDER, GENDERQUEER, AND GENDER NON-CONFORMING PEOPLE IN PHILANTHROPY³



³ Note that terms around gender identity are fluid and evolving. Transgender is an umbrella term that describes people whose gender identity and/or gender expression is different from the sex they were assigned at birth. Gender non-conforming refers to people who do not follow other people's ideas or stereotypes about how they should look or act based on the female or male sex they were assigned at birth. Genderqueer is a term used to describe a person whose gender identity is neither woman nor man and is between, beyond, or a combination of genders. Increasingly, the term nonbinary is being used as an alternative for genderqueer, but that term has been tested in fewer surveys, and so we used the term genderqueer in the DAPP survey. The Gender and Sexualities Center of the University of Texas at Austin offers an excellent directory of resources, including glossaries of terms, at diversity.utexas.edu/genderandsexuality.

HOW BIG IS THE LGBTQ POPULATION IN THE UNITED STATES?

To date, no U.S. Census has surveyed the population on sexual orientation or gender identity. While the Obama Administration intended to include such an inquiry in the 2020 census, the Trump Administration reversed the decision. As of the publishing of this report, there are no plans for any effort to track the sexual orientation and gender identity of the U.S. population in the next U.S. Census. In the absence of Census-wide data, the Williams Institute at UCLA School of Law and Gallup have conducted large-scale surveys and estimate that the LGBTQ population in this country accounts for 4.5 percent of the adult U.S. population. That figure has been growing. Still, it only reflects the “out” individuals who feel comfortable disclosing their LGBTQ identity in a telephone interview. If the proportion of “out” people taking the survey is similar to the proportion of people who are “out” in the DAPP or other anonymous workforce surveys, then LGBTQ people likely make up notably more than 4.5 percent of the U.S. population.

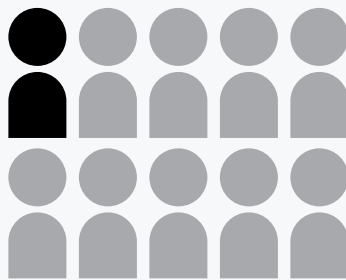
THE IMPLICATIONS

THE COST OF THE PHILANTHROPIC CLOSET

Multiple research efforts have confirmed that “out” LGBTQ employees enjoy greater job satisfaction, stronger job commitment, better health outcomes, and higher productivity when compared to “closeted” LGBTQ employees.⁴

Research suggests that “closeted” LGBTQ employees are 75 percent more likely than “out” LGBTQ employees to feel isolated in the workplace.⁵ This isolation can affect retention rates. Recent research suggests that one in ten LGBTQ people have left a job because the workplace was “not very accepting” of LGBTQ people.⁶

RETENTION RATES IN THE LGBTQ WORKFORCE



1 IN 10
LGBTQ PEOPLE
HAVE LEFT A JOB BECAUSE
THE WORKPLACE WAS
“NOT VERY ACCEPTING”

The costs of employee turnover are difficult to calculate but can be quite expensive. The Society for Human Resource Management (SHRM) notes that direct costs of turnover can range from 50 to 60 percent of an employee’s salary, with total costs ranging from 90 to 200 percent of an employee’s salary.⁷ Increased retention can save valuable resources that could be devoted to other vital functions, from grantmaking to effective capacity development.

⁴ *The Business Impact of LGBT-Supportive Workplace Policies* (May 2013) Los Angeles, CA: The Williams Institute, UCLA Law School. williamsinstitute.law.ucla.edu/wp-content/uploads/Business-Impact-of-LGBT-Policies-May-2013.pdf

⁵ *The Power of “Out”* (June 2011) New York, NY: Center for Work-Life Policy talentinnovation.org/publication.cfm?publication=1280

⁶ *A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide* (June 2018) Washington, D.C.: Human Rights Campaign Foundation hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide

⁷ *Retaining Talent: A Guide to Analyzing and Managing Employee Turnover* (2008) Alexandria, VA: SHRM. shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/Documents/Retaining-Talent.pdf

Short of leaving an organization, unwelcoming workplaces have resulted in 31 percent of LGBTQ employees feeling sad or depressed at work, and 25 percent of employees feeling distracted from their work duties. Unwelcoming workplaces resulted in one in four LGBTQ employees avoiding certain people at work and one in five LGBTQ people avoiding special events at work — such as lunches, happy hours, or holiday parties.⁸ Loss of productivity and lower employee engagement is bad for any employer.

