

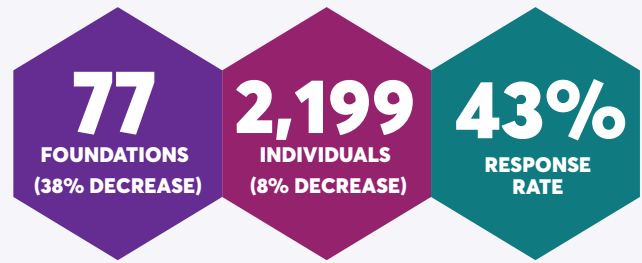
The
2022
Diversity
Among
Philanthropic
Professionals
Report

CHANGE
PHILANTHROPY

The 2022 Diversity Among Philanthropic Professionals Report

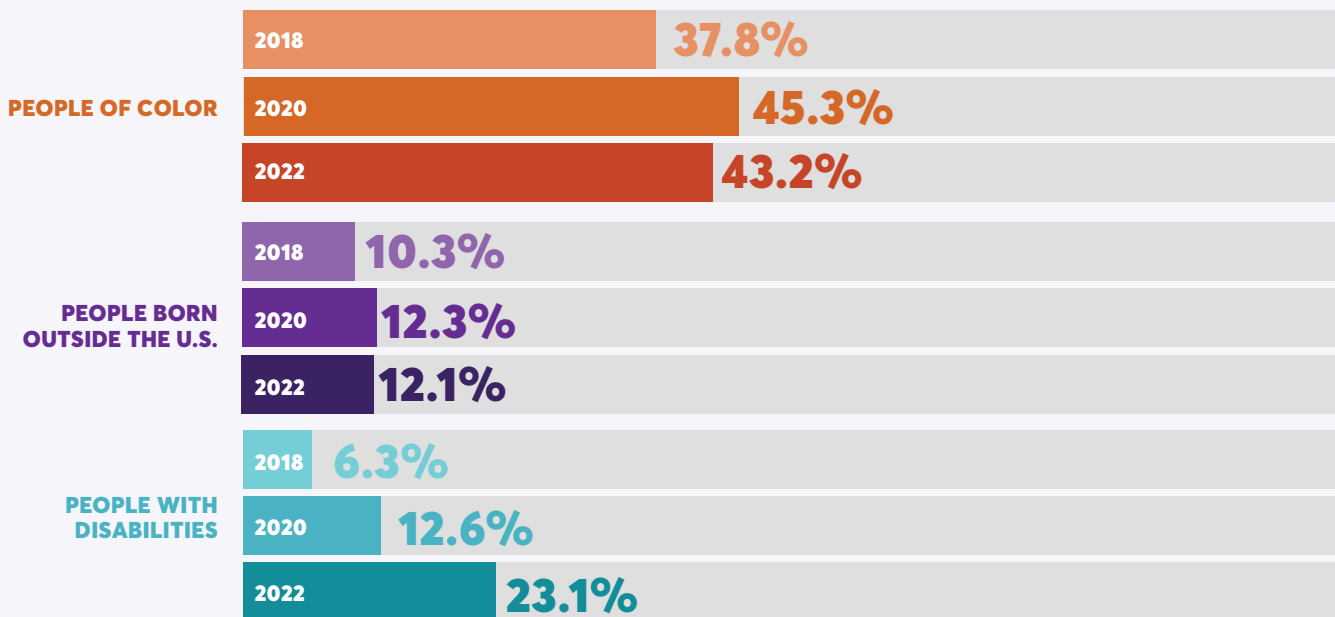
The Diversity Among Philanthropy Professionals (DAPP) Survey aims to help the philanthropic community better understand its workforce and leadership.

This third DAPP report builds on the findings from 2018 and 2020 and includes the results from:

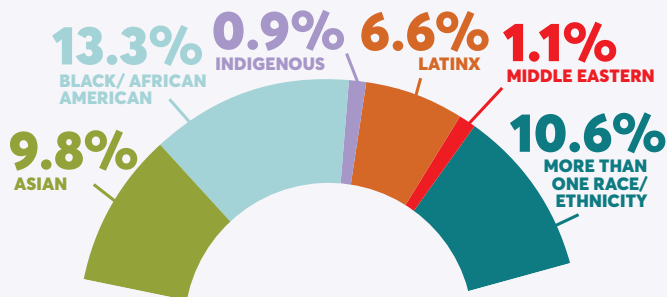


With the 2022 DAPP survey, the percentages of people of color and people born outside of the United States remained largely stable. However, the percentage of participants identifying as people with disabilities in philanthropy nearly doubled.

