

The 2018 Diversity Among Philanthropic Professionals Report

A Tale of
Two Sectors

CHANGE
PHILANTHROPY



Emerging Practitioners
in Philanthropy



FUNDERS FOR
LGBTQ
ISSUES

How Diverse Is the Philanthropic Workforce?

To answer this question, Funders for LGBTQ Issues conducted the inaugural **Diversity Among Philanthropic Professionals (DAPP) Survey** administered by SMU DataArts, and funded by the Evelyn and Walter Haas, Jr. Fund.



FOUNDATIONS PARTICIPATED



INDIVIDUALS RESPONDED



RESPONSE RATE ACHIEVED

(exceptionally high for this type of survey)



CONFIDENCE LEVEL

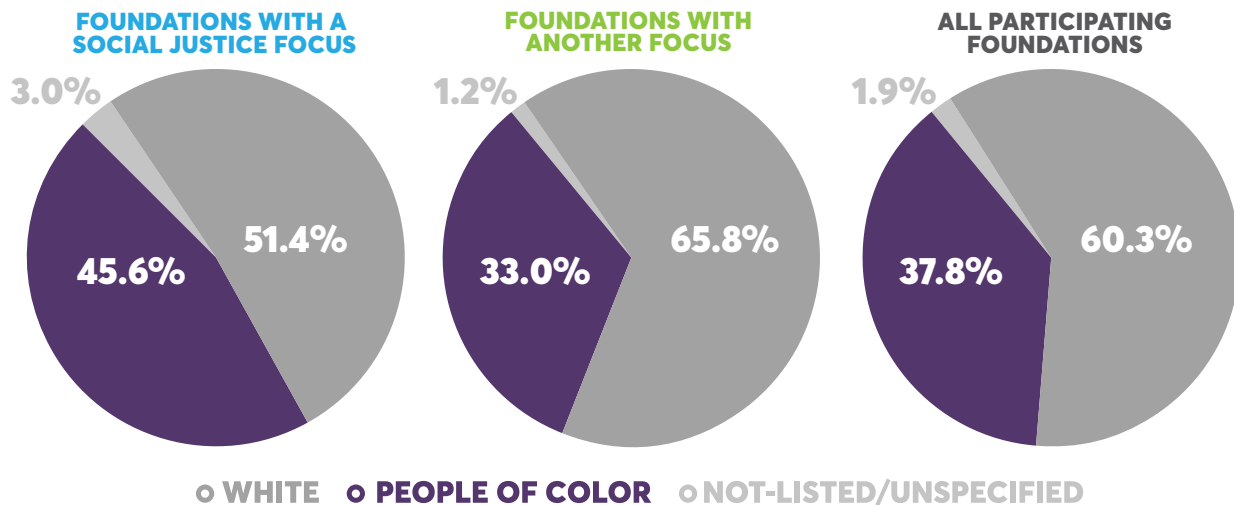
(the findings are statistically significant)

The Findings

The DAPP Survey found that **people of color account for 37.8 percent of people on the staff or board of participating foundations**. However, the percentage varied depending on a foundation's focus.

In particular, people of color accounted for the majority — **56.4 percent** — of the program staff at foundations with a **social justice focus**. Whereas at foundations with another focus, people of color made up less than one third of the program staff — at 32.4 percent.

PERCENTAGE OF PEOPLE OF COLOR IN PHILANTHROPY



Across all participating foundations, **69.5 percent of the staff and board identified as female**, **28.2 percent identified as male**, and **2.0 percent identified as transgender, genderqueer, or gender non-conforming**.

GENDER IN PHILANTHROPY

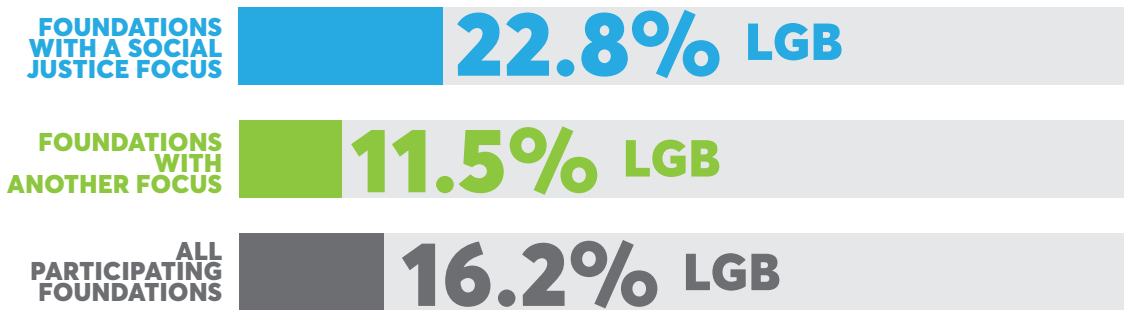


GENDER IDENTITY & EXPRESSION IN PHILANTHROPY



Across all participating foundations, 16.2 percent of the staff and board identified as gay, lesbian, or bisexual. **However, at foundations with a social justice or LGBTQ focus, they accounted for 22.8 percent of the staff and board.** At foundations with another focus, they accounted for 11.5 percent of the staff and board.*

PERCENTAGE OF LGB PEOPLE IN PHILANTHROPY



More than 1 in 20 people on the staff and board of participating foundations identified as a person with a disability.

PERCENTAGE OF PEOPLE WITH DISABILITIES IN PHILANTHROPY



More than 1 in 10 were born outside of the United States.

PERCENTAGE OF PEOPLE IN PHILANTHROPY BORN OUTSIDE U.S.



Recommendations



Make sure that your institution's nondiscrimination policies explicitly **include protections based on ability, age, gender expression and identity, immigration status, race and ethnicity, religion, sex, and sexual orientation.** Consider participating in Ban the Box, the initiative to end the practice of asking about criminal records as part of hiring processes.



Make sure that your human resources policies support a diverse workforce, such as ensuring that your benefits package provides adequate leave time supportive of a diverse range of family configurations and makes appropriate accommodations for people with differing abilities.



Conduct targeted outreach to communities of color, LGBTQ communities, women and other underrepresented communities in your recruitment for staff roles, board positions, and committee opportunities.



Provide trainings on diversity, equity, and inclusion and create a culture where ongoing learning around cultural competency is not only encouraged but expected.



Develop retention strategies to assure that a diverse range of employees feel supportive and affirmed in bringing their full selves to work.



Engage in an ongoing institution-wide process to embed diversity, equity, and social justice across all aspects of the organization, including the board level, human resources, grantmaking, communications and thought leadership, and organization-wide learning and evaluation.

NOTE: For more on the sexual orientation and gender identity findings from the Diversity Among Philanthropic Professionals (DAPP) Survey, see *The Philanthropic Closet: LGBTQ People in Philanthropy* (2018) from Funders for LGBTQ Issues.

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INTRODUCTION

A Tale of Two Sectors

In 2018, Funders for LGBTQ Issues set out to survey the board and staff of foundations in order to identify how many LGBTQ people worked in philanthropy. In the process, the organization realized that it had an opportunity to not only ask about sexual orientation and gender identity but also to inquire about a range of personal identifiers. With the inaugural Diversity Among Philanthropic Professionals (DAPP) Survey, Funders for LGBTQ Issues asked participants to identify their role within their foundation, their age, gender identity, sexual orientation, race and ethnicity, and disability status. This report lays out the results of the DAPP survey in aggregate form.

The results of the DAPP Survey revealed a clear divide in the sector between foundations with a social justice focus and those with another focus. To that end, this report is largely a tale of two sectors.

Foundations with a social justice focus — meaning their mission statement included the key words or phrases “equity,” “just society,” “social change,” or “social justice” — were far more diverse than foundations with another focus - for example foundations focused on economic opportunity, education, or health and whose mission statements did not include one of the aforementioned key words.

People of color made up 45.6 percent of the staff and board at foundations with a social justice focus, compared to 33 percent of the staff and board at foundations with another focus. Gay, lesbian, and bisexual people accounted for 22.8 percent of the staff and board at foundations with a social justice or LGBTQ focus, versus 11.5 percent of the staff and board at foundations

“It was the norm of philanthropy, it was the edge of philanthropy, it was the age of advancement, it was the age of complicity, it was the epoch of courage, it was the epoch of safety, it was the season of equity, it was the season of equality . . . *The Tale of Two Sectors* highlights that the path towards inclusivity requires an explicit commitment to equity. It is the challenge to each foundation to choose how their journey will embody community.”

— **CARLY HARE, NATIONAL DIRECTOR/COALITION CATALYST,
CHANGE PHILANTHROPY**

with another focus.¹ People with disabilities represented 8.8 percent of the staff and board at foundations with a social justice focus, and 4.8 percent of the staff and board at foundations with another focus.

