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.

But once again, the percentage varied depending on a foundation’s focus.

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

The DAPP Survey found that the majority of LGBTQ people working in the corporate sector are "not."