



The 2020 Diversity Among Philanthropic Professionals Report

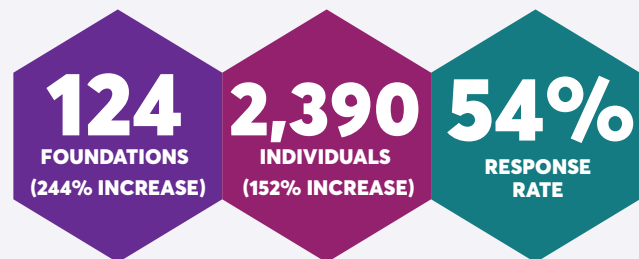
CHANGE
PHILANTHROPY



The 2020 Diversity Among Philanthropic Professionals Report

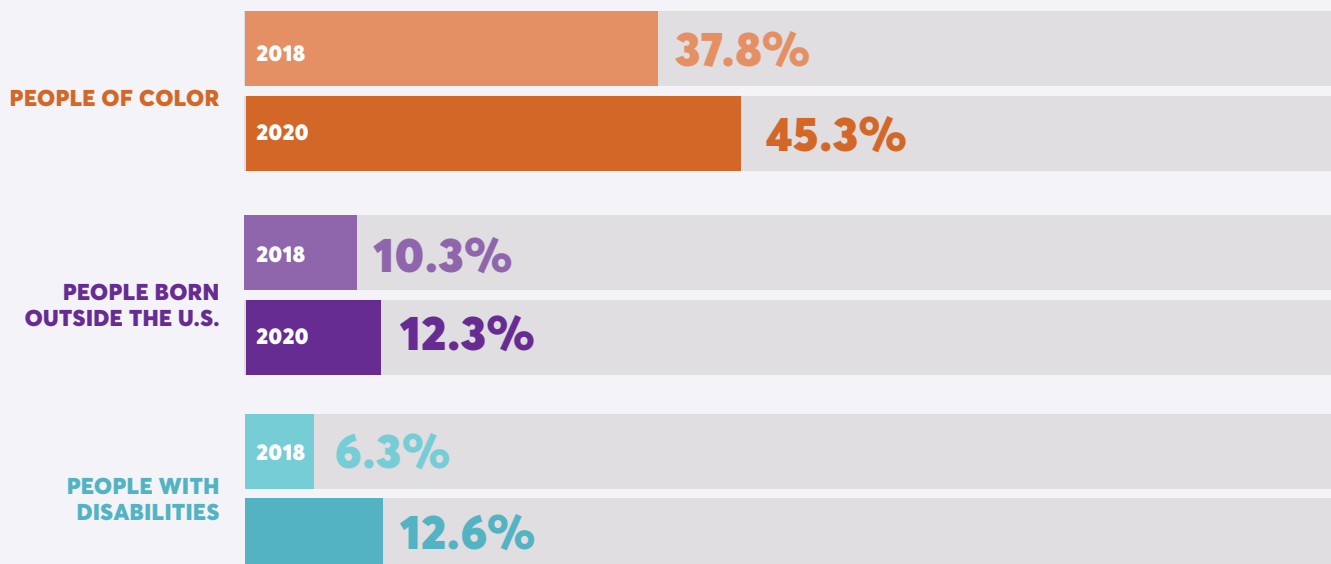
The Diversity Among Philanthropy Professionals (DAPP) Survey aims to help the philanthropic community better understand its workforce and leadership.

This second DAPP report builds on the findings from 2018 and includes the results from:

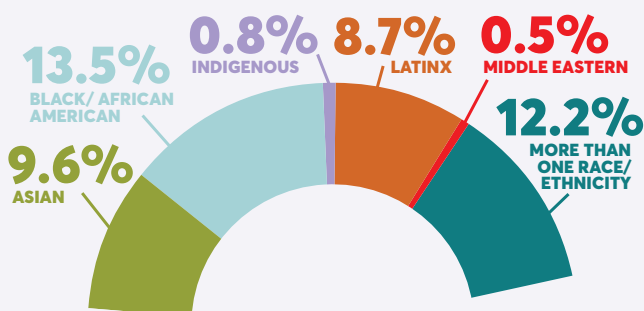


The 2020 DAPP survey revealed a sector that was slightly more diverse than the 2018 DAPP identified. The percentages of people of color, people born outside of the United States, and people with disabilities in philanthropy all increased.

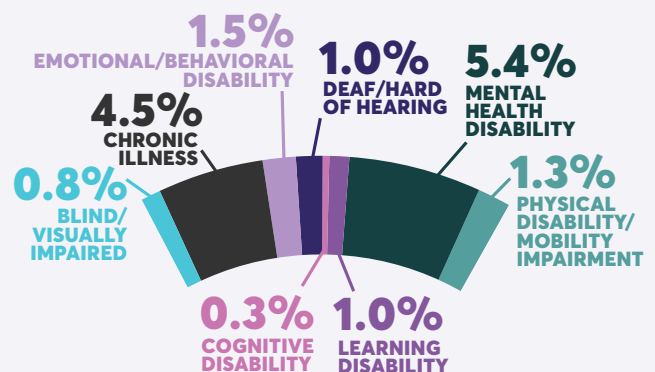
DIVERSITY AMONG PHILANTHROPIC PROFESSIONALS IN 2018 VS. 2020



HOW SPECIFICALLY DID THE 45.3 PERCENT OF PEOPLE OF COLOR IN PHILANTHROPY IDENTIFY?



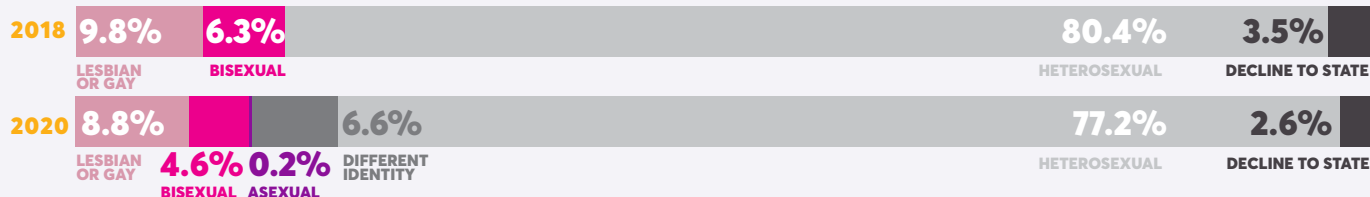
HOW SPECIFICALLY DID THE 12.6 PERCENT OF PEOPLE WITH DISABILITIES IN PHILANTHROPY IDENTIFY?



*NOTE: Individuals may have marked multiple disabilities and therefore the percentage of people with individual disabilities exceeds the percentage of people who identified as a person with a disability.

While the percentage of lesbian, gay, and bisexual people dropped slightly — there were also less people who identified as heterosexual. Similarly, while we identified fewer transgender people in philanthropy, fewer people also identified as cisgender. **Overall, an increasing number of individuals are opting for increasingly complex and diverse ways of describing their sexual orientation and gender identity.**

SEXUAL ORIENTATION AMONG PHILANTHROPIC PROFESSIONALS IN 2018 VS. 2020



GENDER IDENTITY AMONG PHILANTHROPIC PROFESSIONALS IN 2018 VS. 2020



To measure the reception of various identity components in a workplace, the 2020 DAPP included the **CHANGE Philanthropy Reception of Identity Index (RII)**. In most instances, people working in philanthropy felt generally positive about the reception of their identities in the workplace.

33X

PEOPLE OF COLOR WORKING IN PHILANTHROPY WERE 33 TIMES MORE LIKELY TO FEEL EXPLOITED IN THE WORKPLACE THAN WHITE PEOPLE

Across all DAPP respondents, 85.6 percent felt their workplace received their race or ethnicity positively. However, people of color working in philanthropy were **33 times more likely to feel exploited in the workplace than white people.**

2X

MORE LIKELY TO REPORT A NEGATIVE RECEPTION

Lesbian and gay people working in philanthropy were nearly twice as likely to report a negative reception as their heterosexual counterparts.



1/3

OF PEOPLE WITH DISABILITIES REPORTED WORKPLACE DOES NOT KNOW ABOUT THIS ASPECT OF THEIR IDENTITY

More than a third of people with disabilities working in philanthropy reported that their workplace does not know about this component of their identity.



1/5

OF PEOPLE WITH DISABILITIES FEELS INVISIBILIZED IN THE WORKPLACE

More than one in five people with disabilities working in philanthropy feels invisibilized in their workplace.

RECOMMENDATIONS

How can foundations respond to these findings?



Examine your motivations and commitment to a diverse organization — and be honest about the existing reality of the culture of your organization.



Explicitly commit to diversity, equity, and inclusion values and efforts — and work to embed them into the DNA of your organization.



Engage in an ongoing process of auditing and adjusting your own diversity and inclusion policies and practices.



Adjust your human resources policies to support a diverse workforce.



Align your institution's non-discrimination policies with current best practices.



Advance learning opportunities for your staff and board to continually improve.



Engage in specific outreach to communities of color, LGBTQ communities, people with disabilities, and other underrepresented communities in your recruitment.



Adopt retention strategies to assure a diverse staff and board.

The **CHANGE Philanthropy** coalition is also here to help:

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CHANGEPHILANTHROPY.ORG

AAPIP Building Democratic Philanthropy

Emerging Practitioners in Philanthropy

FUNDERS FOR LGBTQ ISSUES

HIP HISPANICS IN PHILANTHROPY
The power of giving and connecting

NATIVE AMERICANS IN PHILANTHROPY

ncrp National Committee for Responsive Philanthropy

NFG NEIGHBORHOOD FUNDERS GROUP
Connecting people, place and power

Philanthropy & Race & Equity

wfn WOMEN'S FUNDING NETWORK



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Introduction

It seems like an incredible understatement to say a lot happened in 2020. Between the COVID-19 pandemic, a long overdue reckoning with systemic racism, the economic uncertainty brought on by the pandemic, and a bitterly partisan election cycle that threatened to upend multiracial democracy in the United States, the world seemed to pivot from crisis to crisis. No one was immune — not even those in philanthropy.

In the midst of an eventful year, CHANGE Philanthropy conducted a second Diversity Among Philanthropic Professionals (DAPP) Survey. The DAPP Survey and Report aim 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**. The 2020 DAPP Report offers a snapshot of the philanthropic sector's workforce in a very specific space and time — in the chaotic year that was 2020.

The 2020 DAPP report is intended to be a tool for philanthropy to identify trends, gaps, and opportunities for improvement in diversity and inclusionary practices in the sector. With the creation of the CHANGE Philanthropy Reception of Identity Index (RII), it also aims to help both individual foundations and the philanthropic sector assess their workplace culture. The RII presents for philanthropy an entirely new rubric to gauge how foundations recognize the various components of an individual's identity along an axis that includes: actualized, celebrated, acknowledged, invisibilized, erased, exploited.

Beyond the aggregate findings reported here, participating foundations with ten or more staff and board, who recruited a statistically significant number of responses to the survey, received a custom report on their own demographics and workplace culture. In 2020, 31.5 percent of participating foundations qualified for an individualized report.

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Philanthropy

ABFE
Accelerating Black Economic Communities

**Emerging Practitioners
in Philanthropy**

**FUNDERS FOR
LGBTQ
ISSUES**

HIP | HISPANICS
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for Responsive Philanthropy

NFG NEIGHBORHOOD
FUNDERS GROUP
Connecting people, place and power

**Philanthropy
Round
Table**

wfn WOMEN'S
FUNDING
NETWORK

The DAPP survey and report are unique in philanthropy, on account of:

- **ANONYMOUS SELF-REPORTING** — while other reports rely on information collected by a foundations' human resources team, this report asks participants to self-identify.
- **QUESTION DEPTH** — participants are asked a full range of race and ethnicity questions, in addition to other identity factors including gender, sexual orientation, immigration status, disability status, religious affiliation, and more.
- **QUESTION INCLUSIVITY AND FLEXIBILITY** — all questions were formulated with the input of the 10 CHANGE Philanthropy partners and the Presidents' Council on Disability Inclusion in Philanthropy, and most questions offered participants a write-in option.
- **STRATEGIC ALIGNMENT** — this survey was also designed to align with other sector-wide research and be integrated into future research.

While the CHANGE Philanthropy RII is one of the biggest additions to the 2020 DAPP Survey and Report, it isn't the only improvement. There were also changes made to align with current best practices in demographic research, changes made to align the DAPP better with other field research on the demographics of those working in philanthropy, and the addition of new questions about an individual's identity. The 2020 evolutions include:

- A new question about tenure at a respondent's organization and tenure in the field of philanthropy;
- An expanded question about disability status developed in consultation with the [Disability & Philanthropy Forum](#);
- A new question about religious affiliation;
- Expanded sections for the various racial and ethnic groups that includes multi-racial people who identify as that race or ethnicity in combination with another race or ethnicity;
- A modification to how we ask about a respondent's role to align this report with the roles in the Council on Foundations' [Grantmakers Salary and Benefits Report](#); and
- New questions about a respondent's perceptions of their workplace, which were used to create the Change Philanthropy Reception of Identity Index.

The DAPP survey and report is a landmark tool for analyzing the philanthropic sector's ongoing commitment to diversity, equity, and inclusion efforts; providing a temperature gauge for progress towards a more inclusive sector. This is intended to be a pulse and reality check for grantmakers and a biennial effort. For those interested in participating in the 2022 DAPP, please visit www.changephilanthropy.org/dapp.

Enjoy exploring the report.

Methodology

The Diversity Among Philanthropy 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.

The DAPP Survey is conducted via an anonymous survey sent directly to the board and staff of participating foundations. All data is collected and stored by a third party, SMU DataArts. Partnering with SMU DataArts allowed all responses to be collected securely and completely anonymously.

A wide variety of grantmaking institutions were invited to participate in the survey through multiple channels. The survey was widely publicized for months in CHANGE Philanthropy's monthly e-newsletter, with a series of community-specific infographics utilizing the 2018 DAPP findings. The survey was shared by all CHANGE Philanthropy partner organizations and a number of other philanthropy-serving organizations. CHANGE Philanthropy staff presented to several networks of human resources directors in philanthropy, particularly those representing large foundations. Finally, CHANGE Philanthropy staff conducted individualized outreach to executives and human resources staff at dozens of foundations, with a focus on attaining a wide range of funders in terms of foundation type, geography, and mission.

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 approximately five minutes to complete, and included questions related to participants' role and seniority within their organization, tenure at their institution and in philanthropy, location, age, gender identity, intersex status, sexual orientation, place of birth, race and ethnicity, disability status, and religious affiliation.

The 2020 DAPP built on the 2018 DAPP with the addition of new perception questions - including the new CHANGE Philanthropy Reception of Identity Index (RII).

The 2020 DAPP Survey opened on December 1, 2020 and closed on February 19, 2021.

In total, **2,390 individuals from 124 foundations participated** — a nearly 250 percent increase in the number of participating foundations and a more than 150 percent increase in the number of individuals taking the survey. Fifty-four percent of individuals who received the survey responded, a higher rate than the 2018 DAPP and one of the highest rates of any such survey SMU DataArts has conducted. As a result, the findings are representative of the composition of the 124 foundations.

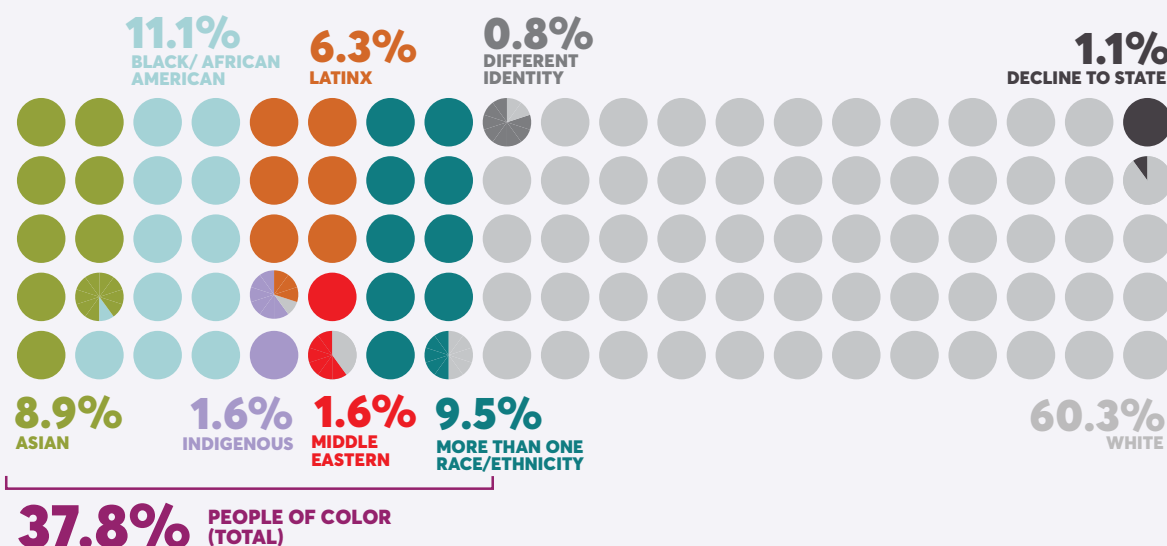
GENERAL FINDINGS

Race & Ethnicity

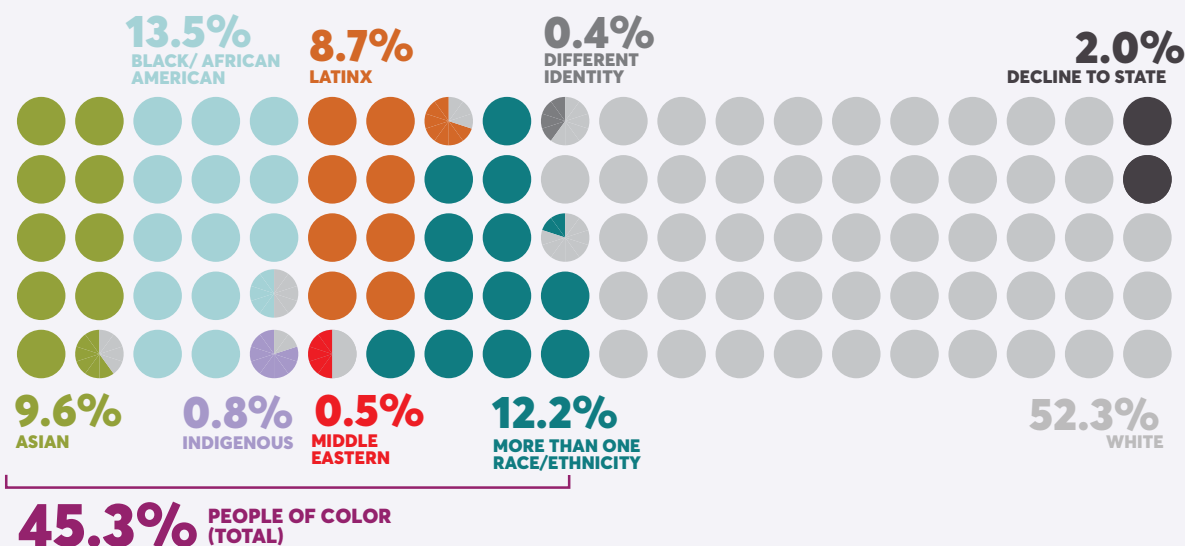
The 2020 Diversity Among Philanthropic Professionals (DAPP) Survey found that people of color account for 45.3 percent of the staff and board at participating foundations. By comparison, the 2018 DAPP survey found that only 37.8 percent of the staff and board at participating foundations identified as people of color.

PEOPLE WORKING IN PHILANTHROPY, BY RACE AND ETHNICITY

2018 FINDINGS



2020 FINDINGS



PEOPLE WORKING IN PHILANTHROPY, BY RACE AND ETHNICITY

	2018 FINDINGS	2020 FINDINGS
ASIAN	8.9%	9.6%
BLACK / AFRICAN AMERICAN	11.1%	13.5%
INDIGENOUS	1.6%	0.8%
LATINX	6.3%	8.7%
MIDDLE EASTERN	0.4%	0.5%
MORE THAN ONE RACE OR ETHNICITY	9.5%	12.2%
PEOPLE OF COLOR (TOTAL)	37.8%	45.3%
WHITE (NON-HISPANIC)	60.3%	52.3%
DIFFERENT IDENTITY	0.8%	0.4%
DECLINE TO STATE	1.1%	2.0%

In the write-in section, the most common write-in for “different identity” was Jewish.

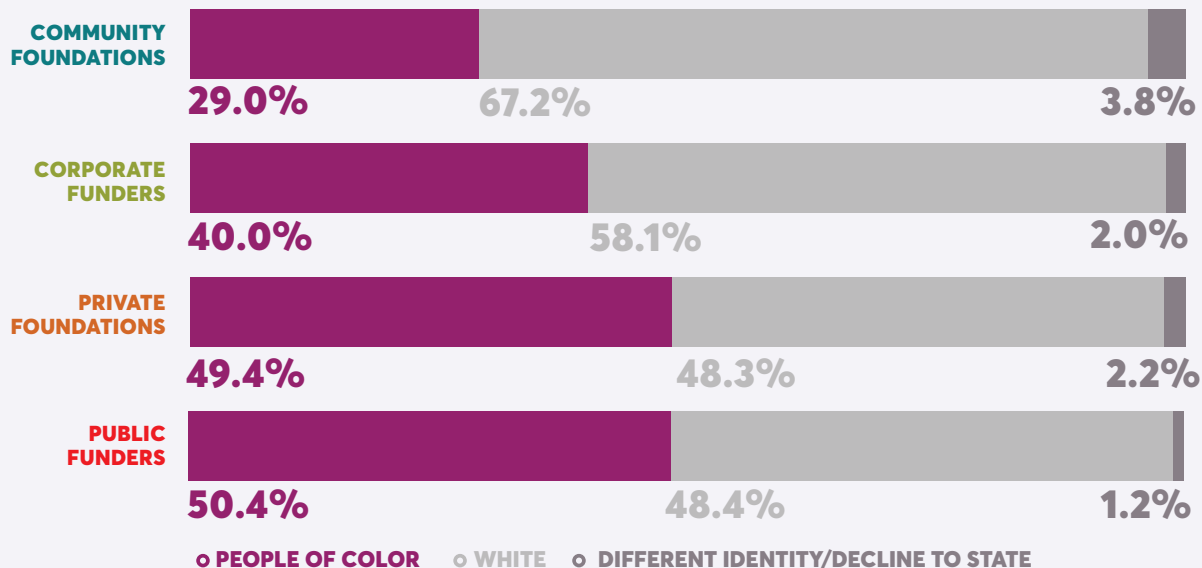
WRITE-IN RESPONSES FOR DIFFERENT IDENTITY FOR RACE & ETHNICITY



NOTE: Each word cloud in this report contains all of the write-in answers provided for the given category. The larger the font size, the greater number of respondents who wrote in that particular response.

Just as in 2018, people of color were best represented at public foundations and they were least represented at community foundations. The majority of the staff and board at public foundations identified as people of color. Less than a third of the staff and board at community foundations identified as people of color.

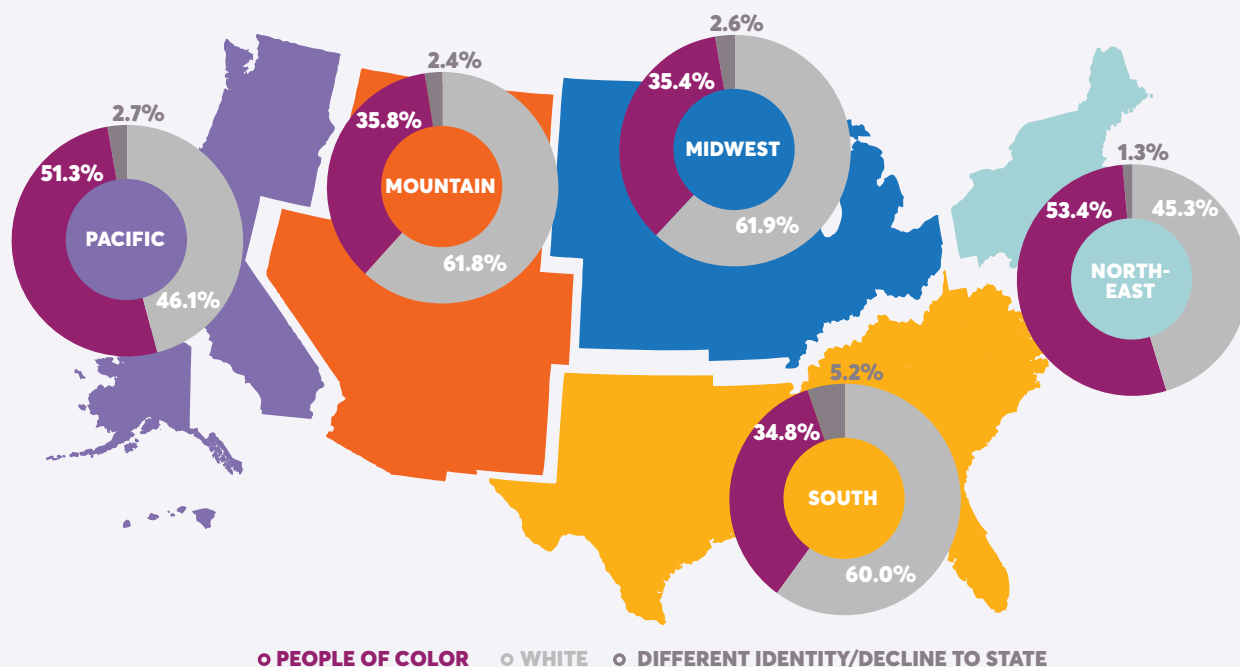
RACE AND ETHNICITY, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
ASIAN	6.3%	6.7%	11.4%	7.1%
BLACK / AFRICAN AMERICAN	9.0%	15.2%	14.1%	16.5%
INDIGENOUS	0.4%	0.0%	0.8%	1.1%
LATINX	3.8%	7.6%	10.4%	8.0%
MIDDLE EASTERN	0.4%	0.0%	0.6%	0.6%
MORE THAN ONE RACE OR ETHNICITY	9.0%	10.5%	12.2%	17.1%
PEOPLE OF COLOR (TOTAL)	29.0%	40.0%	49.4%	50.4%
WHITE (NON-HISPANIC)	67.2%	58.1%	48.3%	48.4%
DIFFERENT IDENTITY	1.1%	1.0%	0.1%	0.6%
DECLINE TO STATE	2.7%	1.0%	2.1%	0.6%

In 2020, grantmakers in the Northeast supplanted grantmakers in the Pacific region as the most racially and ethnically diverse. A majority of the staff and board at foundations in the Northeast and Pacific regions identified as people of color.

RACE AND ETHNICITY, BY REGION



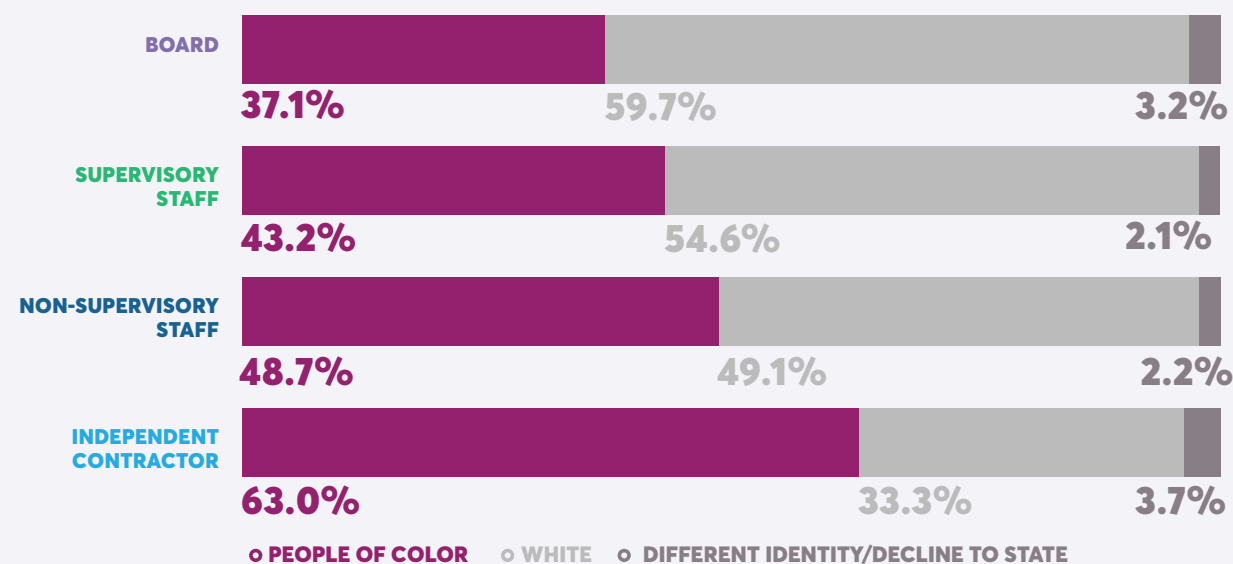
	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
ASIAN	4.7%	3.6%	11.7%	15.2%	3.7%
BLACK / AFRICAN AMERICAN	14.8%	10.5%	17.9%	9.4%	17.8%
INDIGENOUS	2.5%	0.2%	0.3%	0.6%	0.0%
LATINX	4.9%	6.8%	9.4%	12.3%	4.4%
MIDDLE EASTERN	0.4%	0.2%	1.2%	0.3%	0.0%
MORE THAN ONE RACE OR ETHNICITY	8.1%	14.4%	13.0%	13.5%	8.9%
PEOPLE OF COLOR (TOTAL)	35.4%	35.8%	53.4%	51.3%	34.8%
WHITE (NON-HISPANIC)	61.9%	61.8%	45.3%	46.1%	60.0%
DIFFERENT IDENTITY	0.4%	0.5%	0.1%	0.4%	1.5%
DECLINE TO STATE	2.2%	1.9%	1.2%	2.3%	3.7%

Race & Ethnicity

In 2020, 12.2 percent of participants identified as being of more than one race or ethnicity and 11.2 percent identified as biracial. The combinations are explored more in the following sections.

The 2020 DAPP survey found more people of color than white people among independent contractors. However, people of color are a minority of the boards of directors and staff.

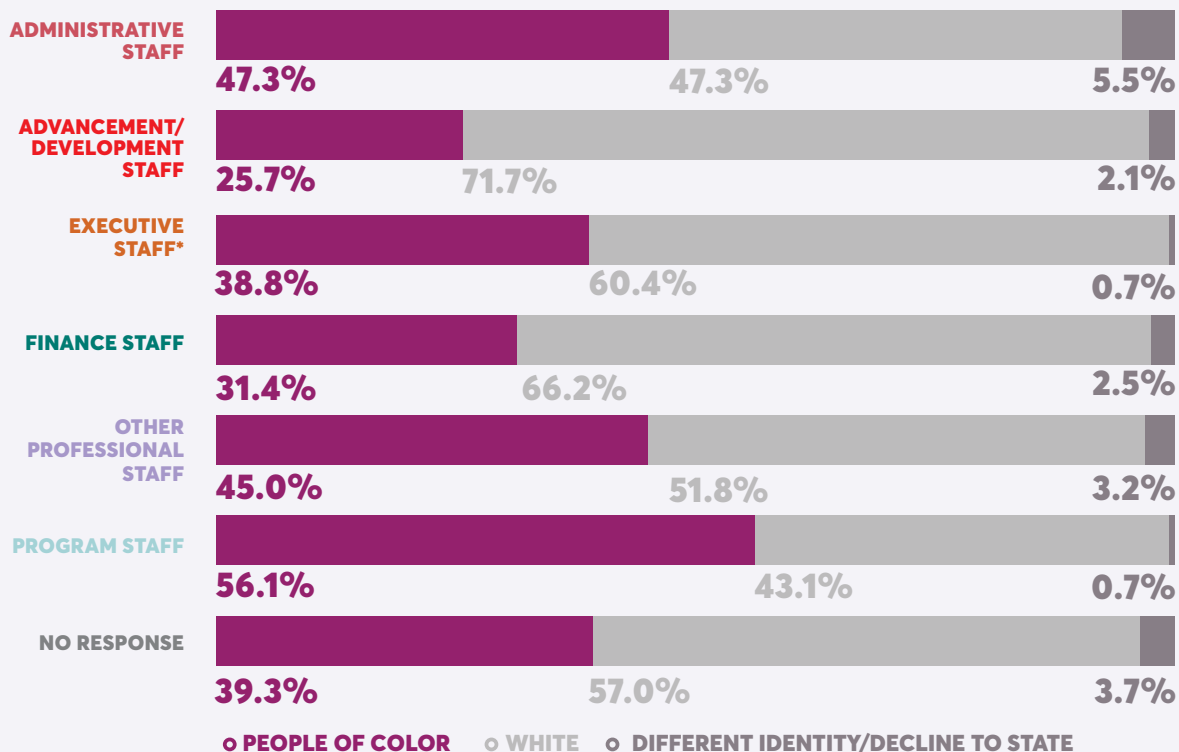
RACE AND ETHNICITY, BY BOARD, STAFF, AND CONTRACTOR ROLE



	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR
ASIAN	5.9%	10.6%	10.1%	11.1%
BLACK / AFRICAN AMERICAN	13.9%	12.4%	14.1%	14.8%
INDIGENOUS	1.3%	0.9%	0.4%	3.7%
LATINX	6.1%	8.3%	9.6%	11.1%
MIDDLE EASTERN	0.3%	0.7%	0.6%	0.0%
MORE THAN ONE RACE OR ETHNICITY	9.6%	10.3%	13.9%	22.2%
PEOPLE OF COLOR (TOTAL)	37.1%	43.2%	48.7%	63.0%
WHITE (NON-HISPANIC)	59.7%	54.6%	49.1%	33.3%
DIFFERENT IDENTITY	1.3%	0.1%	0.2%	3.7%
DECLINE TO STATE	1.9%	2.0%	2.0%	0.0%

Across various staff roles, people of color were most represented in program staff.

RACE AND ETHNICITY, BY STAFF ROLES



	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
ASIAN	6.8%	6.2%	7.2%	11.3%	11.5%	10.9%	6.3%
BLACK / AFRICAN AMERICAN	16.9%	4.4%	12.9%	5.9%	12.9%	16.4%	14.3%
INDIGENOUS	0.7%	0.0%	1.4%	1.0%	0.0%	0.9%	1.5%
LATINX	12.8%	3.5%	6.5%	5.9%	8.7%	11.0%	6.3%
MIDDLE EASTERN	0.7%	0.0%	1.4%	1.5%	0.3%	0.5%	0.2%
MORE THAN ONE RACE OR ETHNICITY	9.5%	11.5%	9.4%	5.9%	11.5%	16.4%	10.7%
PEOPLE OF COLOR (TOTAL)	47.3%	25.7%	38.8%	31.4%	45.0%	56.1%	39.3%
WHITE (NON-HISPANIC)	47.3%	71.7%	60.4%	66.2%	51.8%	43.1%	57.0%
DIFFERENT IDENTITY	1.4%	0.9%	0.0%	0.0%	0.0%	0.1%	1.5%
DECLINE TO STATE	4.1%	1.8%	0.7%	2.5%	3.2%	0.6%	2.2%

* Non-Financial, Non-Program, and Non-Development Staff

"Philanthropy is the love of humanity. Let us value the full continuum of individual identities within the sector and allow humanity to drive the way forward. The 2020 DAPP helps us see the humanity within the sector at a time when we need it most. Solidarity matters."

— PATRICIA ENG, PRESIDENT & CEO,
ASIAN AMERICANS/PACIFIC ISLANDERS IN PHILANTHROPY

When participants were asked if they would describe their ethnic, racial, or cultural identity in any additional terms, the most common write-in was Jewish.