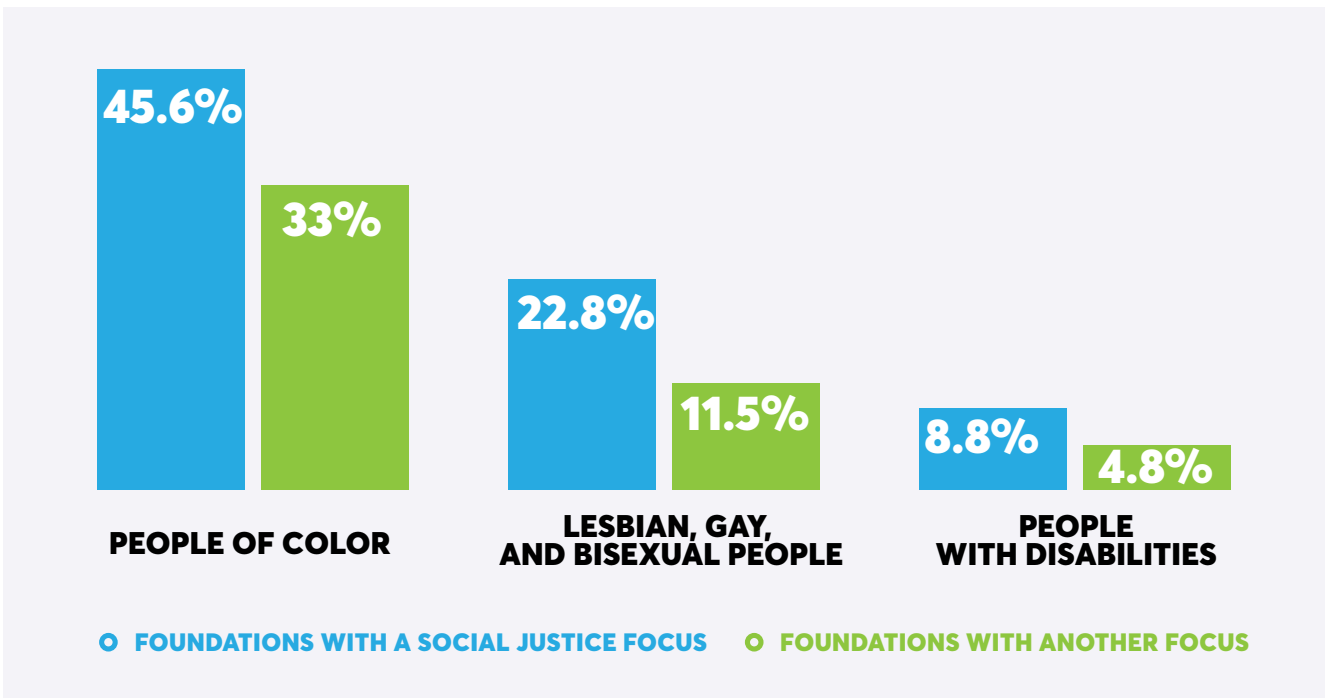
"A Tale of Two Sectors is non-fiction, and a happy ending is totally within our hands to write. A diverse cast of characters is a 'must have' to make the most compelling 'true story' of social justice. For the love of humanity, let's co-author a new tale of philanthropy together!"

**— PAT ENG, PRESIDENT & CEO, ASIAN AMERICANS/
PACIFIC ISLANDERS IN PHILANTHROPY (AAPIP)**

These differences in diversity can have a range of implications, not the least of which is the impact on funding. Many philanthropic leaders seeking to advance diversity, equity and inclusion have long recognized the importance of building a sector that reflects the full diversity of the communities they hope to serve and impact. They have understood the ways in which having staff with particular lived experiences can better inform grantmaking decisions to help drive change.

With these findings, we hope the philanthropic sector will candidly assess where it is succeeding in areas of diversity and where it could make improvements. Every person and institution has a journey to take in realizing the best version of themselves. With this new information about the demographics of the philanthropic workforce, what will philanthropy do?

PERCENTAGES OF PEOPLE OF COLOR, LGB PEOPLE, AND PEOPLE WITH DISABILITIES IN PHILANTHROPY



¹ NOTE: In order to more accurately identify differences in the sexual orientation and gender identity breakdown of people working in philanthropy, we have here and elsewhere in the report included foundations with an explicit "LGBTQ" focus to our social justice foundations category. As such, when it is indicated that the group consists of foundations with social justice or LGBTQ focus it means that cohort of foundations has mission statements that include the keywords "LGBTQ" — or any one part of the LGBTQ acronym — "justice," "social change," or "social justice."

METHODOLOGY

Diversity Among Philanthropic Professionals 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**.

Funders for LGBTQ Issues undertook the DAPP Survey because previous studies of the composition of the philanthropic workforce 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 collected internally, usually by the human resources departments, as opposed to surveying individual board and staff members directly. 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 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 sent directly to the board and staff, with all data collected, administered, and analyzed by a third party. To do so, Funders for LGBTQ Issues 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 securely and completely anonymously.

A wide variety of grantmaking institutions were invited to participate in the survey through multiple channels. Funders for LGBTQ Issues staff presented to several networks of human resources directors in philanthropy, particularly those representing large foundations. All 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 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 participants' seniority within their organization, their 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 of the University of California — Los Angeles (UCLA) School of Law, which drew on an expert panel and evidence-based research.² 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 9, 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 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.

As Funders for LGBTQ Issues staff reviewed the initial dataset from the survey, they noted a higher level of diversity among a sub-set of participating foundations, particularly those with a social justice focus. Researchers developed the hypothesis that foundations with a social justice mission had more diverse staffs and boards than other foundations. To test this hypothesis, researchers reviewed the missions of all participating foundations. If a foundation's mission contained the key words or phrases "equity," "just society," "social change," or "social justice," the foundation was coded in the category of "foundations with a social justice focus." Note that this analysis was intended

² 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 of which are available at williamsinstitute.law.ucla.edu.

solely for the purposes of exploring the apparent variance in diversity among foundations' staffs and boards, not as an assessment of the value of any one particular mission or theory of change in comparison to any other; the other foundations in the data set pursue valuable missions ranging from education and health to poverty and peace. Analysis of the data based on this categorization found the hypothesis to be correct: there was a statistically significant difference between foundations with a social justice focus and other foundations, with a higher percentage of LGBTQ people, people of color, and people with disabilities at social justice foundations.

The dataset also included several foundations with LGBTQ-specific missions. Some of these funders also had a social justice focus, according to the definition above. Others did not meet the above criteria for "foundations with a social justice focus," because their missions broadly focused on improving the wellbeing of LGBTQ communities. LGBTQ-focused foundations without a social justice mission had a higher level of representation of LGBTQ people, but not of people of color. In order to capture these nuances, this report's analysis of demographics by sexual orientation and gender identity combines foundations with an LGBTQ or social justice focus into one category, which is then compared to all other 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. This subset of foundations — those that have a social justice mission and others — are more likely to be more 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.

THE FINDINGS

Race & Ethnicity

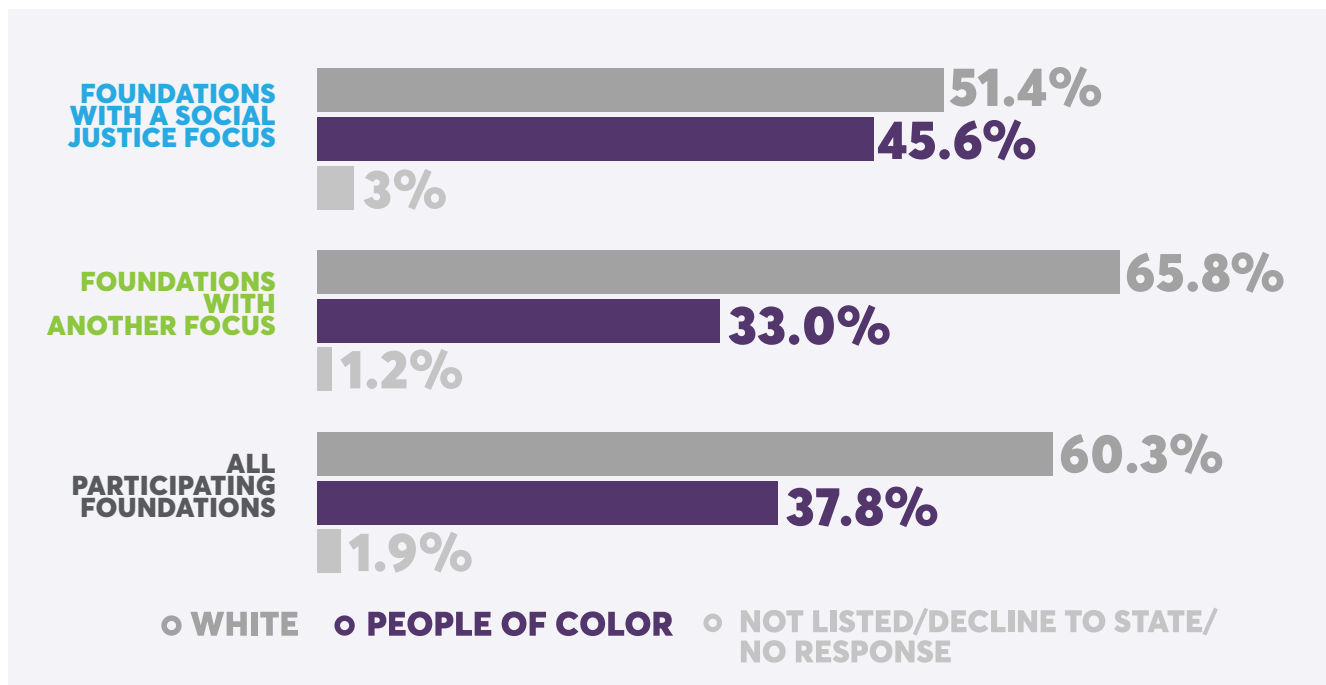
The inaugural Diversity Among Philanthropic Professionals (DAPP) Survey found that people of color account for 37.8 percent of the staff and board at participating foundations. However, that percentage varied depending on a foundation's focus.