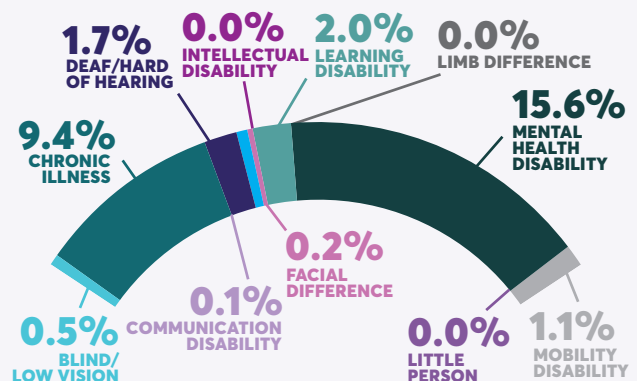
DIVERSITY AMONG PHILANTHROPIC PROFESSIONALS IN 2018, 2020, AND 2022



HOW SPECIFICALLY DID THE 42.3 PERCENT OF PEOPLE OF COLOR IN PHILANTHROPY IDENTIFY?



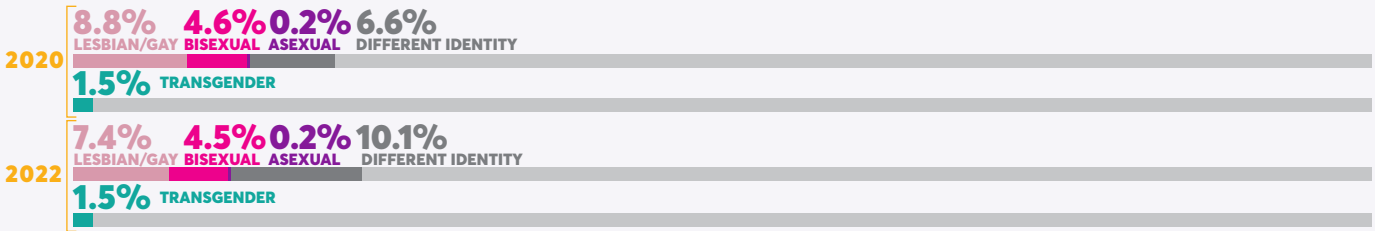
HOW SPECIFICALLY DID THE 23.1 PERCENT OF PEOPLE WITH DISABILITIES IN PHILANTHROPY IDENTIFY?



*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 more people who identified with a different identity and less people who identified as heterosexual. **For the second time in a row, an increasing number of individuals are opting for increasingly complex and diverse ways of describing their sexual orientation.**

SEXUAL ORIENTATION AND GENDER IDENTITY AMONG PHILANTHROPIC PROFESSIONALS IN 2020 VS. 2022



The 2022 Survey found that not all participants are bringing their full selves to work. **Nearly half (48 percent) of LGBTQ people working in philanthropy are in the closet at their workplace** — meaning they are not out about their sexual orientation or gender identity to all or most of their co-workers.



More than 9 in 10 (92.7 percent) of people with a disability in philanthropy are not out about their disability to all or most of their co-workers.

To measure the reception of various identity components in a workplace, the CHANGE Philanthropy Reception of Identity Index (RII) was designed by CHANGE Philanthropy. **In most instances, participants felt generally positive about the reception of their identities in the workplace.**



Across all DAPP respondents, 83.3 percent felt their workplace received their race or ethnicity positively, down slightly from 85.6 percent in 2020. However, even though the percentage of people feeling exploited was extremely low, **participants of color were 10 times more likely to feel exploited in the workplace than white people.**



Just as in 2020, 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 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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Introduction

Welcome to the 2022 Diversity Among Philanthropic Professionals (DAPP) Report! This third edition of the DAPP aims to help the philanthropic community better understand its workforce and leadership. Based on anonymous self-reporting from individuals, this report provides grantmakers with a snapshot of the 2022 philanthropic workforce and helps participating foundations accurately assess the culture and climate of their insitutions.