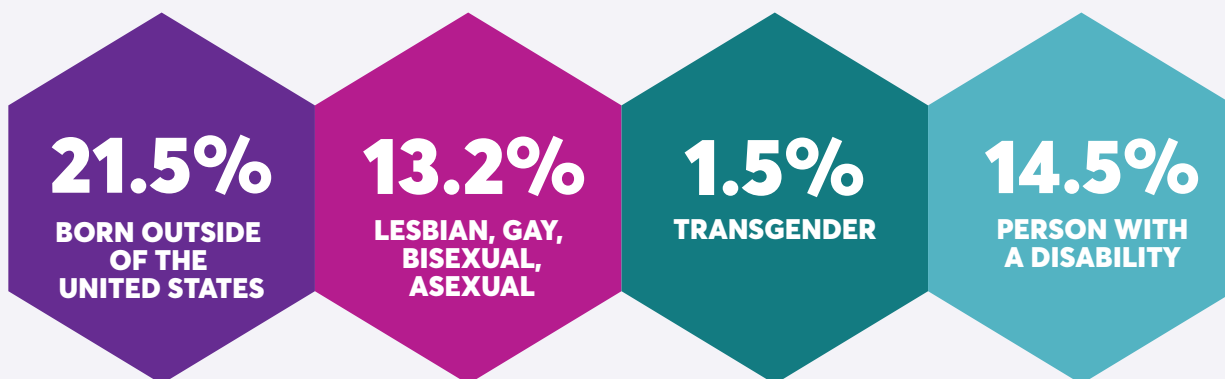
WRITE-IN RESPONSES FOR DIFFERENT IDENTITY FOR ADDITIONAL WAYS RESPONDENTS WOULD DESCRIBE THEIR ETHNIC, RACIAL, OR CULTURAL IDENTITY



NOTE: Each word cloud in this report contains all of the write-in answers provided for the given category. The larger the font size, the greater number of respondents who wrote in that particular response.

People of color in philanthropy were more likely than white people in philanthropy to be born outside of the United States and identify as a person with a disability.

PERCENTAGE OF PEOPLE OF COLOR IDENTIFYING WITH SELECT INTERSECTIONAL IDENTITIES



"The DAPP Report is an essential resource for the philanthropic sector. We have to measure and report on these critical measures of diversity if we want to improve and have philanthropy realize its own highest aspirations for solving problems and building a better society. I especially urge White leaders in philanthropy to take particular notice of the Reception of Identity Index section of the report. Fewer than half of people of color working in philanthropy feel that their racial identity is actualized — meaning they feel recognized, valued, and have agency to authentically engage in their organizations. Far too many of our colleagues report their racial identity is unseen, ignored, erased or exploited. That's not okay, and leaders of foundations can and must change that if they hope to have their institutions — and our nation — benefit from the brilliance of our diverse colleagues of color."

**—AARON DORFMAN, PRESIDENT & CEO,
NATIONAL COMMITTEE FOR RESPONSIVE PHILANTHROPY**

GENERAL FINDINGS

Sexual Orientation

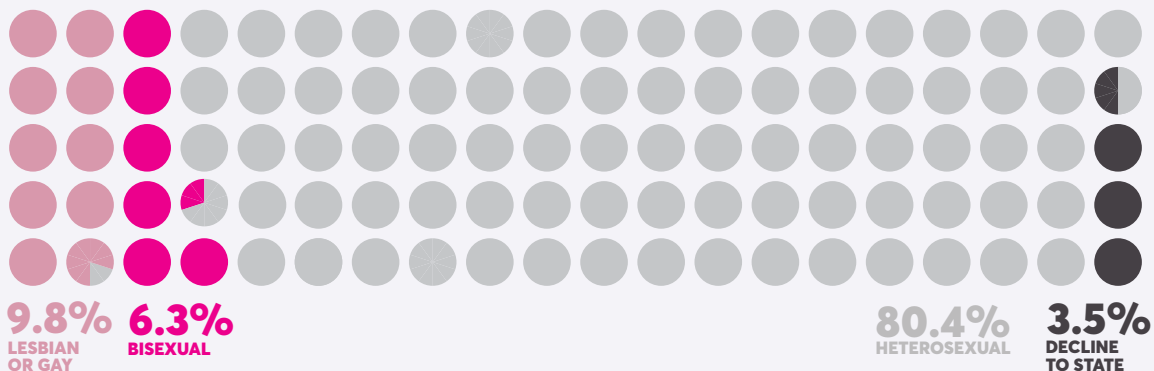
The 2020 Diversity Among Philanthropic Professionals (DAPP) Survey found that lesbian, gay, bisexual, and asexual individuals accounted for 13.6 percent of the staff and board at participating foundations. By comparison, the 2018 DAPP survey found that 16.2 percent of the staff and board at participating foundations identified lesbian, gay, bisexual, or asexual.

However, this decline could be attributable to a new survey option to select, "My sexual orientation is not listed here." Survey participants could then opt to describe sexual orientation in their own terms, as can be viewed in the word cloud on page 17. A noteworthy 6.6 percent of survey respondents identified with a different identity than lesbian or gay, bisexual, asexual, or heterosexual. In fact, the number of self-identified heterosexuals also dropped, from 80.4 percent in 2018 to 77.2 percent in 2020.

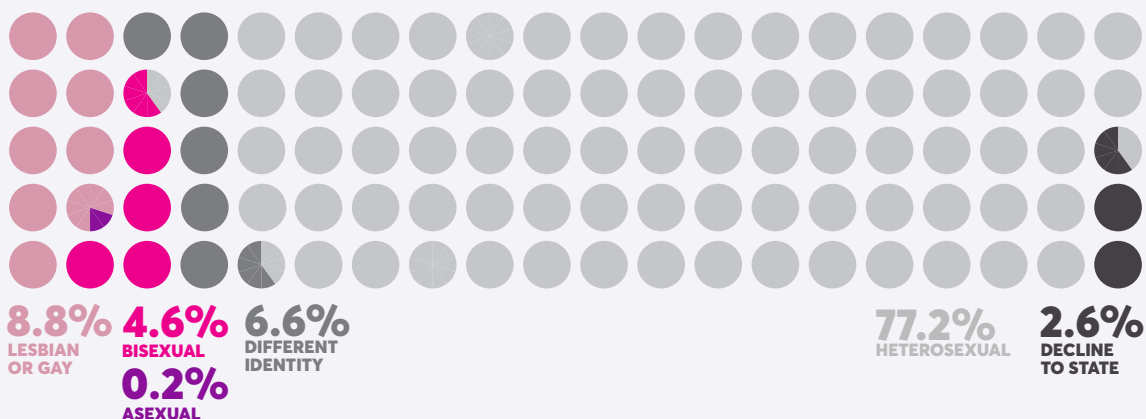
Based on write-in responses, the most common of which was queer, we believe the majority of respondents who marked different identity would fit under the broad LGBTQ umbrella. If that is the case, that would indicate an increasingly queer sector. Overall, an increasing number of individuals are opting for increasingly complex and diverse ways of describing their sexual orientation and gender identity.

PEOPLE WORKING IN PHILANTHROPY, BY SEXUAL ORIENTATION

2018 FINDINGS



2020 FINDINGS



	2018 FINDINGS	2020 FINDINGS
LESBIAN OR GAY	9.8%	8.8%
BISEXUAL	6.3%	4.6%
ASEXUAL	N/A	0.2%
HETEROSEXUAL	80.4%	77.2%
DIFFERENT IDENTITY	N/A	6.6%
DECLINE TO STATE	3.5%	2.6%

When participants were asked if they would describe their sexual orientation in any additional terms, over 80 individuals wrote in "queer." Over 20 individuals wrote in "pansexual."

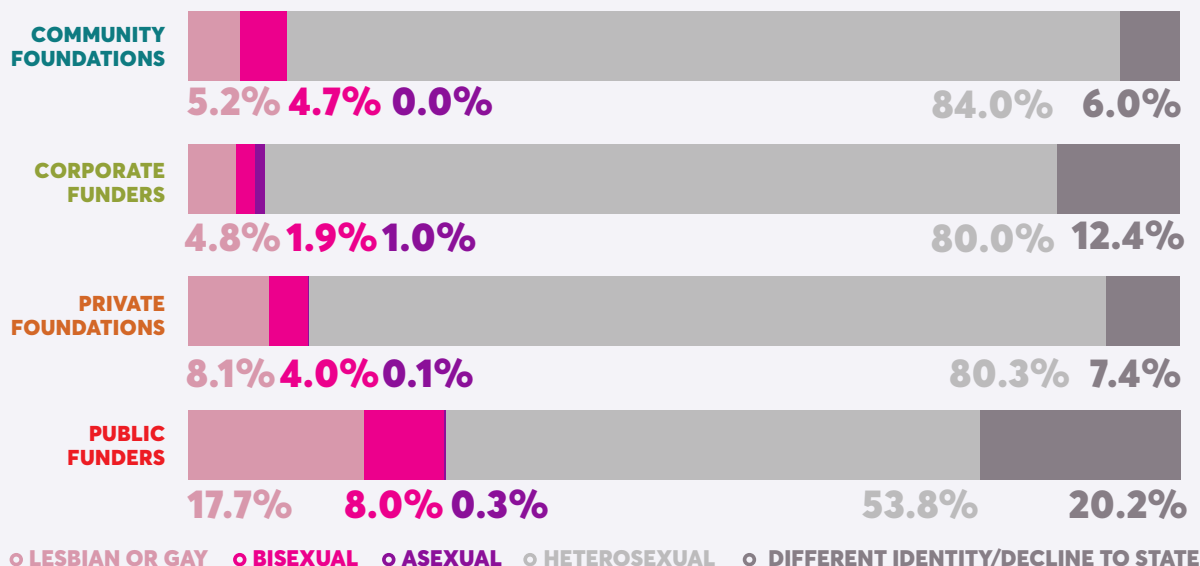
WRITE-IN RESPONSES FOR "DO YOU DESCRIBE YOUR SEXUAL ORIENTATION OR IDENTITY IN ANY OTHER WAY?"



NOTE: Each word cloud in this report contains all of the write-in answers provided for the given category. The larger the font size, the greater number of respondents who wrote in that particular response.

The 2020 DAPP survey found that lesbian, gay, bisexual, and asexual people working in philanthropy were best represented at public foundations — where nearly half of the staff and board identified as something other than heterosexual.

SEXUAL ORIENTATION, BY FOUNDATION TYPE



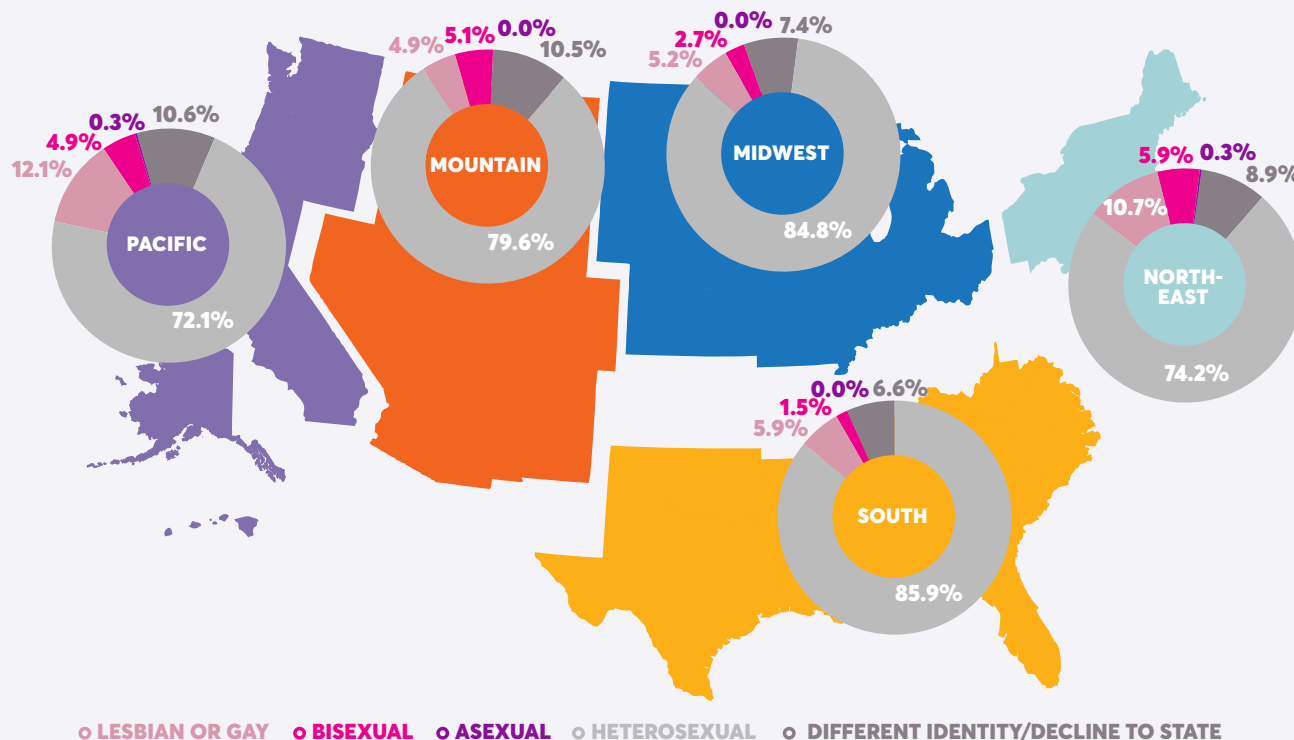
	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
LESBIAN OR GAY	5.2%	4.8%	8.1%	17.7%
BISEXUAL	4.7%	1.9%	4.0%	8.0%
ASEXUAL	0.0%	1.0%	0.1%	0.3%
HETEROSEXUAL	84.0%	80.0%	80.3%	53.8%
DIFFERENT IDENTITY	2.0%	8.6%	5.4%	17.1%
DECLINE TO STATE	4.0%	3.8%	2.0%	3.1%

"It is so important that we have baseline data on diversity in the sector that tracks not only who makes up the philanthropic workforce and leadership, but also helps us understand how identities are received in the workplace. This report accomplishes both. These findings are a powerful tool to help foundations hold themselves accountable to stated values, inside and outside the walls of their institutions."

— ANDREW WALLACE, VICE PRESIDENT OF RESEARCH & COMMUNICATIONS, FUNDERS FOR LGBTQ ISSUES

Lesbian, gay, bisexual, and asexual people working in philanthropy were most present in the Pacific region.

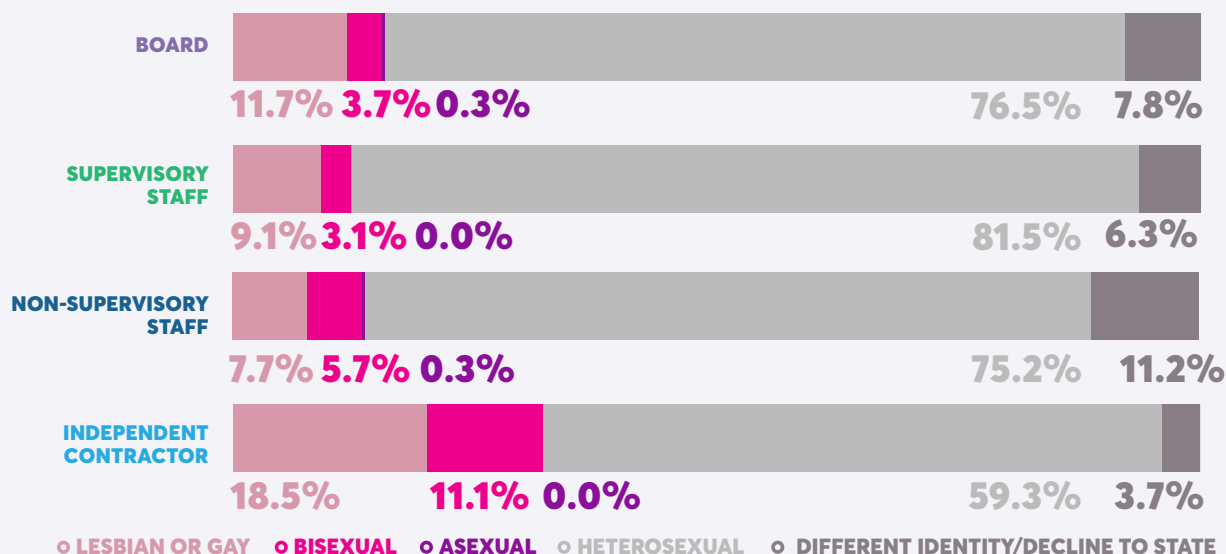
SEXUAL ORIENTATION, BY REGION



	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
LESBIAN OR GAY	5.2%	4.9%	10.7%	12.1%	5.9%
BISEXUAL	2.7%	5.1%	5.9%	4.9%	1.5%
ASEXUAL	0.0%	0.0%	0.3%	0.3%	0.0%
HETEROSEXUAL	84.8%	79.6%	74.2%	72.1%	85.9%
DIFFERENT IDENTITY	3.8%	6.1%	7.6%	7.9%	5.9%
DECLINE TO STATE	3.6%	4.4%	1.3%	2.7%	0.7%

The 2020 DAPP survey found that lesbian, gay, and bisexual people working in philanthropy were most represented among independent contractors, while asexuals working in philanthropy were most represented at the board and non-supervisory staff levels.

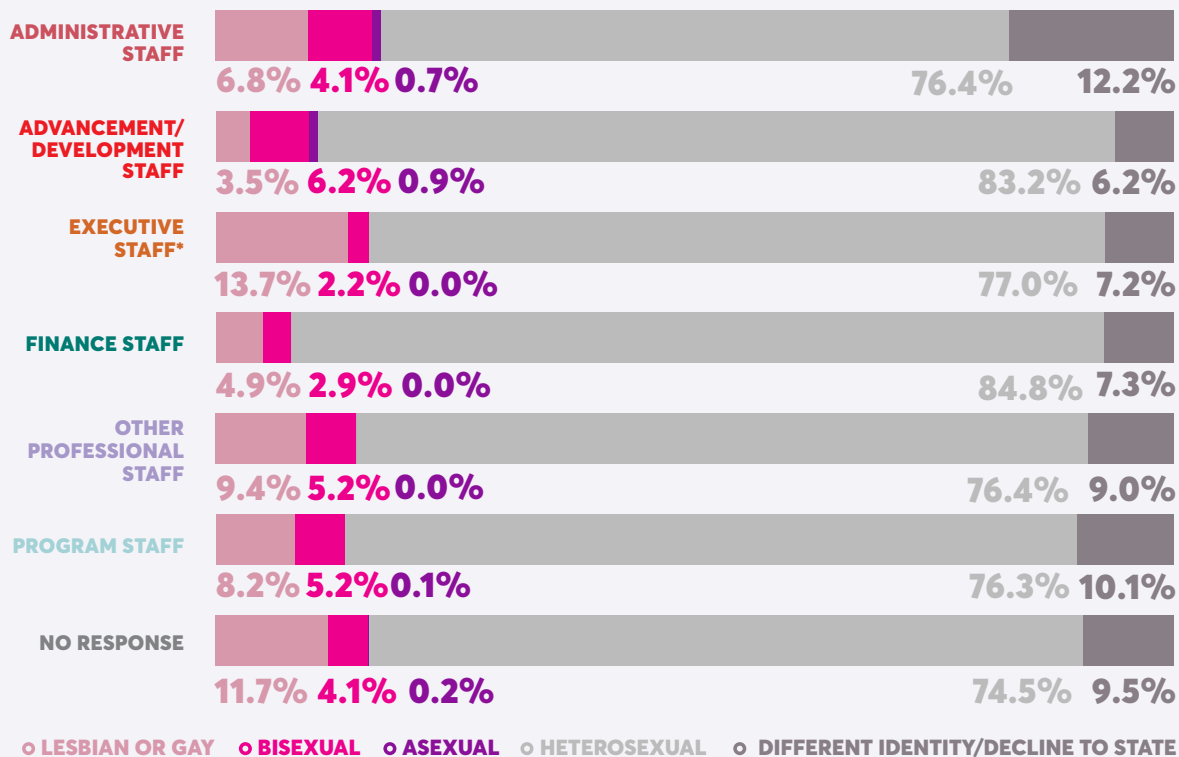
SEXUAL ORIENTATION, BY BOARD, STAFF, AND CONTRACTOR ROLE



	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR
LESBIAN OR GAY	11.7%	9.1%	7.7%	18.5%
BISEXUAL	3.7%	3.1%	5.7%	11.1%
ASEXUAL	0.3%	0.0%	0.3%	0.0%
HETEROSEXUAL	76.5%	81.5%	75.2%	59.3%
DIFFERENT IDENTITY	5.9%	3.9%	8.2%	3.7%
DECLINE TO STATE	1.9%	2.4%	3.0%	0.0%

Across various staff roles, lesbian and gay people were most represented among executive staff. Bisexuals and asexuals were most represented among advancement and development staff.

SEXUAL ORIENTATION, BY STAFF ROLES

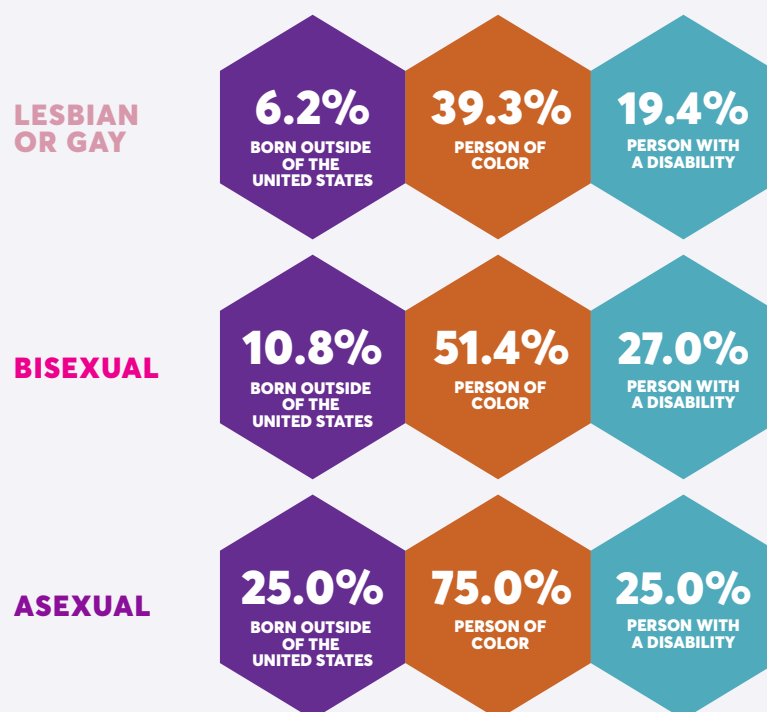


	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
LESBIAN OR GAY	6.8%	3.5%	13.7%	4.9%	9.4%	8.2%	11.7%
BISEXUAL	4.1%	6.2%	2.2%	2.9%	5.2%	5.2%	4.1%
ASEXUAL	0.7%	0.9%	0.0%	0.0%	0.0%	0.1%	0.2%
HETEROSEXUAL	76.4%	83.2%	77.0%	84.8%	76.4%	76.3%	74.5%
DIFFERENT IDENTITY	8.8%	3.5%	4.3%	2.9%	6.2%	8.1%	7.3%
DECLINE TO STATE	3.4%	2.7%	2.9%	4.4%	2.8%	2.0%	2.2%

* Non-Financial, Non-Program, and Non-Development Staff

Nearly 40 percent of lesbian and gay people working in philanthropy identify as people of color while the majority of bisexuals and asexuals in philanthropy are people of color. Nearly one in five lesbian and gay people working in philanthropy identifies as a person with a disability and approximately a quarter of bisexuals and asexuals identify as people with disabilities.

PERCENTAGE OF LESBIAN, GAY, BISEXUAL, AND ASEXUAL PEOPLE IN PHILANTHROPY IDENTIFYING WITH SELECT INTERSECTIONAL IDENTITIES



WHAT HAPPENED TO THE QUESTION ABOUT OUTNESS?

The 2018 DAPP Survey found that the majority of LGBTQ people working in philanthropy (53.4 percent) were “in the closet at the workplace”, meaning they had not disclosed their sexual orientation or gender identity to most work colleagues. Whereas other research demonstrated that the majority of LGBTQ people working in the corporate sector are “out”.

A technical glitch in the 2020 DAPP Survey meant our outness question was not triggered for people who identified as lesbian or gay, bisexual, or asexual.

This disappointing lack of data on “outness” in philanthropy will only be temporary, as our partners at SMU DataArts will take extra steps to ensure the technical glitch is fixed for the 2022 DAPP survey.

For more on the 2018 DAPP Survey findings related to LGBTQ outness and to explore the implications of life “in the closet” for LGBTQ people in philanthropy, see the Funders for LGBTQ Issues report [*The Philanthropic Closet: LGBTQ People in Philanthropy*](#) (2018).

GENERAL FINDINGS

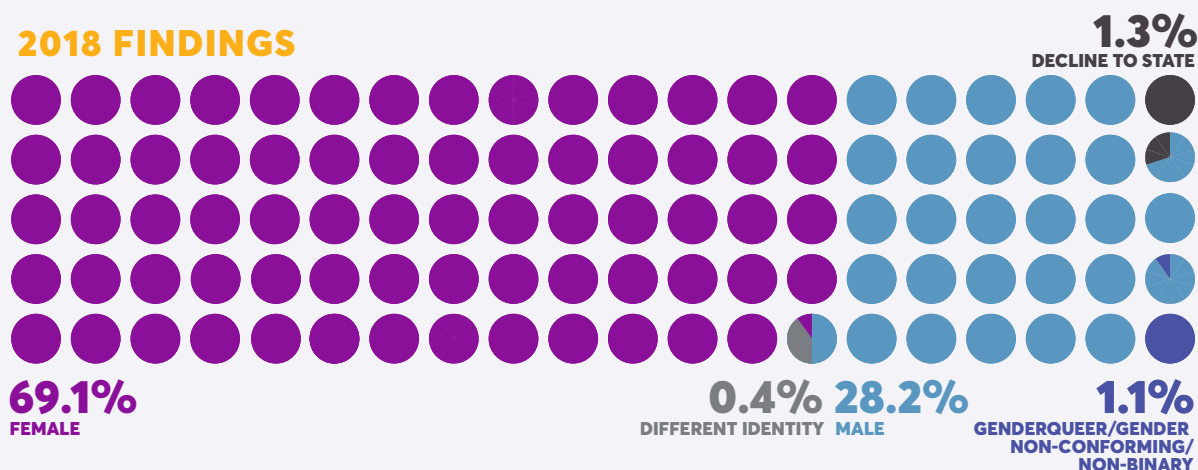
Gender & Sex

As in 2018, nearly two-thirds of individuals in the 2020 DAPP identified as female.

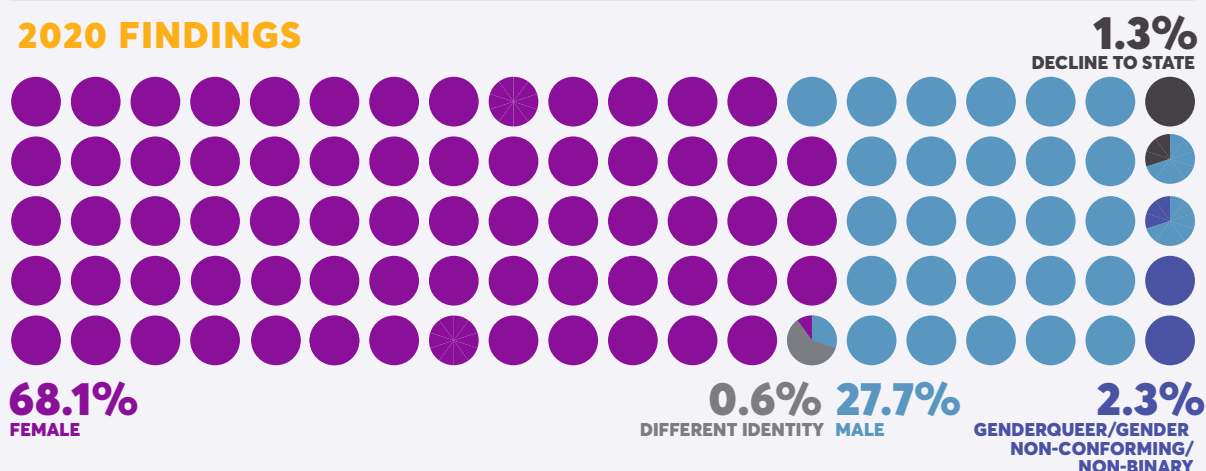
Between 2018 and 2020, the percentage of gender non-conforming, genderqueer, and non-binary individuals working in philanthropy doubled from 1.1 percent to 2.3 percent.

PEOPLE WORKING IN PHILANTHROPY, BY GENDER IDENTITY

2018 FINDINGS



2020 FINDINGS

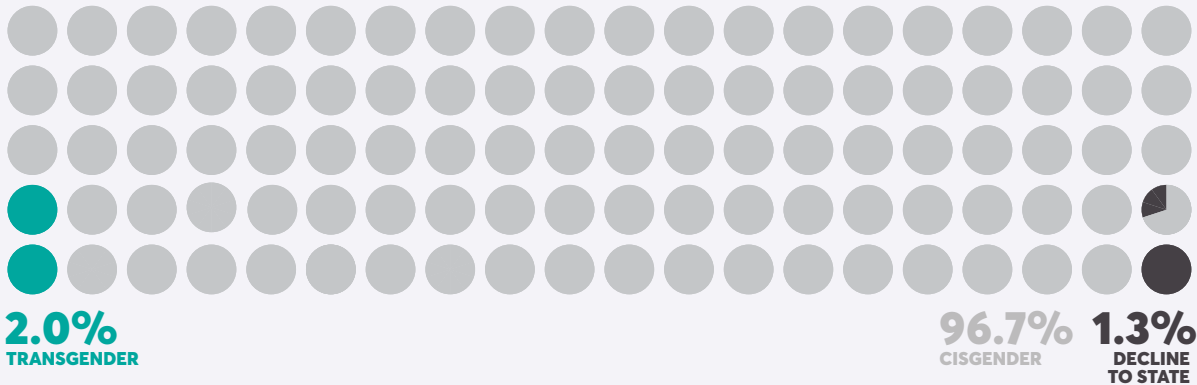


	2018 FINDINGS	2020 FINDINGS
FEMALE	69.1%	68.1%
MALE	28.2%	27.7%
GENDERQUEER/GENDER NON-CONFORMING/NON-BINARY	1.1%	2.3%
DIFFERENT IDENTITY	0.4%	0.6%
DECLINE TO STATE	1.3%	1.3%

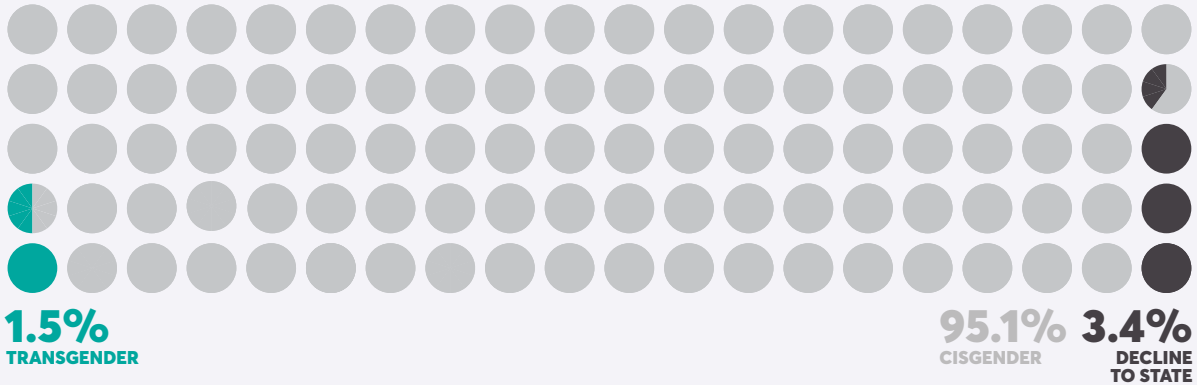
Transgender people working in philanthropy continue to account for a small percentage of board and staff — accounting for just 1.5 percent in 2020.

PEOPLE WORKING IN PHILANTHROPY, BY TRANSGENDER STATUS

2018 FINDINGS



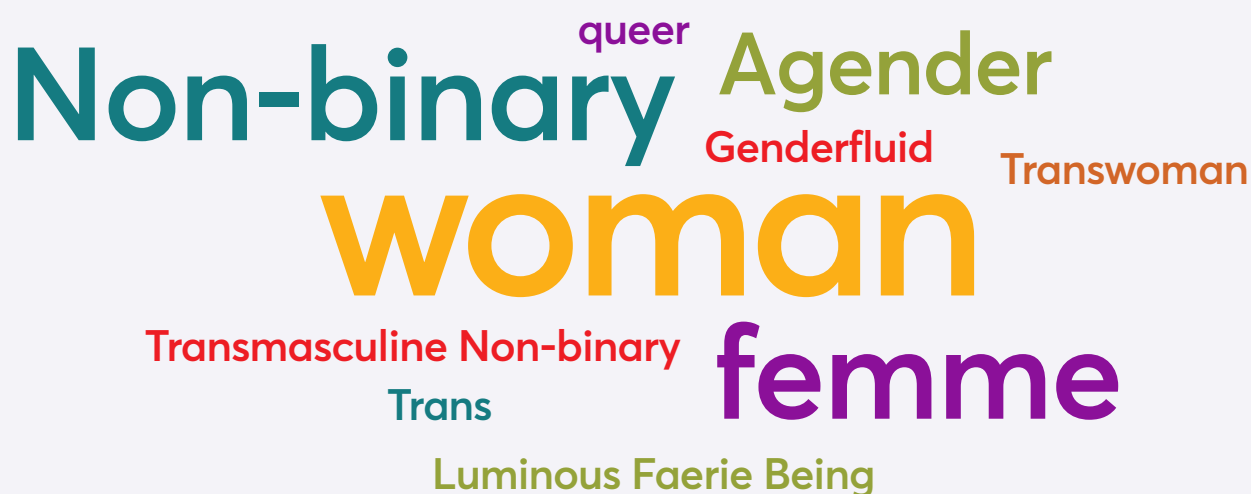
2020 FINDINGS



	2018 FINDINGS	2020 FINDINGS
TRANSGENDER	2.0%	1.5%
CISGENDER	96.7%	95.1%
DECLINE TO STATE	1.3%	3.4%

In the write-in section for gender, the most common write-in for "different identity" was woman, followed closely by non-binary and femme.

WRITE-IN RESPONSES FOR DIFFERENT IDENTITY FOR GENDER & SEX



NOTE: Each word cloud in this report contains all of the write-in answers provided for the given category. The larger the font size, the greater number of respondents who wrote in that particular response.

DEFINING TRANSGENDER

In *TRANSformational Impact: U.S. Foundation Funding for Trans Communities*, Funders for LGBTQ Issues defines gender identity as "one's internal, deeply-held sense of being female, male, or something else" and gender expression as "one's external characteristics such as dress, mannerisms, and social interactions that are perceived as masculine or feminine." The report notes that, "a person's gender expression is often closely tied to their gender identity."

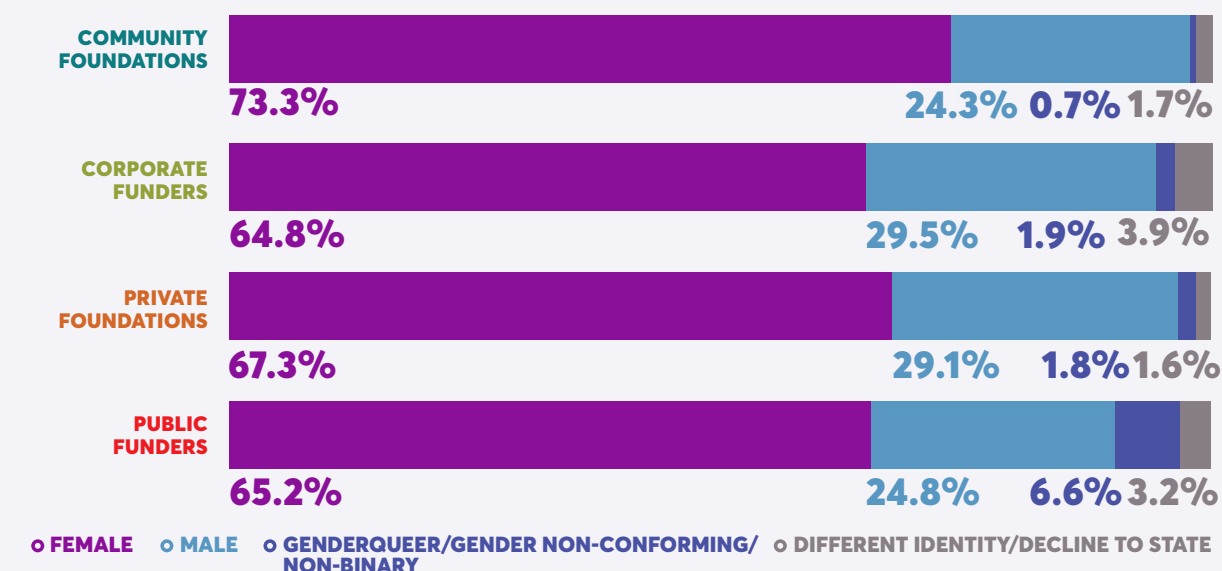
The report explains that transgender people are individuals "whose gender identity is different from the sex they were assigned at birth. Transgender women are people who were assigned male at birth and identify as female. Transgender men are people who were assigned female at birth and identify as male."