Noting our high response rate from foundations that have a social justice aligned mission, we disaggregated the data from participating foundations into two sets of funders — those with social justice focus and those with another focus. A participating foundation was categorized as having a social justice focus if their mission statement included the key words or phrases "equity," "just society," "social change," or "social justice." Foundations with another focus include grantmakers committed to the arts, economic opportunity, education, general health and wellbeing, and more.

People of color accounted for 45.6 percent of the staff and board at foundations with a social justice focus and 33.0 percent of the staff and board at foundations with another focus.

Across all participating foundations, people of color were best represented at public foundations, where they accounted for 47.5 percent of the staff and board. On the opposite end of the spectrum, people of color made up only 26.4 percent of the staff and board at community foundations.

PERCENTAGE OF PEOPLE OF COLOR IN PHILANTHROPY, BY FOUNDATION FOCUS



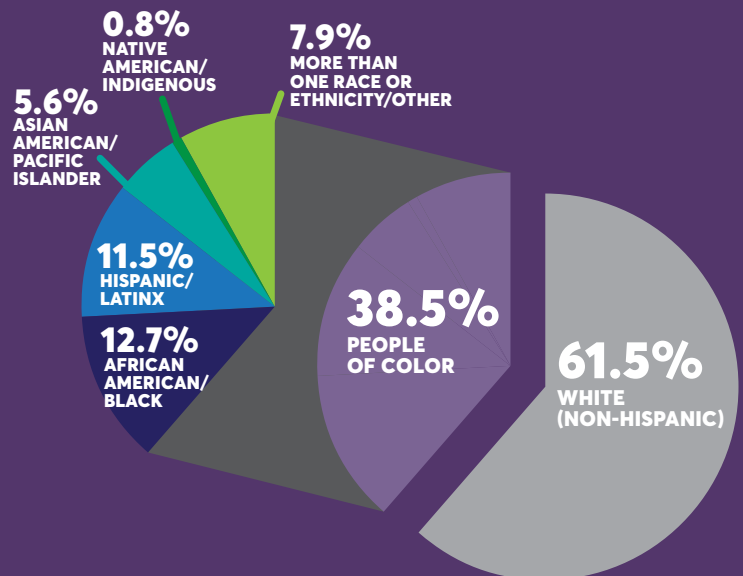
RACE & ETHNICITY, BY FOUNDATION FOCUS

	FOUNDATIONS WITH A SOCIAL JUSTICE FOCUS	FOUNDATIONS WITH ANOTHER FOCUS	ALL PARTICIPATING FOUNDATIONS
WHITE (NON-HISPANIC)	51.4%	65.8%	60.3%
PEOPLE OF COLOR (TOTAL)	45.6%	33.0%	37.8%
AFRICAN AMERICAN/BLACK	9.1%	12.3%	11.1%
ASIAN AMERICAN/PACIFIC ISLANDER	11.6%	7.2%	8.9%
HISPANIC/LATINX	11.9%	2.9%	6.3%
MIDDLE EASTERN	0.0%	0.7%	0.4%
NATIVE AMERICAN/INDIGENOUS	0.8%	2.1%	1.6%
MORE THAN ONE RACE OR ETHNICITY	12.2%	7.9%	9.5%
NOT LISTED	1.7%	0.3%	0.8%
DECLINE TO STATE/NO RESPONSE	1.4%	0.9%	1.1%

DID YOU KNOW?

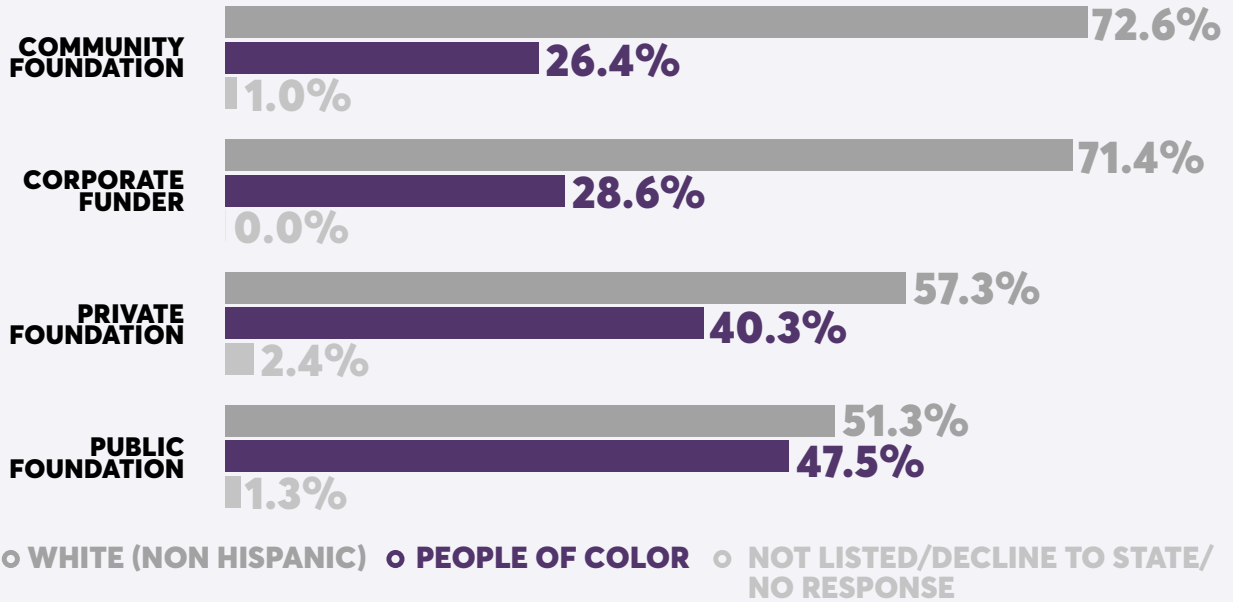
According to the U.S. Census Bureau's 2017 American Community Survey, **38.5 percent of the country is people of color** and 61.5 percent is white.³

RACE & ETHNICITY IN THE U.S.



3 U.S. Census Bureau. (2017). American Community Survey 5-Year Estimates, Table S0501 [Data file]. Available from <http://factfinder.census.gov>.