At a quick glance, the findings of the 2022 DAPP largely mirror the findings from the 2020 DAPP. However, there are spme notable differences. The 2022 DAPP saw an increase in:

- **"Decline to state" and "multiple indentities" response across several identity factors, most compellingly in response to sexual orientation and disability status questions**
- **"Different identity" responses across several identity factors, most compellingly in response to the sexual orientation question**
- **Participants writing in "queer" as their sexual orientation (n=104); and**
- **Participants identifying as a person with a disability, which nearly triped from the 2020 findings of 12.6 percent (n=302) to 23.1 percent.**

For the first time, the 2022 DAPP also features quotes from survey participants that add context to their responses. In 2020 and 2022, we gave survey participants the opportunity to provide context to their answers by sharing open-ended, written responses via a qualitaive survey link offered upon completion of the quantitative survey. We then spoke with a few of them in intimate conversations in order to gain more insight into their perspectives. A small selection of quotes from these conversations with a small group of participants have been shared in the section featuring the CHANGE Philanthropy Reception of Identity Index (RII).

Beyond the aggregate findings reported here, participating foundations with ten or more staff and board members, and who secured a statistically significant number of responses to the survey, received a custom report on their own demographics and workplace culture. Over 40 percent of participating grantmakers qualified for an individualized foundation report in 2022.

As a reminder, this survey focused on people working at grantmaking institutions where grantmaking was the primary activity. With the survey being conducted during an executive transition at CHANGE Philanthropy, we witnessed a significant decrease in the number of foundations with 20 or fewer staff participating. We hope that in 2024, more foundations of all type will participate as a part of an ongoing commitment to encouraging and measuring our progress towards a more diverse, equitable, and inclusive sector.

Enjoy exploring the report!



Lyle Matthew Kan
INTERIM NATIONAL DIRECTOR



Tenaja Jordan
RESEARCH AND COMMUNICATIONS DIRECTOR

Methodology

The DAPP survey is unique in soliciting anonymous self-reporting from individuals on the staff and board of participating foundations. The DAPP Survey is conducted via an anonymous survey sent directly to the board and staff of participating foundations from the 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. Our two exclusionary criteria were that an institution's primary programmatic focus had to be grantmaking and they had to be based in the United States. The survey was all 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 reaching 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 by email to all staff and, in the majority of cases, to the board of directors. Survey distribution was accompanied by communication that survey responses would be anonymous, stored securely, presented only in aggregate form in the findings. 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 2022 DAPP Survey opened on April 4, 2022 and closed on June 17, 2022.

WHO IS IN THE PHILANTHROPIC WORKFORCE?

While the nonprofit sector at large is often the focus of scholarship, there is a lack of research on the size and composition of the philanthropic workforce. Historically, available research on the philanthropic workforce has focused primarily on the number of institutions, staffing patterns, and trends in staff compensation. A 2003 report by Foundation Center (now Candid) identified 17,821 staffed positions in philanthropy. Of a sample of 20,716 foundations with either \$100,000 in giving or assets of \$1 million or more in 2003, only 16.2 percent reported paid staff (n=3,360). Those 3,636 foundations in turn accounted for just 5.4 percent of the nearly 62,000 active foundations at the time.¹

In the nearly two decades since that report was published, the number of foundations in the US has grown to nearly 120,000 foundations as of 2019.² **At least 115,000 of the existing foundations in 2019 were grantmaking institutions**, however not much else is known about how many of these foundations are staffed or at what levels. The annual Council on Foundations (COF) Grantmaker Salary and Benefits Report is one of largest surveys of the philanthropic workforce, with a sample of 9,995 staff from 1,003 participating foundations. While the COF report shares data on compensation annually, trends by race, ethnicity, and gender; demographic data is collected and reported on less frequently.³

The DAPP is unique among studies of the philanthropic workforce in that it reports on a wide array demographic characteristics, including race, ethnicity, gender identity, sexual orientation, disability status, immigration status, and religious affiliation. The CHANGE Reception of Identity Index also offers insight into worker perceptions of how their identities are received by their employers across their various identity components. Accordingly, the DAPP offers one of the most comprehensive assessments of diversity in philanthropy, and provides a basis for considering the success of equity and inclusion efforts.

The table below offers more information about the size and distribution of the 2022 DAPP sample. As a fairly new study, the DAPP is still growing in recognition throughout the sector. In 2022, a total of 2,199 unique individuals from 77 foundations participated in the survey — an 8% percent decrease in the number of participants from the 2020 DAPP Survey. Of the 77 participating foundations, 48 returned from previous surveys. Participating foundations that reach an anonymity threshold qualified for a custom report that offered insight into the state of diversity, equity, and inclusion at their own institution. In 2022, 41.6 percent of participating foundations qualified for a custom report. (To learn more about what foundations are included in the study, see appendix C.)