The report also defines gender non-conforming people as individuals who "have, or are perceived to have, gender expressions that do not conform to traditional or societal expectations" and genderqueer people as individuals who "do not categorically identify as either female or male." This is similar to non-binary individuals who reject the male/female gender binary.

To learn more about transgender communities and how philanthropy can support them, check out [Grantmakers United for Trans Communities \(GUTC\)](#), an initiative of Funders for LGBTQ Issues.

The 2020 DAPP survey found that females working in philanthropy were most represented at community foundations, males working in philanthropy were most represented at corporate foundations, and gender non-conforming, genderqueer, and non-binary individuals were most represented at public foundations.

GENDER IDENTITY, BY FOUNDATION TYPE



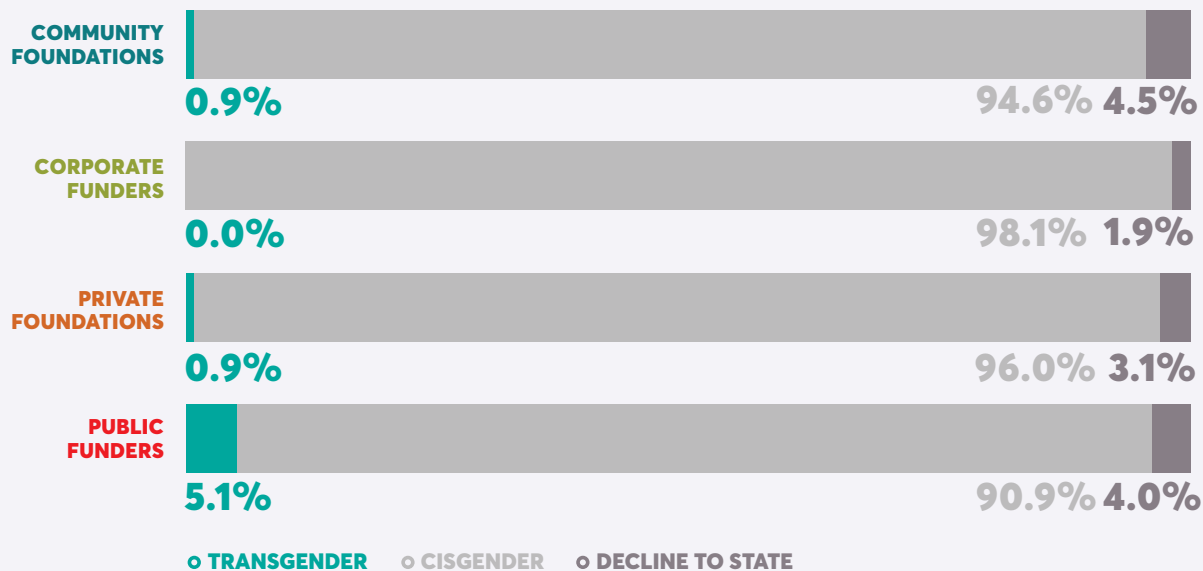
	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
FEMALE	73.3%	64.8%	67.3%	65.2%
MALE	24.3%	29.5%	29.1%	24.8%
GENDERQUEER/GENDER NON-CONFORMING/ NON-BINARY	0.7%	1.9%	1.8%	6.6%
DIFFERENT IDENTITY	0.4%	1.0%	0.2%	2.6%
DECLINE TO STATE	1.3%	2.9%	1.4%	0.6%

"We need the voices of women — especially women of color — represented at every level of philanthropy where decisions are being made. The DAPP survey data gives us a better understanding of how we are represented in the philanthropic sector and creates opportunities for us to ask the question — what would it take to achieve true racial and gender equality in our industry?"

— ELIZABETH BARAJAS-ROMÁN, WOMEN'S FUNDING NETWORK PRESIDENT AND CEO

Transgender people working in philanthropy were also most represented at public foundations.

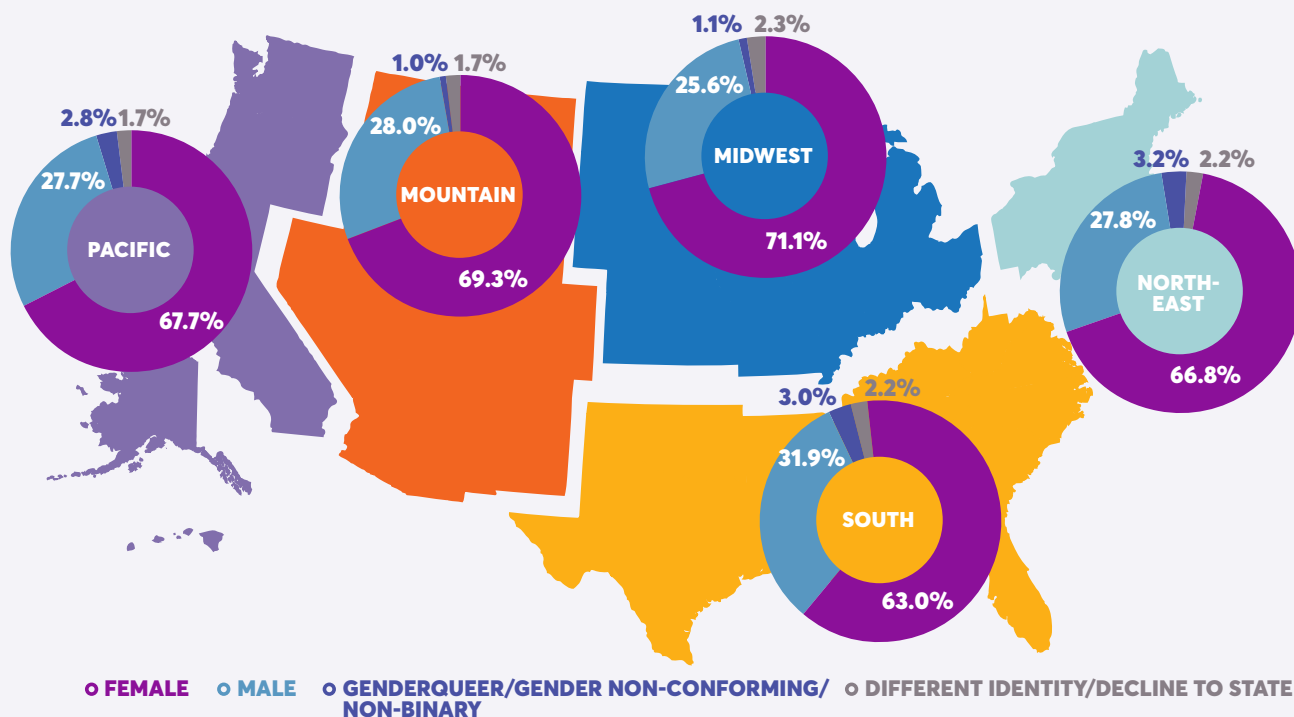
TRANSGENDER IDENTITY, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
TRANSGENDER	0.9%	0.0%	0.9%	5.1%
CISGENDER	94.6%	98.1%	96.0%	90.9%
DECLINE TO STATE	4.5%	1.9%	3.1%	4.0%

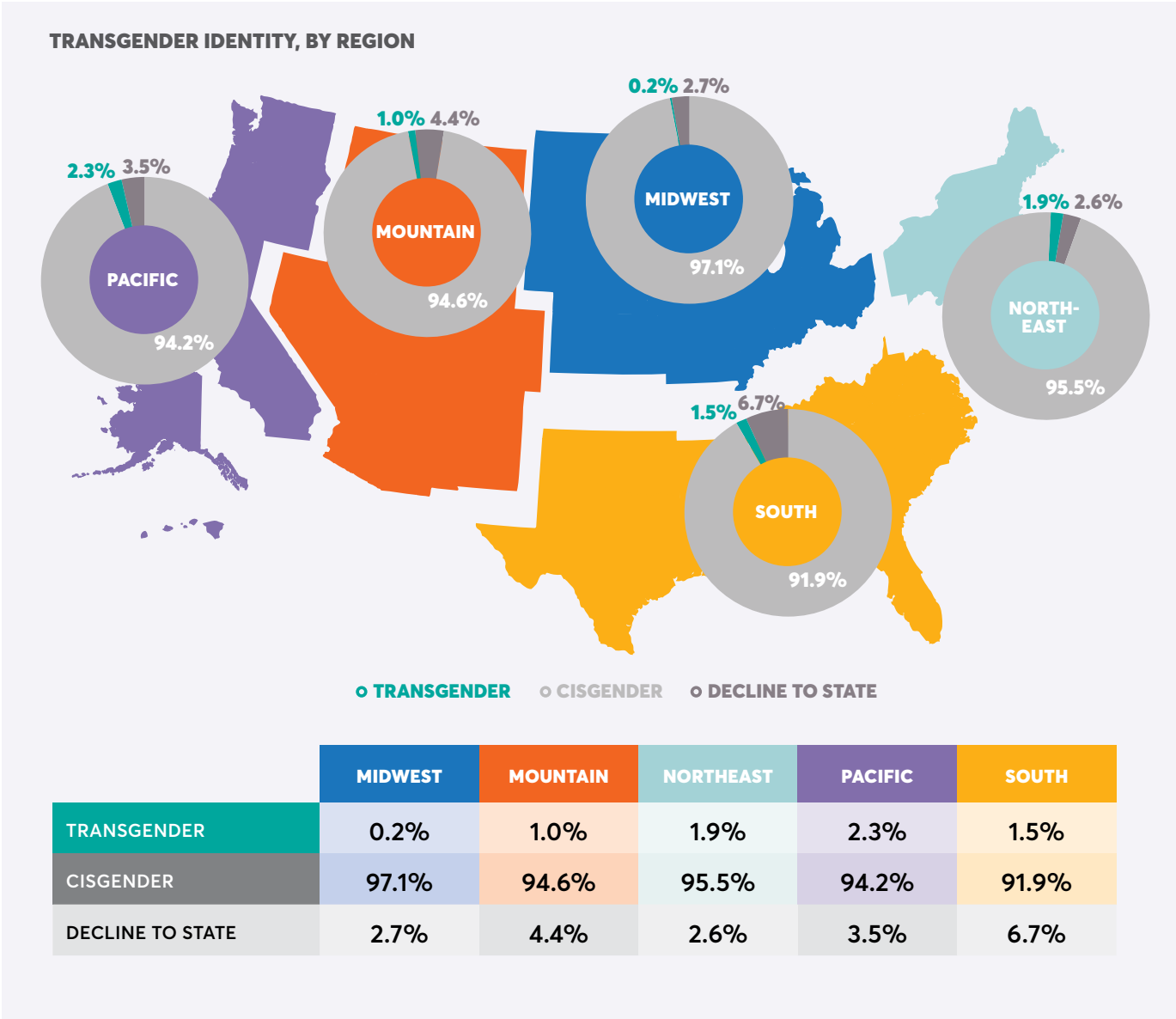
Females working in philanthropy were most represented at in the Midwest, males working in philanthropy were most represented in the South, and gender non-conforming, genderqueer, and non-binary individuals were most represented in the Northeast.

GENDER IDENTITY, BY REGION



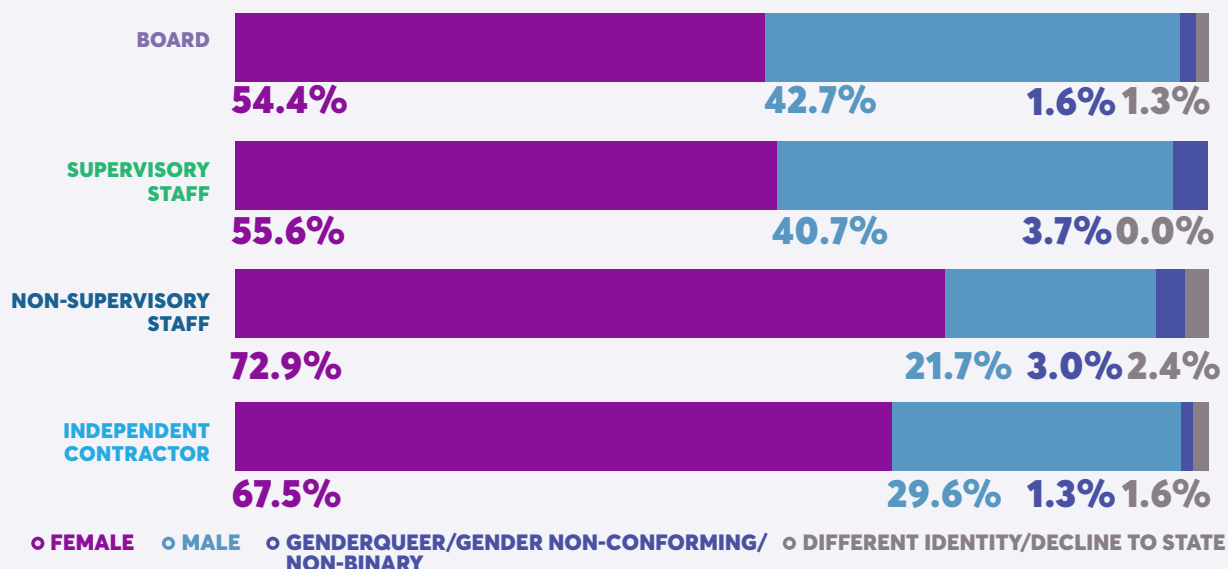
	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
FEMALE	71.1%	69.3%	66.8%	67.7%	63.0%
MALE	25.6%	28.0%	27.8%	27.7%	31.9%
GENDERQUEER/GENDER NON-CONFORMING/ NON-BINARY	1.1%	1.0%	3.2%	2.8%	3.0%
DIFFERENT IDENTITY	0.7%	0.2%	0.9%	0.7%	0.0%
DECLINE TO STATE	1.6%	1.5%	1.3%	1.0%	2.2%

Transgender people working in philanthropy were most represented in the Pacific region.



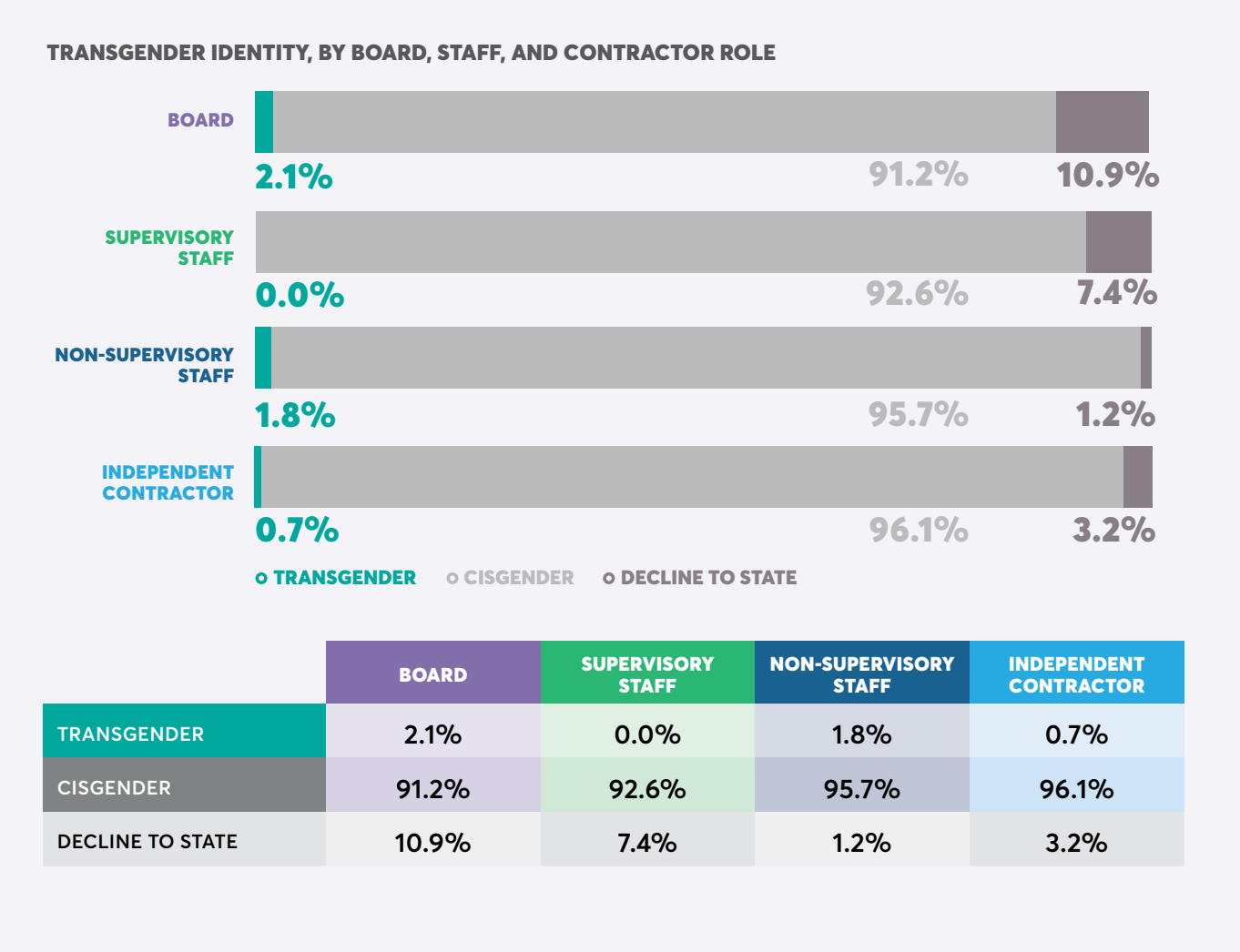
The 2020 DAPP survey found that females working in philanthropy were most represented among non-supervisory staff. Males were most represented on boards of directors. Gender non-conforming, genderqueer, and non-binary people were most represented among supervisory staff.

GENDER IDENTITY, BY BOARD, STAFF, AND CONTRACTOR ROLE



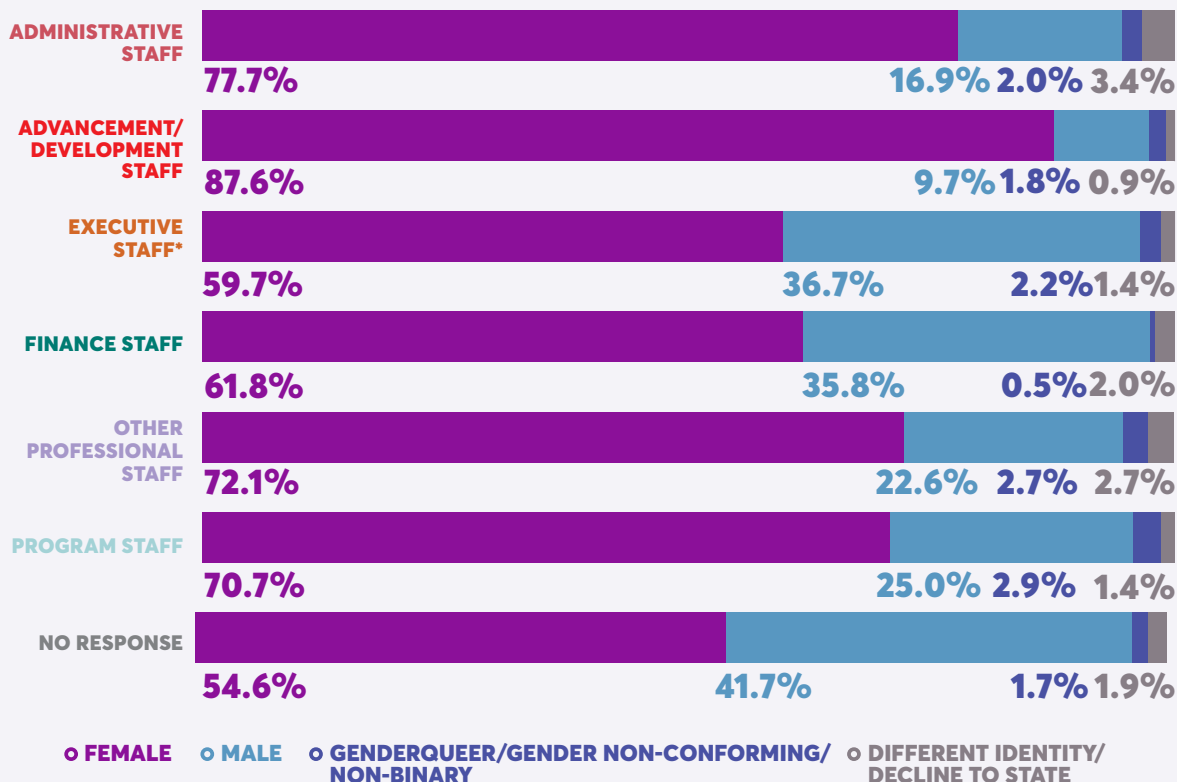
	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR
FEMALE	54.4%	55.6%	72.9%	67.5%
MALE	42.7%	40.7%	21.7%	29.6%
GENDERQUEER/GENDER NON-CONFORMING/ NON-BINARY	1.6%	3.7%	3.0%	1.3%
DIFFERENT IDENTITY	0.5%	0.0%	0.9%	0.3%
DECLINE TO STATE	0.8%	0.0%	1.5%	1.3%

Transgender people in philanthropy were most represented on boards of directors.



Across various staff roles, females were most represented among advancement/development staff, and males were most represented among executive staff. Genderqueer, gender non-conforming, and nonbinary people were most represented among program staff.

GENDER IDENTITY, BY STAFF ROLES

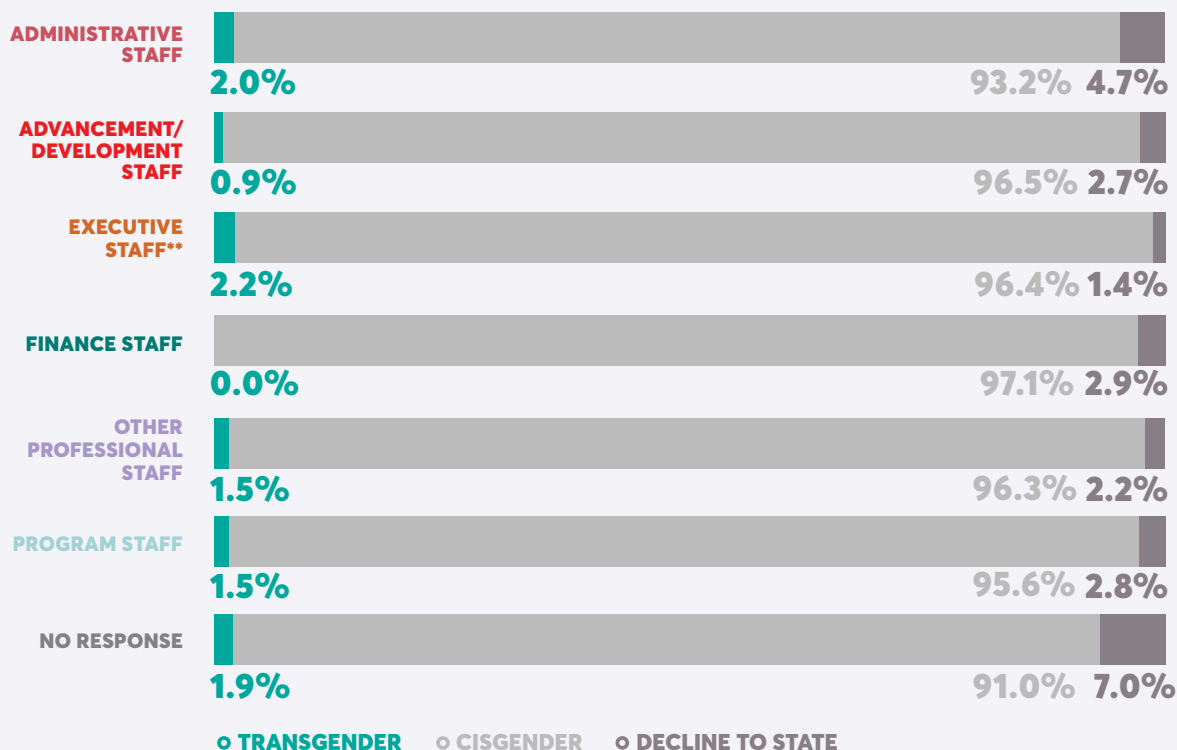


	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
FEMALE	77.7%	87.6%	59.7%	61.8%	72.1%	70.7%	54.6%
MALE	16.9%	9.7%	36.7%	35.8%	22.6%	25.0%	41.7%
GENDERQUEER/GENDER NON-CONFORMING/NON-BINARY	2.0%	1.8%	2.2%	0.5%	2.7%	2.9%	1.7%
DIFFERENT IDENTITY	1.4%	0.0%	0.0%	0.0%	0.5%	0.9%	0.7%
DECLINE TO STATE	2.0%	0.9%	1.4%	2.0%	2.2%	0.5%	1.2%

* Non-Financial, Non-Program, and Non-Development Staff

Across various staff roles, transgender people were most represented among executive staff and administrative staff.

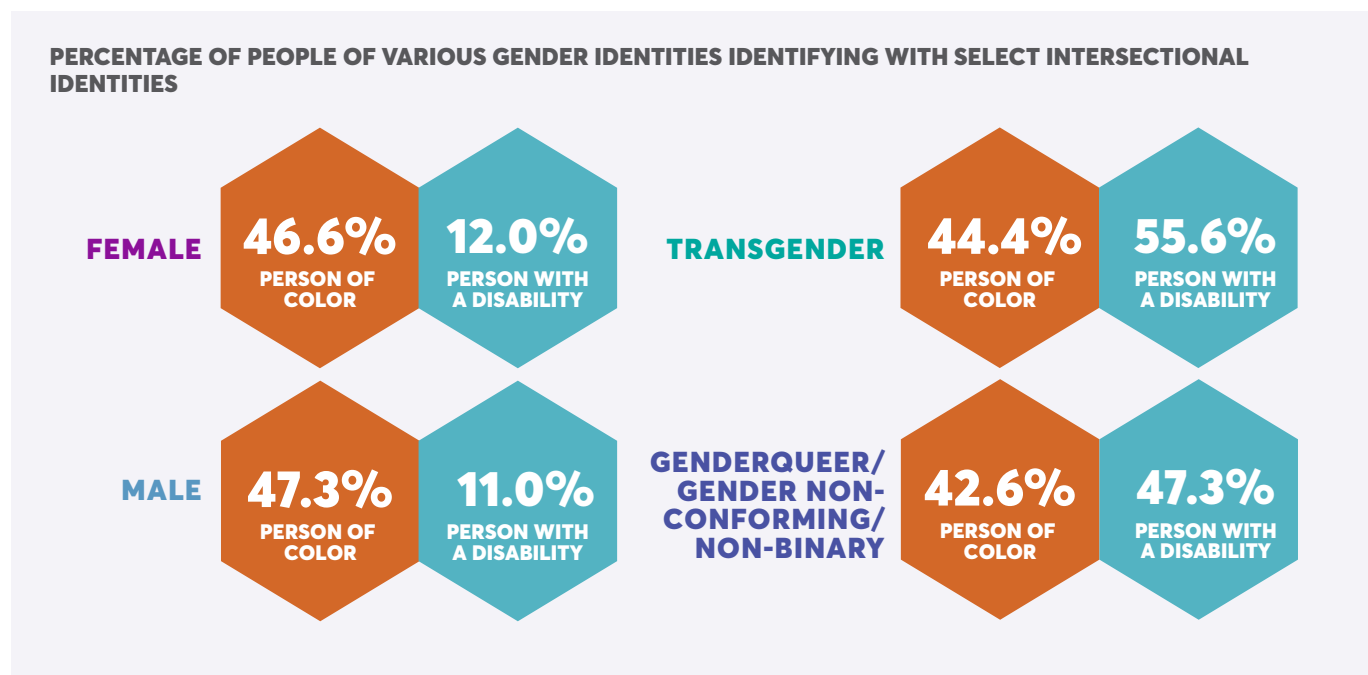
TRANSGENDER IDENTITY, BY STAFF ROLES



	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
TRANSGENDER	2.0%	0.9%	2.2%	0.0%	1.5%	1.5%	1.9%
CISGENDER	93.2%	96.5%	96.4%	97.1%	96.3%	95.6%	91.0%
DECLINE TO STATE	4.7%	2.7%	1.4%	2.9%	2.2%	2.8%	7.0%

** Non-Financial, Non-Program, and Non-Development Staff

Approximately half of gender non-conforming, genderqueer, and non-binary people in philanthropy identify as people with disabilities. The majority of transgender people in philanthropy identify as people with disabilities.



"The DAPP survey and findings are timely, necessary, and relevant to push philanthropy to be more accountable to and led by BIPOC leaders, people with lived experiences, LGBTQIA and gender non-conforming people, women, immigrants, and people with disabilities. NFG is a proud partner of the DAPP survey; we encourage the members and grantmakers in our community to learn more about the findings.

And we invite you to work with NFG and the CHANGE Philanthropy partners towards this collective effort."

— ADRIANA ROCHA, PRESIDENT, NEIGHBORHOOD FUNDERS GROUP

INTERSEX STATUS

The 2018 DAPP Survey asked about intersex status, but only one respondent identified as intersex. With the 2020 DAPP Survey, four respondents identified as intersex. Still, it only accounted for 0.2 percent of people working in philanthropy.

All intersex respondents worked at private foundations and they were split between working in the Northeast and Pacific regions.

Half of intersex respondents identified as people with disabilities. One intersex respondent reported serving on a board of directors, one was a supervisory staff member, the other two were non-supervisory staff.

All intersex respondents were born in the United States.

DEFINING INTERSEX

[interACT, Advocates for Intersex Youth](#) is a great resource for learning more about what it means to be intersex and how to best support intersex communities. interACT notes that "Intersex is an umbrella term for differences in sex traits or reproductive anatomy. Intersex people are born with these differences or develop them in childhood. There are many possible differences in genitalia, hormones, internal anatomy, or chromosomes, compared to the usual two ways that human bodies develop."

According to interACT, about 1.7 people are born intersex. By comparison, 1 to 2 percent of people are born with red hair and only 0.3 percent of people are born as identical twins. You might know red-haired people or identical twins. You might just as easily know intersex people.

Intersex people may not always know they are intersex for a variety of reasons. To learn more, please visit interACT's website at interactadvocates.org.

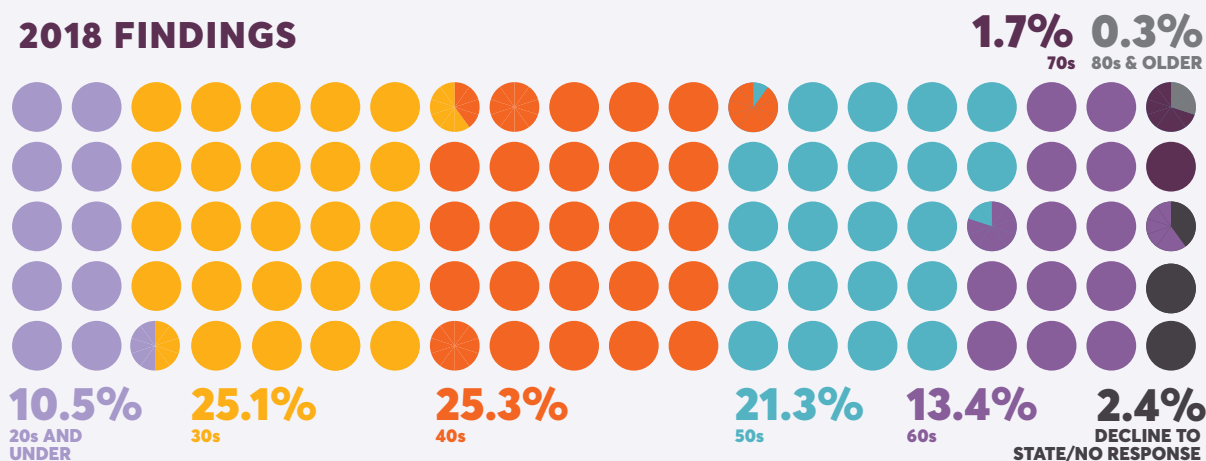
GENERAL FINDINGS

Age & Tenure

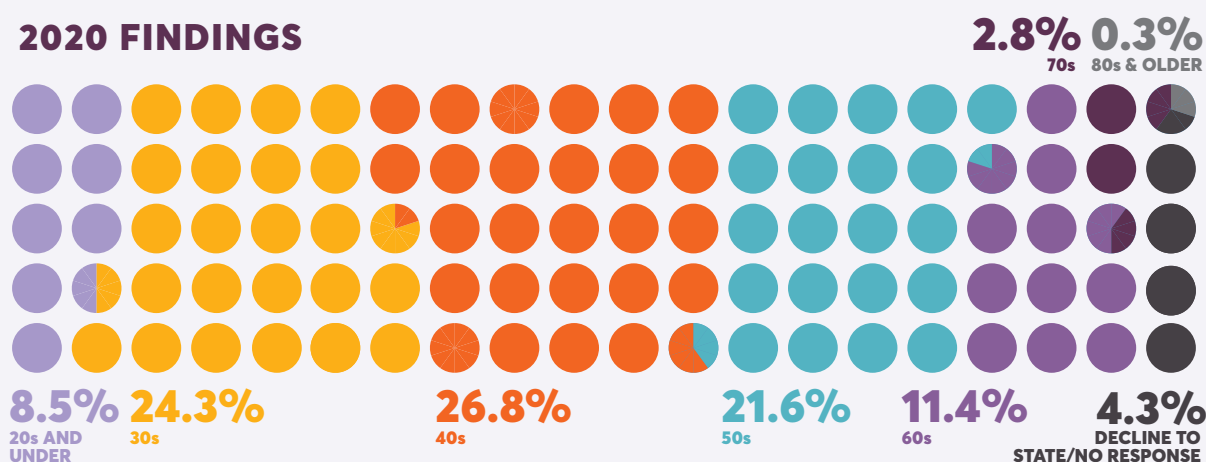
The 2020 Diversity Among Philanthropic Professionals (DAPP) Survey found that approximately a quarter of people working in philanthropy were in their 30s and another quarter were in their 40s. Twenty percent of people working in philanthropy were in their 50s.