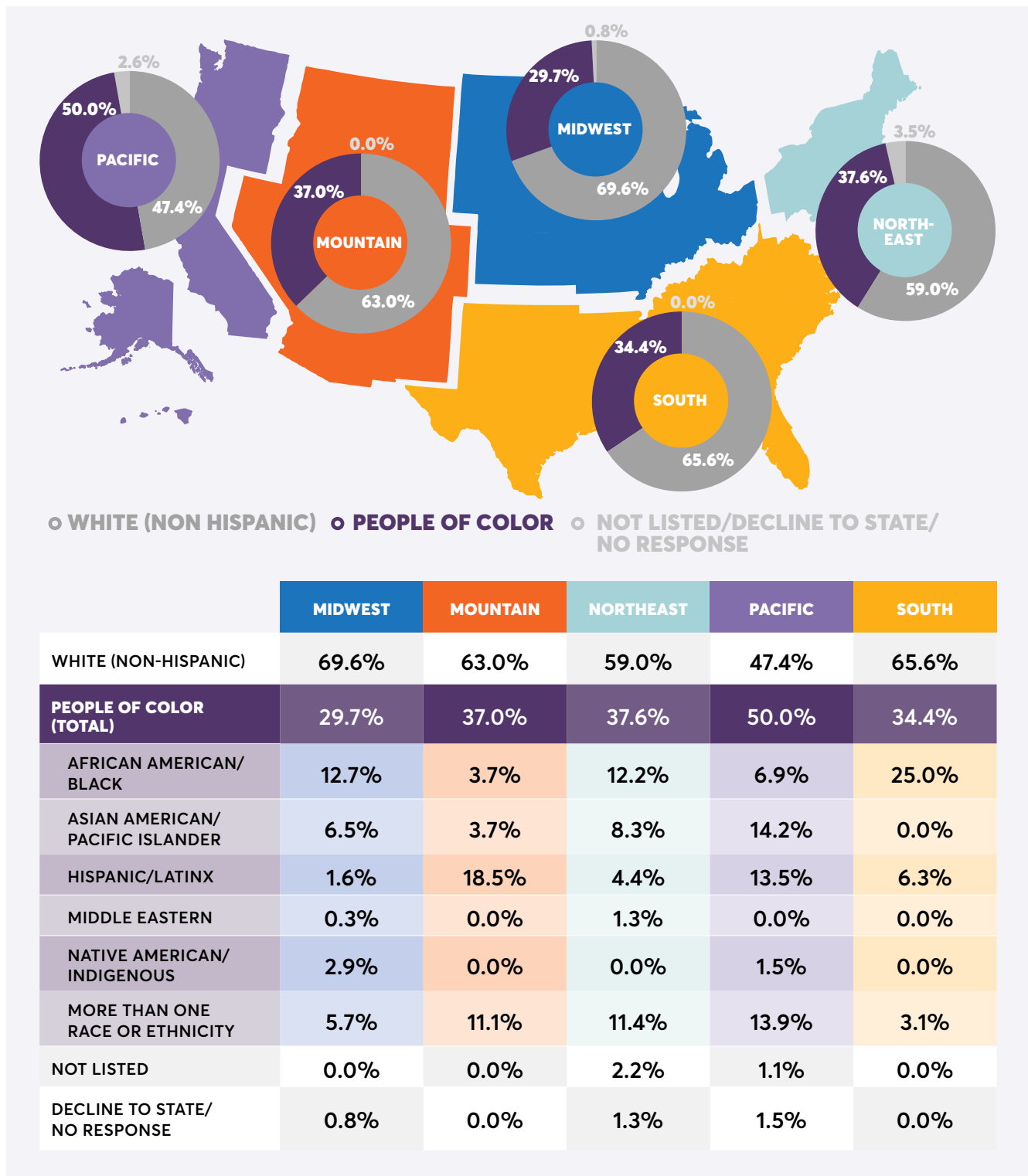
RACE & ETHNICITY, BY FOUNDATION TYPE



	COMMUNITY FOUNDATION	CORPORATE FUNDER	PRIVATE FOUNDATION	PUBLIC FOUNDATION
WHITE (NON-HISPANIC)	72.6%	71.4%	57.3%	51.3%
PEOPLE OF COLOR (TOTAL)	26.4%	28.6%	40.3%	47.5%
AFRICAN AMERICAN/BLACK	8.1%	14.3%	12.3%	7.5%
ASIAN AMERICAN/PACIFIC ISLANDER	5.1%	4.8%	9.1%	17.5%
HISPANIC/LATINX	3.6%	0.0%	6.9%	10.0%
MIDDLE EASTERN	0.0%	0.0%	0.6%	0.0%
NATIVE AMERICAN/INDIGENOUS	0.5%	0.0%	2.2%	0.0%
MORE THAN ONE RACE OR ETHNICITY	9.1%	9.5%	9.2%	12.5%
NOT LISTED	1.0%	0.0%	0.8%	1.3%
DECLINE TO STATE/NO RESPONSE	0.0%	0.0%	1.6%	0.0%

Regionally, people of color accounted for 50 percent of the staff and board for participating foundations headquartered in the Pacific.⁴

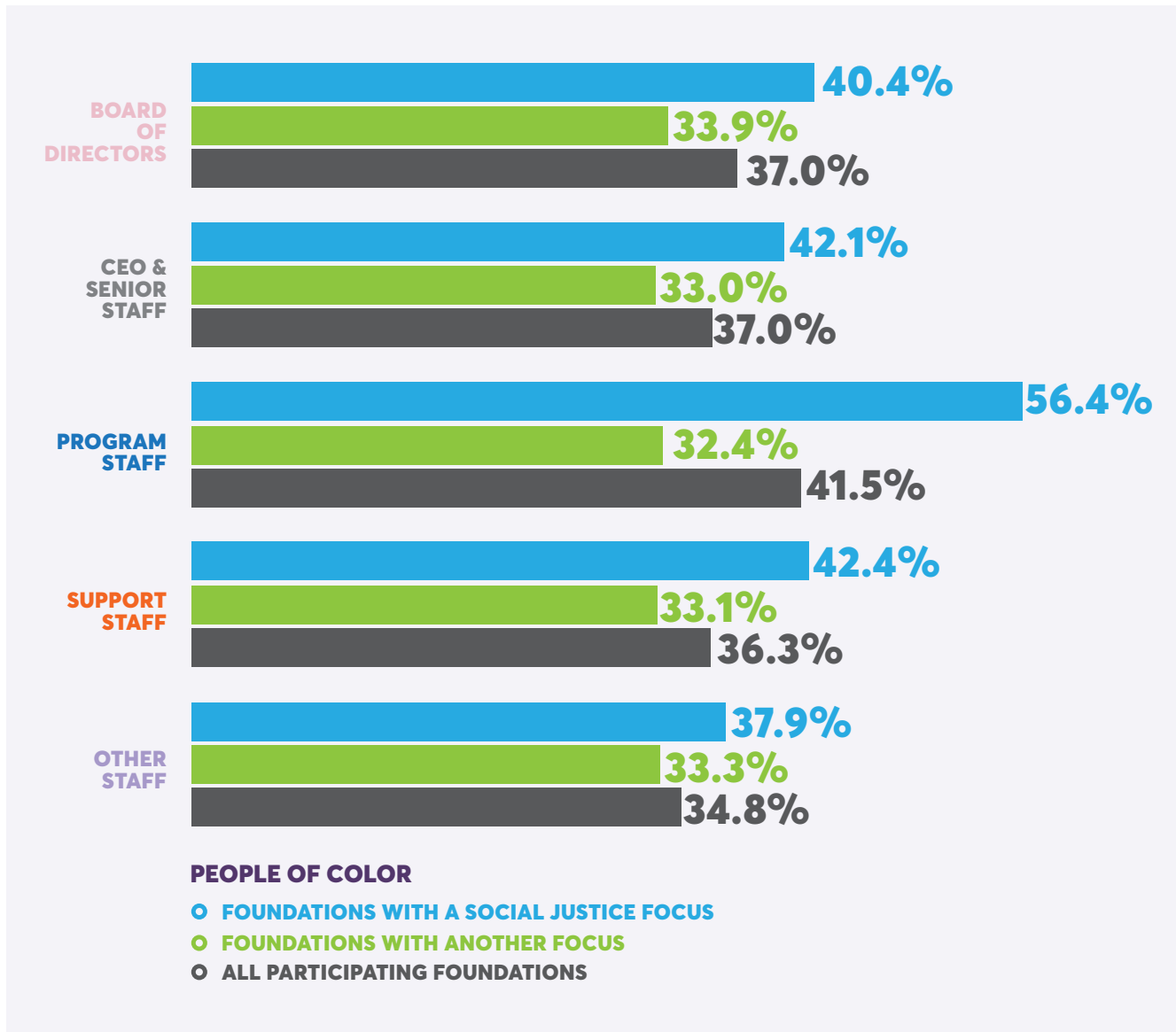
RACE & ETHNICITY, BY GEOGRAPHIC REGION



4 For the purposes of this report, the Pacific includes: Alaska, California, Hawaii, Oregon, and Washington. The Midwest includes: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming. The Northeast includes: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont. And the South includes: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, Oklahoma, North Carolina, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

At all levels of employment, people at foundations with a social justice focus were more racially diverse than people at foundations with another focus. The program staff at foundations with a social justice focus were majority people of color — at 56.4 percent. Whereas at foundations with another focus, people of color made up less than one third of the program staff — at 32.4 percent.

PERCENTAGE OF PEOPLE OF COLOR IN VARIOUS ROLES, BY FOUNDATION FOCUS



“There is so much rich data to fully explore in this DAPP report. As funders deepen their understanding that diversity, inclusion and equity are directly tied to impact, they should see signals showing that if they want to move forward effectively, they will keep trending upward with more POC and LGBTQ staff and board members.”