We strive to grow the DAPP and improve the generalizability of its findings by getting as many foundations as possible to participate. As of this publication, CHANGE Philanthropy plans to conduct a the DAPP survey on a biannual basis — with the next survey planned for in early 2024. You can learn more about the DAPP and sign up to participate in future surveys on our website, www.changephilanthropy.org/DAPP.

[1] Foundation Center. *Foundation Staffing*. New York: 2003

[2] Candid. *Key Facts About US Nonprofits and Foundations*. New York: 2022

[3] Council on Foundations. *2022 Grantmaker Salary and Benefits Report*. Washington, DC: 2022

VARIABLE	OVERALL INDIVIDUALS	OVERALL AFFILIATIONS
TOTAL NUMBER OF RESPONDENTS	2,199	2,201
COUNTRY OF ORIGIN		
Born outside of the United States	267	267
Born in the United States	1,668	1,670
I decline to state/No Response	264	264
RACE & ETHNICITY		
Asian	216	216
Black/African American	293	293
Latinx	145	146
Indigenous	20	20
Middle Eastern	24	24
White	1,182	1,183
Different Identity	13	13
More Than One Identity	232	232
I decline to state/No Response	74	74
GENDER IDENTITY		
Different Identity	6	6
Female	1,523	1,523
Genderqueer	67	68
Male	572	573
I decline to state/No Response	31	31
TRANSGENDER IDENTITY		
No	2,081	2,081
Yes	33	33
I decline to state/No Response	85	85

VARIABLE	OVERALL INDIVIDUALS	OVERALL AFFILIATIONS
TOTAL NUMBER OF RESPONDENTS	2,199	2,201
SEXUAL ORIENTATION		
Asexual	4	4
Bisexual	99	99
Different Identity	222	223
Gay or Lesbian	162	163
Heterosexual	1,622	1,622
I decline to state/No Response	90	90
AGE		
15-34	469	469
35-49	905	906
50-64	577	577
65-79	141	142
80+	8	8
I decline to state/No Response	99	99
DISABILITY STATUS		
Identifies with a disability	508	509
Identifies without a disability	1,487	1,488
I decline to state/No Response	204	204

NOTE: In subsequent tables, some column totals do not exactly add up to 100 percent, due to rounding to the nearest tenth of a percent, however, all column totals are within 0.1 percent of 100 percent.

AFFILIATIONS: Survey participants were able to affiliate with more than one grantmaking institution. As such, there were 2,199 individual respondents, with 2,201 affiliations — since some individual respondents were connected to multiple foundations (e.g. on the board at one foundation and on the staff at another).

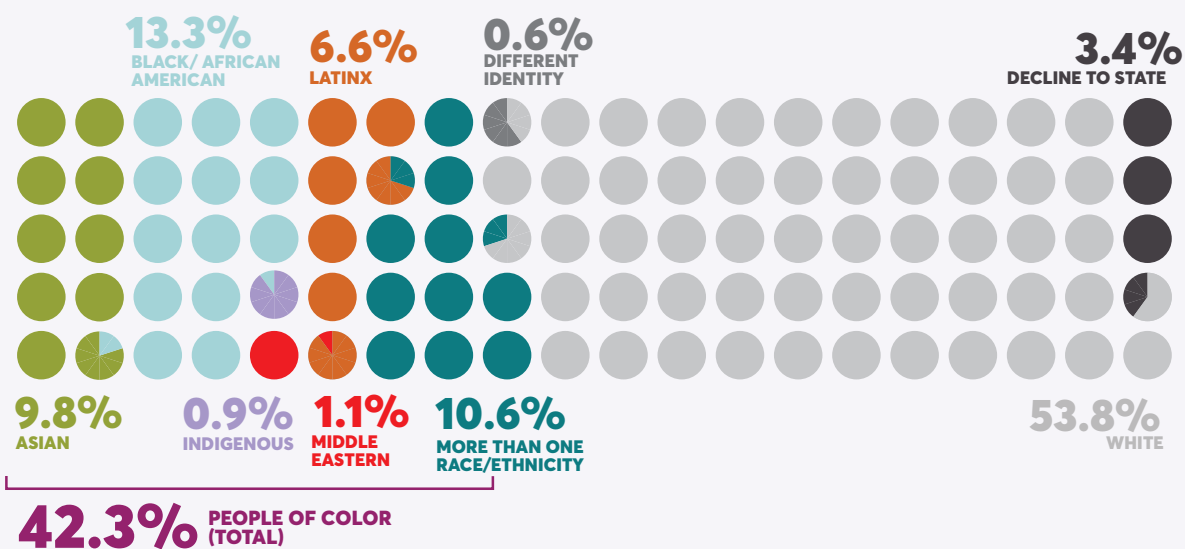
GENERAL FINDINGS

Race & Ethnicity

The 2022 DAPP Survey found that 42.3 percent of respondents identified as people of color (n=943), a 3 percent decrease over the previous survey. The drop could in part be explained on account of the percentage of respondents declining to state their race or ethnicity increasing to 3.4 percent from 2.0 percent in 2020.