PEOPLE WORKING IN PHILANTHROPY, BY GENDER IDENTITY

2018 FINDINGS



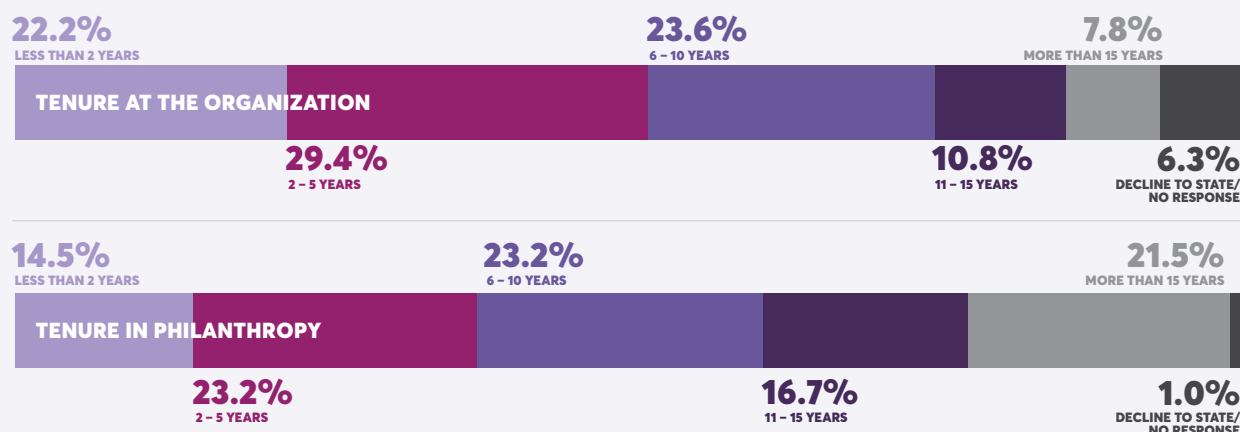
2020 FINDINGS



	2018 FINDINGS	2020 FINDINGS
20s AND UNDER	10.5%	8.5%
30s	25.1%	24.3%
40s	25.3%	26.8%
50s	21.3%	21.6%
60s	13.4%	11.4%
70s	1.7%	2.8%
80s AND OLDER	0.3%	0.3%
DECLINE TO STATE / NO RESPONSE	2.4%	4.3%

The majority of survey respondents have been with their specific organization for five or fewer years. However, a majority of survey respondents have been in philanthropy for five or more years — indicating a number of survey respondents who have worked for multiple organizations in the sector.

PEOPLE WORKING IN PHILANTHROPY, BY TENURE



	TENURE AT THE ORGANIZATION	TENURE IN PHILANTHROPY
LESS THAN 2 YEARS	22.2%	14.5%
2 – 5 YEARS	29.4%	23.2%
6 – 10 YEARS	23.6%	23.2%
11 – 15 YEARS	10.8%	16.7%
MORE THAN 15 YEARS	7.8%	21.5%
DECLINE TO STATE / NO RESPONSE	6.3%	1.0%

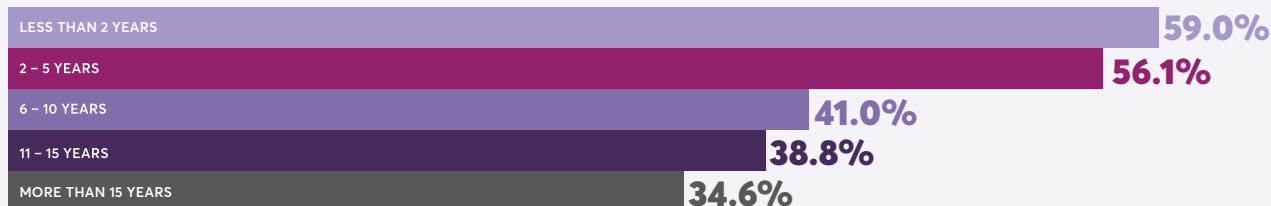
"An important addition to the 2020 DAPP is the question on tenure. Noting that people who have worked in philanthropy five years or less were far more diverse, a big question is, 'what is philanthropy doing to retain this diverse talent?' And the findings from the 2020 DAPP tend to suggest that the sector has work to do in terms of creating space for diverse individuals to feel actualized in the workplace — meaning they feel recognized, valued, and have the agency to engage in the work authentically. EPIP and other CHANGE partners can help grantmakers engage in this work, while also supporting people newer to philanthropy."

— **STORME GRAY, EXECUTIVE DIRECTOR, EMERGING PRACTITIONERS IN PHILANTHROPY**

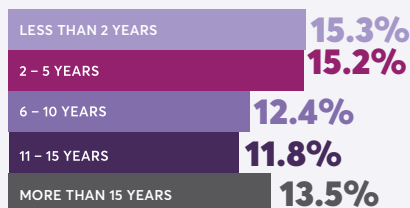
Those newer to philanthropy, having worked in the sector five years or less, were more likely to identify as people of color, as LGBTQ, and as a person with a disability.

PEOPLE WORKING IN PHILANTHROPY, BY TENURE AND IDENTITY

PERSON OF COLOR



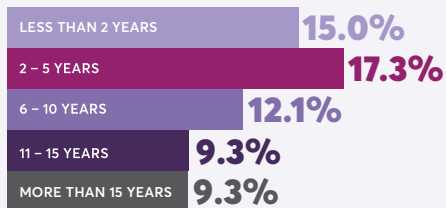
LESBIAN, GAY, BISEXUAL, OR ASEXUAL



TRANSGENDER



PERSON WITH A DISABILITY



	PERSON OF COLOR	LESBIAN, GAY, BISEXUAL, OR ASEXUAL	TRANSGENDER	PERSON WITH A DISABILITY
LESS THAN 2 YEARS	59.0%	15.3%	3.2%	15.0%
2 - 5 YEARS	56.1%	15.2%	1.6%	17.3%
6 - 10 YEARS	41.0%	12.4%	2.0%	12.1%
11 - 15 YEARS	38.8%	11.8%	1.0%	9.3%
MORE THAN 15 YEARS	34.6%	13.5%	0.0%	9.3%
DECLINE TO STATE / NO RESPONSE	39.1%	60.9%	4.3%	13.0%

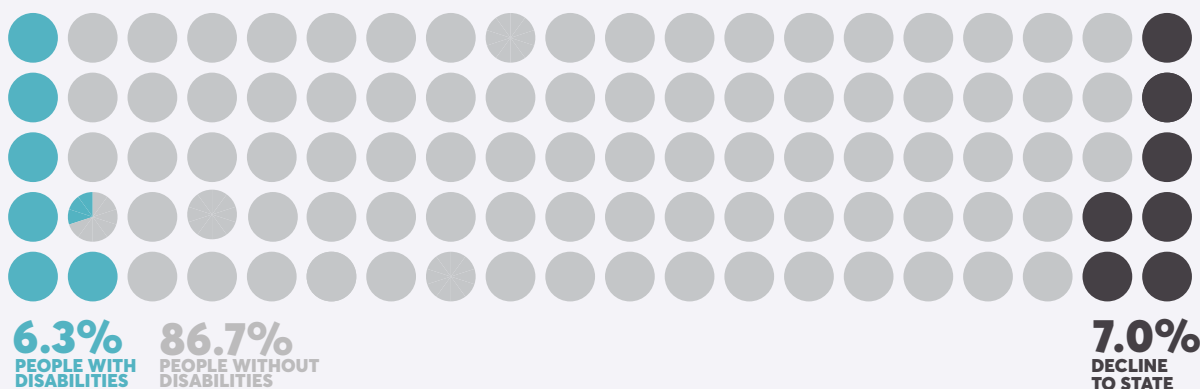
GENERAL FINDINGS

Disability Status

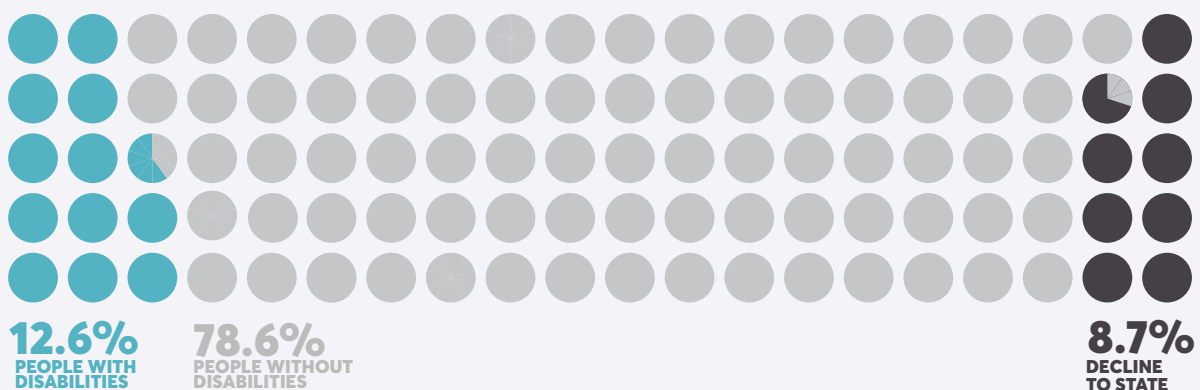
The number of individuals working in philanthropy who identified as a person with a disability doubled in 2020. The 2020 DAPP found that 12.6 percent of people working in philanthropy identified as a person with a disability. This approximates the U.S. Census Bureau's finding that 12.6 percent of the civilian, noninstitutionalized population is living with a disability. However, according to the CDC, which uses broader definitions, 26% of adults in the US have some form of disability.^{1,2}

PEOPLE WORKING IN PHILANTHROPY, BY DISABILITY STATUS

2018 FINDINGS



2020 FINDINGS



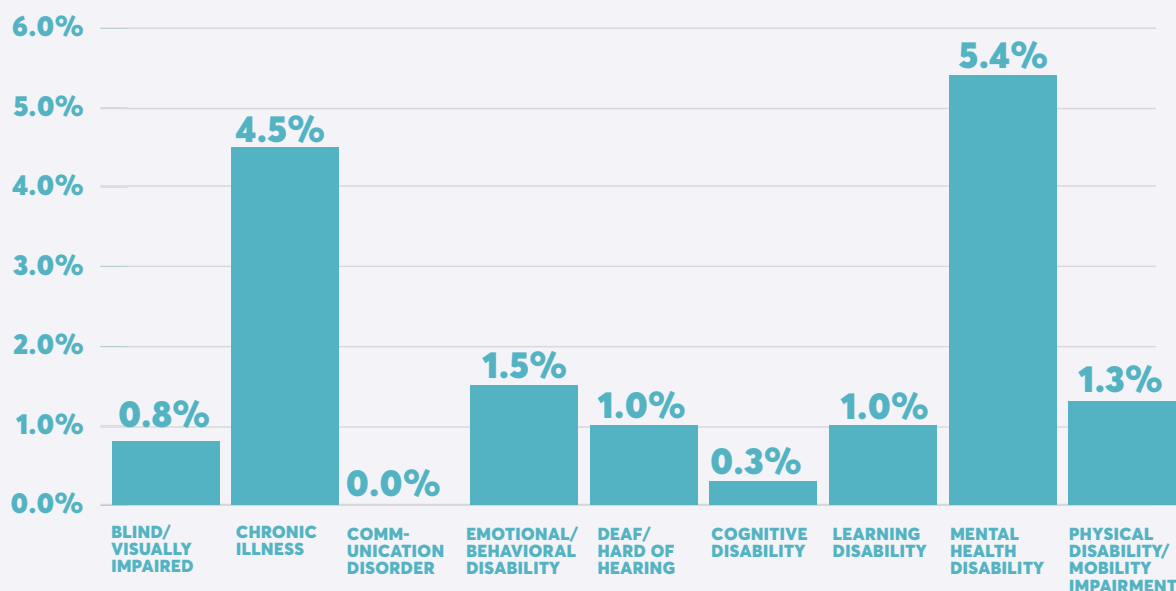
	2018 FINDINGS	2020 FINDINGS
PERSON WITH A DISABILITY	6.3%	12.6%
PERSON WITHOUT A DISABILITY	86.7%	78.6%
DECLINE TO STATE	7.0%	8.7%

¹ <http://factfinder.census.gov>
² <https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html>

Disability Status

Some of the increase may have been driven by the introduction of a more detailed question about disability status in the 2020 DAPP Survey. In 2020, we asked people working in philanthropy to identify with a specific disability status. Over 5 percent of people working in philanthropy identified as a person with a mental health disability and 4.5 percent of people working in philanthropy identified as a person with a chronic illness.

PEOPLE WORKING IN PHILANTHROPY, BY SPECIFIC DISABILITY



*NOTE: Individuals may have marked multiple disabilities and therefore the percentage of people with individual disabilities exceeds the percentage of people who identified as a person with a disability.

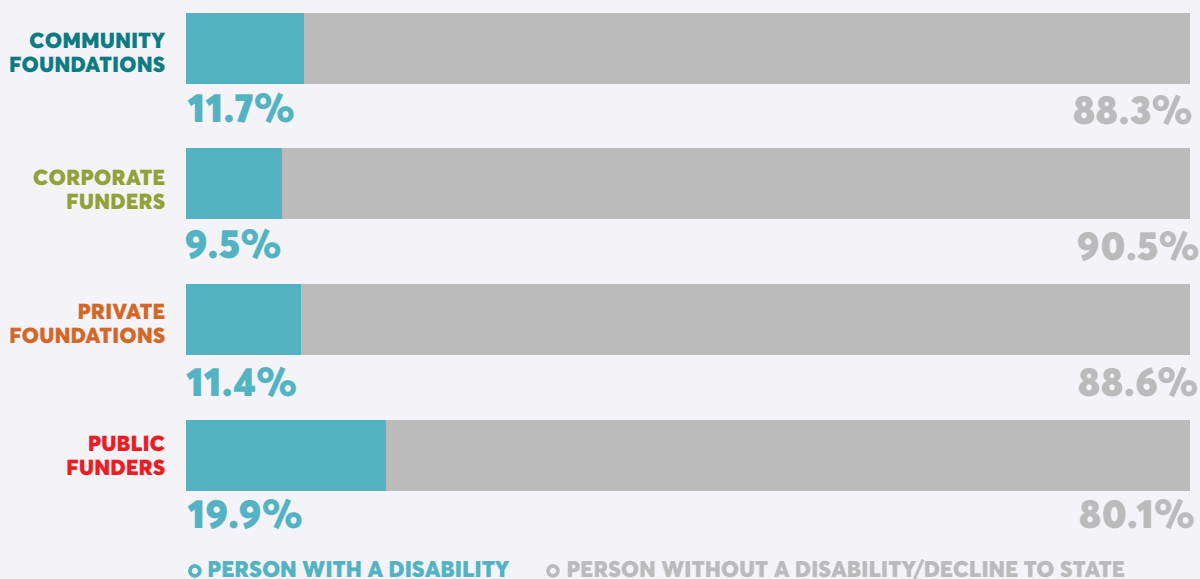
In the write-in section, we received multiple responses from people living with Attention Deficit Hyperactivity Disorder (ADHD) and the Human Immunodeficiency Virus (HIV).

WRITE-IN RESPONSES FOR "MY DISABILITY IS: _____"

PTSD related to MST
anxiety
sensitivity to light/loud sounds
Partial Color Blindness
Attention Deficit Hyperactivity Disorder (ADHD)
Depression
Diabetes
dyslexia
Neurological
HIV+
scoliosis
impaired hearing & Internal
Spasmodic Dysphonia
Dwarfism

The 2020 DAPP survey found that people with disabilities working in philanthropy were most represented at public foundations. While they were least represented in corporate funders, 9.5 percent marks a major increase from 2018, when we could not identify a single person with a disability working at a corporate funder.

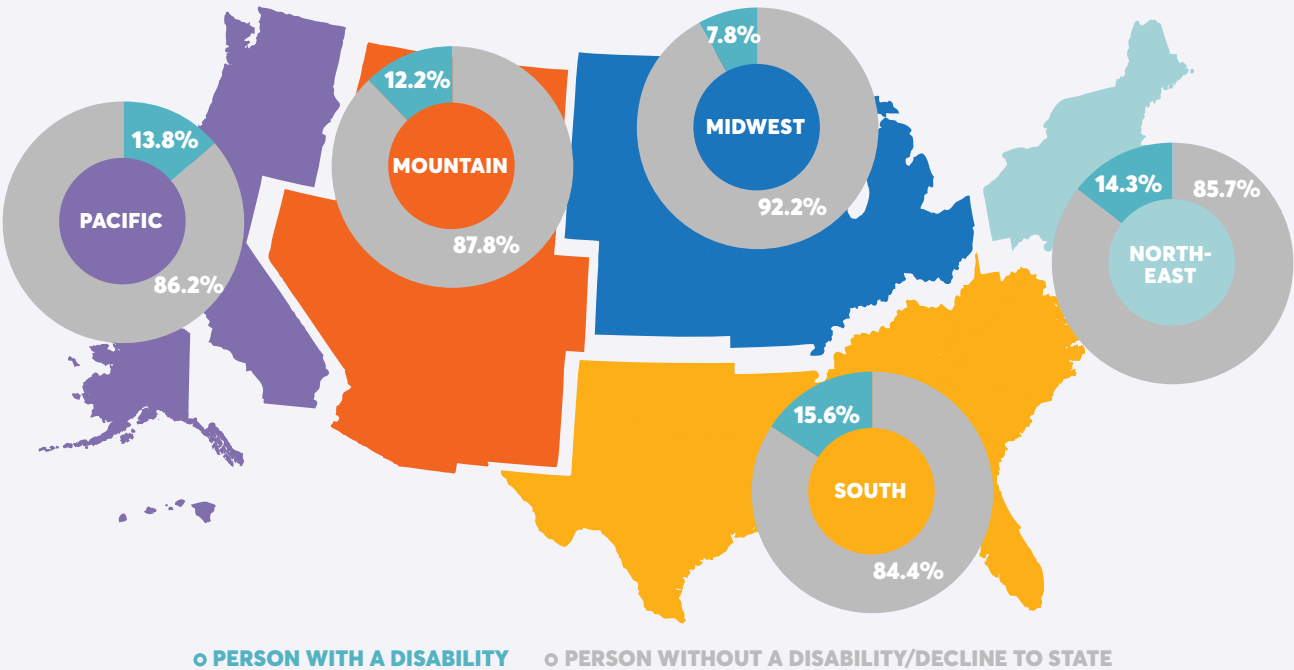
DISABILITY STATUS, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
PERSON WITH A DISABILITY	11.7%	9.5%	11.4%	19.9%
PERSON WITHOUT A DISABILITY / DECLINE TO STATE	88.3%	90.5%	88.6%	80.1%

As in the 2018 DAPP survey, people with disabilities were most represented in the South.

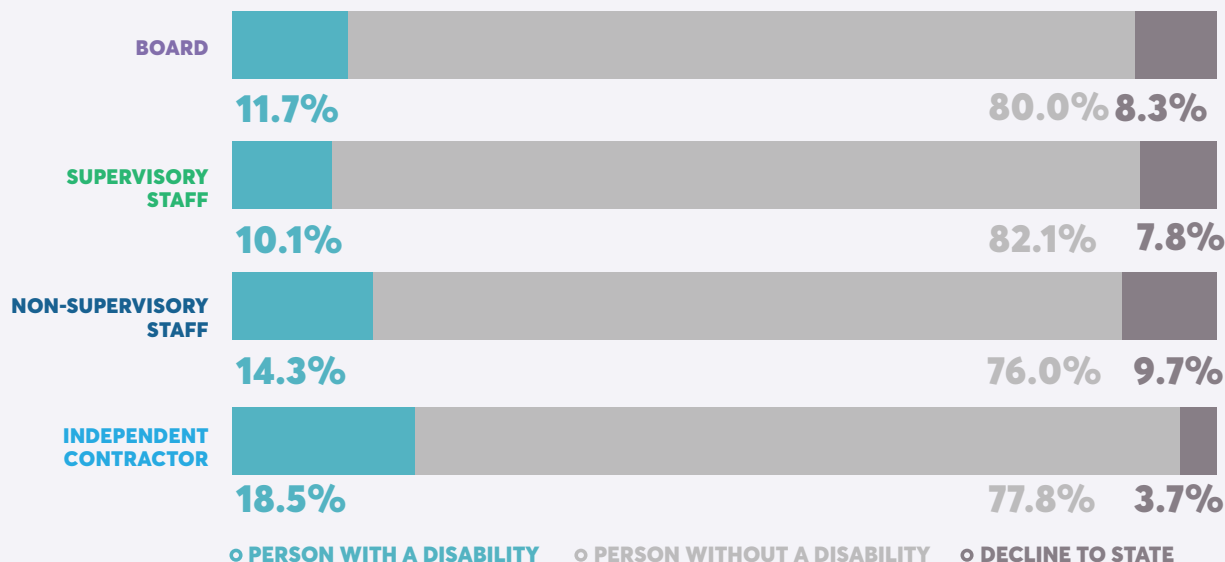
DISABILITY STATUS, BY REGION



	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
PERSON WITH A DISABILITY	7.8%	12.2%	14.3%	13.8%	15.6%
PERSON WITHOUT A DISABILITY/DECLINE TO STATE	92.2%	87.8%	85.7%	86.2%	84.4%

The 2020 DAPP survey found that people with disabilities were most represented among independent contractors in philanthropy.

DISABILITY STATUS, BY BOARD, STAFF, AND CONTRACTOR ROLE



	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR
PERSON WITH A DISABILITY	11.7%	10.1%	14.3%	18.5
PERSON WITHOUT A DISABILITY	80.0%	82.1%	76.0%	77.8%
DECLINE TO STATE	8.3%	7.8%	9.7%	3.7%

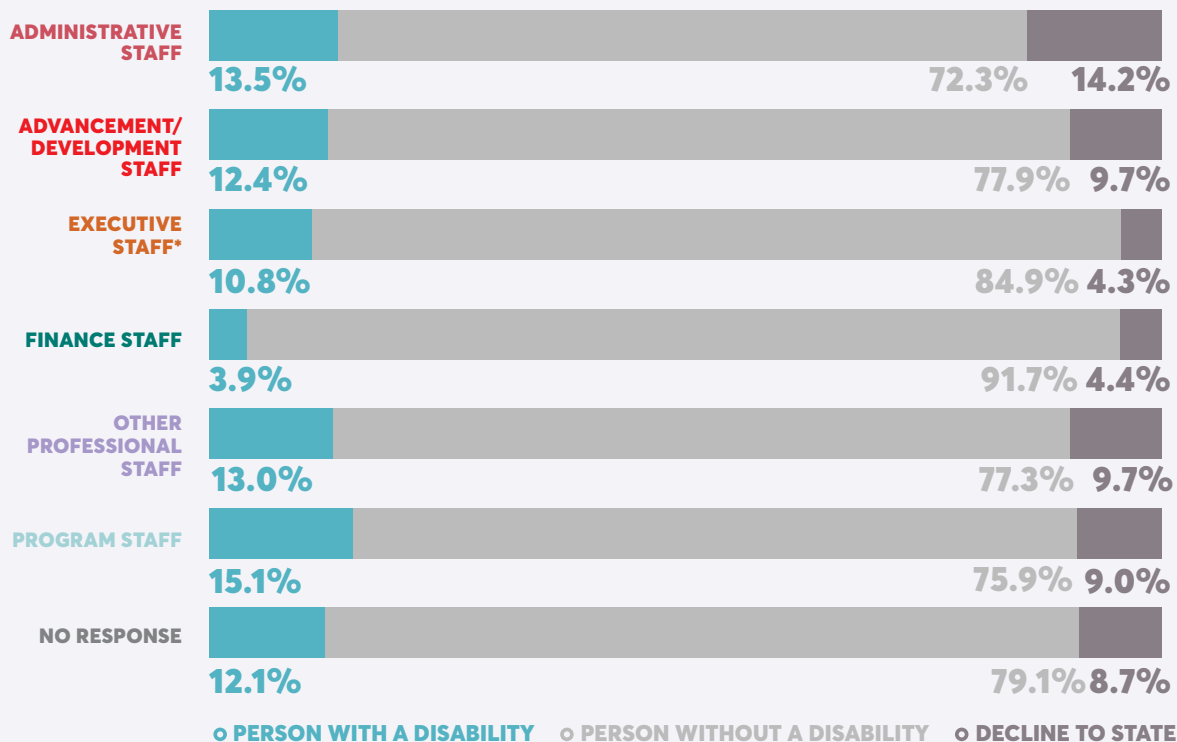
"The strength of our sector is immeasurably enhanced through diverse participation. This comprehensive and thoughtful report by CHANGE could not come at a more vital time as we grapple with the intersectionality of our issues. Not only does Indigenous perspective matter for us to reach collective philanthropic goals, but it is vital to the national advancement of critical work. We at Native Americans in Philanthropy urge grantmakers and the nonprofit sector to examine and use this report fully."

— ERIK STEGMAN, CEO, NATIVE AMERICANS IN PHILANTHROPY

Disability Status

Across various staff roles, people with disabilities were most represented in program staff.

DISABILITY STATUS, BY STAFF ROLES

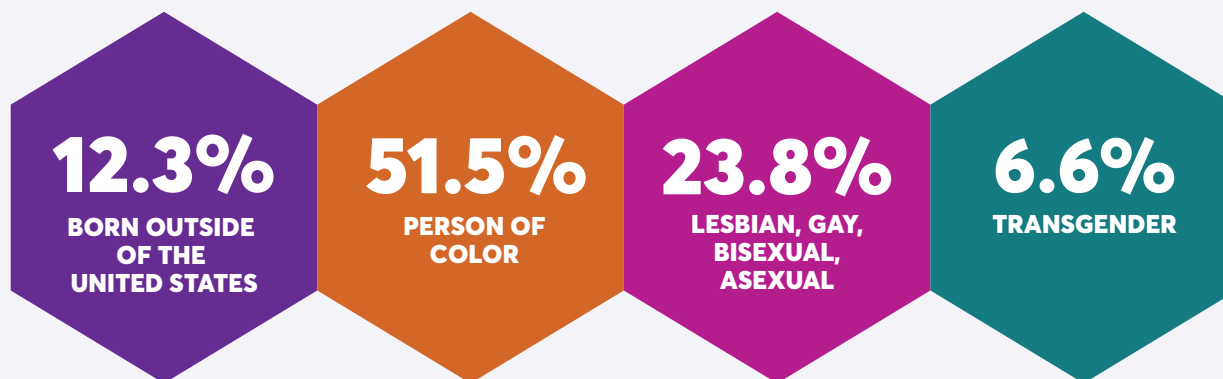


	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
PERSON WITH A DISABILITY	13.5%	12.4%	10.8%	3.9%	13.0%	15.1%	12.1%
PERSON WITHOUT A DISABILITY	72.3%	77.9%	84.9%	91.7%	77.3%	75.9%	79.1%
DECLINE TO STATE	14.2%	9.7%	4.3%	4.4%	9.7%	9.0%	8.7%

* Non-Financial, Non-Program, and Non-Development Staff

The majority of people with disabilities working in philanthropy are also people of color. Nearly a quarter of people with disabilities working in philanthropy also identify as lesbian, gay, bisexual, or asexual and 6.6 percent identify as transgender.

PERCENTAGE OF PEOPLE WITH DISABILITIES IDENTIFYING WITH SELECT INTERSECTIONAL IDENTITIES



"The DAPP findings underscore that while the sector may be improving in attracting diverse talent, when 1 in 10 people of color in philanthropy still feels erased or exploited in their workplace, the sector must rise, co-conspire, and move in solidarity to create change. We can't expect foundations to invest in the ongoing diversity, equity, and social justice needs of our communities and their grantees until we create a safe, transformative, and empowering workforce and leadership pipeline for diverse professionals to thrive."

**— SUSAN TAYLOR BATTEN, PRESIDENT AND CEO,
ABFE: A PHILANTHROPIC PARTNERSHIP FOR BLACK COMMUNITIES**

Recommended Resources



Disability & Philanthropy Forum

[The Disability & Philanthropy Forum](#), created by the Presidents' Council on Disability Inclusion in Philanthropy, supports an active, ongoing learning journey about equitable disability inclusion.

Every resource on the Forum website is curated based on the central tenet of actively centering perspectives of people with disabilities. If you work in philanthropy, we invite you to [register for a free Forum member account](#) to access additional tailored resources such as webinars and monthly newsletters.

To learn more, visit disabilityphilanthropy.org

GENERAL FINDINGS

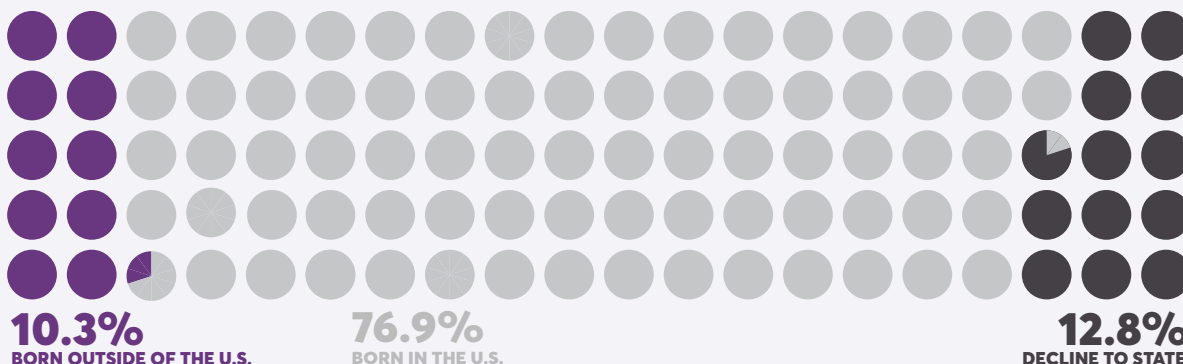
Immigration Status

In 2018, the question on where one was born, relating to their immigration status, had one of the highest non-response rates of any question in the survey. In 2020, nearly one in five survey respondents declined to state where they were born. Ongoing xenophobia could be a contributing factor.

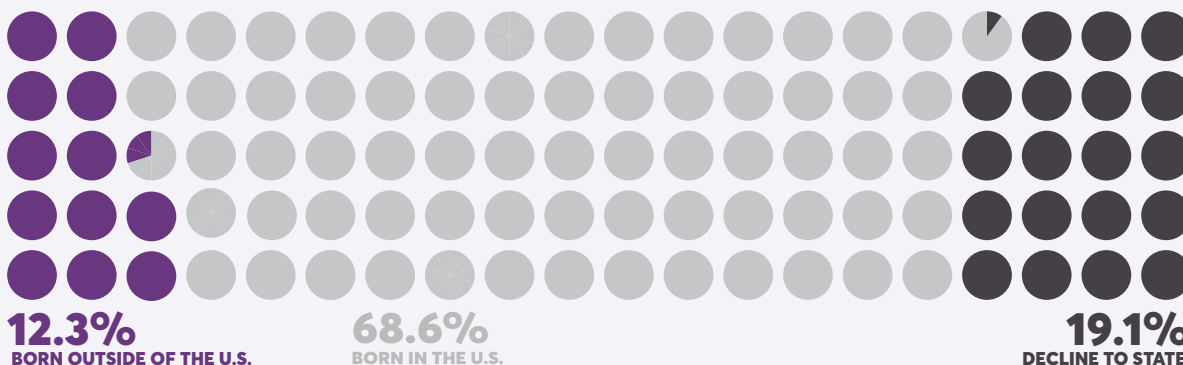
The U.S. Census Bureau's 2019 American Community Survey found that 13.7 percent of the population living in the United States were foreign born.³ The 2020 DAPP survey found that 12.3 percent of people working in philanthropy were born outside of the United States.

PEOPLE WORKING IN PHILANTHROPY, BY IMMIGRATION STATUS

2018 FINDINGS



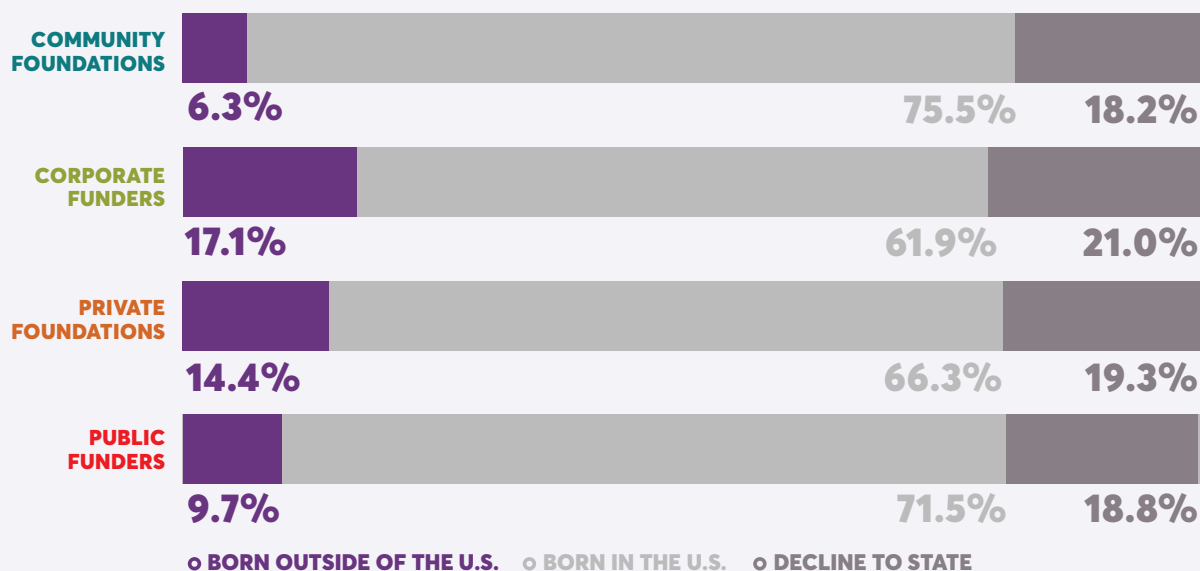
2020 FINDINGS



	2018 FINDINGS	2020 FINDINGS
BORN OUTSIDE OF THE UNITED STATES	10.3%	12.3%
BORN IN THE UNITED STATES	76.9%	68.6%
DECLINE TO STATE	12.8%	19.1%

In philanthropy, people born outside the United States were most represented at corporate foundations.