IMPACT OF UNWELCOMING WORKPLACES FOR LGBTQ PEOPLE



While popular culture often depicts the LGBTQ community as wealthy, evidence-based research shows that LGBT people are disproportionately poor and suffer higher rates of unemployment. The myth of gay affluence distorts perceptions and obscures the reality that one in four LGBT people struggle to put food on the table, and more than one-third of LGBT adults make less than \$24,000 a year.^{9, 10}

These alarming disparities are compounded by a lack of legal protections. As of the writing of this report, there is no federal law explicitly protecting LGBTQ people from being unfairly fired, not hired, or discriminated against in the workplace on the basis of sexual orientation or gender identity. Twenty-six states also lack explicit legal protections for LGBTQ people in the workplace.¹¹ As a result, an estimated 48 percent of LGBTQ people live in areas with no formal workplace protections.¹²

⁸ *A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide* (June 2018) Washington, D.C.: Human Rights Campaign Foundation hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide

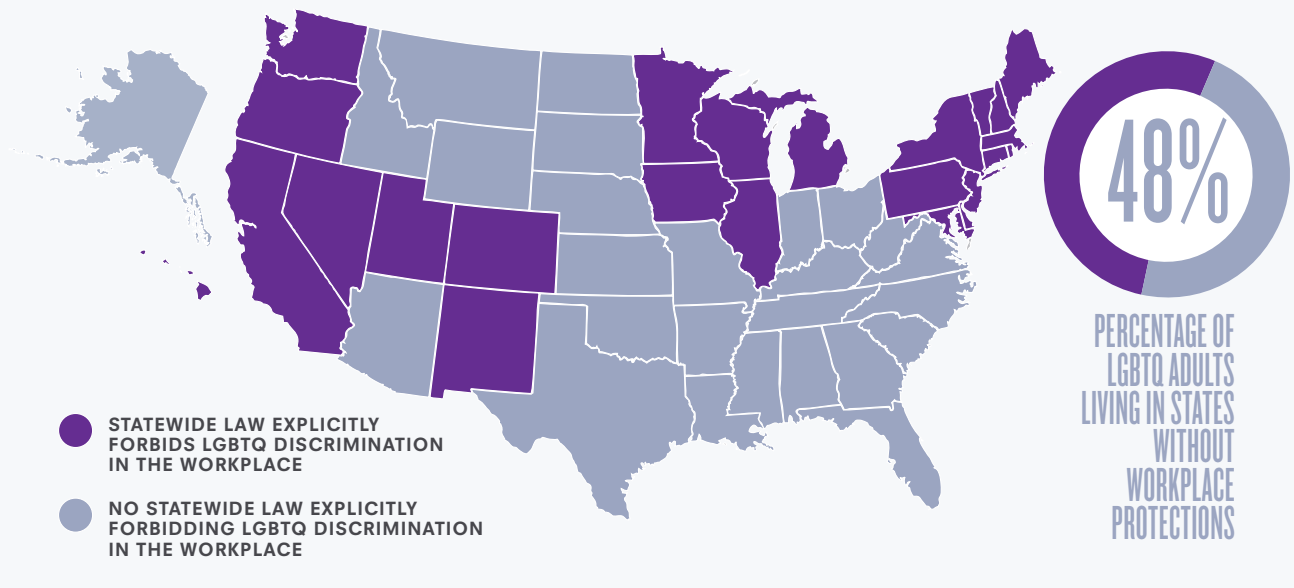
⁹ *Food Insecurity and SNAP Participation in the LGBT Community* (July 2016) Los Angeles, CA: The Williams Institute at UCLA Law School. williamsinstitute.law.ucla.edu/wp-content/uploads/Food-Insecurity-and-SNAP-Participation-in-the-LGBT-Community.pdf