PEOPLE WORKING IN PHILANTHROPY, BY RACE AND ETHNICITY

2022 FINDINGS



	2018 FINDINGS	2020 FINDINGS	2022 FINDINGS
ASIAN	8.9%	9.6%	9.8%
BLACK / AFRICAN AMERICAN	11.1%	13.5%	13.3%
INDIGENOUS	1.6%	0.8%	0.9%
LATINX	6.3%	8.7%	6.6%
MIDDLE EASTERN	0.4%	0.5%	1.1%
MORE THAN ONE RACE OR ETHNICITY	9.5%	12.2%	10.6%
PEOPLE OF COLOR (TOTAL)	37.8%	45.3%	42.3%
WHITE (NON-HISPANIC)	60.3%	52.3%	53.8%
DIFFERENT IDENTITY	0.8%	0.4%	0.6%
DECLINE TO STATE	1.1%	2.0%	3.4%

In the write-in section, the most common write-in was Jewish.

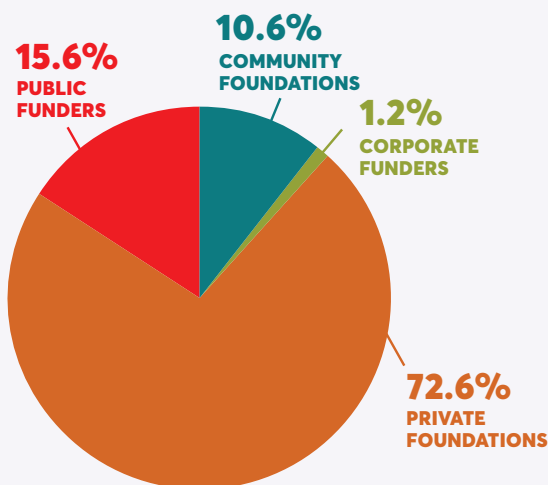
WRITE-IN RESPONSES FOR DIFFERENT IDENTITY FOR RACE & ETHNICITY



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.

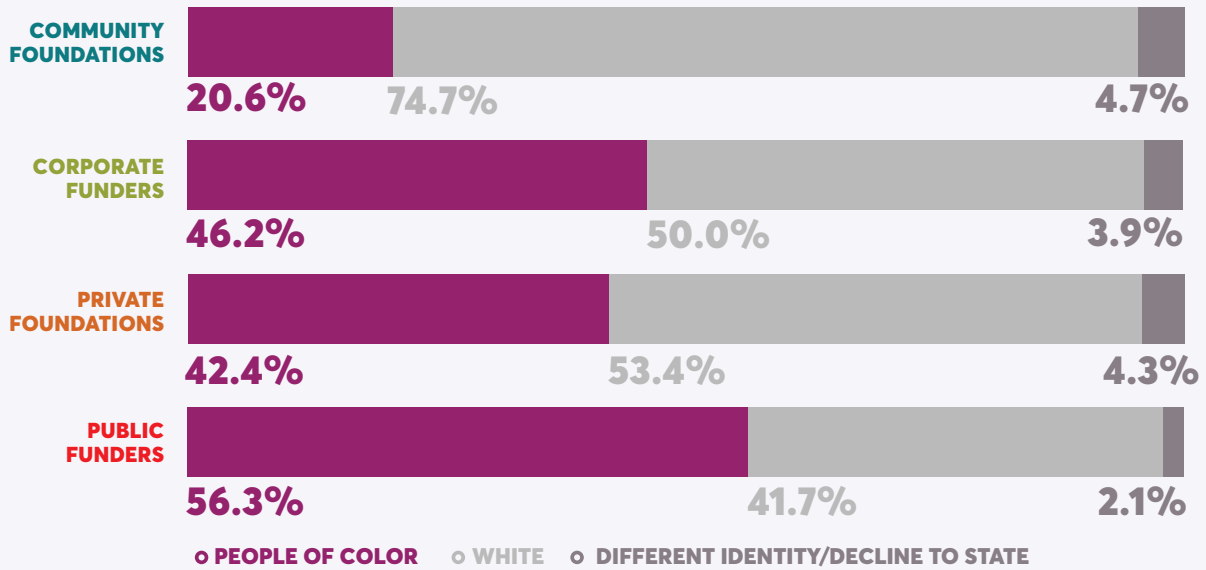
Over 72 percent of surveyed individuals work at private foundations (n=1599), of whom 42.4 percent identified as people of color. Continuing a trend from previous surveys, people of color were most represented among public funders and least represented at community foundations. Of the board and staff respondents from public foundations (n=343), 56.3 percent identified as people of color. While less than a quarter of community foundation respondents identified as people of color, community foundation respondents comprised a smaller portion of the sample (n=233).