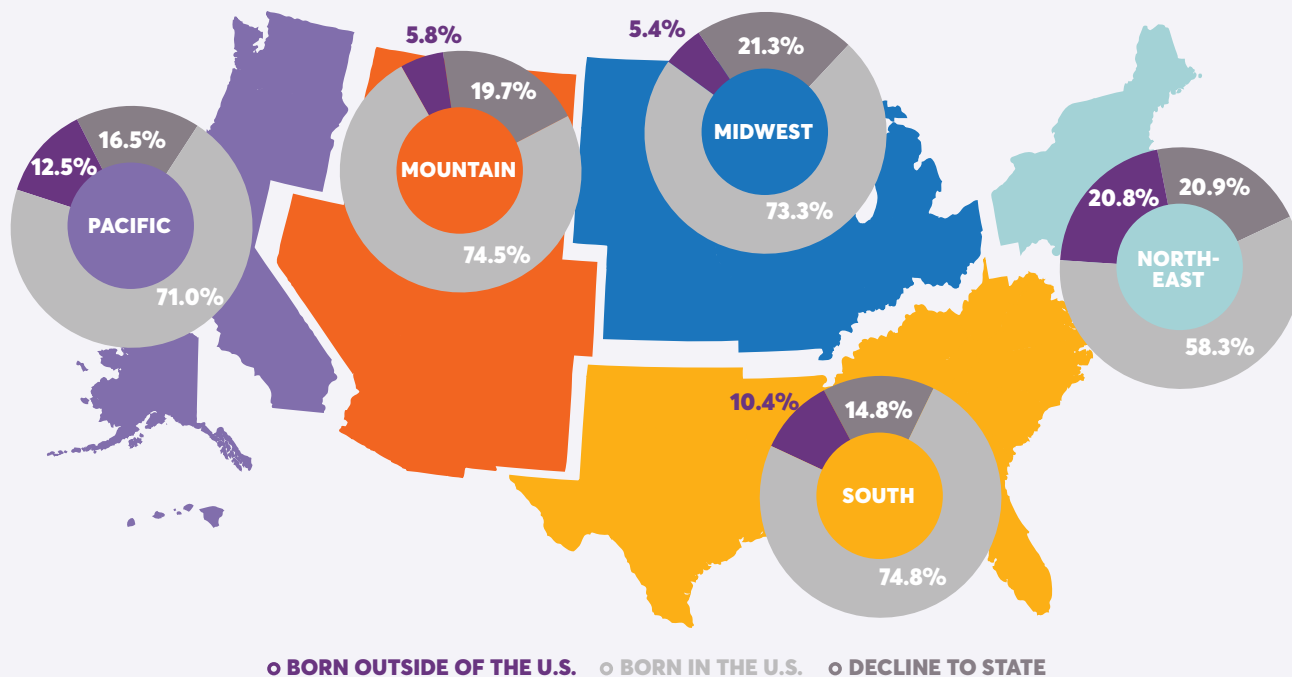
IMMIGRATION STATUS, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
BORN OUTSIDE OF THE UNITED STATES	6.3%	17.1%	14.4%	9.7%
BORN IN THE UNITED STATES	75.5%	61.9%	66.3%	71.5%
DECLINE TO STATE	18.2%	21.0%	19.3%	18.8%

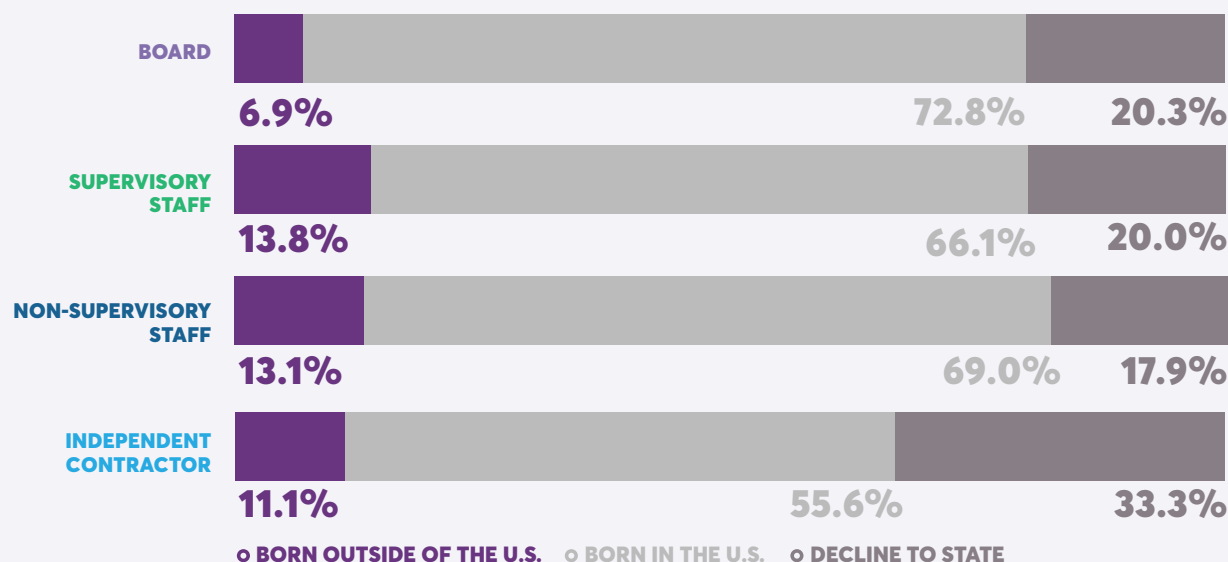
People born outside the United States were most represented in the Northeast.

DISABILITY STATUS, BY REGION



The 2020 DAPP survey found that people born outside the U.S. were more well-represented among foundation staff than among board members or independent contractors.

DISABILITY STATUS, BY BOARD, STAFF, AND CONTRACTOR ROLE



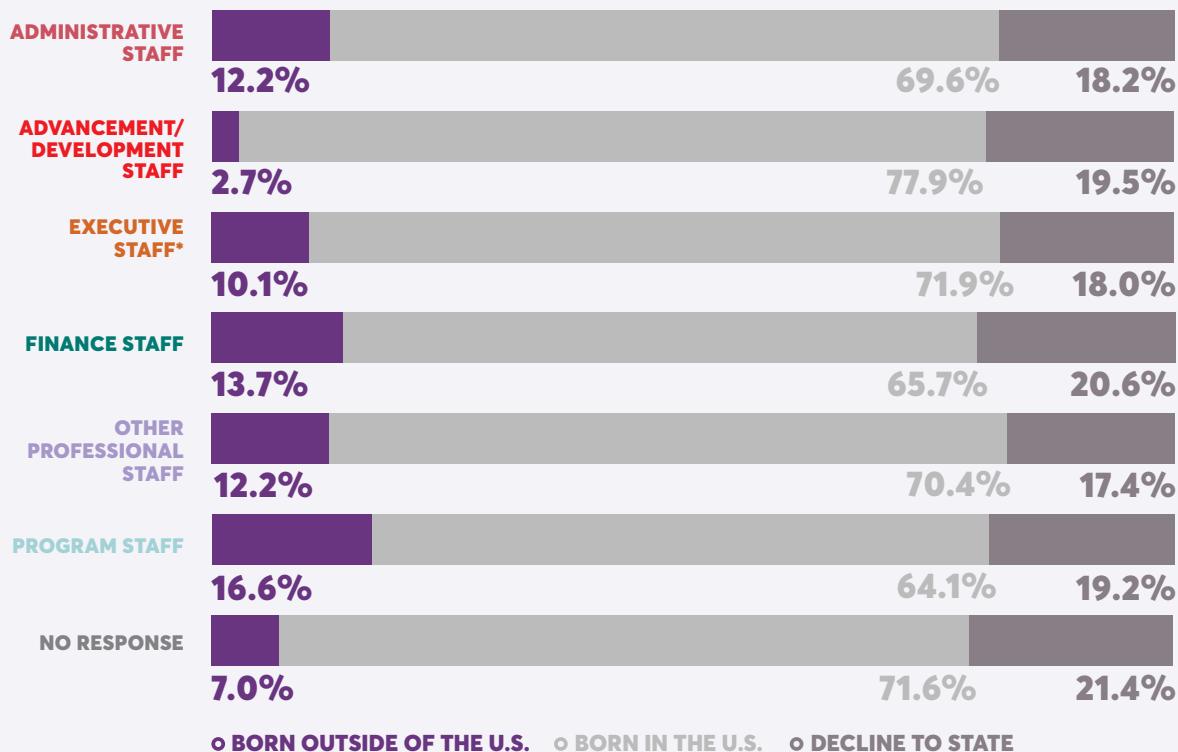
	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR
BORN OUTSIDE OF THE UNITED STATES	6.9%	13.8%	13.1%	11.1%
BORN IN THE UNITED STATES	72.8%	66.1%	69.0%	55.6%
DECLINE TO STATE	20.3%	20.0%	17.9%	33.3%

"The DAPP shows that our sector has grown slightly more diverse, yet there remains a need to invest in the quality of the positions people of color occupy and ensure that regardless of their rank, they are respected and valued. We hope that philanthropy understands the responsibility to foster healthy, safe, and inclusive spaces as the world around us echoes messages of hate and xenophobia. Particularly because of the data showing that less participants were willing to state their immigration status. We need this valuable tool to keep philanthropy accountable to its promises of internal equity and to call out where the gaps persist."

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

Across various staff roles, people born outside the U.S. were most represented among program staff.

DISABILITY STATUS, BY STAFF ROLES

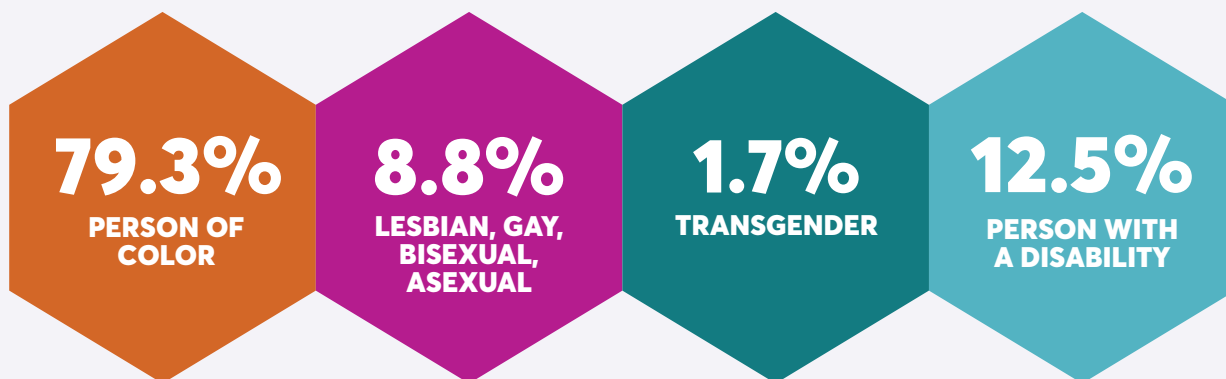


	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
BORN OUTSIDE OF THE UNITED STATES	12.2%	2.7%	10.1%	13.7%	12.2%	16.6%	7.0%
BORN IN THE UNITED STATES	69.6%	77.9%	71.9%	65.7%	70.4%	64.1%	71.6%
DECLINE TO STATE	18.2%	19.5%	18.0%	20.6%	17.4%	19.2%	21.4%

* Non-Financial, Non-Program, and Non-Development Staff

The majority of people born outside of the United States working in philanthropy are also people of color.

PERCENTAGE OF PEOPLE IN PHILANTHROPY BORN OUTSIDE THE U.S. IDENTIFYING WITH SELECT INTERSECTING IDENTITIES

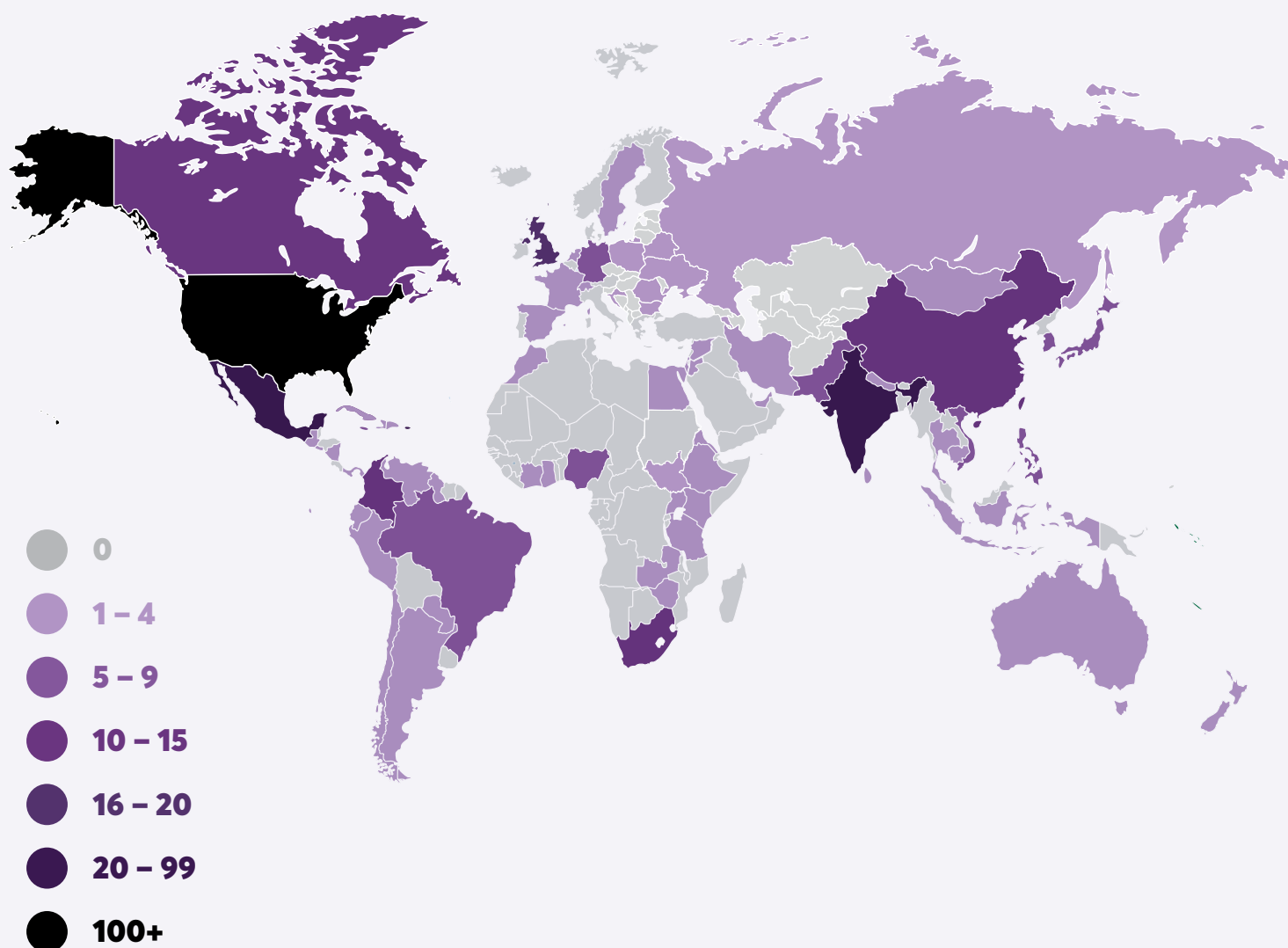


"Good intentions are important, but concrete action is key. As the 2020 DAPP notes, foundations still have room for improvement in supporting and retaining teams that directly reflect the diverse constituencies they should be investing in. And given how invaluable staff are when they understand, have authentic relationships, and some personal accountability to communities of color, LGBTQ people, and the disability communities, there is a direct line to foundations' ability to effectively advance racial justice grantmaking."

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

WHERE ARE PEOPLE IN PHILANTHROPY COMING FROM?

The 2020 DAPP found that 68.6 percent of people working in philanthropy were born in the United States. Outside of the United States, we identified ten or more people working in philanthropy who were born in Canada, China, Colombia, India, Mexico, South Africa, and the United Kingdom.



ANTIGUA & BARBUDA	1
ARGENTINA	2
ARMENIA	1
AUSTRALIA	4
BELARUS	1
BRAZIL	9
BULGARIA	2
CAMBODIA	3
CANADA	15
CHILE	1
CHINA	12
COLOMBIA	15
COTE D'IVOIRE	1
CROATIA	2
CUBA	4
DOMINICA	1
DOMINICAN REPUBLIC	4
ECUADOR	2
EGYPT	2
EL SALVADOR	2
ERITREA	1
ETHIOPIA	1
FRANCE	3
GERMANY	7
GHANA	2
GUATEMALA	2
GUYANA	2
HAITI	2
HONG KONG	5
INDIA	20

INDONESIA	4
IRAN	1
ISRAEL	1
JAMAICA	6
JAPAN	8
JORDAN	1
KENYA	4
MEXICO	25
MONGOLIA	1
MOROCCO	1
NEPAL	2
NETHERLANDS	2
NEW ZEALAND	2
NICARAGUA	1
NIGERIA	6
PAKISTAN	5
PANAMA	4
PARAGUAY	1
PERU	4
PHILIPPINES	8
POLAND	1
ROMANIA	2
RUSSIA	2
SOUTH AFRICA	11
SOUTH KOREA	7
SOUTH SUDAN	1
SPAIN	1
SRI LANKA	2
SWEDEN	1
SWITZERLAND	1
SYRIA	1
TAIWAN	4

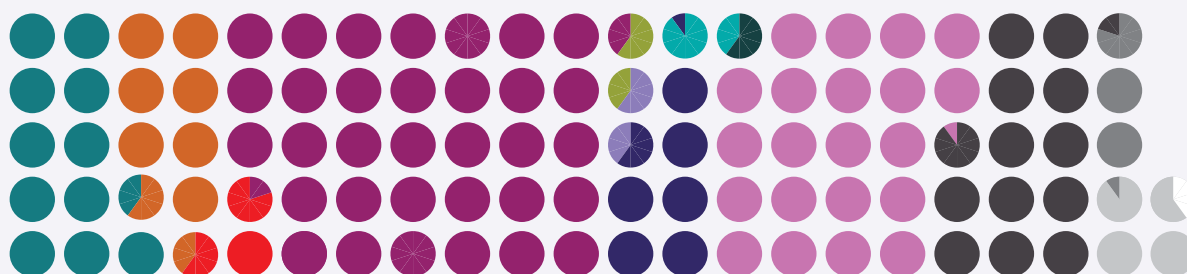
TANZANIA	1
THAILAND	1
TRINIDAD AND TOBAGO	1
UGANDA	2
UKRAINE	2
UNITED ARAB EMIRATES	1
UNITED KINGDOM	19
UNITED STATES	1639
VENEZUELA	4
VIETNAM	8
ZAMBIA	3
ZIMBABWE	3
NO RESPONSE/ DECLINE TO STATE	456

Religious Affiliation & Belief System

The 2020 DAPP Survey introduced questions about religious affiliation. Over a third of respondents identified as Christian; more than a fifth identified as spiritual but not religious.

PEOPLE WORKING IN PHILANTHROPY, BY RELIGIOUS AFFILIATION & BELIEF SYSTEM

2020 FINDINGS



11.4%
8.0%
2.4%
36.6%
1.0%
1.0%

AGNOSTIC
ATHEIST
BUDDHIST
CHRISTIAN
HINDU
**NATIVE AMERICAN
CEREMONIAL PRACTICES
OR PEYOTISM**

6.7%
1.3%
0.6%
22.1%
13.1%
2.9%
3.5%

JEWISH
MUSLIM
PAGAN
SPIRITUAL BUT NOT RELIGIOUS
NONE/NO RELIGIOUS AFFILIATION
MY RELIGION IS NOT LISTED HERE
I DECLINE TO STATE/NO RESPONSE

In the write-in section, the most mentioned religious affiliations were Catholic and Unitarian Universalist.

WRITE-IN RESPONSES FOR "MY RELIGION ISN'T LISTED HERE"



NOTE: Each word cloud in this report contains all of the write-in answers provided for the given category. The larger the font size, the greater number of respondents who wrote in that particular response.

SPOTLIGHT

The CHANGE Philanthropy Reception of Identity Index

The 2020 DAPP survey included the CHANGE Philanthropy Reception of Identity Index (RII), which was designed by CHANGE Philanthropy to measure the reception of various identity components in a workplace. Specifically, the CHANGE Philanthropy RII asked how respondents felt their organization recognized their race and ethnicity, gender identity, sexual orientation, age, disability status, religion or belief system, and country of origin. They were asked to measure the reception along a scale defined as follows:



- **ACTUALIZED** — My identity is recognized and valued by my organization and I have agency to engage in an authentic way
- **CELEBRATED** — My identity is both recognized and valued in my organization
- **ACKNOWLEDGED** — My identity is recognized in my organization
- **INVISIBILIZED** — My identity is unseen or ignored in my organization
- **ERASED** — My identity is recognized but neutralized or denied in my organization
- **EXPLOITED** — My identity is selectively used by my organization

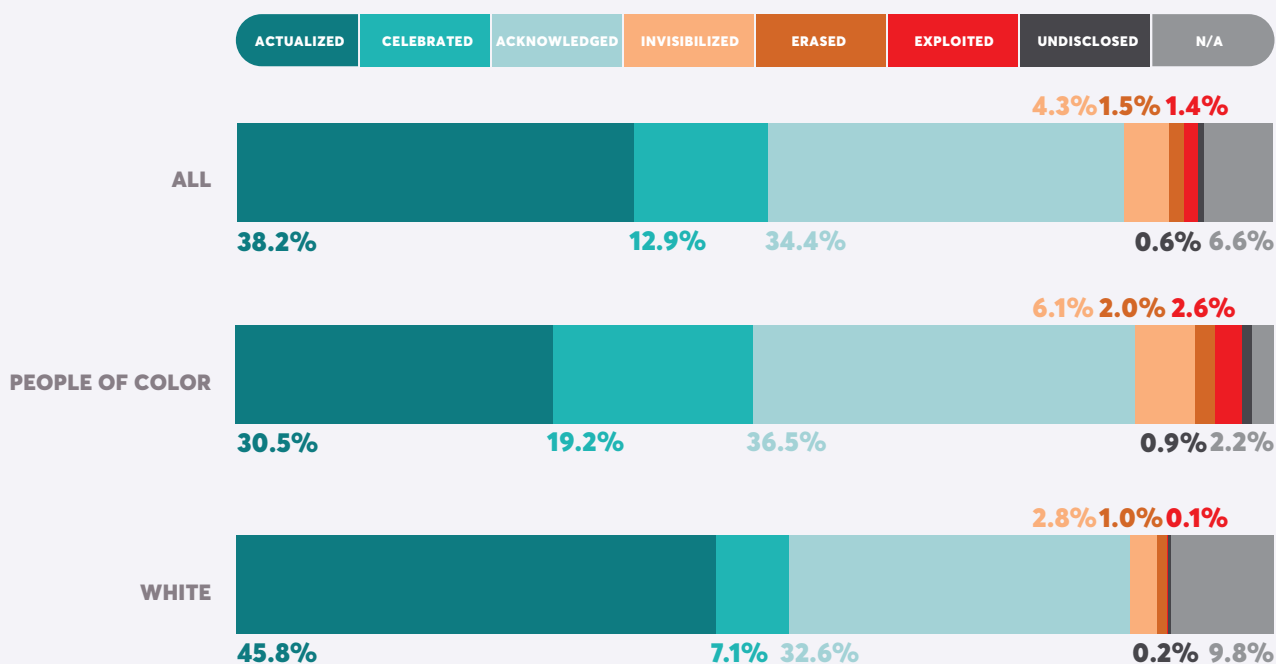
(For more on the CHANGE Philanthropy Reception of Identity Index (RII), including the exact language of the question, see appendix B.)

In most instances, people working in philanthropy felt generally positive about the reception of their identities in the workplace. Across all DAPP respondents, 85.6 percent felt their workplace received their race or ethnicity positively.

However, there was a gap between people of color and white respondents. While less than 4 percent of white people working in philanthropy noted a negative reception to their race or ethnicity, 10.8 percent of people of color working in philanthropy reported a negative reception to their race or ethnicity. Moreover, **even though the percentage of people feeling exploited was extremely low, people of color working in philanthropy were 33 times more likely to feel exploited in the workplace than white people.**

The CHANGE Philanthropy Reception of Identity Index

CHANGE PHILANTHROPY RECEPTION OF IDENTITY INDEX (RII), FINDINGS FOR RACE AND ETHNICITY



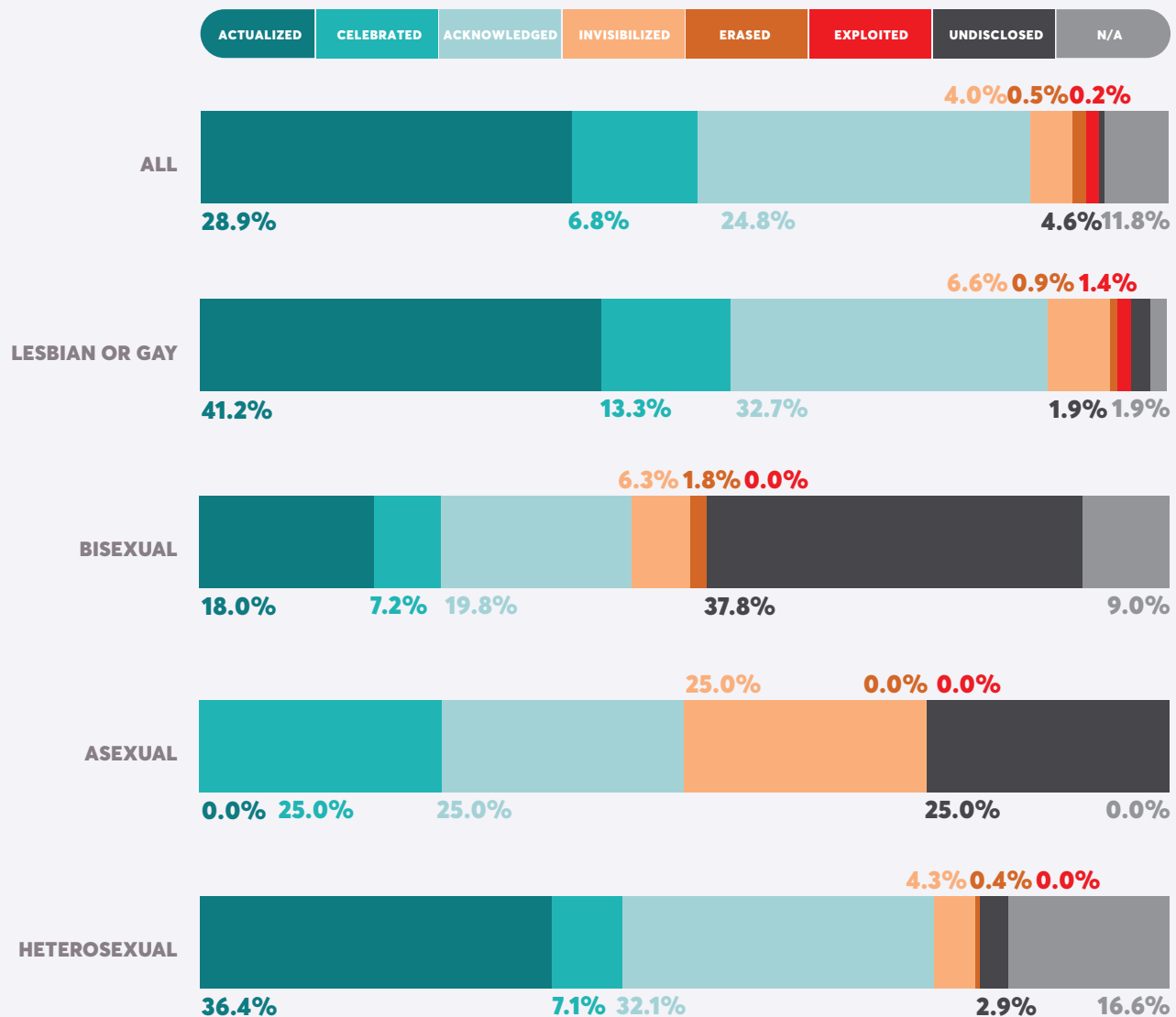
	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	38.2%	12.9%	34.4%	4.3%	1.5%	1.4%	0.6%	6.6%
POC	30.5%	19.2%	36.5%	6.1%	2.0%	2.6%	0.9%	2.2%
WHITE	45.8%	7.7%	32.6%	2.8%	1.0%	0.1%	0.2%	9.8%

Similarly, while more than 60 percent of all DAPP respondents felt their workplace received their sexual orientation positively, **lesbian and gay people working in philanthropy were nearly twice as likely to report a negative reception as their heterosexual counterparts.** Bisexuals were also nearly twice as likely to report a negative reception as their heterosexual colleagues, while asexuals were more than five times as likely to do so.

While it is worth noting that lesbian and gay people reported higher levels of positive reception to their sexual orientation than heterosexuals, a portion of that difference might be attributable to the much higher levels of blank and not applicable answers among heterosexuals. Moreover, a quarter of asexuals and nearly 40 percent of bisexuals have not disclosed that aspect of their identity in the workplace.

The CHANGE Philanthropy Reception of Identity Index

CHANGE PHILANTHROPY RECEPTION OF IDENTITY INDEX (RII), FINDINGS FOR SEXUAL ORIENTATION

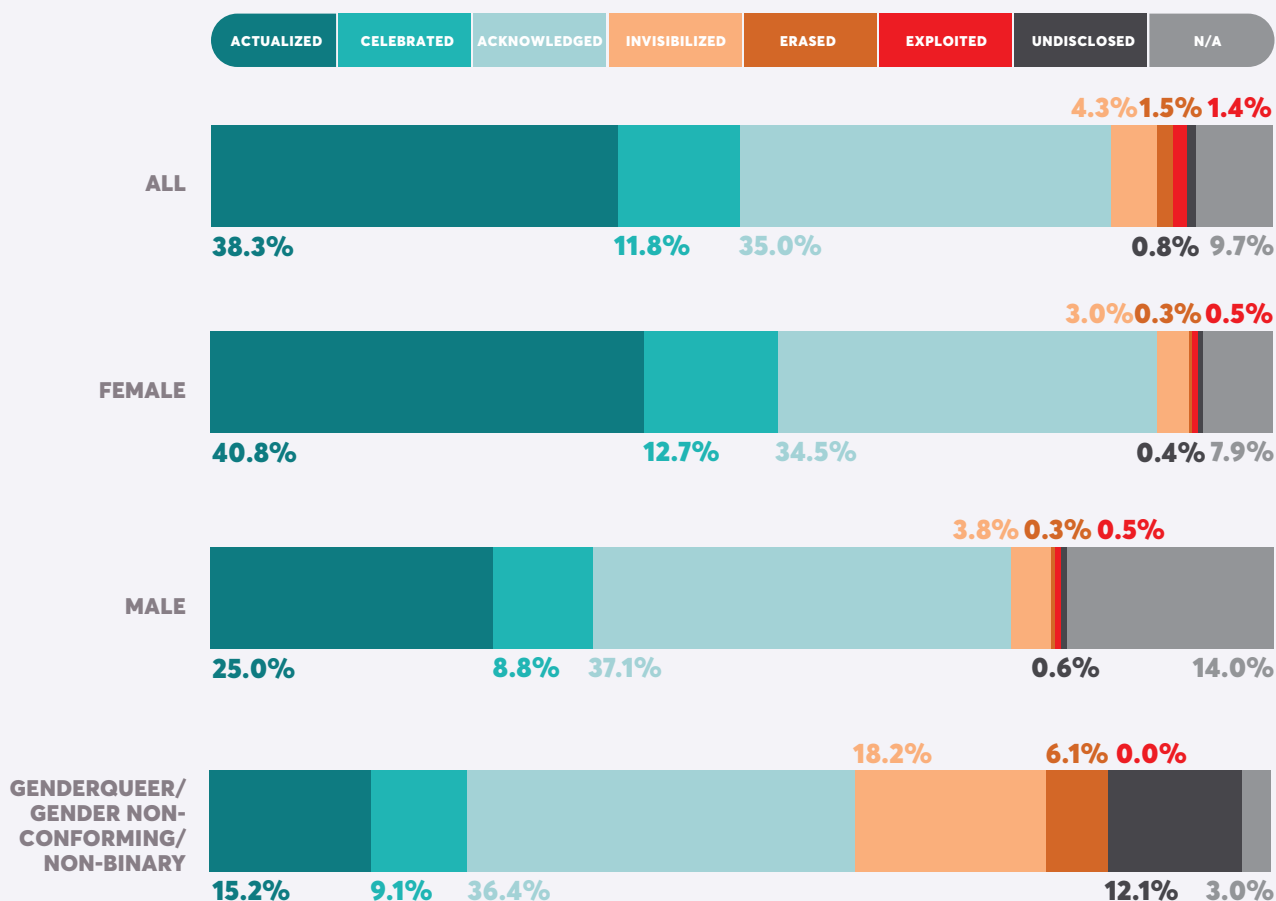


	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	28.9%	6.8%	24.8%	4.0%	0.5%	0.2%	4.6%	11.8%
LESBIAN OR GAY	41.2%	13.3%	32.7%	6.6%	0.9%	1.4%	1.9%	1.9%
BISEXUAL	18.0%	7.2%	19.8%	6.3%	1.8%	0.0%	37.8%	9.0%
ASEXUAL	0.0%	25.0%	25.0%	25.0%	0.0%	0.0%	25.0%	0.0%
HETEROSEXUAL	36.4%	7.1%	32.1%	4.3%	0.4%	0.0%	2.9%	16.6%

The CHANGE Philanthropy Reception of Identity Index

While more than 80 percent of male and female identified people working in philanthropy felt their workplace positively received their gender identity, only 60 percent of gender non-conforming, genderqueer, and non-binary individuals working in philanthropy felt the same.

CHANGE PHILANTHROPY RECEPTION OF IDENTITY INDEX (RII), FINDINGS FOR GENDER IDENTITY

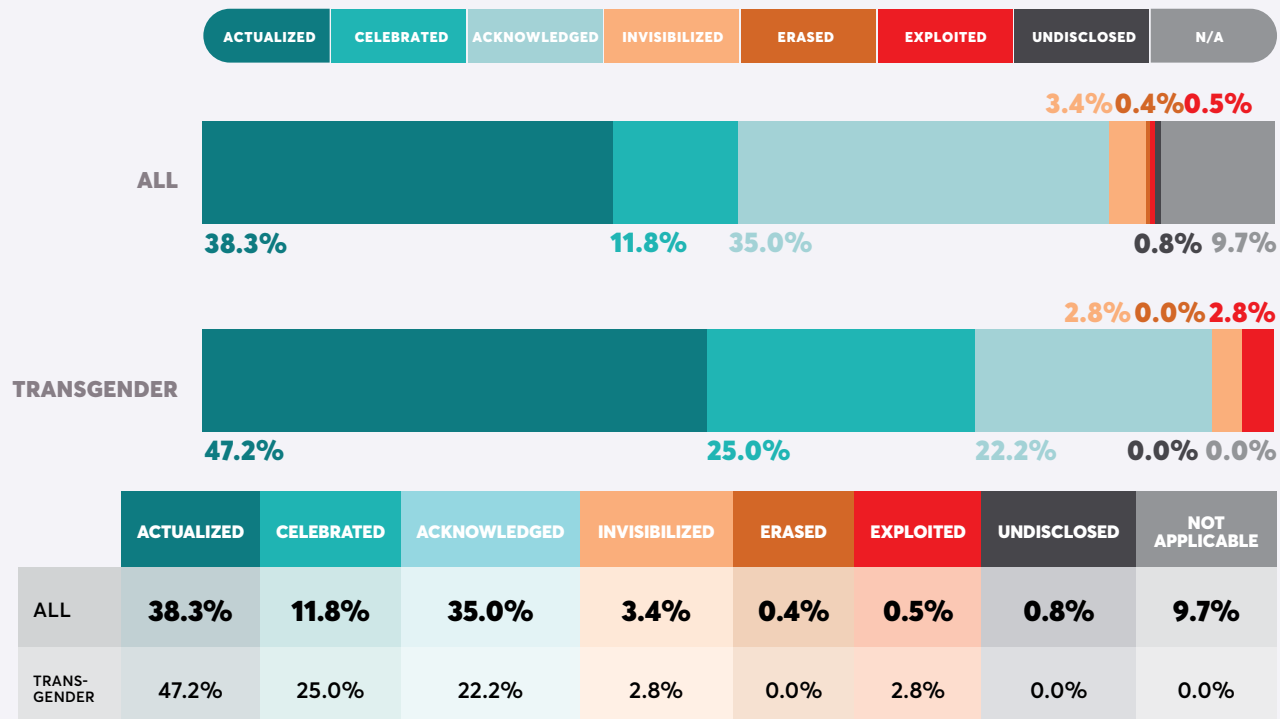


	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	38.3%	11.8%	35.0%	3.4%	0.4%	0.5%	0.8%	9.7%
FEMALE	40.8%	12.7%	34.5%	3.0%	0.3%	0.5%	0.4%	7.9%
MALE	25.0%	8.8%	37.1%	3.8%	0.3%	0.5%	0.6%	14.0%
GENDER-QUEER/GENDER NC/NON-BINARY	15.2%	9.1%	36.4%	18.2%	6.1%	0.0%	12.1%	3.0%

The CHANGE Philanthropy Reception of Identity Index

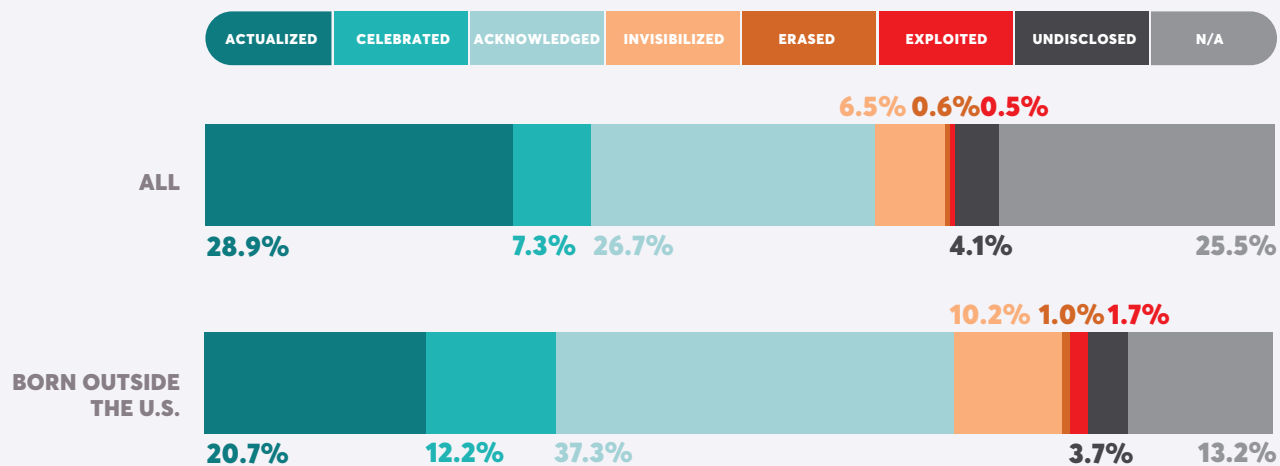
Perhaps surprisingly, nearly 95 percent of transgender people working in philanthropy felt their workplace positively received their gender identity.