¹⁰ "Special Report: 3.4% of U.S. Adults Identify as LGBT" (October 2012) Washington, D.C.: Gallup. news.gallup.com/poll/158066/special-report-adults-identify-lgbt.aspx

¹¹ *Equality Maps: State Non-Discrimination Laws* (September 2018) Denver, CO: Movement Advancement Project. lgbtmap.org/equality-maps/non_discrimination_laws

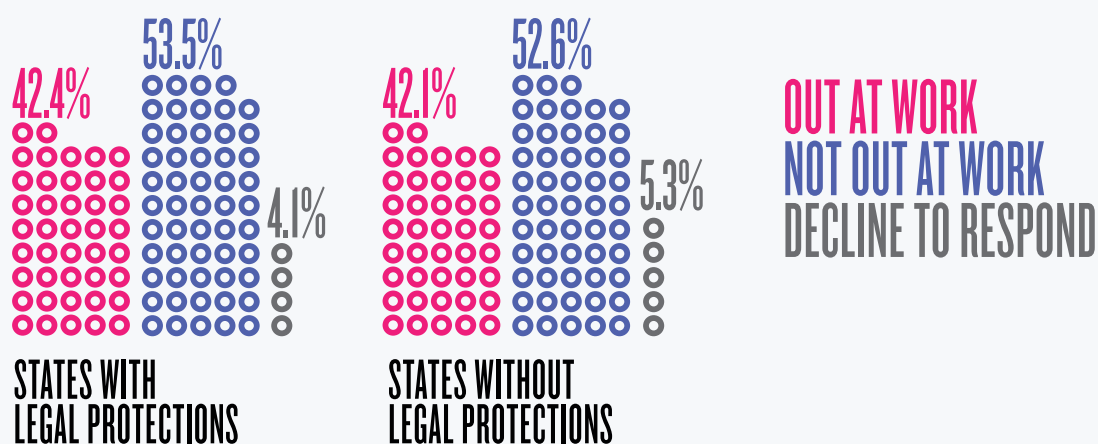
¹² *Equality Maps: State Non-Discrimination Laws* (September 2018) Denver, CO: Movement Advancement Project. lgbtmap.org/equality-maps/non_discrimination_laws

LGBTQ PEOPLE AND LEGAL WORKPLACE PROTECTIONS



However, the status of legal protections did not seem to impact the whether or not an LGBTQ person in philanthropy was “out” or not. In states with protections, 53.5 percent of LGBTQ people in philanthropy were in the closet. In states without protections, with 52.6 percent of LGBTQ people in philanthropy were in the closet. Nevertheless, the lack of legal protections — combined with the disparities faced by LGBTQ communities — highlights the urgency for philanthropy to ensure that LGBTQ people are made to feel safe and supported in their employment.

OUT AT WORK WITH AND WITHOUT LEGAL WORKPLACE PROTECTIONS



CONCLUSIONS & RECOMMENDATIONS

WHERE DO WE GO FROM HERE?

This report reveals that as much as 16 percent of people working in philanthropy identify as lesbian, gay, bisexual, transgender, or queer. However, the majority are in the closet.

This report makes clear that philanthropy has the opportunity to better support LGBTQ people in the workforce and nurture more LGBTQ-inclusive environments. Funders for LGBTQ Issues has identified the following recommendations for grantmakers seeking to be more LGBTQ-inclusive, which include:



Make sure that your institution's non-discrimination policies explicitly include protections based on sexual orientation, gender identity, and gender expression.



Conduct targeted outreach to LGBTQ communities in your recruitment for staff roles, board positions, and committee opportunities.



Make sure that your human resources policies are LGBTQ-friendly, such as ensuring that your health insurance coverage provides benefits for LGBTQ families and covers transition-related healthcare costs for transgender employees.



Treat LGBTQ discrimination the same way you would treat racial or gender discrimination.



Provide trainings on LGBTQ issues and create a culture where ongoing learning around cultural competency is not only encouraged but expected.

