

THE PHILANTHROPIC CLOSET

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%

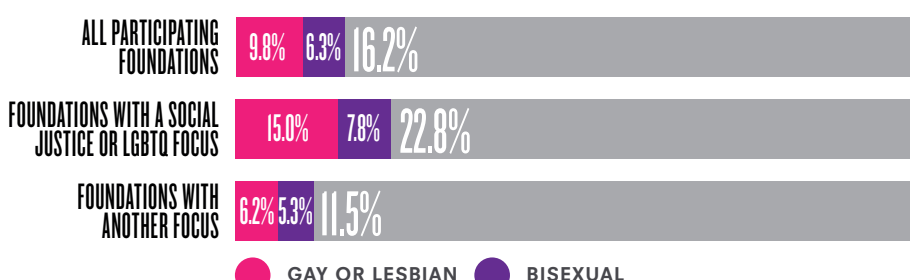
CONFIDENCE LEVEL

(the findings are statistically significant)

THE FINDINGS & IMPLICATIONS

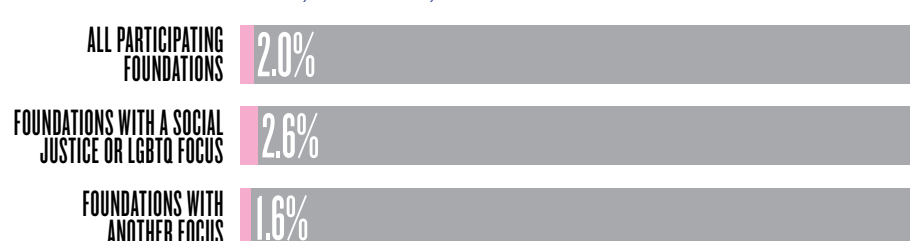
PERCENTAGE OF GAY, LESBIAN, AND BISEXUAL PEOPLE IN PHILANTHROPY

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.

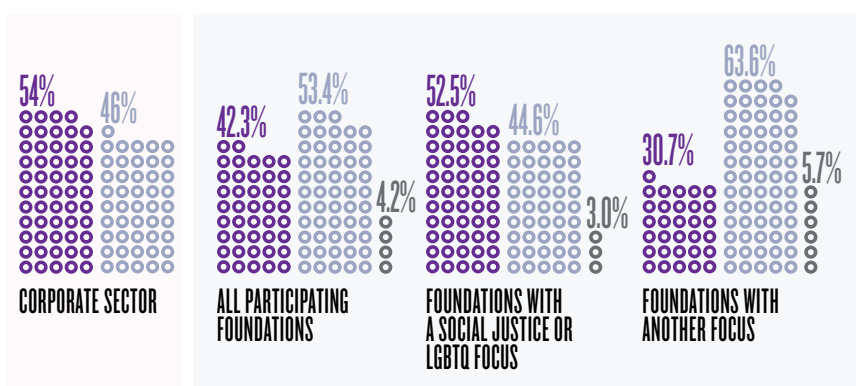


The DAPP Survey found that **transgender, genderqueer, and gender non-conforming people account for 2.0 percent of people on the staff or board of participating foundations.** But once again, the percentage varied depending on a foundation's focus.

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



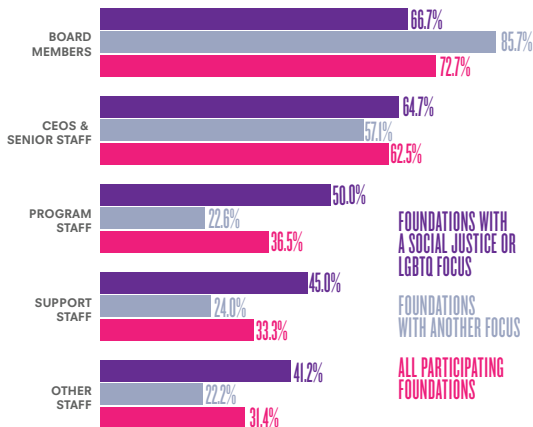
PERCENTAGE OF LGBTQ PEOPLE FULLY "OUT"



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



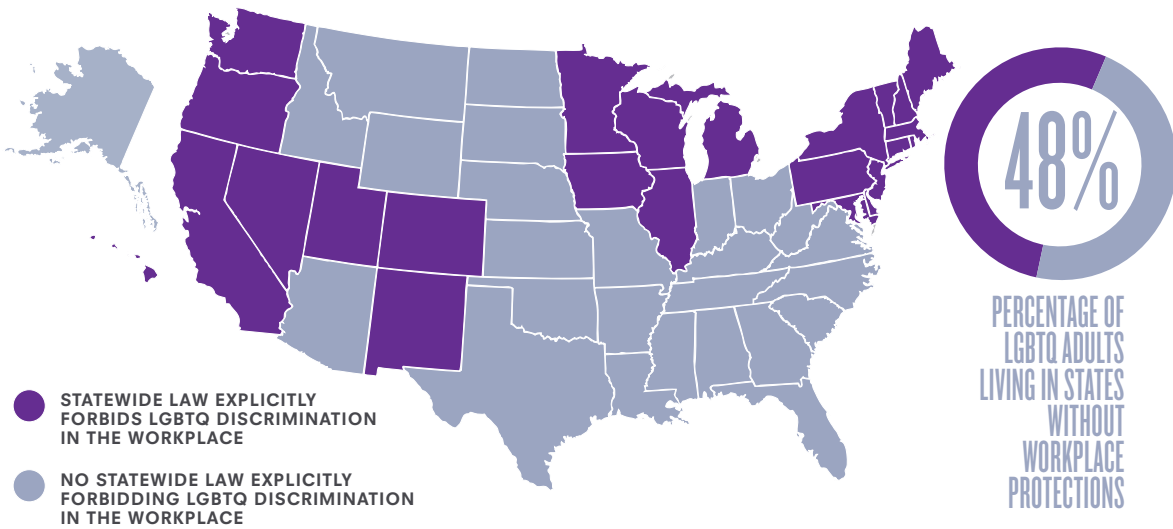
Multiple research efforts have confirmed that "out" LGBTQ employees enjoy greater job satisfaction, stronger job commitment, better health outcomes, and higher productivity when compared to "closeted" LGBTQ employees.

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.



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



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



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



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.

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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