CHANGE PHILANTHROPY RECEPTION OF IDENTITY INDEX (RII), FINDINGS FOR GENDER IDENTITY (BY TRANSGENDER IDENTITY)



While people born outside of the United States were more likely to report their workplace received their country of origin positively, they were also more likely to report their workplace received their country of origin negatively. More than a quarter of all respondents marked not applicable or left this question blank — only the CHANGE Philanthropy RII on religion or belief system and disability status received a higher percentage of not applicable or blank answers.

CHANGE PHILANTHROPY RECEPTION OF IDENTITY INDEX (RII), FINDINGS FOR COUNTRY OF ORIGIN



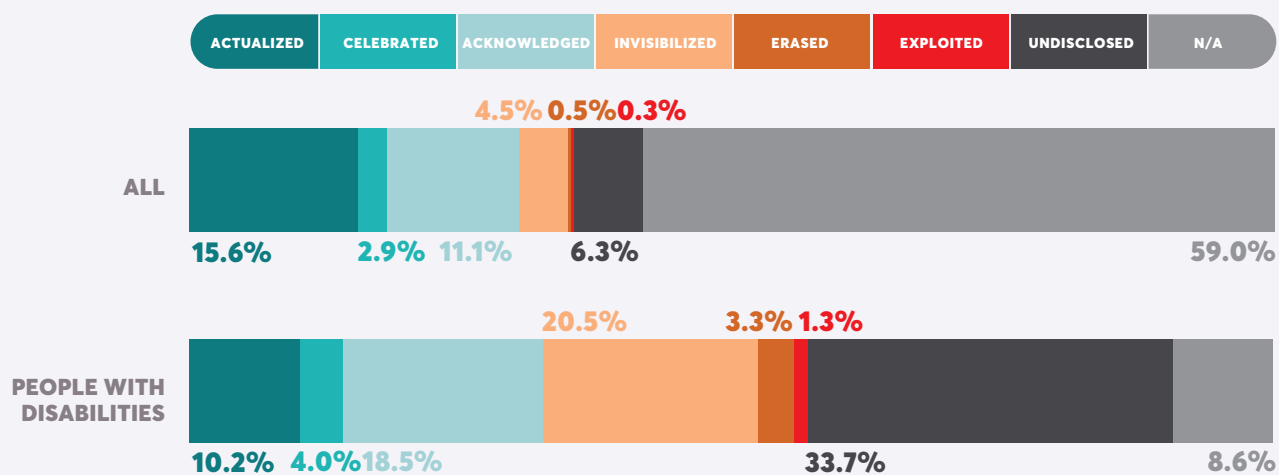
The CHANGE Philanthropy Reception of Identity Index

CHANGE PHILANTHROPY RECEPTION OF IDENTITY INDEX (RII), FINDINGS FOR COUNTRY OF ORIGIN

	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	28.9%	7.3%	26.7%	6.5%	0.6%	0.5%	4.1%	25.5%
BORN OUTSIDE THE U.S.	20.7%	12.2%	37.3%	10.2%	1.0%	1.7%	3.7%	13.2%

The CHANGE Philanthropy RII on disability received the highest percentage of not applicable or blank answers — with nearly 60 percent of DAPP respondents responding as such. **More than a third of people with disabilities working in philanthropy reported that their workplace does not know about this component of their identity.** People with disabilities working in philanthropy were more than 11 times more likely to report a negative workplace reception to their disability status than people without disabilities working in philanthropy. **More than one in five people with disabilities working in philanthropy feel invisibilized in their workplace.**

CHANGE PHILANTHROPY RECEPTION OF IDENTITY INDEX (RII), FINDINGS FOR PEOPLE WITH DISABILITIES



	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	15.6%	2.9%	11.1%	4.5%	0.5%	0.3%	6.3%	59.0%
PEOPLE W/ DIS-ABILITIES	10.2%	4.0%	18.5%	20.5%	3.3%	1.3%	33.7%	8.6%

SPOTLIGHT

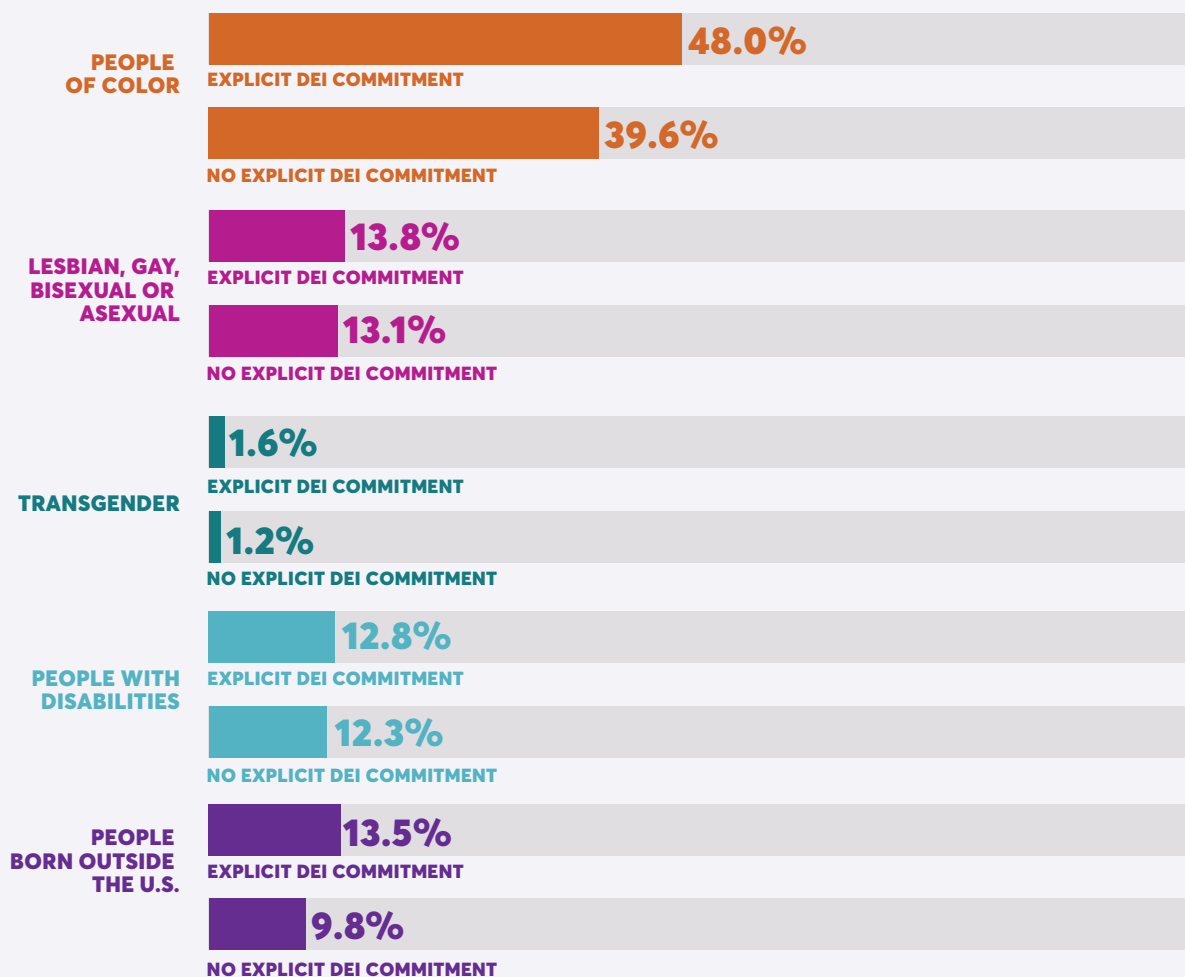
Is It Still a Tale of Two Sectors?

The 2018 *Diversity Among Philanthropic Professionals Report: A Tale of Two Sectors* explored the diversity of foundations with a social justice focus compared to the diversity of foundations with another focus. It found a sharp divide between the two when it came to their staff and boards. Foundations with a social justice focus had a higher percentage of people of color; lesbian, gay, and bisexual people; and people with disabilities on their boards and staff.

So what divides existed in 2020?

As we explored foundations with an explicit commitment to diversity, equity, and inclusion (DEI) in their mission, vision, or values, we found that those foundations were more diverse than foundations without an explicit commitment. Foundations with an explicit DEI focus had a higher percentage of people of color; lesbian, gay, and bisexual people; transgender people; people with disabilities; and people born outside of the United States on their staff and boards.

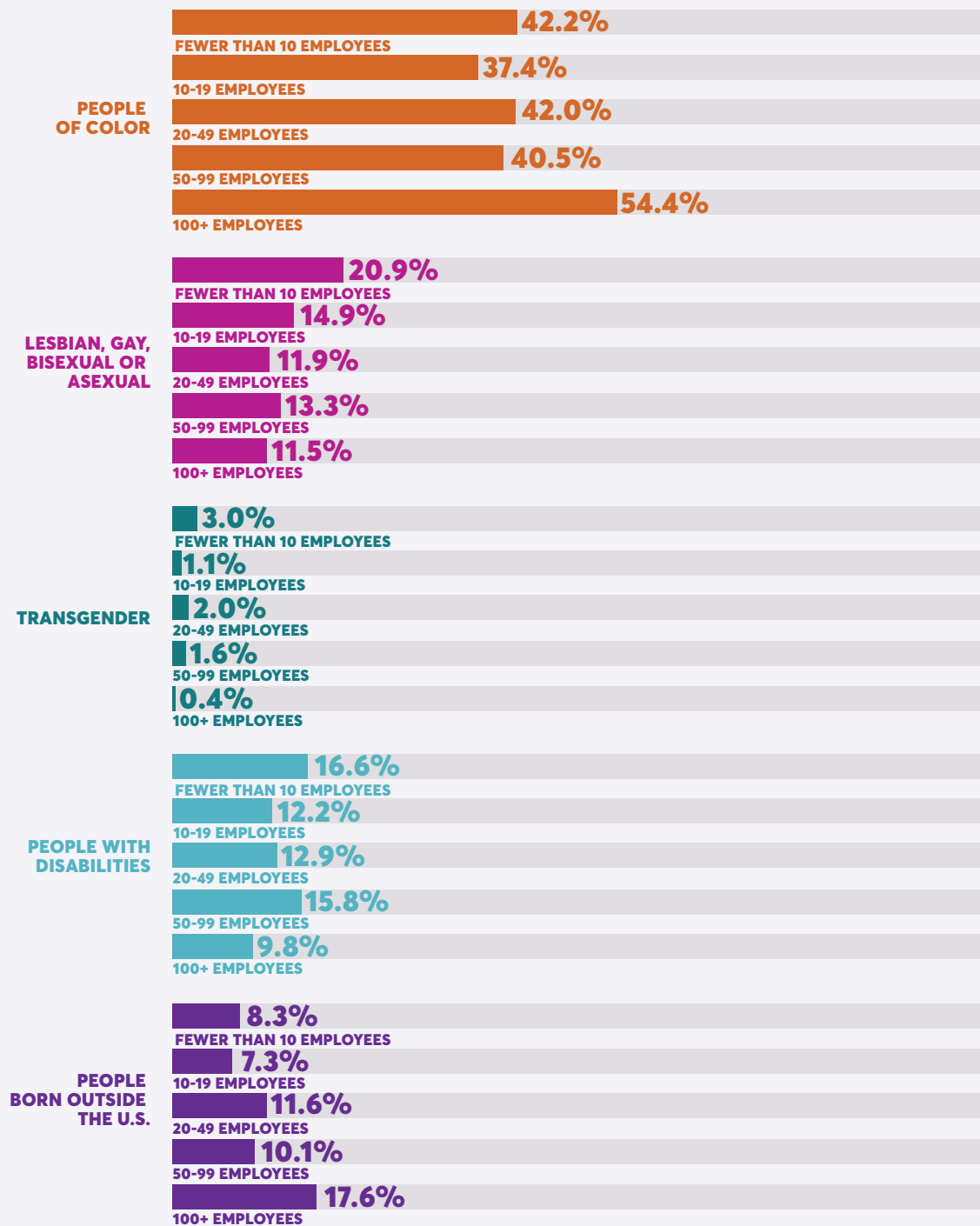
DIVERSITY OF FOUNDATION BOARD AND STAFF, BY DEI MISSION, VISION AND VALUES



Is It Still a Tale of Two Sectors?

Unlike the differences witnessed between foundations with an explicit DEI focus and those without an explicit DEI focus, exploring diversity by foundation size revealed less of a clear divide. The majority of the staff and board at foundations with 100 or more employees identified as people of color. Foundations with 100 or more also had the highest percentage of people born outside of the United States on their staff and boards. However, foundations with fewer than 10 employees led the way with the highest percentage of lesbian, gay, bisexual, and asexual people; transgender people, and people with disabilities in their workforce.

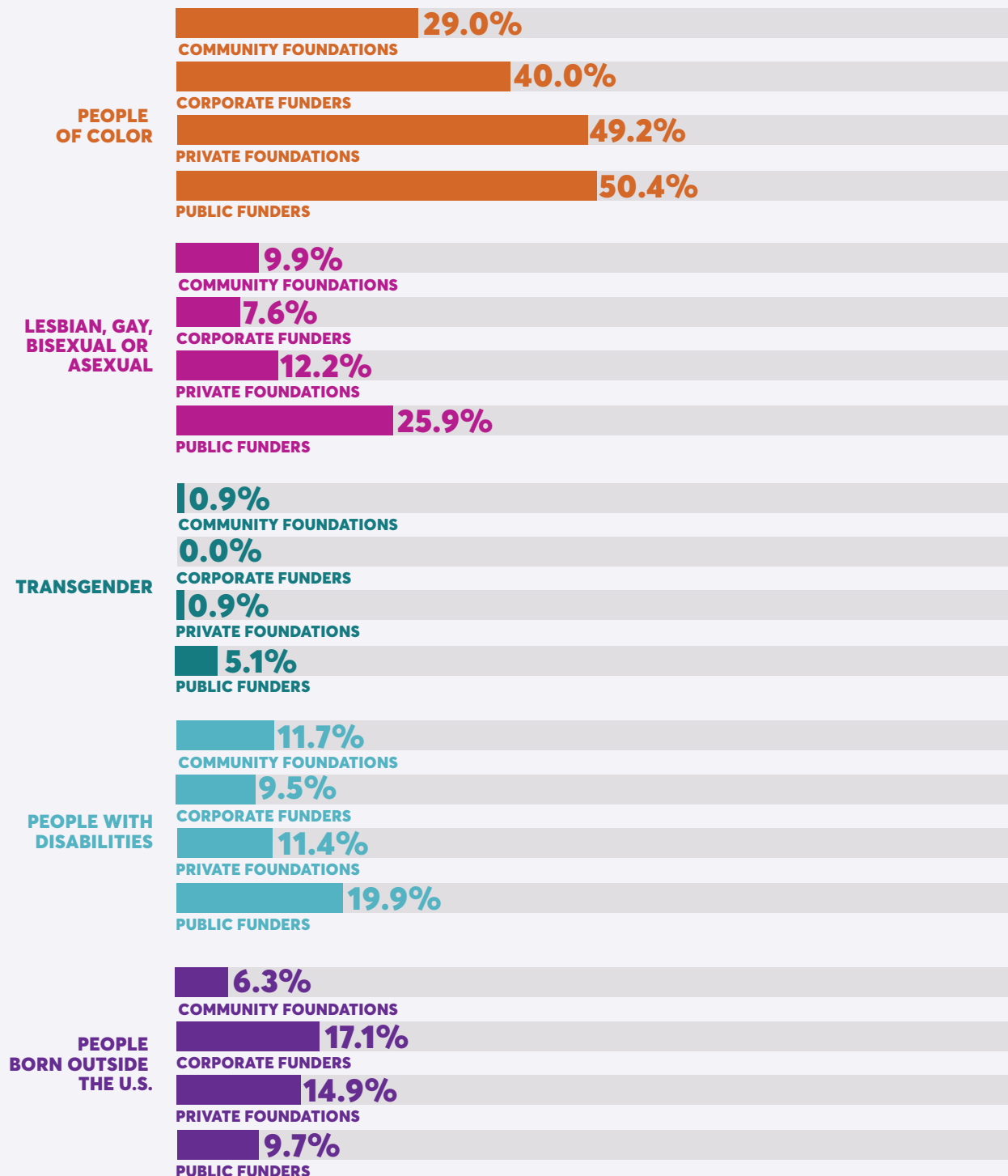
PERCENTAGE OF PEOPLE BELONGING TO SELECT IDENTITY GROUPS, BY FOUNDATION STAFF SIZE



Is It Still a Tale of Two Sectors?

There was a clear divide between types of foundations. With the exception of people born outside of the United States, public funders tended to have more diversity on their staff and boards than other foundations. Community foundations and corporate funders tended to be less diverse.

PERCENTAGE OF PEOPLE BELONGING TO SELECT IDENTITY GROUPS, BY FOUNDATION TYPE





COMMUNITY SPOTLIGHTS

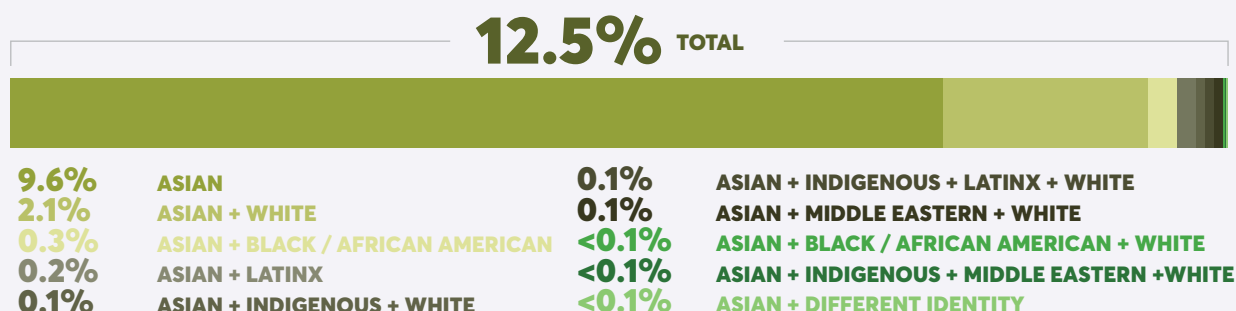
SPOTLIGHT

Asians in Philanthropy

This section explores all 2020 DAPP respondents who identified solely as Asian as well as those who identified as Asian in combination with some other racial or ethnic identity. Taken together, **12.5 percent of people in philanthropy identify either solely as Asian or as Asian in combination with some other racial or ethnic identity.**

The following combinations accounted for this 12.5 percent:

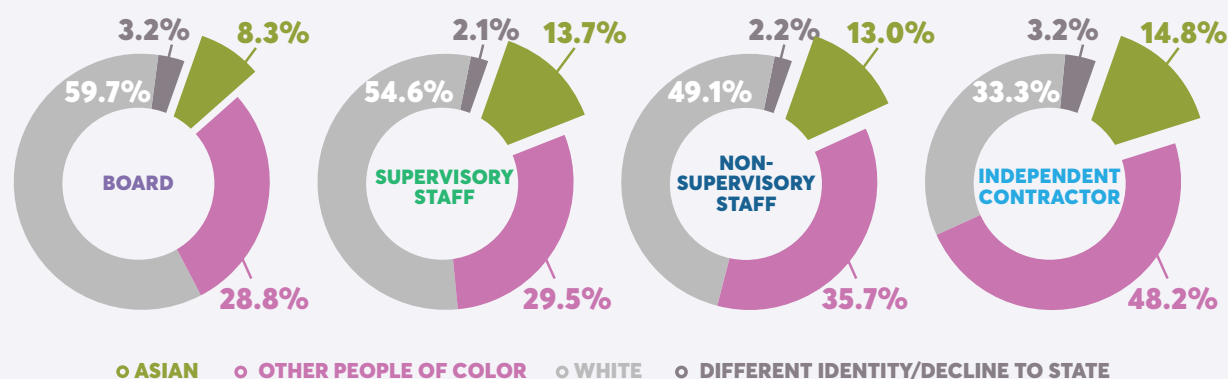
PEOPLE WORKING IN PHILANTHROPY, BY SOLELY ASIAN IDENTIFIED AND ASIAN IN COMBINATION WITH SOME OTHER RACE OR ETHNICITY



NOTE: For the purposes of this report, Pacific Islanders working in philanthropy are captured in the Indigenous People in Philanthropy section.

Those working in philanthropy and identifying either solely as Asian or as Asian in combination with some other race or ethnicity were most represented among independent contractors in philanthropy.

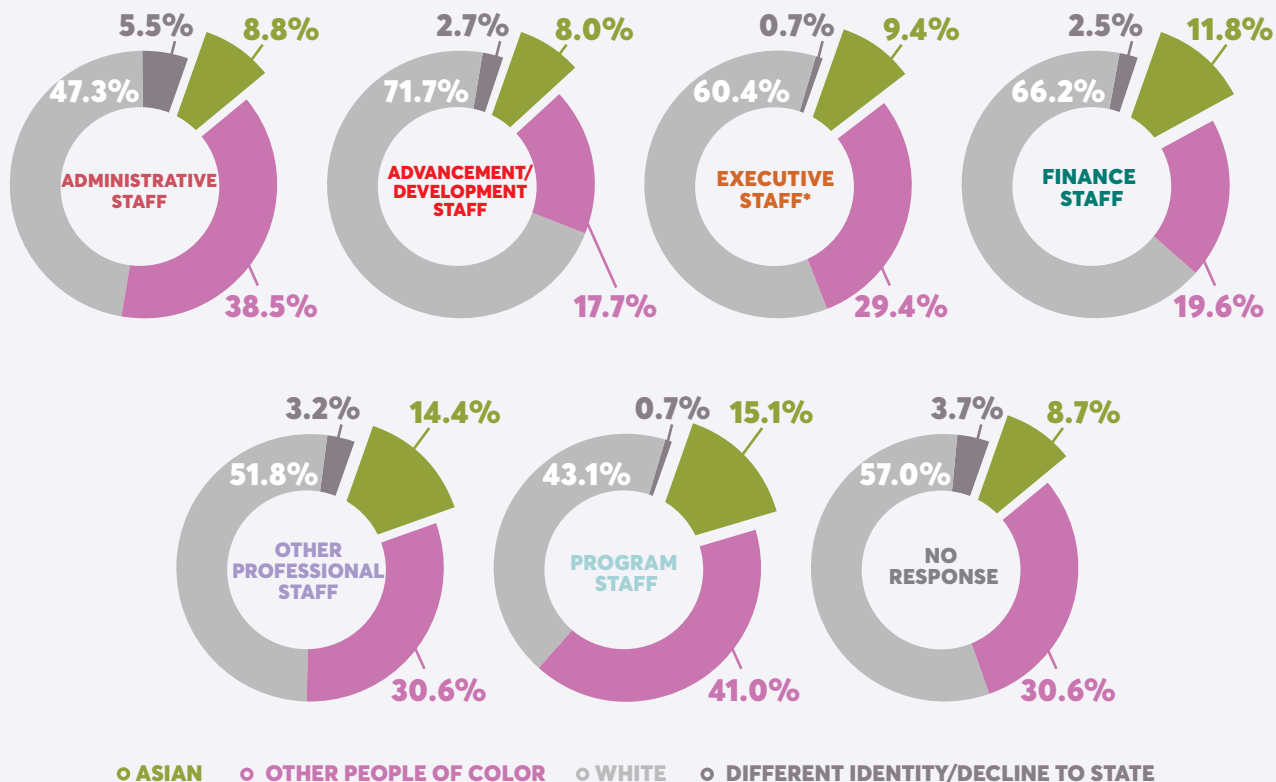
ASIANS IN PHILANTHROPY, BY BOARD, STAFF, AND CONTRACTOR ROLE



Asians in Philanthropy

Those identifying either solely as Asian or as Asian in combination with some other race or ethnicity made up more than 15 percent of program staff, a larger share than for any other role.

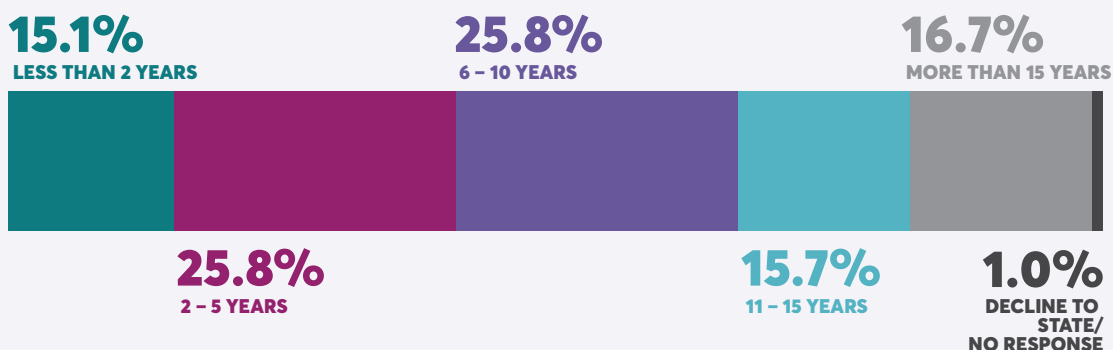
ASIANS IN PHILANTHROPY, BY STAFF ROLES



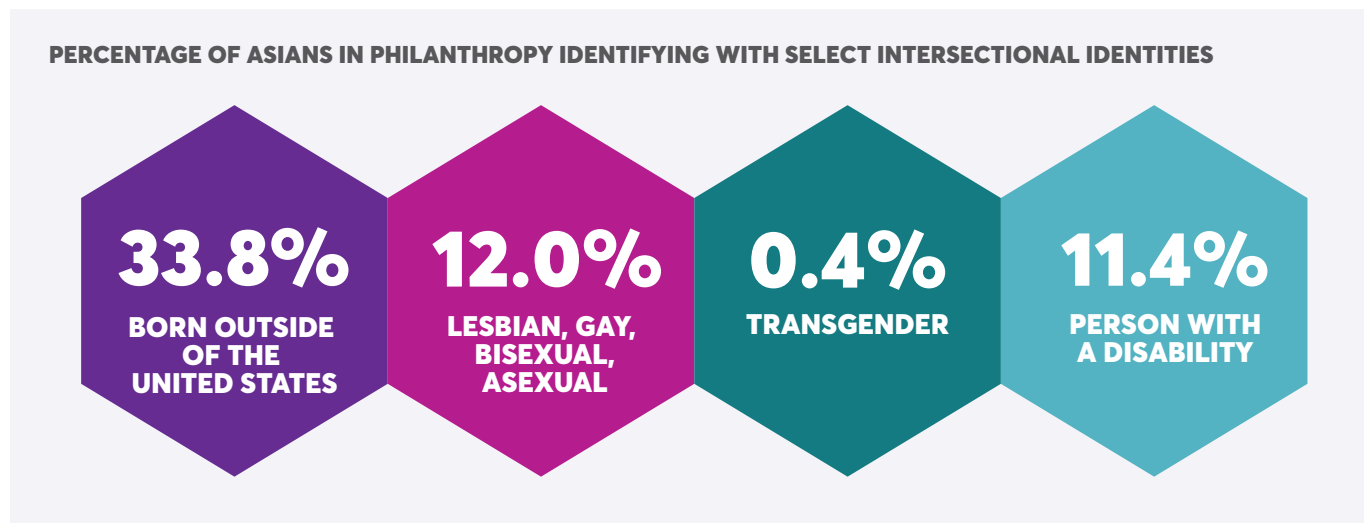
* Non-Financial, Non-Program, and Non-Development Staff

More than 40 percent of those working in philanthropy and identifying either solely as Asian or as Asian in combination with some other race or ethnicity have worked in philanthropy five years or fewer.

ASIANS IN PHILANTHROPY, BY TENURE



Relative to the overall findings, those working in philanthropy and identifying solely as Asian or as Asian in combination with some other race or ethnicity were more likely to be born outside of the United States. They were also slightly less likely to identify as lesbian, gay, bisexual, or asexual.



Recommended Resources



Asian Americans/Pacific Islanders in Philanthropy (AAPIP)

Asian Americans/Pacific Islanders in Philanthropy (AAPIP) is a national membership organization dedicated to expanding and mobilizing philanthropic and community resources for underserved AAPI communities to build a more just and equitable society. It is a vibrant home for AAPIs in philanthropy, working toward racial equity and gender justice and fostering a new generation of AAPI change makers driving change in philanthropy.

To learn more, visit aapip.org

AAPIP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → AAPIP Membership → AAPIP Regional Chapter Network → AAPIP Racial Equity Curriculum (coming soon) → AAPIP National Network Convening 	<ul style="list-style-type: none"> → AAPI Community Mapping Tool → AAPIP National Giving Circle Network → AAPIP Connect E-Newsletter → AAPIP Blog → AAPIP Job Board 	<ul style="list-style-type: none"> → Seeking to Soar: Foundation Funding for AAPI Communities (Report) → AAPIP National Giving Circle Network

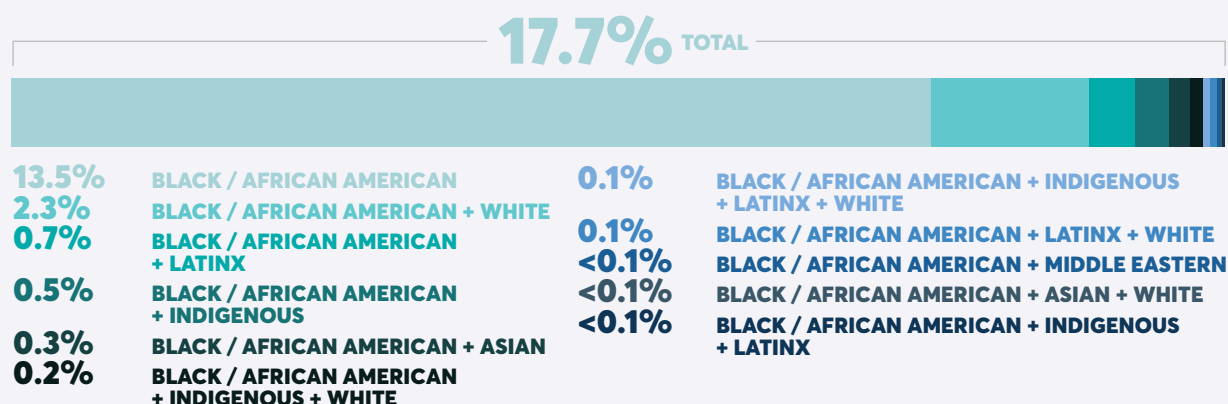
SPOTLIGHT

Black / African American People in Philanthropy

This section explores all 2020 DAPP respondents who identified solely as Black / African American as well as those who identified as Black / African American in combination with some other racial or ethnic identity. Taken together, **17.7 percent of people in philanthropy identify either solely as Black / African American or as Black / African American in combination with some other racial or ethnic identity.**

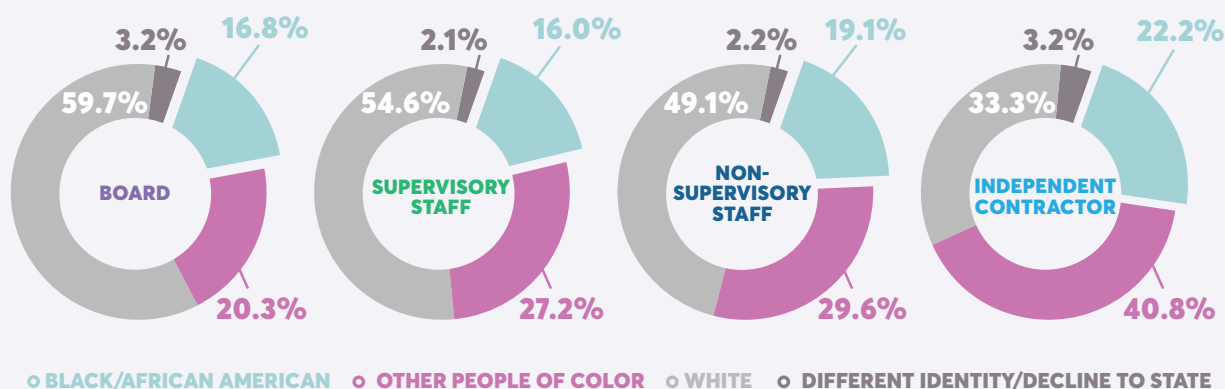
The following combinations accounted for this 17.7 percent:

PEOPLE WORKING IN PHILANTHROPY, BY SOLELY BLACK / AFRICAN AMERICAN IDENTIFIED AND BLACK / AFRICAN AMERICAN IN COMBINATION WITH SOME OTHER RACE OR ETHNICITY



People in philanthropy who identified either solely as Black / African American or as Black / African American in combination with some other race or ethnicity were most represented among independent contractors followed closely by non-supervisory staff.

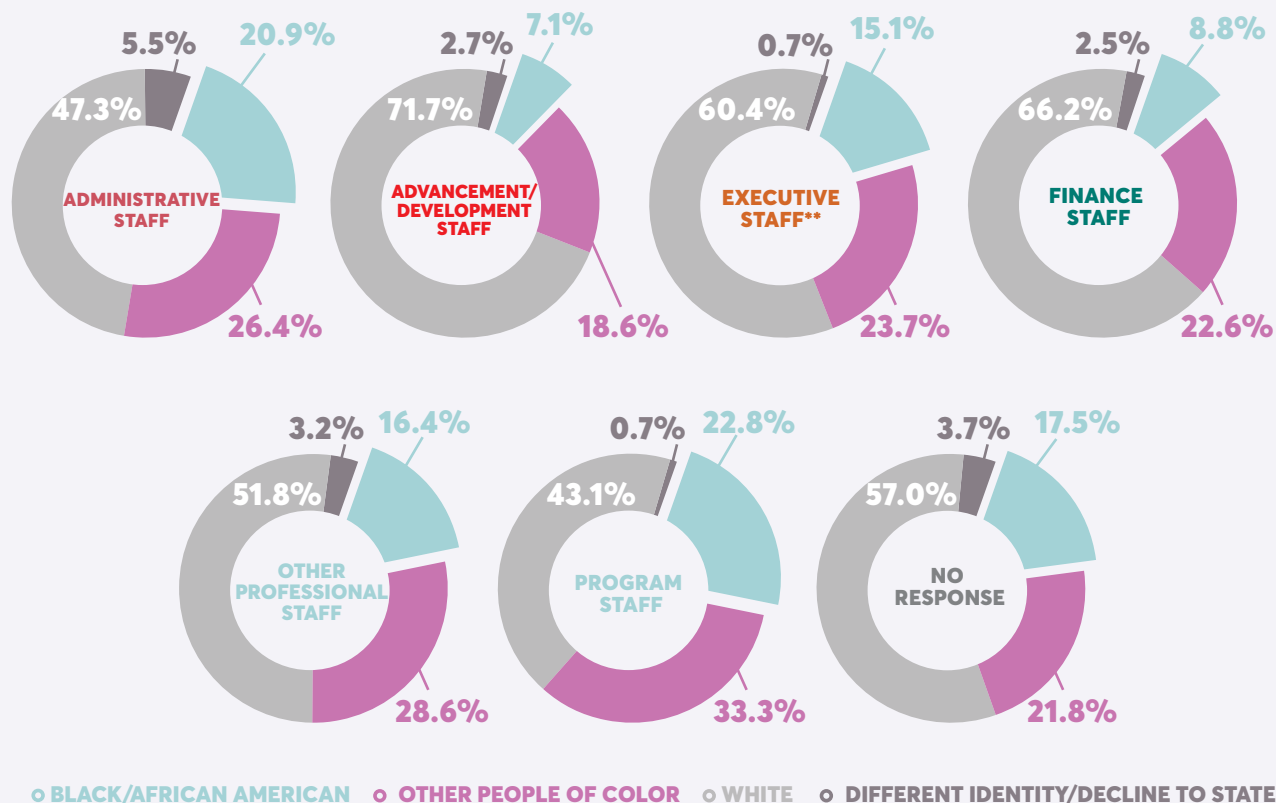
BLACK / AFRICAN AMERICAN PEOPLE IN PHILANTHROPY, BY BOARD, STAFF, AND CONTRACTOR ROLE



Black / African American People in Philanthropy

People in philanthropy who identified either solely as Black / African American or as Black / African American in combination with some other race or ethnicity were most represented among program staff and administrative staff.