This study was intentionally designed as a pilot to fill the gap in knowledge as to the philanthropic sector's composition in terms of sexual orientation and gender identity. The high response rate has demonstrated that it is possible to collect accurate data on all identity categories while protecting anonymity. Our hope is that future efforts will build on this study as we collectively work to develop a clearer understanding of the diversity of the philanthropic sector along a wide range of identities — and, ultimately, to foster a sector that reflects the rich diversity of the communities that we serve.

APPENDIX A

FOUNDATIONS PARTICIPATING IN THE DIVERSITY AMONG PHILANTHROPIC PROFESSIONALS (DAPP) SURVEY

American Jewish World Service
The Baltimore Community Foundation
The Blandin Foundation
David Bohnett Foundation
The Boston Foundation
Bush Foundation
The California Endowment
Margaret A. Cargill Philanthropies
Carnegie Foundation of New York
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Marguerite Casey Foundation
The Cleveland Foundation
Community Foundation for Southern Arizona
Foundation for a Healthy St. Petersburg
Foundation for a Just Society
Gill Foundation
Evelyn and Walter Haas, Jr. Fund
Horizons Foundation

Johnson Family Foundation
The Kresge Foundation
Levi Strauss Foundation
Lumina Foundation
The McKnight Foundation
Meyer Memorial Trust
North Star Fund
Northwest Area Foundation
Oregon Community Foundation
Polk Bros. Foundation
Proteus Fund
Mary Reynolds Babcock Foundation
Winthrop Rockefeller Foundation
Santa Fe Community Foundation
Social Venture Partners Cleveland
Tides Foundation
Wellspring Philanthropic Fund
The Women's Fund of Central Ohio

APPENDIX B

DAPP SURVEY QUESTIONS ON SEXUAL ORIENTATION AND GENDER IDENTITY

The following questions are verbatim how the Diversity Among Philanthropic Professionals (DAPP) Survey asked about sexual orientation and gender identity.

The language draws on recommendations laid out by the **Williams Institute at UCLA Law School**. The gender identity questions rely on *Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys* and the sexual orientation questions draw from *Best Practices for Asking Questions about Sexual Orientation on Surveys*. The question about intersex status was developed in consultation with **interACT: Advocates for Intersex Youth**.

We encourage others to use similar language in surveying about sexual orientation and gender identity.

GENDER & GENDER IDENTITY

ASSIGNED AT BIRTH

What sex were you assigned at birth, on your original birth certificate?

- ☐ Male
- ☐ Female
- ☐ I decline to state

CURRENT GENDER IDENTITY

How do you describe yourself? Please check all that apply.

- ☐ Male
- ☐ Female
- ☐ Transgender Male
- ☐ Transgender Female
- ☐ Genderqueer/ Gender non-conforming
- ☐ Different identity (please state below)
- ☐ I decline to state

Do you describe your gender identity in any other way? If yes, please describe.

SEX CHARACTERISTICS

CURRENT GENDER IDENTITY

Have you been diagnosed with an intersex condition or a Difference of Sex Development (DSD)?

- ☐ Yes
- ☐ No
- ☐ I decline to state

SEXUAL ORIENTATION

Do you consider yourself to be (check all that apply):

- ☐ Heterosexual or straight
- ☐ Gay or lesbian
- ☐ Bisexual
- ☐ I decline to state

Do you describe your sexual orientation or identity in any other way? If yes, please describe.

OUTNESS

[If respondent answers "Transgender Male", "Transgender Female", or "Genderqueer/Gender non- conforming" in the gender identity question, OR "Gay or lesbian" or "Bisexual", in the sexual orientation question, the question below appears]

All in all, thinking about the people you interact with regularly in your professional life, how many are aware that you identify as LGBTQ?

- ☐ All or most of them
- ☐ Some of them
- ☐ Only a few of them
- ☐ None of them
- ☐ I decline to state

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FUNDERS FOR LGBTQ ISSUES works to increase the scale and impact of philanthropic resources aimed at enhancing the well-being of lesbian, gay, bisexual, transgender and queer communities, promoting equity and advancing racial, economic and gender justice.

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