OVERALL SURVEY RESPONDENTS BY FOUNDATION TYPE



COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
233	26	1,599	343
10.6%	1.2%	72.6%	15.6%

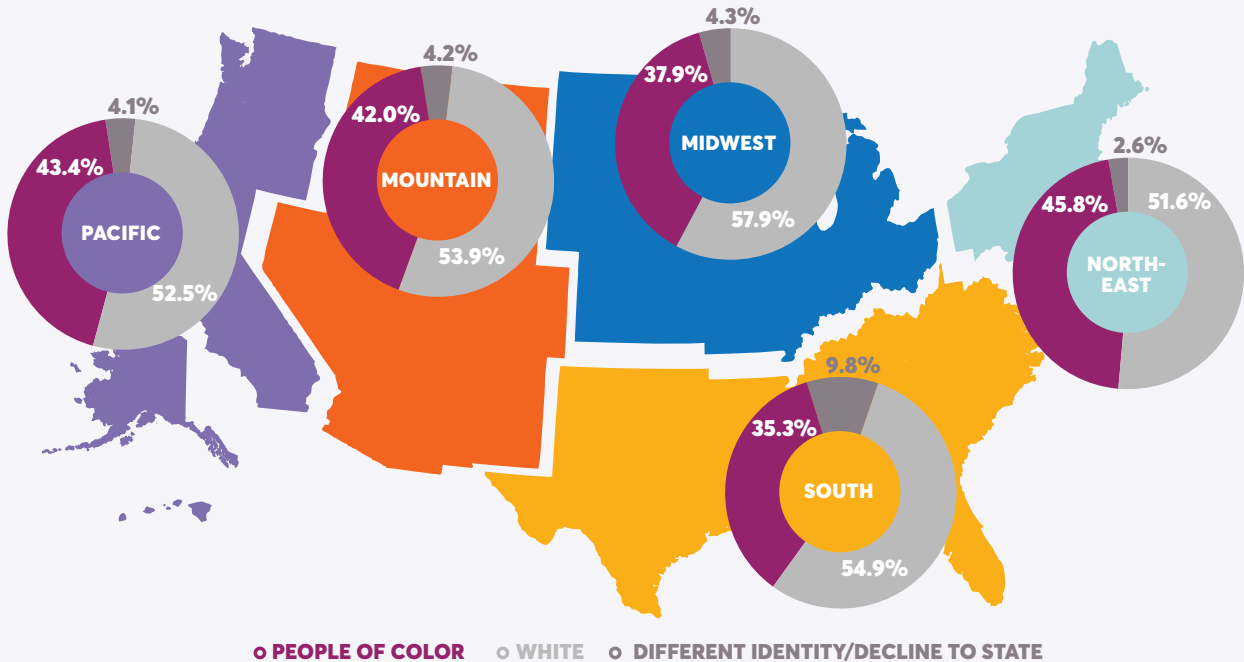
RACE AND ETHNICITY, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
ASIAN	1.7%	19.2%	11.6%	6.1%
BLACK / AFRICAN AMERICAN	10.7%	7.7%	12.2%	20.7%
INDIGENOUS	0.4%	0.0%	1.0%	0.9%
LATINX	4.3%	3.9%	6.7%	8.2%
MIDDLE EASTERN	0.4%	0.0%	0.9%	2.6%
MORE THAN ONE RACE OR ETHNICITY	3.0%	15.4%	10.0%	17.8%
PEOPLE OF COLOR (TOTAL)	20.6%	46.2%	42.4%	56.3%
WHITE (NON-HISPANIC)	74.7%	50.0%	53.4%	41.7%
DIFFERENT IDENTITY	0.0%	0.0%	0.6%	1.2%
DECLINE TO STATE	4.7%	3.9%	3.7%	0.9%

Despite increases in the percentage of white respondents in these regions, the 2022 DAPP found that people of color continued to be most represented in the Northeast and Pacific regions. The percentage of white people responding from the Midwest, Mountain, and South regions saw a mean decrease of 6 percentage points while the percentage of people of color from these regions saw a mean increase of 3 percent. The South region saw the highest percentage increase in “decline to state” responses at 9.8 percentage points-nearly a threefold increase over the 2020 DAPP.