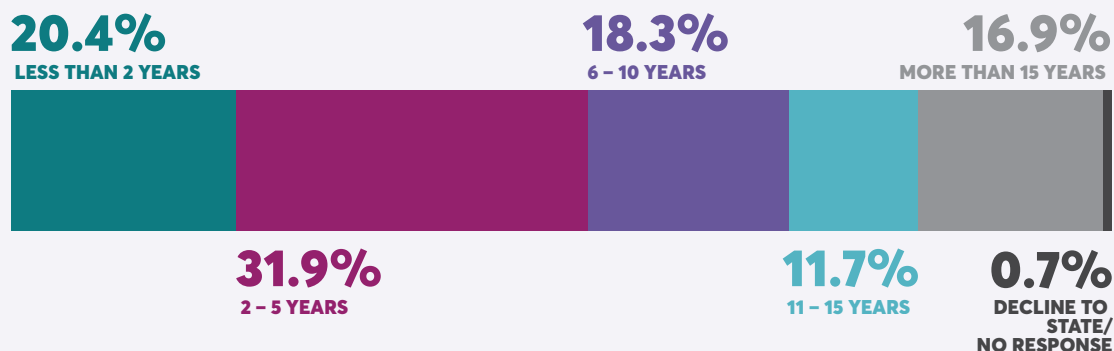
BLACK / AFRICAN AMERICAN PEOPLE IN PHILANTHROPY, BY STAFF ROLES



* Non-Financial, Non-Program, and Non-Development Staff

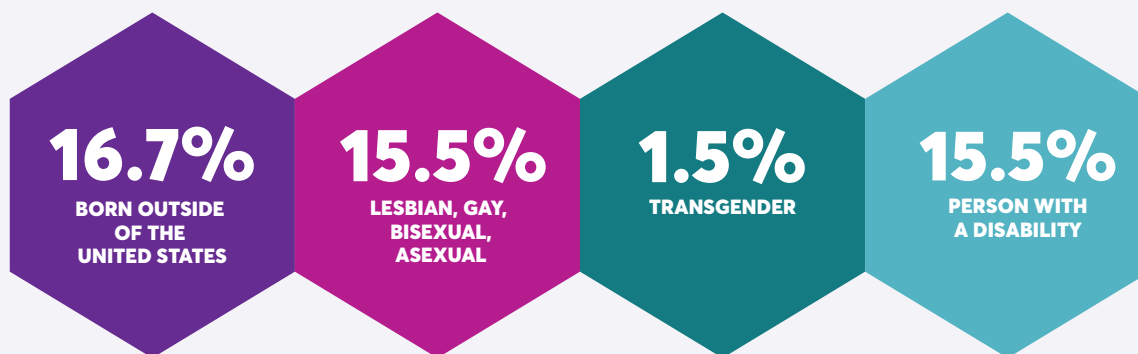
The majority of people working in philanthropy and identifying either solely as Black / African American or as Black / African American in combination with some other race or ethnicity have worked in philanthropy five years or fewer.

BLACK / AFRICAN AMERICAN PEOPLE IN PHILANTHROPY, BY TENURE



Relative to the overall findings, people working in philanthropy and identifying solely as Black / African American or as Black / African American in combination with some other race or ethnicity were more likely to identify as a person born outside of the United States; lesbian, gay, bisexual, or asexual; and as a person with a disability.

PERCENTAGE OF BLACK / AFRICAN AMERICAN PEOPLE IN PHILANTHROPY IDENTIFYING WITH SELECT INTERSECTIONAL IDENTITIES



A NOTE FROM ABFE ON REFERENCING BLACK COMMUNITIES

Black people are not monolithic and represent a broad and diverse spectrum of physiological, geographical, cultural, and political traits and histories. ABFE defines Black and Blackness (the state of being Black) in overlapping ways: (1) the mix of physiological, geographical, and cultural traits that defines Black people as people of African descent, many of whom were moved to specific regions in the world through the Trans-Atlantic slave trade including

continental Africans, African Americans, Afro-Caribbeans, Afro-Latinos, and people of mixed ancestry who identify as being Black; (2) Black or Blackness is a political and historical reality of shared colonization and oppression at the hands of Europeans and Anglo-Americans and the resistance to this subjugation. Blackness is a political construct of survival and resistance against racialized oppression.

Recommended Resources



ABFE - A Philanthropic Partnership for Black Communities

ABFE is a membership-based philanthropic organization that advocates for responsive and transformative investments in Black communities. Partnering with foundations, nonprofits and individuals, ABFE provides its members with professional development, and technical assistance resources that further the philanthropic sector's connection and responsiveness to issues of equality, diversity, and inclusion.

To learn more, visit abfe.org

ABFE offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none">→ ABFE Membership→ ABFE's Annual Conference→ Black Philanthropic Network	<ul style="list-style-type: none">→ ABFE Philanthropic Advising Services	<ul style="list-style-type: none">→ ABFE Call to Action (10 Imperatives)→ Case for Funding Black Led Social Change Report→ Case for Funding Black Led Social Change Report: Redlining by Another Name

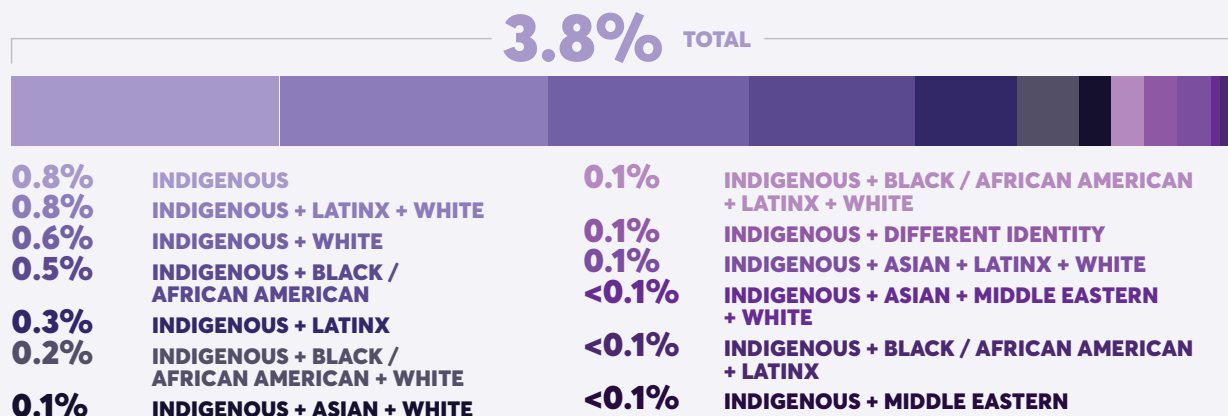
SPOTLIGHT

Indigenous People in Philanthropy

This section explores all 2020 DAPP respondents who identified solely as Indigenous as well as those who identified as Indigenous in combination with some other racial or ethnic identity. Taken together, **3.8 percent of people in philanthropy identify either solely as Indigenous or as Indigenous in combination with some other racial or ethnic identity.**

The following combinations accounted for this 3.8 percent:

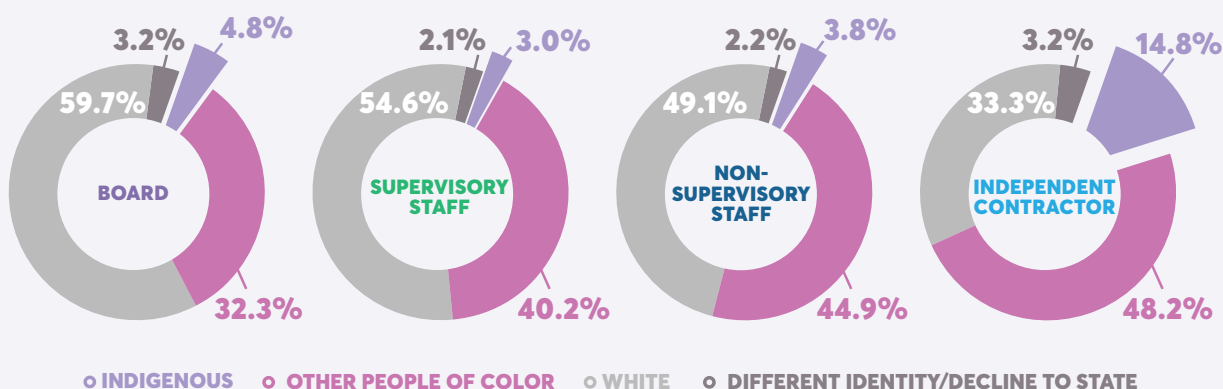
PEOPLE WORKING IN PHILANTHROPY, BY SOLELY IDIGENOUS IDENTIFIED AND INDIGENOUS IN COMBINATION WITH SOME OTHER RACE OR ETHNICITY



NOTE: For the purposes of this report, Pacific Islanders working in philanthropy are captured in this section on Indigenous People in Philanthropy.

People in philanthropy who identified either solely as Indigenous or as Indigenous in combination with some other race or ethnicity were most represented among independent contractors.

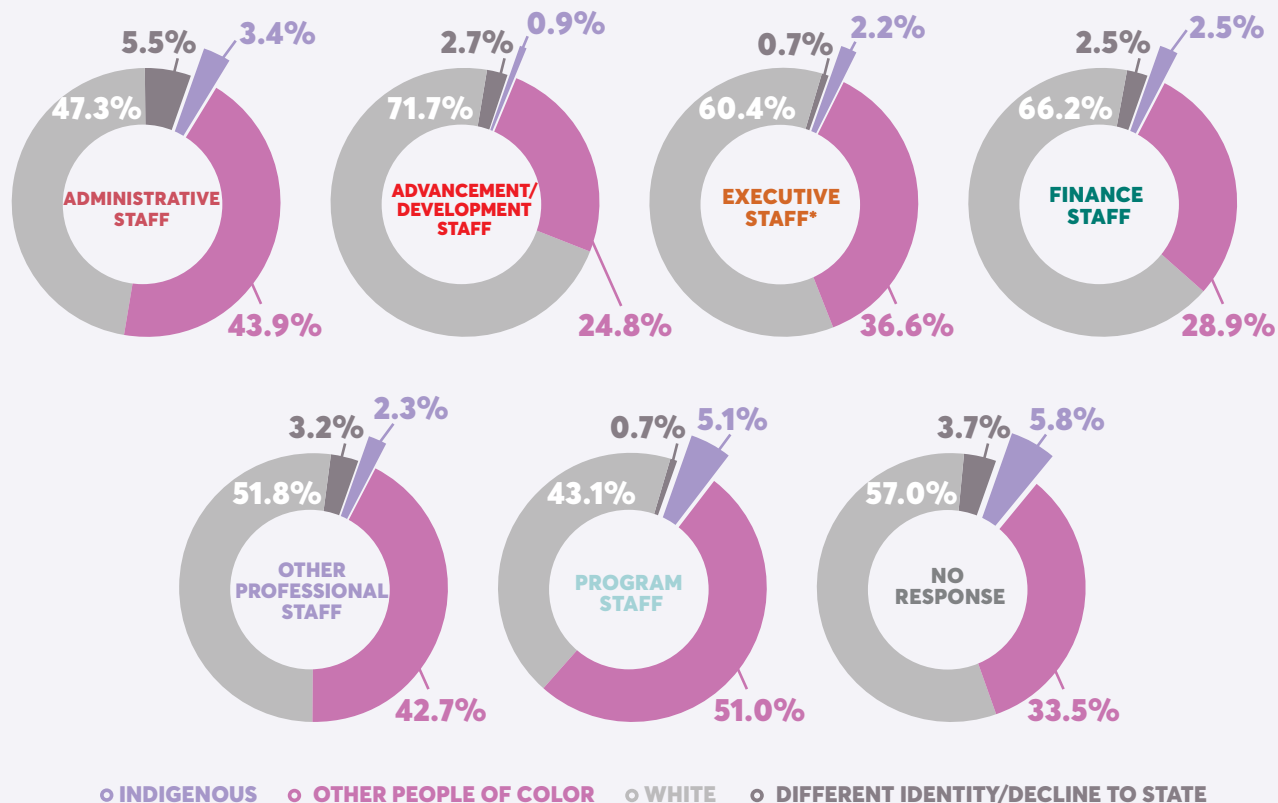
INDIGENOUS PEOPLE IN PHILANTHROPY, BY BOARD, STAFF, AND CONTRACTOR ROLE



Indigenous People in Philanthropy

People identifying either solely as Indigenous or as Indigenous in combination with some other race or ethnicity were most likely to be represented among program staff.

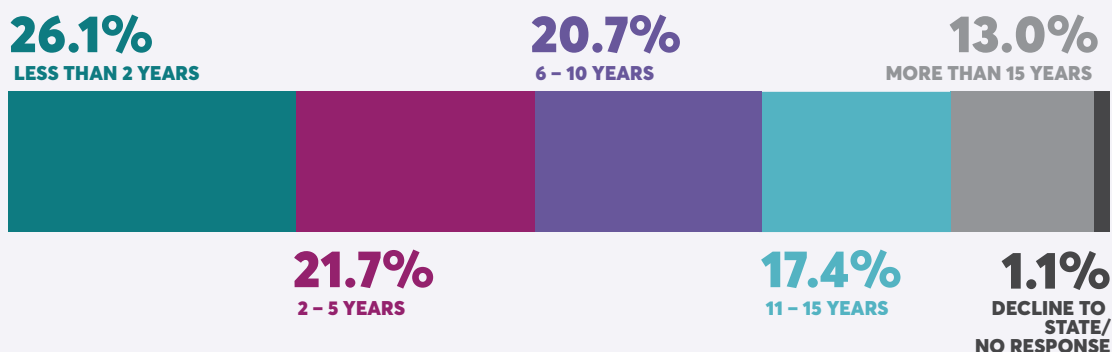
INDIGENOUS PEOPLE IN PHILANTHROPY, BY STAFF ROLES



* Non-Financial, Non-Program, and Non-Development Staff

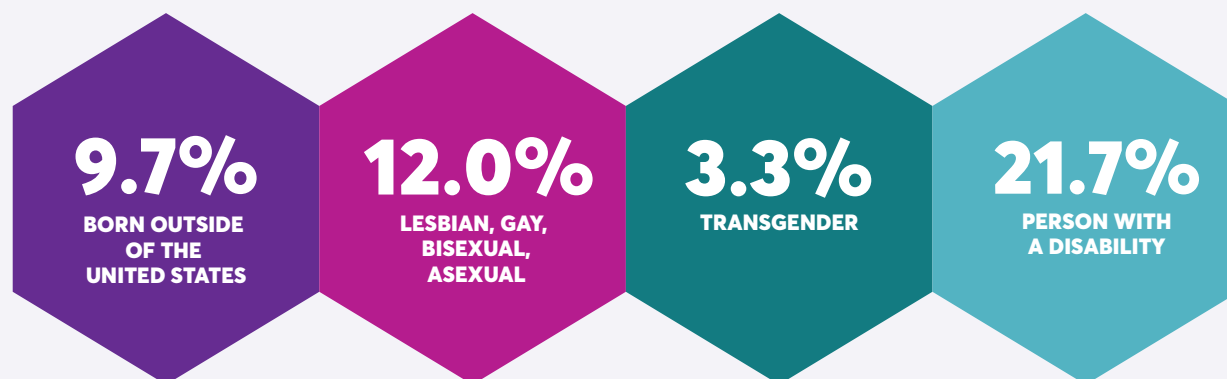
More than 45 percent of people working in philanthropy and identifying either solely as Indigenous or as Indigenous in combination with some other race or ethnicity have worked in philanthropy five years or fewer.

INDIGENOUS PEOPLE IN PHILANTHROPY, BY TENURE



Relative to the overall findings, people working in philanthropy and identifying solely as Indigenous or as Indigenous in combination with some other race or ethnicity were more likely to identify as a person with a disability and as transgender.

PERCENTAGE OF INDIGENOUS PEOPLE IN PHILANTHROPY IDENTIFYING WITH SELECT INTERSECTIONAL IDENTITIES



WRITE-IN RESPONSES FOR PLEASE SPECIFY YOUR RACIAL OR TRIBAL AFFILIATION(S)



NOTE: Each word cloud in this report contains all of the write-in answers provided for the given category. The larger the font size, the greater number of respondents who wrote in that particular response.

Recommended Resources



Native Americans in Philanthropy

The mission of Native Americans in Philanthropy is to promote equitable and effective philanthropy in Native communities. Native

Americans in Philanthropy works to increase philanthropic investment in Native communities to strengthen and expand community-based solutions; strengthen support for Native, philanthropic and nonprofit leaders to further diversify the sector; and improve the availability of regular, reliable data and Indigenous-led research on philanthropic giving to Native communities.

To learn more, visit nativephilanthropy.org

Native Americans in Philanthropy offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none">→ Tribal Nations Initiative→ Philanthropy Job Board→ Native Program Officers' Working Group	<ul style="list-style-type: none">→ Native Voices Rising→ Reports and Resources→ Membership→ E-News→ Our Blog	<ul style="list-style-type: none">→ Native Voices Rising→ Investing in Native Communities Portal

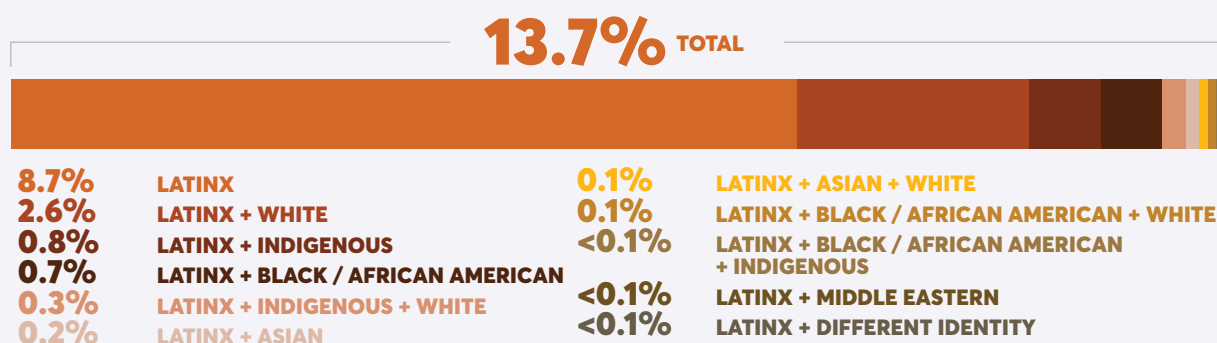
SPOTLIGHT

Latinx People in Philanthropy

This section explores all 2020 DAPP respondents who identified solely as Latinx as well as those who identified as Latinx in combination with some other racial or ethnic identity. Taken together, **13.7 percent of people in philanthropy identify either solely as Latinx or as Latinx in combination with some other racial or ethnic identity.**

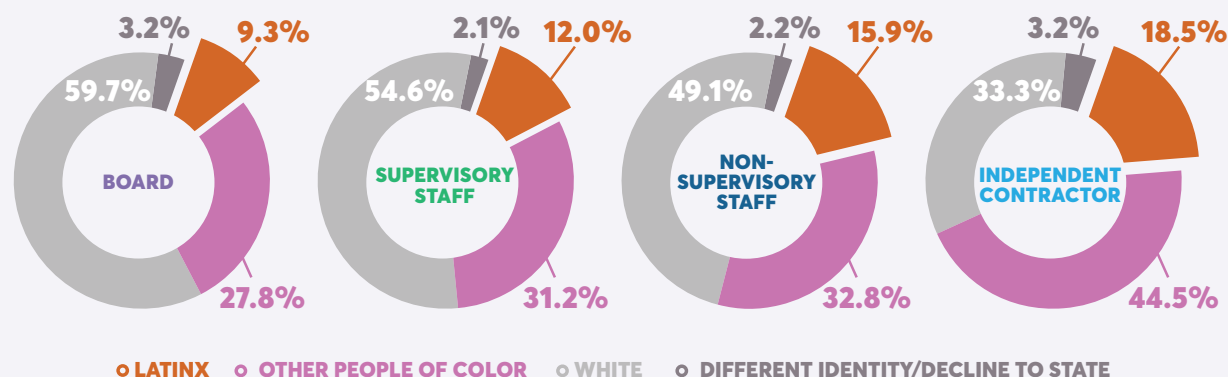
The following combinations accounted for this 13.7 percent:

PEOPLE WORKING IN PHILANTHROPY, BY SOLELY LATINX IDENTIFIED AND LATINX IN COMBINATION WITH SOME OTHER RACE OR ETHNICITY



People in philanthropy who identified either solely as Latinx or as Latinx in combination with some other race or ethnicity were most represented among independent contractors followed closely by non-supervisory staff.

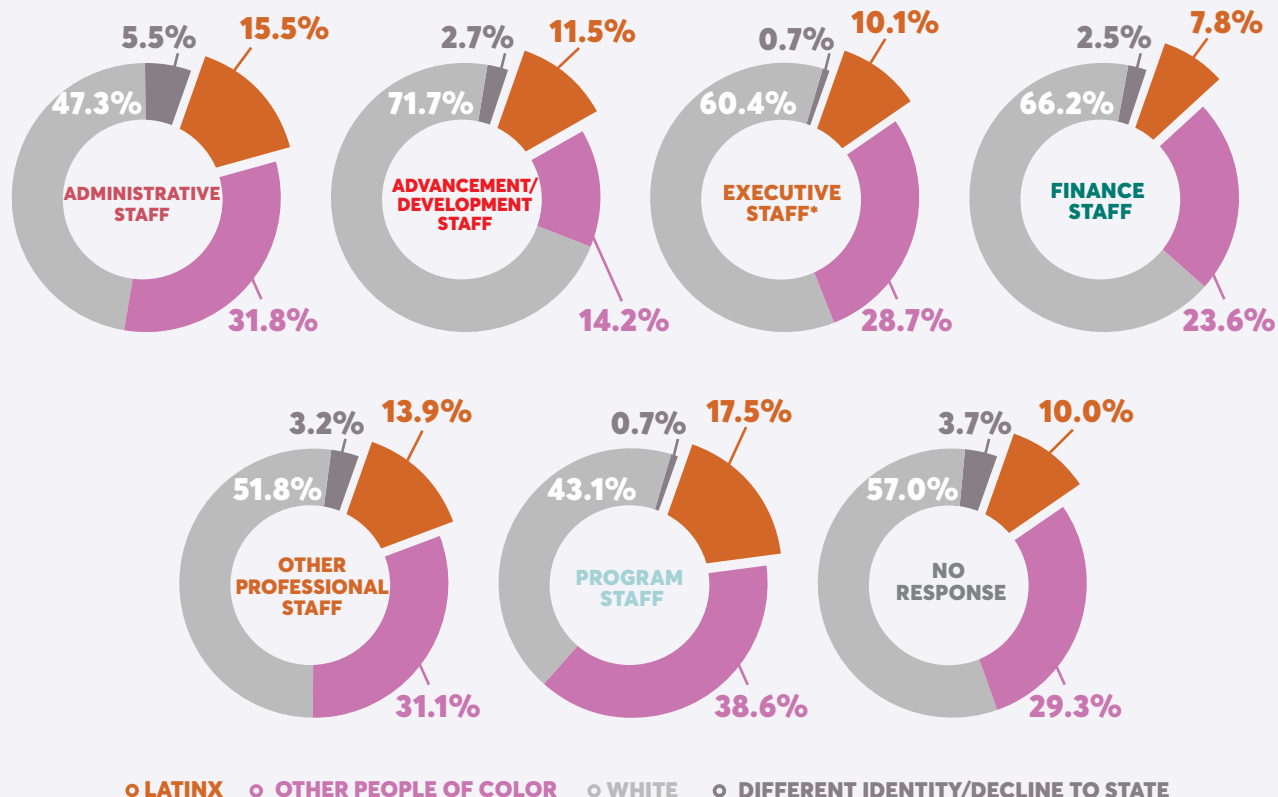
LATINX PEOPLE IN PHILANTHROPY, BY BOARD, STAFF, AND CONTRACTOR ROLE



Latinx People in Philanthropy

People in philanthropy who identified either solely as Latinx or as Latinx in combination with some other race or ethnicity were most represented among program staff and administrative staff.

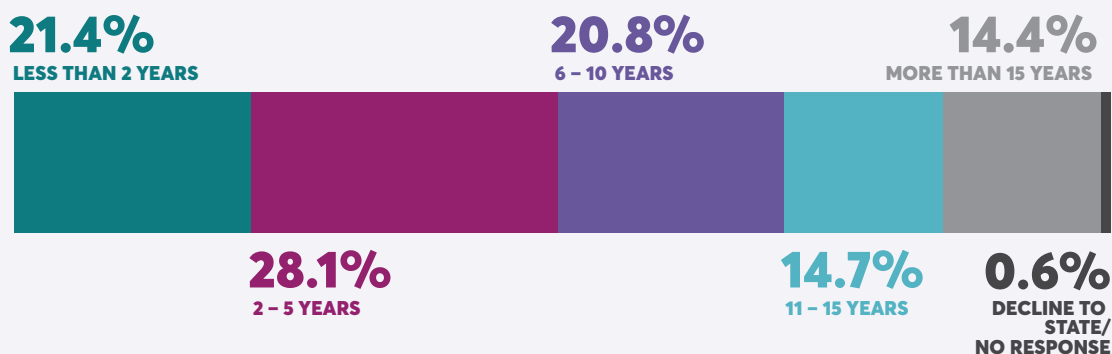
LATINX PEOPLE IN PHILANTHROPY, BY STAFF ROLES



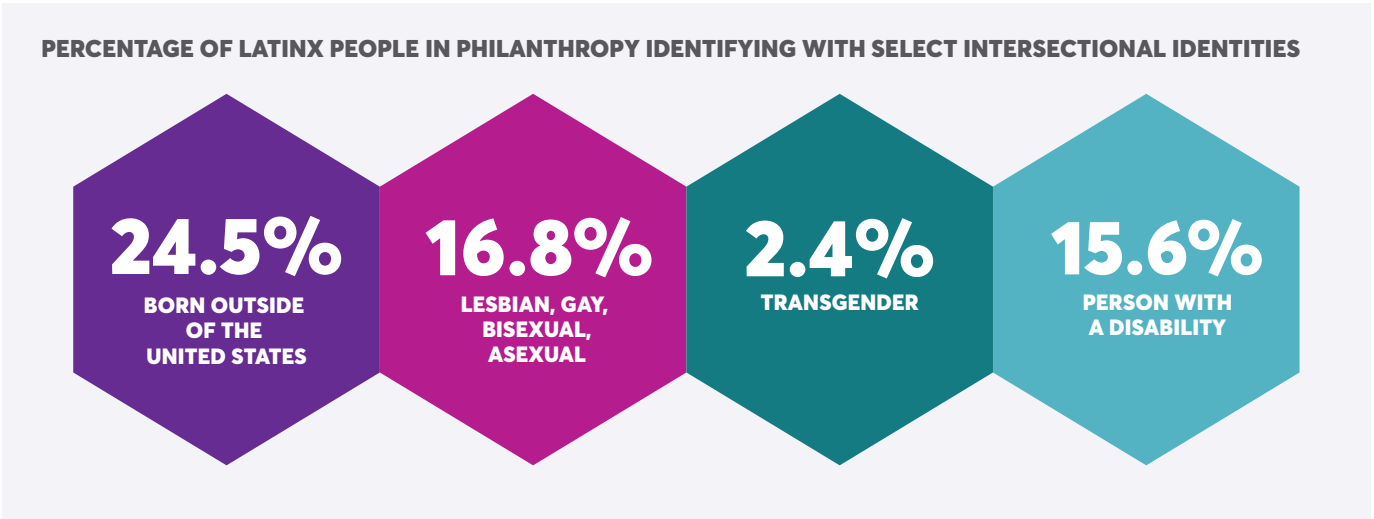
* Non-Financial, Non-Program, and Non-Development Staff

Nearly half of people working in philanthropy and identifying either solely as Latinx or as Latinx in combination with some other race or ethnicity have worked in philanthropy five years or fewer.

LATINX PEOPLE IN PHILANTHROPY, BY TENURE



Relative to the overall findings, people working in philanthropy and identifying solely as Latinx or as Latinx in combination with some other race or ethnicity were more likely to identify as a person born outside of the United States; lesbian, gay, bisexual, or asexual; transgender; and as a person with a disability.



Recommended Resources



Hispanics in Philanthropy

Hispanics in Philanthropy (HIP) is on a mission to strengthen Latinx leadership, influence and equity by leveraging philanthropic resources, and doing so with an unwavering focus on social justice and shared prosperity across the Americas. As the leader of a transnational network of foundations, donors, and nonprofits, we are making impactful investments in the Latinx community and developing our leaders so they can effectively address the most pressing issues impacting communities in the U.S., Latin America and the Caribbean.

To learn more, visit hiponline.org

HIP offers support for grantmakers in the following areas:

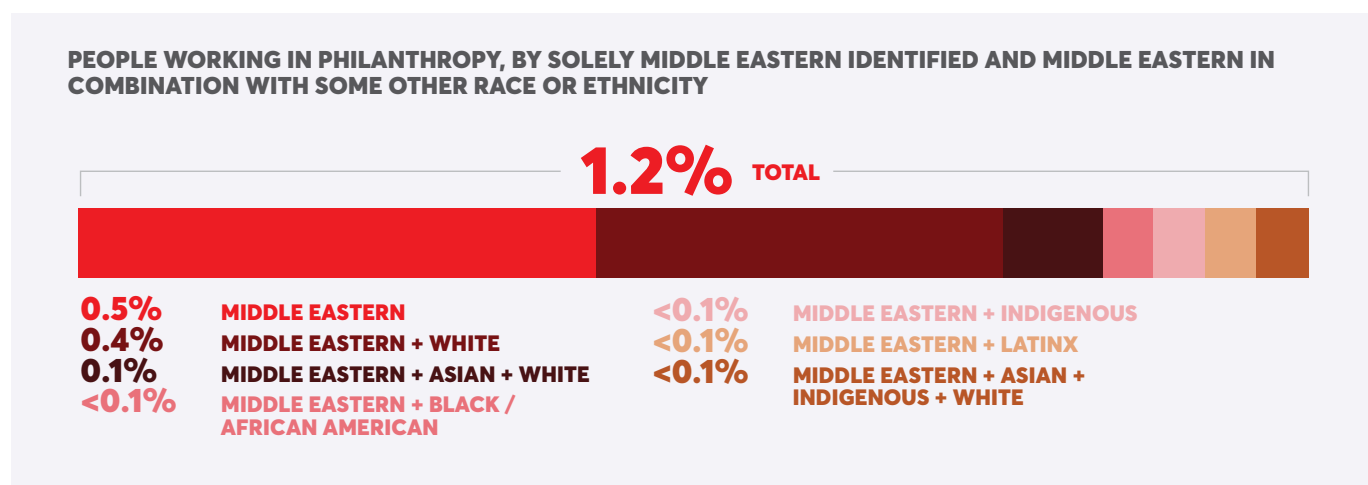
SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none">→ HIP Membership→ Líderes Fellowship→ Annual Leadership Conference→ Project M - Capacity Building	<ul style="list-style-type: none">→ LatinxFunders→ Reports→ Latinx Trustee Listening Tour	<ul style="list-style-type: none">→ HIPGive→ PowerUp Fund→ Knowledge Path

SPOTLIGHT

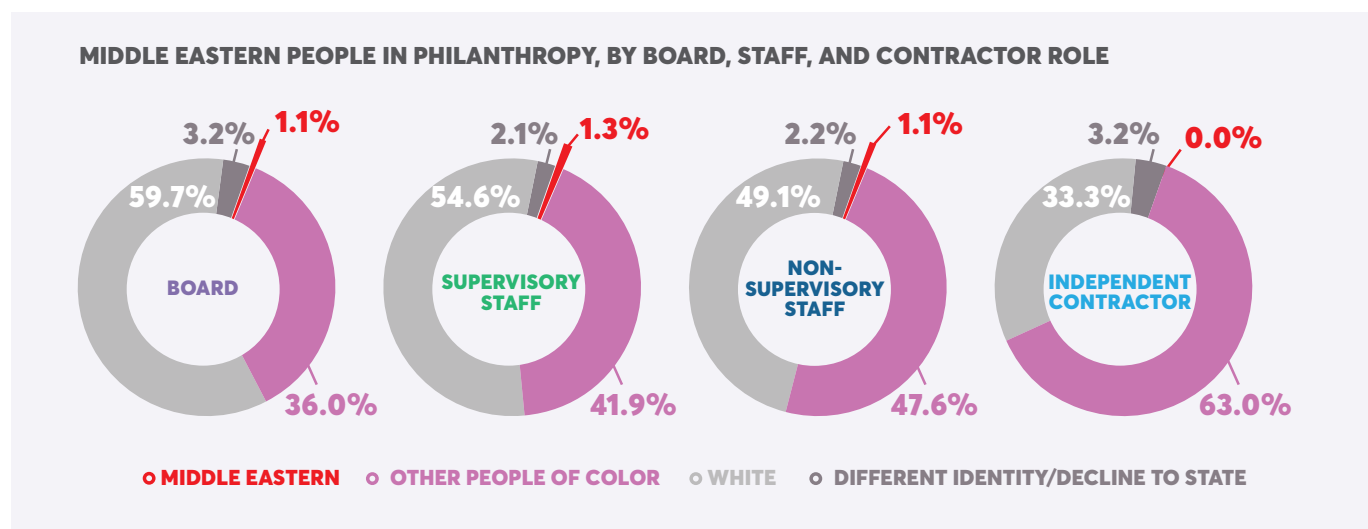
Middle Eastern People in Philanthropy

This section explores all 2020 DAPP respondents who identified solely as Middle Eastern as well as those who identified as Middle Eastern in combination with some other racial or ethnic identity. Taken together, **1.2 percent of people in philanthropy identify either solely as Middle Eastern or as Middle Eastern in combination with some other racial or ethnic identity.**

The following combinations accounted for this 1.2 percent:



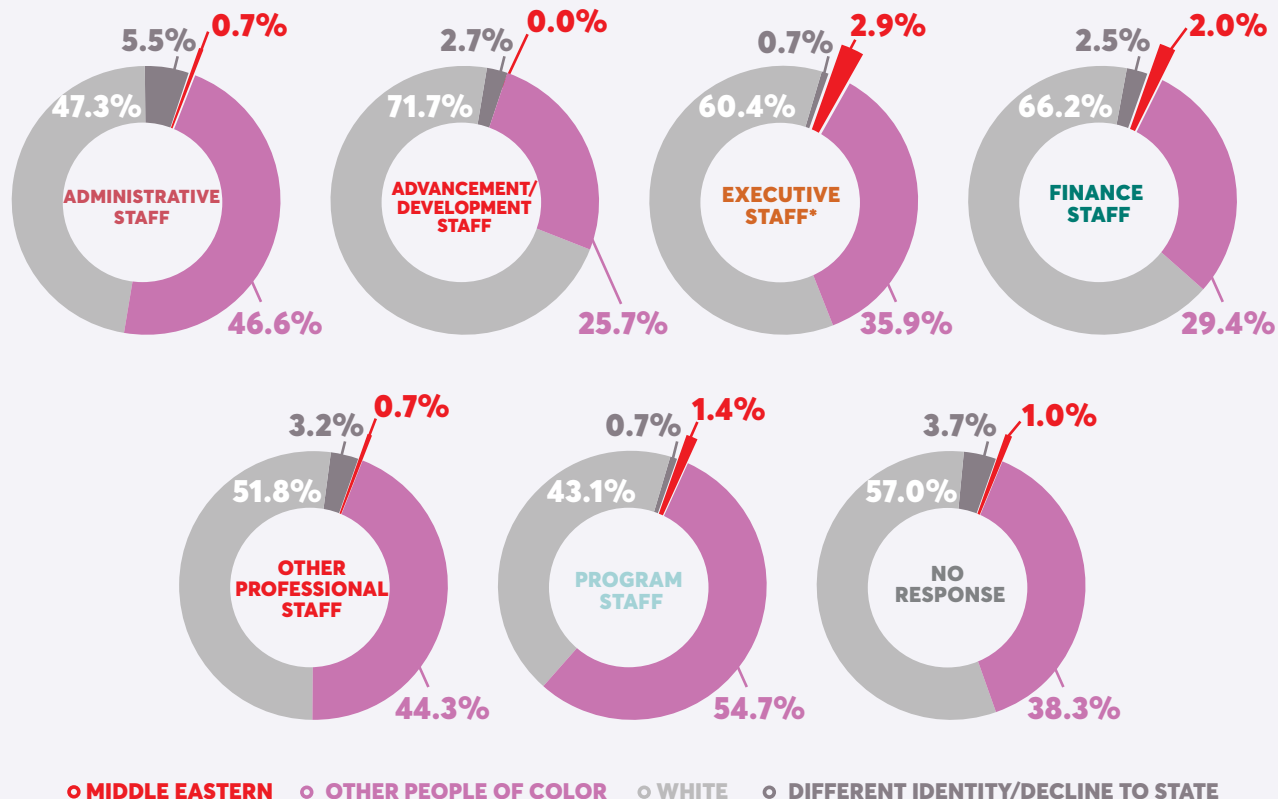
People in philanthropy who identified either solely as Middle Eastern or as Middle Eastern in combination with some other race or ethnicity were fairly evenly represented among the board, supervisory staff, and non-supervisory staff.