— LORI VILLAROSA, EXECUTIVE DIRECTOR,
PHILANTHROPIC INITIATIVE FOR RACIAL EQUITY

RACE & ETHNICITY, BY ROLES

FOUNDATIONS WITH A SOCIAL JUSTICE FOCUS

	BOARD OF DIRECTORS	CEO & SENIOR STAFF	PROGRAM STAFF	SUPPORT STAFF	OTHER STAFF
WHITE (NON-HISPANIC)	53.8%	56.6%	39.1%	56.1%	60.3%
PEOPLE OF COLOR (TOTAL)	40.4%	42.1%	56.4%	42.4%	37.8%
AFRICAN AMERICAN/BLACK	15.4%	9.2%	11.8%	3.0%	5.2%
ASIAN AMERICAN/PACIFIC ISLANDER	3.8%	14.5%	10.9%	13.6%	13.8%
HISPANIC/LATINX	9.6%	7.9%	13.6%	16.7%	10.3%
MIDDLE EASTERN	0.0%	0.0%	0.0%	0.0%	0.0%
NATIVE AMERICAN/INDIGENOUS	1.9%	1.3%	0.9%	0.0%	0.0%
MORE THAN ONE RACE OR ETHNICITY	9.2%	9.2%	19.1%	9.1%	8.6%
NOT LISTED	3.8%	0.0%	2.7%	1.5%	0.0%
DECLINE TO STATE/NO RESPONSE	1.9%	1.3%	1.8%	0.0%	1.7%

FOUNDATIONS WITH ANOTHER FOCUS

	BOARD OF DIRECTORS	CEO & SENIOR STAFF	PROGRAM STAFF	SUPPORT STAFF	OTHER STAFF
WHITE (NON-HISPANIC)	64.3%	66.0%	65.9%	66.1%	65.9%
PEOPLE OF COLOR (TOTAL)	33.9%	33.0%	32.4%	33.1%	33.3%
AFRICAN AMERICAN/BLACK	8.9%	14.0%	10.1%	15.3%	12.7%
ASIAN AMERICAN/PACIFIC ISLANDER	3.6%	6.0%	6.1%	7.3%	11.1%
HISPANIC/LATINX	0.0%	3.0%	3.9%	4.0%	1.6%
MIDDLE EASTERN	0.0%	0.0%	2.2%	0.0%	0.0%
NATIVE AMERICAN/INDIGENOUS	12.5%	1.0%	1.7%	0.8%	0.0%
MORE THAN ONE RACE OR ETHNICITY	8.9%	9.0%	8.4%	5.6%	7.9%
NOT LISTED	0.0%	0.0%	1.1%	0.0%	0.0%
DECLINE TO STATE/NO RESPONSE	1.8%	1.0%	0.6%	0.8%	0.8%

ALL PARTICIPATING FOUNDATIONS

	BOARD OF DIRECTORS	CEO & SENIOR STAFF	PROGRAM STAFF	SUPPORT STAFF	OTHER STAFF
WHITE (NON-HISPANIC)	59.3%	61.9%	55.7%	62.6%	64.1%
PEOPLE OF COLOR (TOTAL)	37.0%	37.0%	41.5%	36.3%	34.8%
AFRICAN AMERICAN/BLACK	12.0%	11.9%	10.7%	11.1%	10.3%
ASIAN AMERICAN/PACIFIC ISLANDER	3.7%	9.7%	8.0%	9.5%	12.0%
HISPANIC/LATINX	4.6%	5.1%	7.6%	8.4%	4.3%
MIDDLE EASTERN	0.0%	0.0%	1.4%	0.0%	0.0%
NATIVE AMERICAN/INDIGENOUS	7.4%	1.1%	1.4%	0.5%	0.0%
MORE THAN ONE RACE OR ETHNICITY	9.3%	9.1%	12.5%	6.8%	8.2%
NOT LISTED	1.9%	0.0%	1.7%	0.5%	0.0%
DECLINE TO STATE/NO RESPONSE	1.9%	1.1%	1.0%	0.5%	1.1%

“The DAPP findings are clear; foundations dedicated to better outcomes for ALL people are better at engaging diverse talent.”

— SUSAN TAYLOR BATTEN, PRESIDENT & CEO, ABFE — A
PHILANTHROPIC PARTNERSHIP FOR BLACK COMMUNITIES

THE FINDINGS

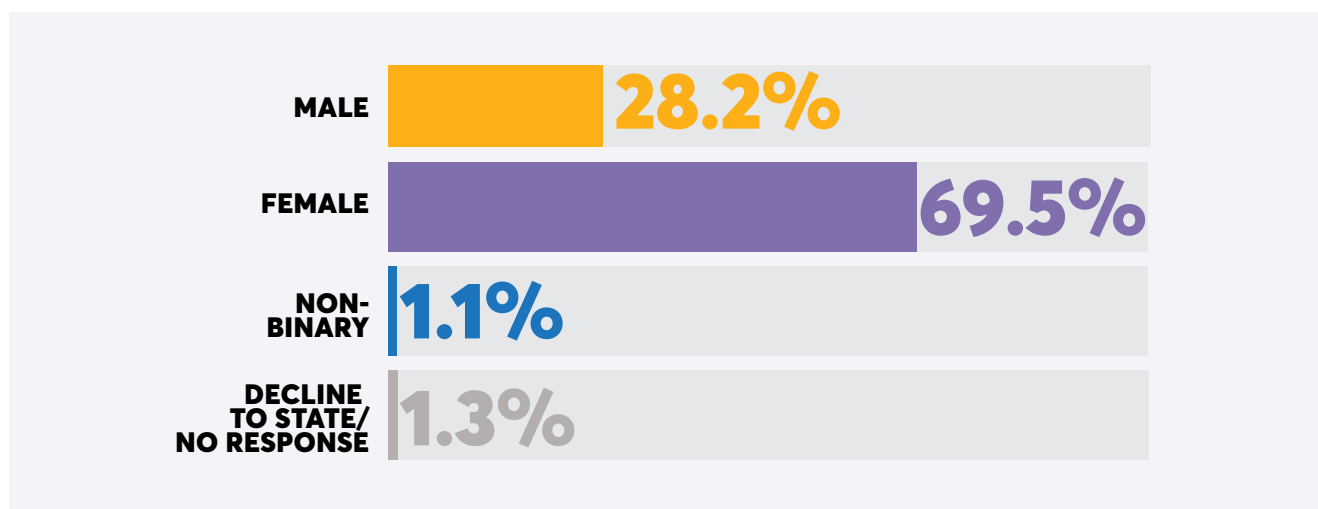
Gender, Gender Identity & Sexual Orientation

Across all participating foundations, 69.5 of staff and board identified as female, 28.2 percent as male, and 1.1 as gender nonbinary.⁵ Representation of women was generally similar across roles, ranging from 66 percent to 75 percent for program staff, senior staff, and support staff. The board level was the area where representation of women was lowest--only 44 percent.

Nearly half of women at foundations with a social justice focus were women of color. By comparison, about one-third of women at foundations with another focus were women of color.

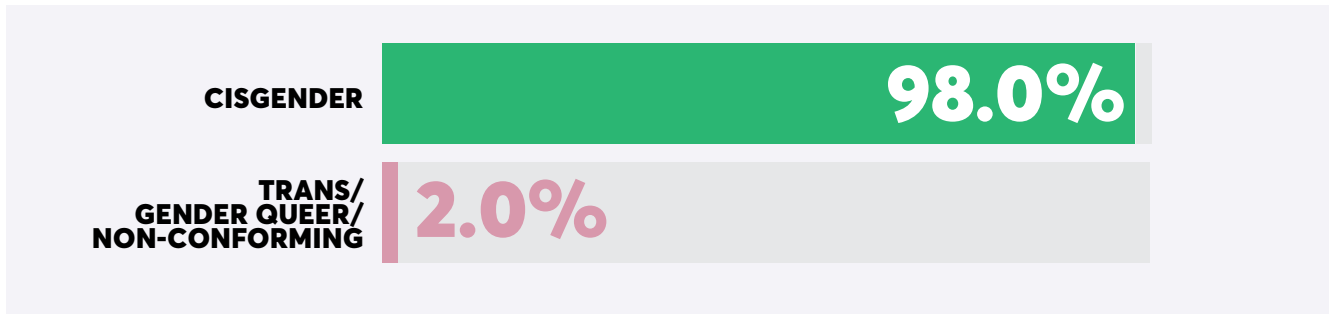
Across all participating foundations, 2.0 percent of respondents identified as transgender, genderqueer, or gender non-conforming. At foundations with a social justice or LGBTQ focus, 2.6 percent of the staff and board identified as transgender, gender non-conforming compared with 1.6 percent at foundations with another focus. Of transgender, gender queer, and gender non-conforming people in philanthropy, 36.8 percent were people of color. The difference in racial composition of transgender people was particularly large: 57.1 percent of trans people at social justice foundations were people of color, while 25 percent of trans people at other foundations were people of color.