RACE AND ETHNICITY, BY REGION

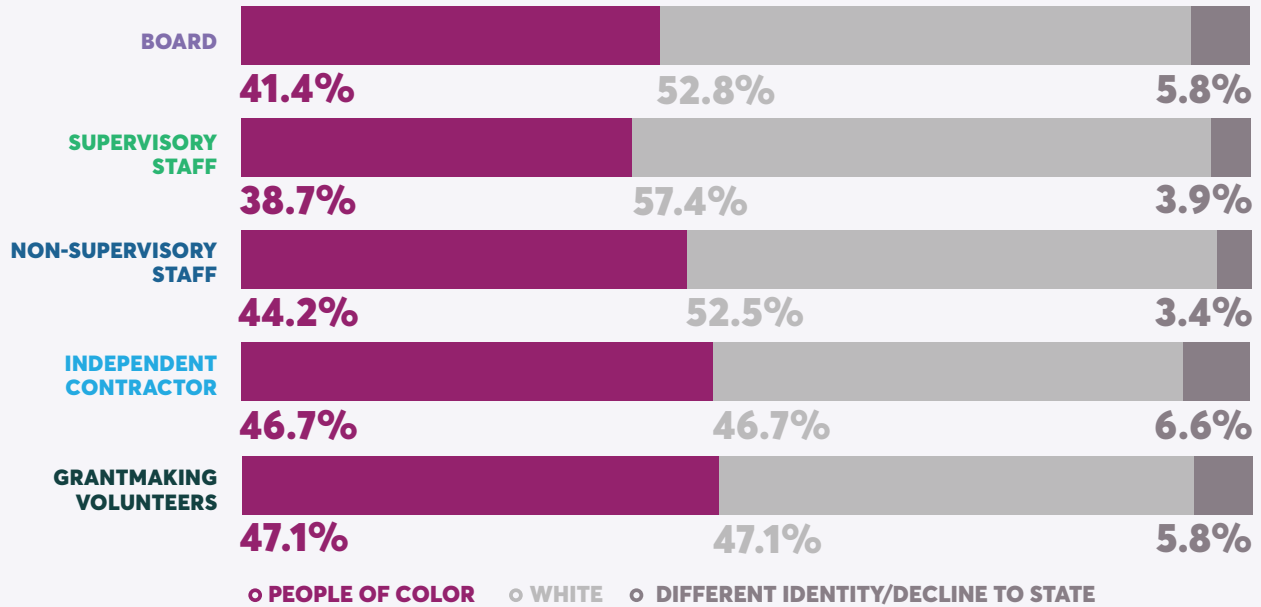


	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
ASIAN	4.9%	3.0%	6.1%	15.6%	2.0%
BLACK / AFRICAN AMERICAN	17.3%	11.2%	21.1%	7.6%	23.5%
INDIGENOUS	2.3%	0.6%	0.7%	0.4%	0.0%
LATINX	4.3%	11.8%	7.6%	6.9%	0.0%
MIDDLE EASTERN	1.6%	0.0%	1.1%	1.1%	0.0%
MORE THAN ONE RACE OR ETHNICITY	7.6%	15.4%	9.2%	11.9%	9.8%
PEOPLE OF COLOR (TOTAL)	37.9%	42.0%	45.8%	43.4%	35.3%
WHITE (NON-HISPANIC)	57.9%	53.9%	51.6%	52.5%	54.9%
DIFFERENT IDENTITY	1.0%	1.2%	0.2%	0.5%	0.0%
DECLINE TO STATE	3.3%	3.0%	2.4%	3.6%	9.8%

Race & Ethnicity

The 2022 DAPP survey found equal numbers of people of color and white people among independent contractors (n=14). People of color continue to represent a minority of the board of directors and staff of participating foundations, however the percentage of people of color serving on boards increased by 4 percentage points over the 2020 DAPP. The percentage of Indigenous people serving on boards surged from 1.3 percent in 2020 to 6.6 percent in 2022. The percentage of Black/African American and Latinx people serving on boards also increased, by 3 percentage points each.

