Among millennials, lesbian, gay, and bisexual (LGB) people, and people with disabilities, Black and African American people are underrepresented.

Black and African American people in philanthropy were best represented on board of directors and at the CEO and senior staff level. However, white people account for approximately 60 percent of the people serving on boards of directors and working in CEO and senior staff roles.

Black and African American people in philanthropy are the most represented at corporate funders.

At foundations with a social justice focus, Black and African American people are nearly twice as likely to serve on the board of directors.

Black and African American people were most represented in philanthropy in the South. They account for less than one in ten people in philanthropy in the Pacific and Mountain regions.

<table>
<thead>
<tr>
<th>FOUNDATION TYPE</th>
<th>BLACK AND AFRICAN AMERICAN PEOPLE</th>
<th>OTHER POC</th>
<th>NOT-LISTED/UNSPECIFIED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate Funder</td>
<td>14.3%</td>
<td>12.3%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Private Foundation</td>
<td>14.3%</td>
<td>12.3%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Public Foundation</td>
<td>14.3%</td>
<td>12.3%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Corporate Funder</td>
<td>8.1%</td>
<td>6.9%</td>
<td>4.3%</td>
</tr>
</tbody>
</table>

With at least one in ten of the people serving on boards of directors and CEO and senior staff positions identifying as Black or African American.

The Diversity Among Philanthropic Professionals Survey (DAPP) and Participating in the 2020 DAPP

The Diversity Among Philanthropic Professionals (DAPP) Survey aims to help the philanthropic community better understand its workforce and leadership. The DAPP survey is unique in soliciting anonymous self-reporting from individuals on the staff and board of participating foundations, helping grantmakers to accurately assess the culture and climate of their institutions.

If your foundation is interested in participating in the 2020 DAPP Survey, visit CHANGEPHILANTHROPY.ORG/DAPP for more details.

Permission is granted to reproduce this document in part or in its entirety provided that ABFE and CHANGE Philanthropy are cited as the source for all reproduced material.