GENDER IN PHILANTHROPY



⁵ 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

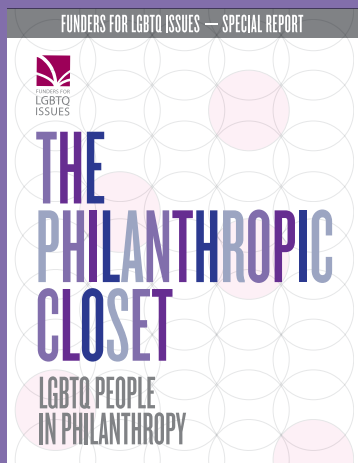
GENDER IDENTITY & EXPRESSION IN PHILANTHROPY



RACE & ETHNICITY, BY GENDER AND FOUNDATION FOCUS

FEMALE

	FOUNDATIONS WITH A SOCIAL JUSTICE FOCUS	FOUNDATIONS WITH ANOTHER FOCUS	ALL PARTICIPATING FOUNDATIONS
WHITE (NON-HISPANIC)	49.0%	65.6%	59.5%
PEOPLE OF COLOR (TOTAL)	49.0%	33.9%	39.4%
AFRICAN AMERICAN/ BLACK	10.4%	12.6%	11.8%
ASIAN AMERICAN/ PACIFIC ISLANDER	12.9%	7.7%	9.6%
HISPANIC/LATINX	10.8%	3.4%	6.1%
MIDDLE EASTERN	0.0%	0.5%	0.3%
NATIVE AMERICAN/ INDIGENOUS	0.8%	1.5%	1.2%
MORE THAN ONE RACE OR ETHNICITY	14.1%	8.2%	10.4%
NOT LISTED	1.7%	0.2%	0.8%
DECLINE TO STATE/ NO RESPONSE	0.4%	0.2%	0.3%



For more on the sexual orientation and gender identity findings from the inaugural Diversity Among Philanthropic Professionals Survey, see *The Philanthropic Closet: LGBTQ People in Philanthropy (2018)* by Funders for LGBTQ Issues.

This report is available for download at www.lgbtfunders.org/research

MALE

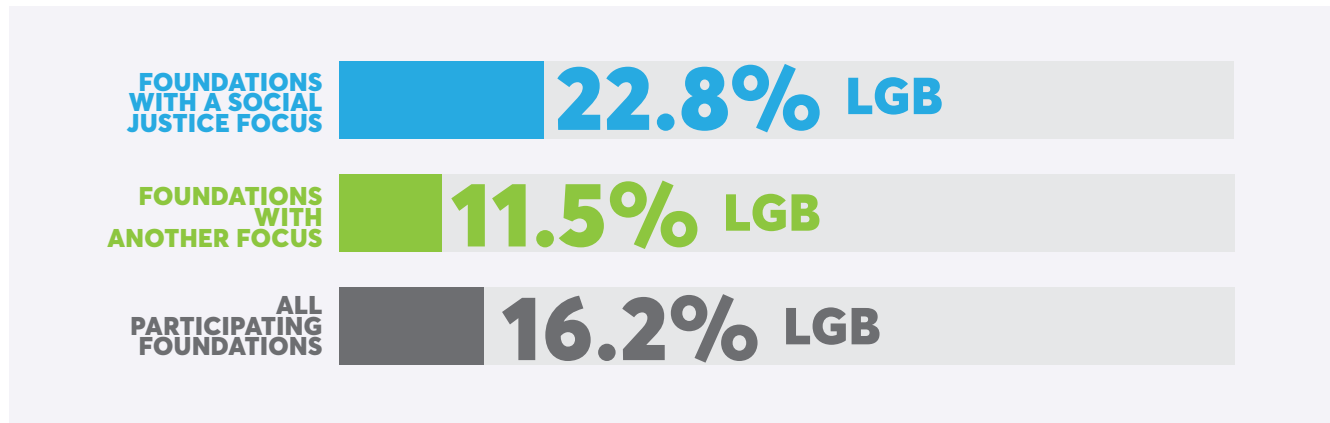
	FOUNDATIONS WITH A SOCIAL JUSTICE FOCUS	FOUNDATIONS WITH ANOTHER FOCUS	ALL PARTICIPATING FOUNDATIONS
WHITE (NON-HISPANIC)	57.3%	65.8%	62.2%
PEOPLE OF COLOR (TOTAL)	39.2%	32.8%	35.5%
AFRICAN AMERICAN/BLACK	5.5%	12.5%	9.5%
ASIAN AMERICAN/PACIFIC ISLANDER	10.0%	5.9%	7.6%
HISPANIC/LATINX	15.5%	2.0%	7.6%
MIDDLE EASTERN	0.0%	1.3%	0.8%
NATIVE AMERICAN/INDIGENOUS	0.9%	3.9%	2.7%
MORE THAN ONE RACE OR ETHNICITY	7.3%	7.2%	7.3%
NOT LISTED	1.8%	0.7%	1.1%
DECLINE TO STATE/NO RESPONSE	1.8%	0.7%	1.1%

TRANSGENDER, GENDERQUEER, GENDER NON-CONFORMING

	FOUNDATIONS WITH A SOCIAL JUSTICE FOCUS	FOUNDATIONS WITH ANOTHER FOCUS	ALL PARTICIPATING FOUNDATIONS
WHITE (NON-HISPANIC)	42.9%	66.7%	57.9%
PEOPLE OF COLOR (TOTAL)	57.1%	25.0%	36.8%
AFRICAN AMERICAN/BLACK	28.6%	8.3%	15.8%
ASIAN AMERICAN/PACIFIC ISLANDER	0.0%	8.3%	5.3%
HISPANIC/LATINX	0.0%	0.0%	0.0%
MIDDLE EASTERN	0.0%	0.0%	0.0%
NATIVE AMERICAN/INDIGENOUS	0.0%	0.0%	0.0%
MORE THAN ONE RACE OR ETHNICITY	28.6%	8.3%	15.8%
NOT LISTED	0.0%	0.0%	0.0%
DECLINE TO STATE/NO RESPONSE	0.0%	8.3%	5.3%

The percentage of gay, lesbian, or bisexual people on the staff and board of a foundation also varied considerably depending on a foundation's focus. Across all participating foundations, 16.2 percent of the staff and board identified as gay, lesbian, or bisexual. However, at foundations with a social justice or LGBTQ focus, they accounted for 22.8 percent of the staff and board. At foundations with another focus, they accounted for 11.5 percent of the staff and board.

PERCENTAGE OF LGB PEOPLE IN PHILANTHROPY



Gay, lesbian, and bisexual people of color were more likely to be found on the staff and board of foundations with a social justice focus than on foundations with another focus. At social justice foundations, 43.1 percent of the LGBTQ staff and board were people of color. At foundations with another focus, 33.3 percent of the LGBTQ staff and board were people of color.

RACE & ETHNICITY OF LGBTQ PEOPLE IN PHILANTHROPY, BY FOUNDATION FOCUS

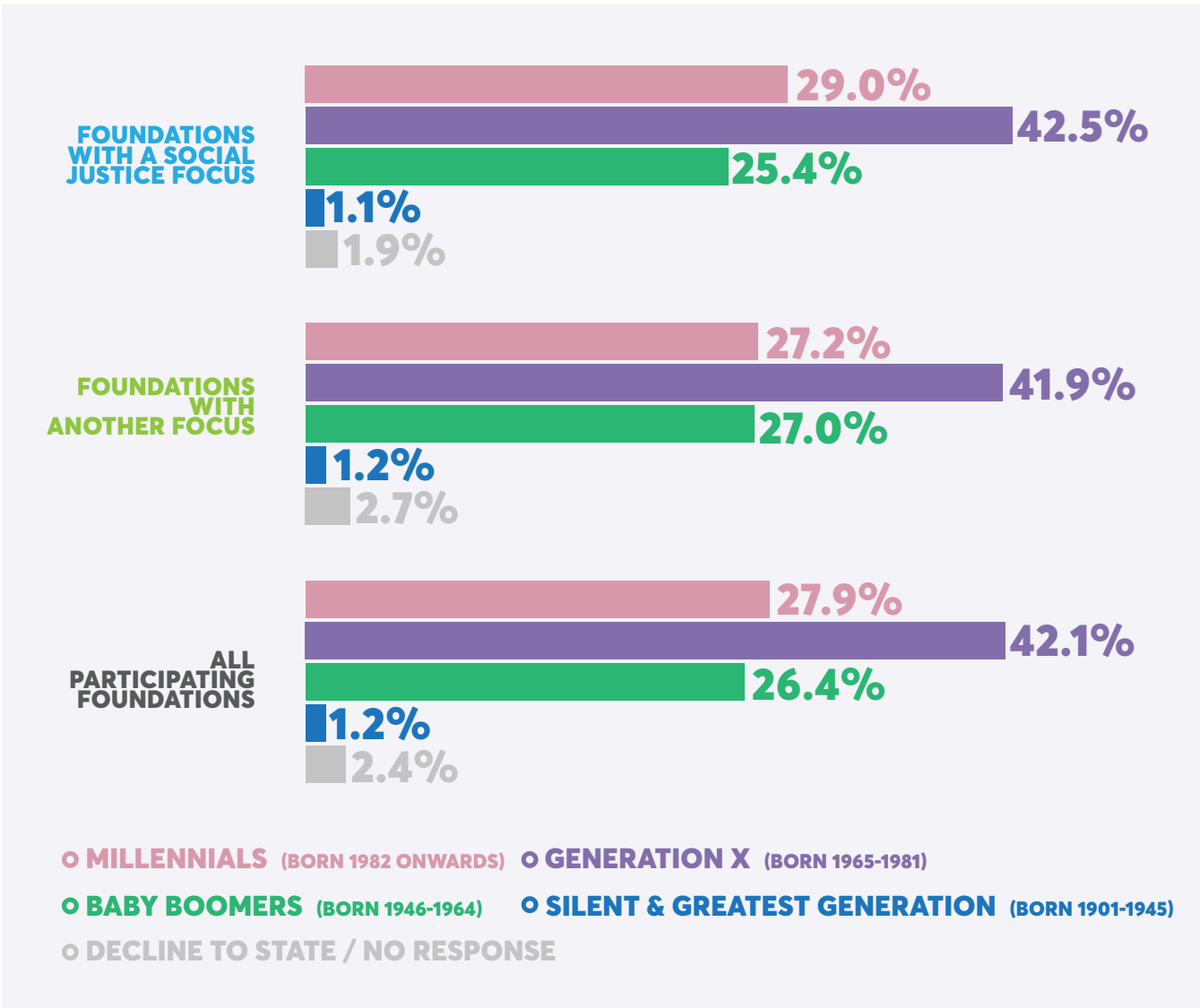
	FOUNDATIONS WITH A SOCIAL JUSTICE FOCUS	FOUNDATIONS WITH ANOTHER FOCUS	ALL PARTICIPATING FOUNDATIONS
WHITE (NON-HISPANIC)	55.6%	65.4%	60.8%
PEOPLE OF COLOR (TOTAL)	43.1%	33.3%	37.9%
AFRICAN AMERICAN/BLACK	5.6%	4.9%	5.2%
ASIAN AMERICAN/PACIFIC ISLANDER	12.5%	6.2%	9.2%
HISPANIC/LATINX	15.3%	7.4%	11.1%
MIDDLE EASTERN	0.0%	1.2%	0.7%
NATIVE AMERICAN/INDIGENOUS	0.0%	0.0%	0.0%
MORE THAN ONE RACE OR ETHNICITY	9.7%	13.6%	11.8%
NOT LISTED	0.0%	1.2%	0.7%
DECLINE TO STATE/NO RESPONSE	1.4%	0.0%	0.7%