Middle Eastern People in Philanthropy

People in philanthropy who identified either solely as Middle Eastern or as Middle Eastern in combination with some other race or ethnicity were most represented among executive staff.

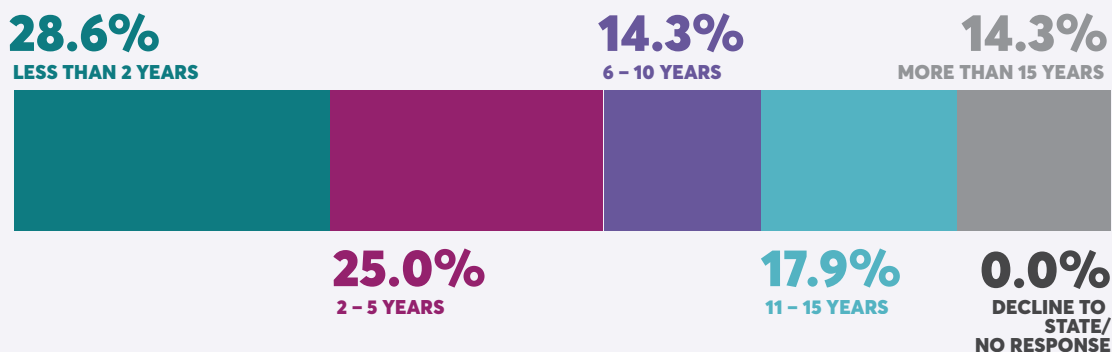
MIDDLE EASTERN PEOPLE IN PHILANTHROPY, BY STAFF ROLES



* Non-Financial, Non-Program, and Non-Development Staff

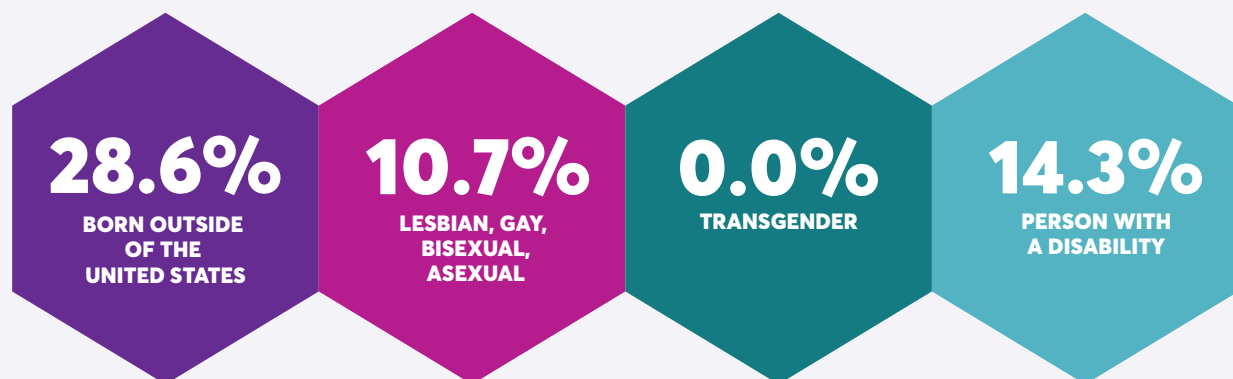
The majority of people working in philanthropy and identifying either solely as Middle Eastern or as Middle Eastern in combination with some other race or ethnicity have worked in philanthropy five years or fewer.

MIDDLE EASTERN PEOPLE IN PHILANTHROPY, BY TENURE



Relative to the overall findings, people working in philanthropy and identifying solely as Middle Eastern or as Middle Eastern in combination with some other race or ethnicity were more likely to identify as a person born outside of the United States and as a person with a disability.

PERCENTAGE OF MIDDLE EASTERN PEOPLE IN PHILANTHROPY IDENTIFYING WITH SELECT INTERSECTIONAL IDENTITIES



Recommendations

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



Examine your motivations and commitment to a diverse organization — and be honest about the existing culture of your organization and what might need to change.



Explicitly commit to diversity, equity, and inclusion values and efforts — and work to embed them into the DNA of your organization.



Engage in an ongoing process of auditing and adjusting your own diversity and inclusion policies and practices.



Adjust your human resources policies to 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.



Align your institution's non-discrimination policies with current best practices, making sure to explicitly include protections based on ability, age, gender expression and identity, immigration status, race and ethnicity, religion, sex, and sexual orientation.



Advance learning opportunities for your staff and board to continually improve on diversity, equity, and inclusion and create a culture where ongoing learning around cultural competency is both encouraged and expected.



Engage in specific outreach to communities of color, LGBTQ communities, people with disabilities, and other underrepresented communities in your recruitment for staff roles, board positions, and committee opportunities.



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

Recommended Resources

For grantmakers looking for support in further diversifying their staff and boards, we recommend reaching out to the following CHANGE Philanthropy coalition partners, each of which offers a variety of resources.



Building Democratic Philanthropy

Asian Americans/Pacific Islanders in Philanthropy (AAPIP)

Asian Americans/Pacific Islanders in Philanthropy (AAPIP) is a national membership organization dedicated to expanding and mobilizing philanthropic and community resources for underserved AAPI communities to build a more just and equitable society. It is a vibrant home for AAPIs in philanthropy, working toward racial equity and gender justice and fostering a new generation of AAPI change makers driving change in philanthropy.

To learn more, visit aapip.org

AAPIP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → AAPIP Membership → AAPIP Regional Chapter Network → AAPIP Racial Equity Curriculum (coming soon) → AAPIP National Network Convening 	<ul style="list-style-type: none"> → AAPI Community Mapping Tool → AAPIP National Giving Circle Network → AAPIP Connect E-Newsletter → AAPIP Blog → AAPIP Job Board 	<ul style="list-style-type: none"> → Seeking to Soar: Foundation Funding for AAPI Communities (Report) → AAPIP National Giving Circle Network



ABFE

Strengthening Black Communities

ABFE - A Philanthropic Partnership for Black Communities

ABFE is a membership-based philanthropic organization that advocates for responsive and transformative investments in Black communities. Partnering with foundations, nonprofits and individuals, ABFE provides its members with professional development and technical assistance resources that further the philanthropic sector's connection and responsiveness to issues of equality, diversity and inclusion.

To learn more, visit abfe.org

ABFE offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → ABFE Membership → ABFE's Annual Conference → Black Philanthropic Network 	<ul style="list-style-type: none"> → ABFE Philanthropic Advising Services 	<ul style="list-style-type: none"> → ABFE Call to Action (10 Imperatives) → Case for Funding Black Led Social Change Report → Case for Funding Black Led Social Change Report: Redlining by Another Name



Emerging Practitioners in Philanthropy

Emerging Practitioners in Philanthropy (EPIP)

Emerging Practitioners in Philanthropy (EPIP)'s mission is to empower emerging leaders and elevate philanthropic practice in order to build a more just, equitable and sustainable world. EPIP envisions a

world where people of all identities can live full and prosperous lives, supported by a diverse, equitable, inclusive and effective philanthropic sector.

To learn more, visit epip.org

EPIP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES
<ul style="list-style-type: none"> → EPIP Membership → EPIP Chapters → Philanthropology → Communities of Practice (People of Color Network; Emerging Women of Color; White Allyship) → Inclusive Leadership Framework 	<ul style="list-style-type: none"> → Dissonance and Disconnects → EPIP's Blog → EPIP's Newsletter



FUNDERS FOR
LGBTQ
ISSUES

Funders for LGBTQ Issues

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.

To learn more, visit lgbtfunders.org

Funders for LGBTQ Issues offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Funders Membership → Training and Support Services → Grantmakers United for Trans Communities (GUTC) Fellowships → Out in the South Network → Funding Forward: An annual gathering of grantmakers committed to LGBTQ Issues 	<ul style="list-style-type: none"> → Research & Reports → Best Practices Guides (Data Collection; Non-discrimination Policy) → Monthly Newsletter: QNotes 	<ul style="list-style-type: none"> → Out in the South Fund → The GUTC Pledge → LGBTQ Funding Resources during COVID-19



**HISPANICS
IN PHILANTHROPY**
The power of giving and connecting

Hispanics in Philanthropy

Hispanics in Philanthropy (HIP) is on a mission to strengthen Latinx leadership, influence and equity by leveraging philanthropic resources, and doing so with an unwavering focus on social justice and shared prosperity across the Americas. As the leader of a transnational network of foundations, donors, and nonprofits, we are making impactful investments in the Latinx community and developing our leaders so they can effectively address the most pressing issues impacting communities in the U.S., Latin America and the Caribbean.

To learn more, visit hiponline.org

HIP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → HIP Membership → Líderes Fellowship → Annual Leadership Conference → Project M - Capacity Building 	<ul style="list-style-type: none"> → LatinxFunders → Reports → Latinx Trustee Listening Tour 	<ul style="list-style-type: none"> → HIPGive → PowerUp Fund → Knowledge Path



**NATIVE AMERICANS
IN PHILANTHROPY**

Native Americans in Philanthropy

The mission of Native Americans in Philanthropy is to promote equitable and effective philanthropy in Native communities. Native Americans in Philanthropy works to increase philanthropic investment in Native communities to strengthen and expand community-based solutions; strengthen support for Native, philanthropic and nonprofit leaders to further diversify the sector; and improve the availability of regular, reliable data and Indigenous-led research on philanthropic giving to Native communities.

To learn more, visit nativephilanthropy.org

Native Americans in Philanthropy offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Tribal Nations Initiative → Philanthropy Job Board → Native Program Officers' Working Group 	<ul style="list-style-type: none"> → Native Voices Rising → Reports and Resources → Membership → E-News → Our Blog 	<ul style="list-style-type: none"> → Native Voices Rising → Investing in Native Communities Portal



National Committee for Responsive Philanthropy (NCRP)

NCRP promotes philanthropy that serves the public good, is responsive to people and communities with the least wealth and opportunity, and is held accountable to the highest standards of integrity and openness.

To learn more, visit ncrp.org

NCRP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Assessment Guide for Equity & Justice: Power Moves → Celebrating the Best: NCRP's Impact Awards → Criteria for Philanthropy At Its Best → Blog: Implicit Bias and Its Role in Philanthropy and Grantmaking 	<ul style="list-style-type: none"> → Movements Matter: The Savvy Donors Guide to Investing in Social Movements → As the South Grows: The Case for Funding the South → Leveraging Limited Dollars - Achieving Tangible Results By Funding Policy And Community Engagement 	<ul style="list-style-type: none"> → Black Funding Denied Report (2020) → Digital Dashboard Exploring Local Foundation Funding for Immigrants & Refugees (2020) → COVID-19 & Its Impact on Funding for Reproductive Access



Neighborhood Funders Group (NFG)

NFG organizes philanthropy to support grassroots power building so that Black, Indigenous, and people of color communities and low-income communities thrive. We are a network of national and local grantmakers throughout the U.S. We bring together funders to learn, connect, and mobilize resources with an intersectional and place-based focus.

To learn more, visit nfg.org

NFG offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Philanthropy Forward 	<ul style="list-style-type: none"> → Democratizing Development Program → Fundors for a Just Economy → Integrated Rural Strategy Group → Amplify Fund → Building Power in Place - Nashville → Resourcing Rural Organizing Infrastructure: A New York Case Study 	<ul style="list-style-type: none"> → Accountability and Philanthropy's Role → Philanthropy is Embedded in the Paradox of Capitalism → Philanthropy Forward → Democratizing Development Program → Fundors for a Just Economy → Integrated Rural Strategy Group → Amplify Fund



Philanthropic Initiative for Racial Equity (PRE)

Since its launch in 2003, the goal of the Philanthropic Initiative for Racial Equity (PRE) has been to increase the amount and effectiveness of resources aimed at combating institutional and structural racism in communities through capacity building, education, and convening of grantmakers and grantseekers. It is led by an intersectionally diverse board of racial justice activists, researchers, and practitioners.

To learn more, visit racialequity.org

PRE offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Learning Labs, direct work with foundation boards → Working with PSOs to strengthen their racial justice efforts with members 	<ul style="list-style-type: none"> → Grantmaking with a Racial Justice Lens → Using a Racial Justice Lens in Grantmaking Around the Globe 	<ul style="list-style-type: none"> → Research and advocacy → Grantmaking strategy advising → Infographics and reports on racial justice giving, race and gender data, and other tracking for advocates and funders



Women's Funding Network (WFN)

Through our network of more than 120 women's funds and foundations, The Women's Funding Network provides gender justice leaders and advocates with a variety of tools to help them succeed—from research and education, to strategic-led initiatives and events, to advocacy and unifying a collective, amplified voice.

To learn more, visit womensfundingnetwork.org

WFN offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → WFN Membership → Peer communities of practice → Member-only conversations and brown bag lunches → Regional summits 	<ul style="list-style-type: none"> → Speaker Series & other webinars → Women's Economic Mobility Hubs → Whole Family Approaches to Economic Mobility → GirlsGive 	<ul style="list-style-type: none"> → Response, Recovery and Resilience Collaborative Fund → Prosperity Together → Moving Money for Impact



APPENDIX & CREDITS

APPENDIX A

Participating Foundations

AIDS United ★+

AJL Foundation

American Muslim Community Foundation

Andrus Family Fund

Arcus Foundation ★

Astraea Lesbian Foundation for Justice ★

Blandin Foundation +

Blue Cross and Blue Shield of
NC Foundation +

Blue Shield of California Foundation ★

Bonfils-Stanton Foundation +

Bush Foundation ★+

Carnegie Corporation of New York

Chicago Foundation for Women ★

Chinook Fund

Colorado Plateau Foundation

Community First Foundation

Community Foundation Boulder County +

Community Foundation for Palm Beach and
Martin Counties

Community Foundation for
Southern Arizona ★+

Community Foundation of Louisville

Community Foundation of Northeast
Alabama +

Conservation Lands Foundation

David Bohnett Foundation ★

Delta Dental of Colorado Foundation

Diverse City Fund +

Dorothea Haus Ross Foundation

Durfee Foundation

East Bay Community Foundation ★

ECMC Foundation

Edward W. Hazen Foundation ★

Elmina B. Sewall Foundation

Evelyn and Walter Haas, Jr. Fund ★+

Ford Foundation ★+

Foundation for a Just Society ★+

Freeman Foundation

Gates Family Foundation

Gill Foundation +

Great Outdoors Colorado

Great Public Schools Now

Greater Tacoma Community Foundation

Groundswell Fund ★

Hill Snowdon Foundation ★

Horizons Foundation ★+

Houston Endowment Inc. ★+

Humanity United +

Internet Society Foundation

John D. and Catherine T. MacArthur
Foundation ★

Johnson Family Foundation ★

Kentucky Foundation for Women ★

Laughing Gull Foundation ★

Los Altos Community Foundation

Lumina Foundation ★+

Maine Community Foundation

Maine Health Access Foundation

Maine Initiatives

Margaret A. Cargill Philanthropies ★+

Marguerite Casey Foundation ★+

Masto Foundation ★

Melville Charitable Trust ★
MRG Foundation +
Ms. Foundation for Women ★
Mukti Fund ★
New Belgium Coworker Assistance Fund
New England Foundation for the Arts ★+
NextFifty Initiative +
North Star Fund ★+
Northwest Area Foundation ★+
Oceankind
Omaha Community Foundation
Onion Foundation
Oregon Community Foundation +
Overbrook Foundation ★
PetSmart Charities +
Phoenixville Community Health Foundation
Polk Bros. Foundation ★+
Pride Foundation ★+
Rockefeller Philanthropy Advisors ★
Rose Community Foundation +
Schott Foundation for Public Education ★
Seattle Foundation ★+
Sequoia Hospital Foundation
Sisters of Charity Foundation of Cleveland
Stolte Family Foundation
Sunlight Giving
Surdna Foundation ★
Texas Women's Foundation
The Annie E. Casey Foundation ★+
The Bingham Program
The Bob & Renee Parsons Foundation
The Boston Foundation ★
The California Endowment ★+
The Clowes Fund, Inc.
The Colorado Health Foundation ★+

The Colorado Trust +
The David and Lucile Packard Foundation
The Denver Foundation
The Kresge Foundation ★+
The Libra Foundation ★
The Lumpkin Family Foundation
The Minneapolis Foundation
The Simmons Foundation
The William Caspar Graustein Memorial Fund ★
The Women's Foundation of Colorado ★
Tides Foundation ★
Trinity Church Wall Street ★+
United Way of Greater Cleveland
Urgent Action Fund for Women's Human Rights ★
Virginia G. Piper Charitable Trust
W.K. Kellogg Foundation ★
Walter & Elise Haas Fund +
Washington Women's Foundation
Weingart Foundation +
Weissberg Foundation ★
Wells Fargo
Wellspring Philanthropic Fund ★
Wild Geese Foundation ★
William and Flora Hewlett Foundation ★+
WITH Foundation
Women's Foundation of California ★
Women's Foundation of Southern Arizona ★
Women's Fund of Central Ohio ★
Women's Fund of Hawaii ★
Women's Fund of Western MA ★
Y&H Soda Foundation ★

★ MEMBER OF ONE OR MORE CHANGE PARTNERS

+ RECEIVED CUSTOM REPORT
(10 OR MORE STAFF AND A STATISTICALLY
SIGNIFICANT RESPONSE RATE)

APPENDIX B

CHANGE Philanthropy Reception of Identity Index (RII)

The following index was designed by CHANGE Philanthropy to measure the reception of various identity components in a workplace.

The scale is defined as such:



- **ACTUALIZED** — My identity is recognized and valued by my organization and I have agency to engage in an authentic way
- **CELEBRATED** — My identity is both recognized and valued in my organization
- **ACKNOWLEDGED** — My identity is recognized in my organization
- **INVISIBILIZED** — My identity is unseen or ignored in my organization
- **ERASED** — My identity is recognized but neutralized or denied in my organization
- **EXPLOITED** — My identity is selectively used by my organization

Each participant was given the scale and asked:

"How do you feel [organization] as a whole recognizes the components of your identity? Choose an option for each row."

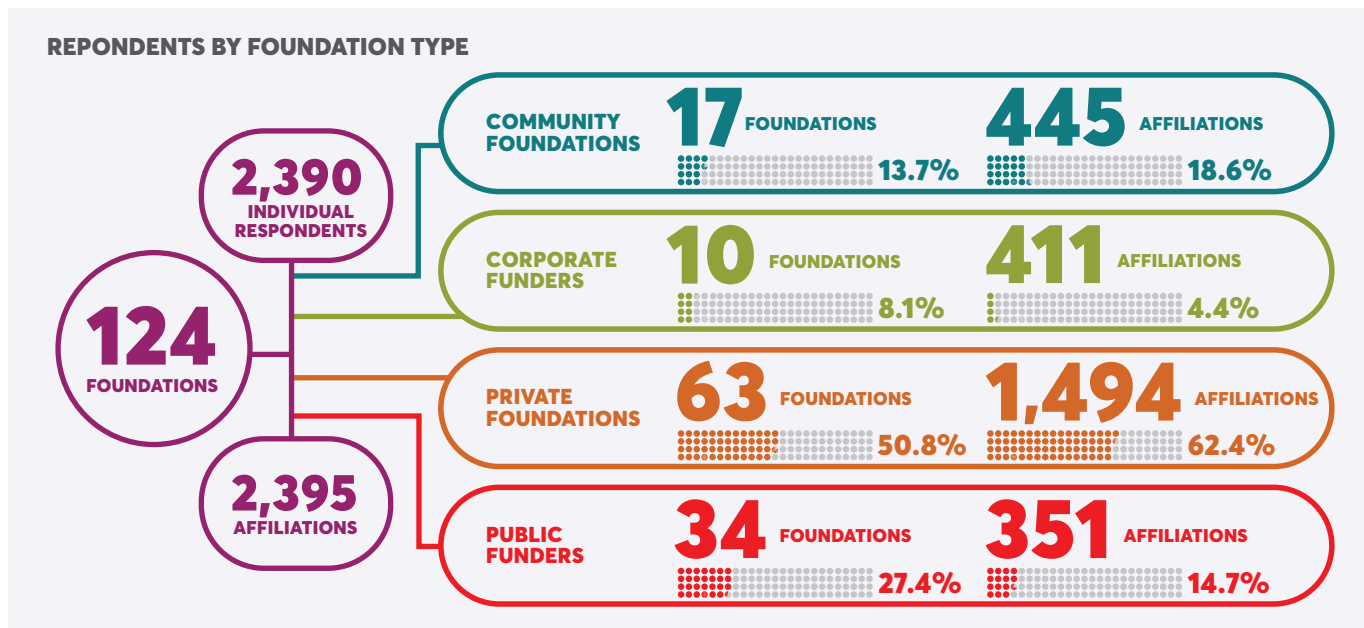
	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
Race/ Ethnicity								
Gender Identity								
Sexual Orientation								
Age								
Disability Status								
Religion/ Belief System								
Country of Origin								

APPENDIX C

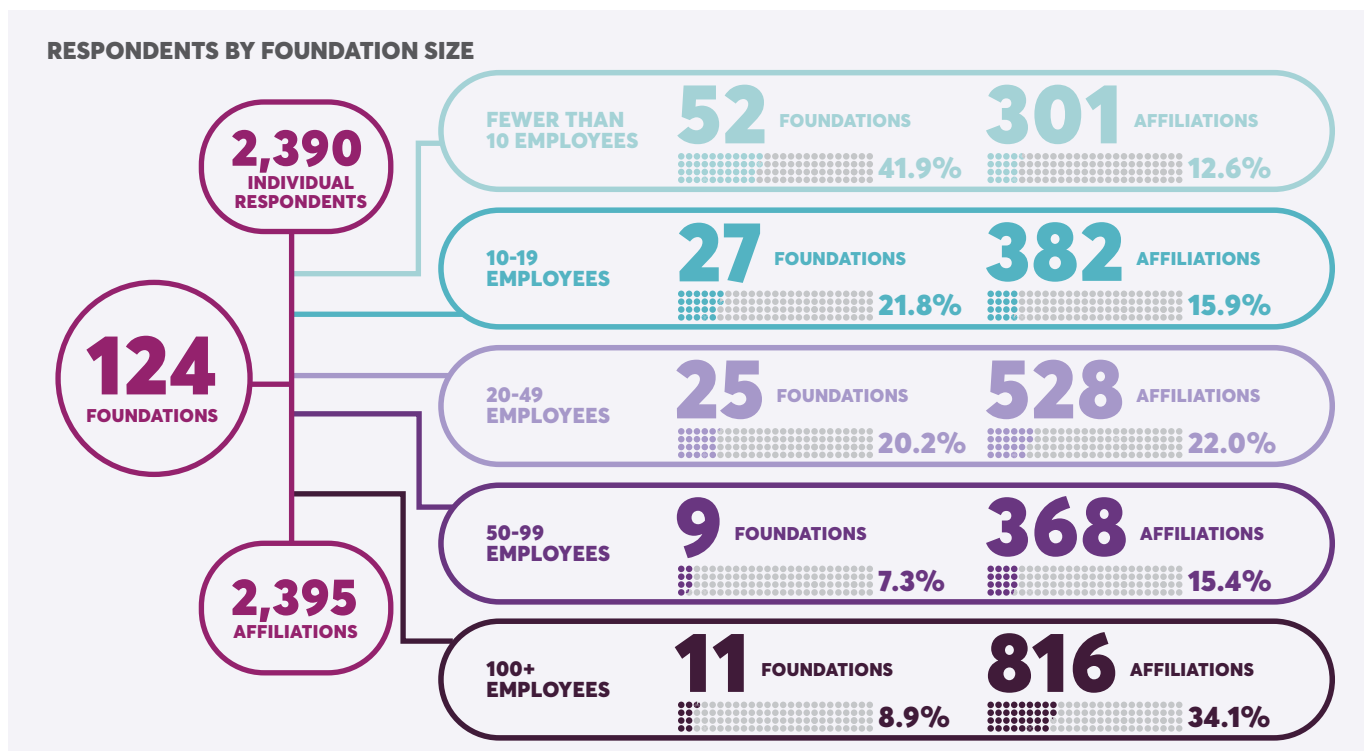
Who is in the 2020 DAPP?

The 2020 Diversity Among Philanthropic Professionals (DAPP) report examines the staff and board of 124 grantmaking institutions. There were 2,390 individual respondents, with 2,395 affiliations — since some individual respondents were connected to multiple foundations (e.g. on the board at one foundation and on the staff at another).

Private foundations represented the largest share of participating foundations and respondents.



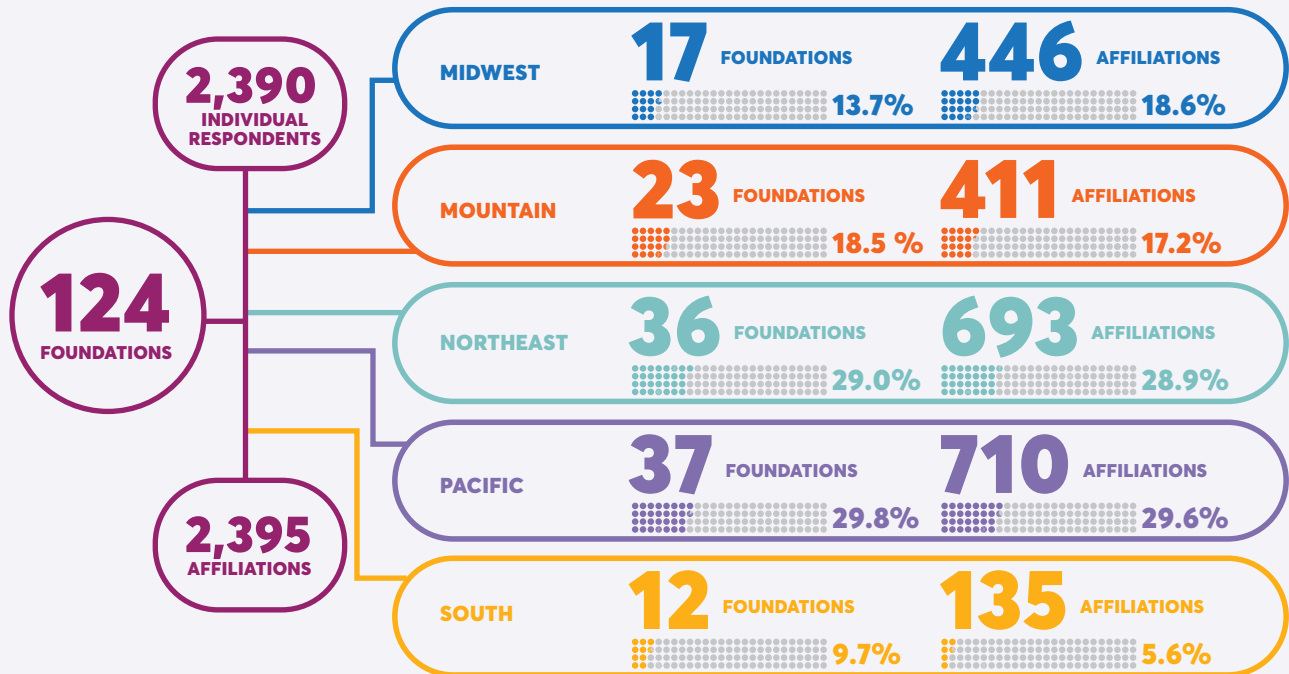
More than a third of participants worked at foundations with 100+ employees.



Who is in the 2020 DAPP?

The highest number of participating foundations and individual respondents came from the Pacific region.

RESENDENTS BY REGION



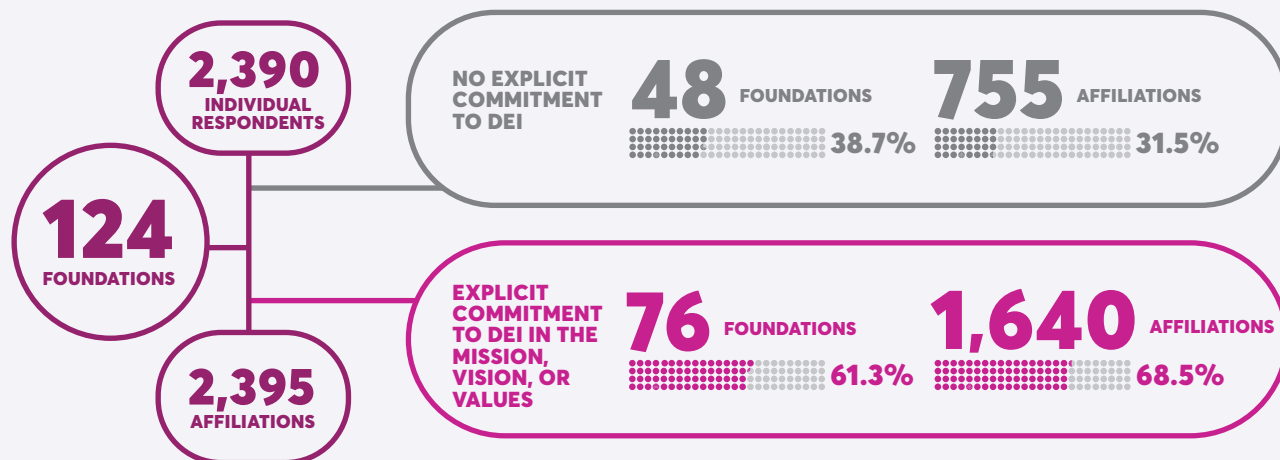
HOW DID WE DEFINE THE REGIONS?

MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
Illinois	Arizona	Connecticut	Alaska	Alabama
Indiana	Colorado	Delaware	California	Arkansas
Iowa	Idaho	District of Columbia	Hawaii	Florida
Kansas	Montana	Maine	Oregon	Georgia
Michigan	Nevada	Maryland	Washington	Kentucky
Minnesota	New Mexico	Massachusetts		Louisiana
Missouri	Utah	New Hampshire		Mississippi
Nebraska	Wyoming	New Jersey		Oklahoma
North Dakota		New York		North Carolina
Ohio		Pennsylvania		South Carolina
South Dakota		Rhode Island		Tennessee
Wisconsin		Vermont		Texas
				Virginia
				West Virginia

Who is in the 2020 DAPP?

The majority of foundations participating in the 2020 DAPP had an explicit commitment to diversity, equity, and inclusion in their mission, vision, or values, and the majority of respondents came from those institutions.

RESPONDENTS BY COMMITMENT TO DEI



Acknowledgements

We are incredibly grateful to all the participants of the Diversity Among Philanthropic Professionals (DAPP) Survey — both the individuals and the institutions — who helped make this report possible!

We are also extremely thankful for the generous financial support that the **Blue Shield of California Foundation** provided to undertake the 2020 DAPP survey. We are equally grateful for the generous general operating support that we receive from the William and Flora Hewlett Foundation, Lumina Foundation, the Racial Equity in Philanthropy Fund at Borealis Philanthropy, Satterberg Foundation, and the Wallace Foundation, which makes all our work possible.

We would also be remiss not to recognize the incredible team at **SMU DataArts** and all their hard work administering the actual survey, providing us with the aggregate DAPP numbers, and producing the custom foundation reports — with a special acknowledgement of the efforts of **Daniel Fonner, Allison Heishman, Patrick Jefferys, Rebecca Johnson, Liz Quinn, and Arin Sullivan.**

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Alexis Blades
ABFE

Brianna Gaddy
Women's Funding Network

Elyse Gordon
Emerging Practitioners in
Philanthropy

Joseph Ironhawk Little
Native Americans in
Philanthropy

Edward Jones
ABFE

Dawn Knickerbocker
Native Americans in
Philanthropy

Tamitha Walker McKinnis
Emerging Practitioners in
Philanthropy

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ABFE

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Ryan Schlegel
National Committee for
Responsive Philanthropy

Anthony Simmons
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Erik Stegman
Native Americans in
Philanthropy

Hilda Vega
Hispanics in Philanthropy

Lori Villarosa
Philanthropic Initiative for
Racial Equity

Andrew Wallace
Fundors for LGBTQ Issues

Megan Murphy Wolf
Women's Funding Network

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Likewise, we are extremely grateful to all of the philanthropy-serving organizations that helped promote the 2020 DAPP Survey, including:

[Candid](#)

[Center for Effective Philanthropy](#)

[Council on Foundations](#)

[Equity in the Center](#)

[Funders Concerned About AIDS](#)

[Funders Together to End Homelessness](#)

[Grantmakers for Effective Organizations](#)

[Luminare Group](#)

[Philanthropy Colorado](#)

[Philanthropy for Active Civic Engagement](#)

[Philanthropy New York](#)

[Philanthropy Northwest](#)

[Presidents' Council on Disability Inclusion](#)

[Southeastern Council of Foundations](#)

[Southern California Grantmakers](#)

[United Philanthropy Forum](#)

Special thanks are due to the [Disability & Philanthropy Forum](#) — and [Emily Harris](#) in particular — for support in reworking our disability question, promoting the survey, and helping us present the findings. We also want to acknowledge the efforts of [Chris Cardona](#) at the Ford Foundation and [Lindsay Louie](#) at the William and Flora Hewlett Foundation — both of whom helped us conceptualize parts of this report and helped recruit foundation participation.

Of course we could not do this without the collaboration of our ten coalition partners:



Asian Americans/Pacific Islanders in Philanthropy (AAPIP)
[aapip.org](#)



Native Americans in Philanthropy (NAP)
[nativephilanthropy.org](#)



ABFE - A Philanthropic Partnership for Black Communities
[abfe.org](#)



National Committee for Responsive Philanthropy (NCRP)
[ncrp.org](#)



Emerging Practitioners in Philanthropy (EPIP)
[epip.org](#)



Neighborhood Funders Group (NFG)
[nfg.org](#)



Funders for LGBTQ Issues
[lgbtfunders.org](#)



The Philanthropic Initiative for Racial Equity (PRE)
[racialequity.org](#)



Hispanics in Philanthropy (HIP)
[hiponline.org](#)



Women's Funding Network (WFN)
[womensfundingnetwork.org](#)

A huge thank you to everyone who made this report possible!



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.

PARTNERS

Asian Americans/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)
Neighborhood Funders Group (NFG)
Philanthropic Initiative for Racial Equity (PRE)
Women's Funding Network (WFN)

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