THE FINDINGS

Age

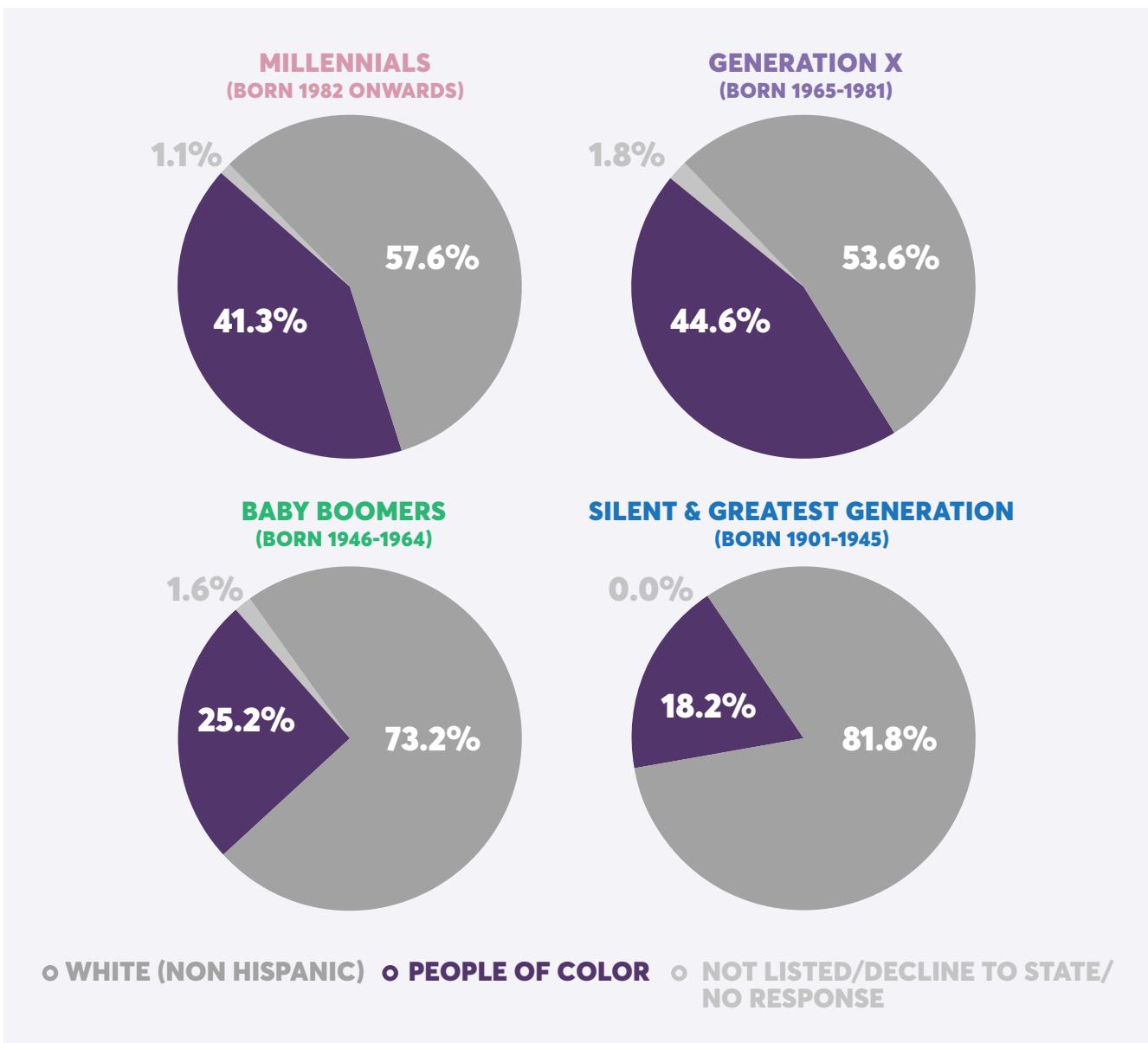
Across all participating foundations, 70.0 percent of the staff and board were either millennials or generation x-ers. Foundations with a social justice focus tended to have slightly more millennials on the staff and board than foundations with another focus, at 29.0 percent and 27.2 percent respectively.

AGE, BY FOUNDATION FOCUS



Millennials and generation x-ers in philanthropy were more diverse than baby boomers and those from both the greatest and silent generation.

AGE, BY RACE & ETHNICITY



“This report shows that Millennials and Gen-Xers in philanthropy are more likely to be people of color—just as is the case in the general population. If foundations want to achieve excellence and equity in the 21st century, they need to support a pipeline of leaders from these younger generations that are browner, queerer, and bring fresh perspectives to the workplace.”

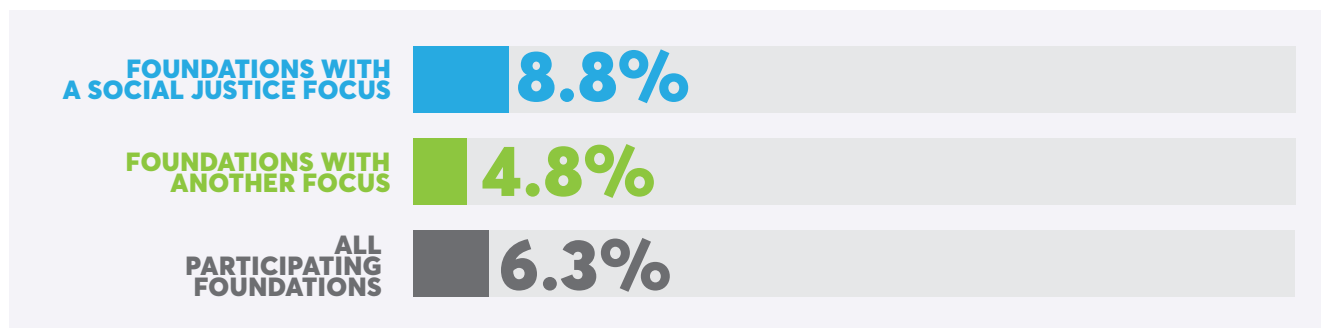
— **STORME GRAY, INTERIM EXECUTIVE DIRECTOR, EMERGING PRACTITIONERS IN PHILANTHROPY (EPIP)**

THE FINDINGS

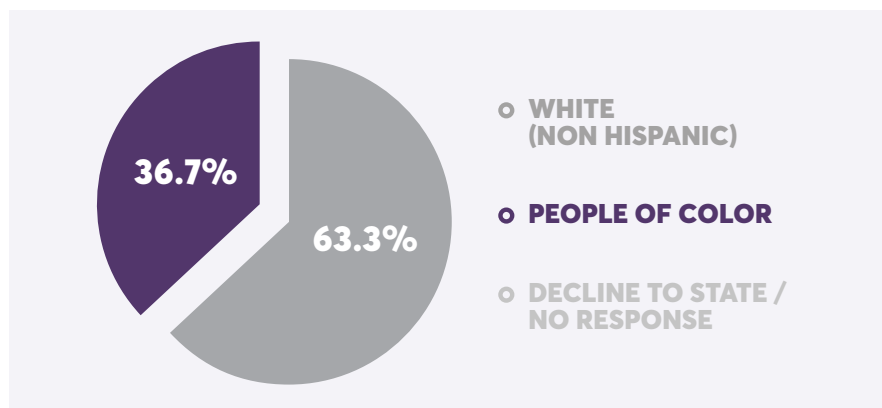
Disability Status

Across all participating foundations, people with disabilities accounted for 6.3 percent of the staff and board. At foundations with a social justice focus, they made up 8.8 percent of the staff and board. At foundations with another focus, people with disabilities were 4.8 percent of the staff and board.

DISABILITY STATUS, BY FOUNDATION FOCUS



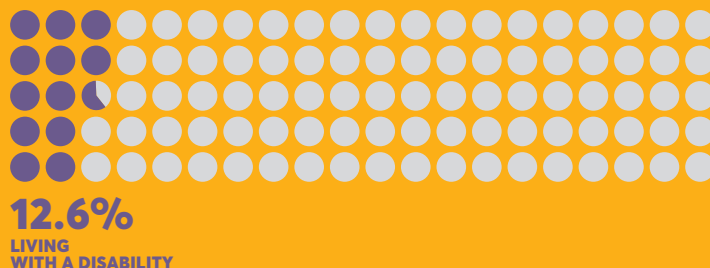
DISABILITY STATUS, BY RACE & ETHNICITY



More than a third of people with disabilities in philanthropy are also people of color.

DID YOU KNOW?

According to the United States Census Bureau, **12.6 percent of the civilian, noninstitutionalized population is living with a disability.**⁶



6

U.S. Census Bureau. (2017). American Community Survey 5-Year Estimates, Table DP02 [Data file]. Available from <http://factfinder.census.gov>.

THE FINDINGS

Immigration Status

The U.S. Census Bureau's 2017 American Community Survey found that 13.4 percent of the population living in the United States was foreign born.⁷ Our 2018 DAPP Survey found that 10.3 percent of people in philanthropy report being born outside of the United States. Note that 12.8 percent of respondents declined to answer this question, one of the higher non-response rates of any question in the survey.

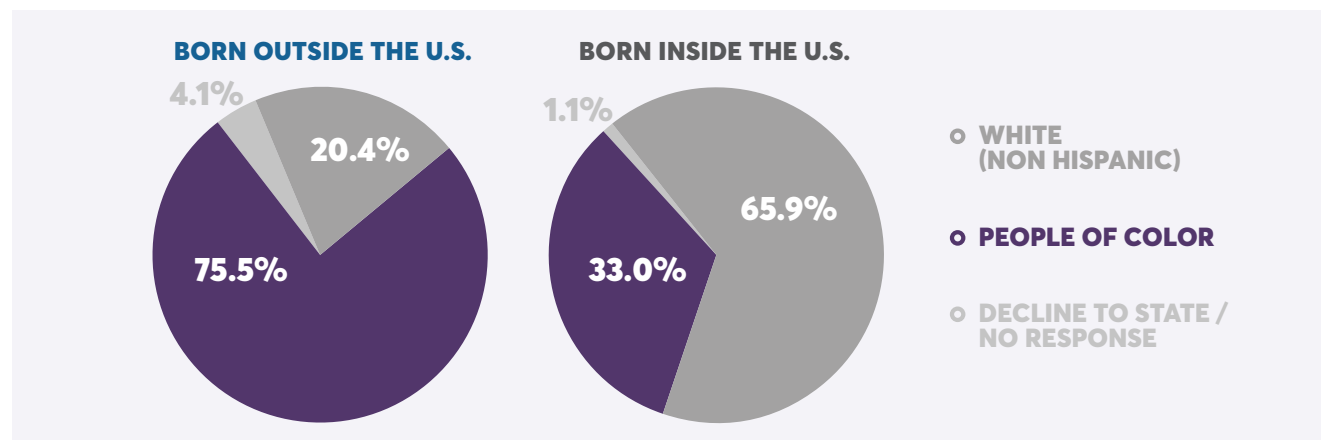
PERCENTAGE OF PEOPLE IN PHILANTHROPY BORN OUTSIDE U.S.

ALL
PARTICIPATING
FOUNDATIONS

10.3%


More than three quarters of the people born outside the United States identified as people of color, while 20.4 percent identified as white, and the remainder declined to answer.

IMMIGRATION STATUS, BY RACE & ETHNICITY



"In a climate where immigrants are routinely scapegoated and criminalized, it's crucial that foundations work proactively to increase representation of immigrants in our institutions—including taking steps to build and support a leadership pipeline of people with lived experiences of being undocumented, seeking asylum and refuge, or having a status based on Deferred Action for Childhood Arrivals (DACA) or Temporary Protected Status (TPS)"

— BEN FRANCISCO MAULBECK, PRESIDENT, FUNDERS FOR LGBTQ ISSUES



"This 'tale of two sectors' shows that diversity is not something you can do halfway. Foundations need to work to build diversity, equity, and social justice into every aspect of their institution in order to get the work done."

—ANA MARIE ARGILAGOS, PRESIDENT & CEO,
HISPANICS IN PHILANTHROPY

Recommendations

For grantmakers wishing to further diversify their staff, we offer the following recommendations:



Make sure that your institution's nondiscrimination policies explicitly include protections based on ability, age, gender expression and identity, immigration status, race and ethnicity, religion, sex, and sexual orientation. Consider participating in Ban the Box, the initiative to end the practice of asking about criminal records as part of hiring processes.



Conduct targeted outreach to communities of color, LGBTQ communities, women and other underrepresented communities in your recruitment for staff roles, board positions, and committee opportunities.



Develop retention strategies to assure that a diverse range of employees feel supported and affirmed in bringing their full selves to work. Treat LGBTQ discrimination the same way you would treat racial or gender discrimination.



Make sure that your human resources policies support a diverse workforce, such as ensuring that your benefits package provides adequate leave time supportive of a diverse range of family configurations and makes appropriate accommodations for people with differing abilities.



Provide trainings on diversity, equity, and inclusion and create a culture where ongoing learning around cultural competency is not only encouraged but expected.



Engage in an ongoing institution-wide process to embed diversity, equity, and social justice across all aspects of the organization, including the board level, human resources, grantmaking, communications and thought leadership, and organization-wide learning and evaluation.





APPENDIX & CREDITS

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
Annie E. Casey Foundation
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

Acknowledgements

We are incredibly grateful to all the participants of the Diversity Among Philanthropic Professionals (DAPP) Survey — both the individuals and the institutions — whose participation in the survey made this report possible.

We are also extremely thankful for the generous financial support and collaboration that **Matt Foreman** and the **Evelyn and Walter Haas, Jr. Fund** provided to undertake the inaugural DAPP survey. We would also be remiss not to recognize the incredible team at **SMU DataArts** and all their hard work in crunching the DAPP numbers — with a special acknowledgement of the efforts of **Nicholas Crosson** and **Rebecca Johnson**. We'd also like to thank **Lori Villarosa** of the Philanthropic Initiative for Racial Equity for her help in securing the participation of several funders. Likewise, this report is stronger because of the contributions and thought leadership provided by **Carly Hare** of CHANGE Philanthropy, **Storme Gray** of Emerging Practitioners in Philanthropy (EPIP), and **Tamir Novotny** formerly of EPIP. A big thank you to everyone who made this report possible!

DAPP SURVEY GENEROUSLY FUNDED BY:

evelyn & walter
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DAPP SURVEY ADMINISTERED BY:

 **SMU | DataArts**
NATIONAL CENTER FOR ARTS RESEARCH



About CHANGE Philanthropy

MISSION

CHANGE PHILANTHROPY is a coalition of philanthropic networks working together to strengthen bridges across funders and communities. We are transforming philanthropy from within by building knowledge, fostering diversity, and creating connections.

CORE PARTNERS

Asian American and Pacific Islanders in Philanthropy (AAPIP)

ABFE – A Philanthropic Partnership for Black Communities

Emerging Practitioners in Philanthropy (EPIP)

Funders for LGBTQ Issues

Hispanics in Philanthropy (HIP)

Native Americans in Philanthropy (NAP)

National Committee for Responsive Philanthropy (NCRP)

Philanthropic Initiative for Racial Equity (PRE)

Women's Funding Network (WFN)

COLLABORATING PARTNER

Neighborhood Funders Group (NFG)

STAFF

Carly Hare
National Director/Coalition
Catalyst

Tenaja Jordan
Research and Communications
Director



**Emerging Practitioners
in Philanthropy**

About Emerging Practitioners in Philanthropy (EPIP)

EMERGING PRACTITIONERS IN PHILANTHROPY (EPIP), a project of Tides, is a national network of changemakers who strive for excellence and equity in the practice of philanthropy.

MISSION

EPIP'S mission is to empower emerging leaders and elevate philanthropic practice in order to build a more just, equitable and sustainable world.

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About Funders for LGBTQ Issues

MISSION

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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