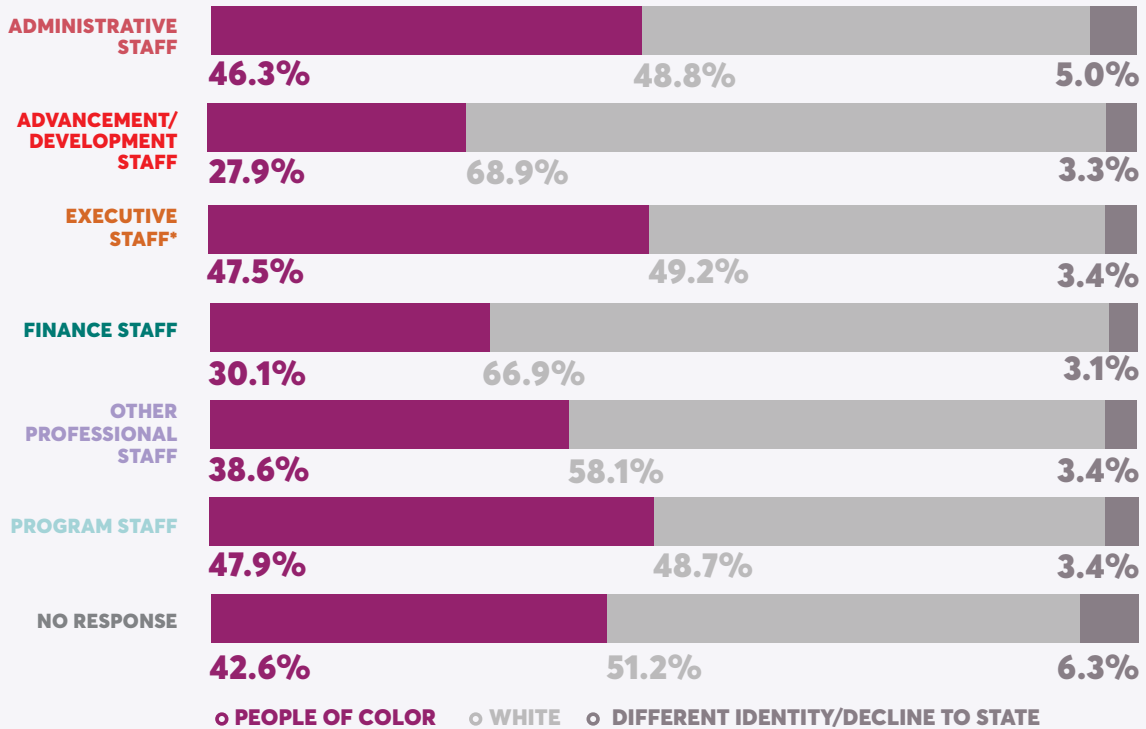
RACE AND ETHNICITY, BY BOARD, STAFF, AND CONTRACTOR ROLE



	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR	GRANTMAKING VOLUNTEERS
ASIAN	4.0%	9.6%	11.7%	16.7%	0.0%
BLACK / AFRICAN AMERICAN	17.6%	13.0%	12.0%	6.7%	25.0%
INDIGENOUS	3.7%	0.3%	0.6%	0.0%	1.5%
LATINX	6.6%	6.3%	6.8%	6.7%	7.4%
MIDDLE EASTERN	1.5%	0.8%	1.3%	0.0%	0.0%
MORE THAN ONE RACE OR ETHNICITY	8.1%	8.7%	11.8%	16.7%	13.2%
PEOPLE OF COLOR (TOTAL)	41.4%	38.7%	44.2%	46.7%	47.1%
WHITE (NON-HISPANIC)	52.8%	57.4%	52.5%	46.7%	47.1%
DIFFERENT IDENTITY	0.7%	0.0%	0.7%	3.3%	2.9%
DECLINE TO STATE	5.1%	3.9%	2.7%	3.3%	2.9%

People of color continue to be most represented among program staff, however the percentage of people of color program staff decreased by 8 percentage points from 56.1 percent in the 2020 DAPP (n=439) to 47.9 percent in the 2022 DAPP (n=365). The percentage of people of color in executive roles increased 8 percentage points over the 2020 DAPP (n=56). The percentage of people of color in other professional roles decreased by 6 percentage points in 2022.

RACE AND ETHNICITY, BY STAFF ROLES



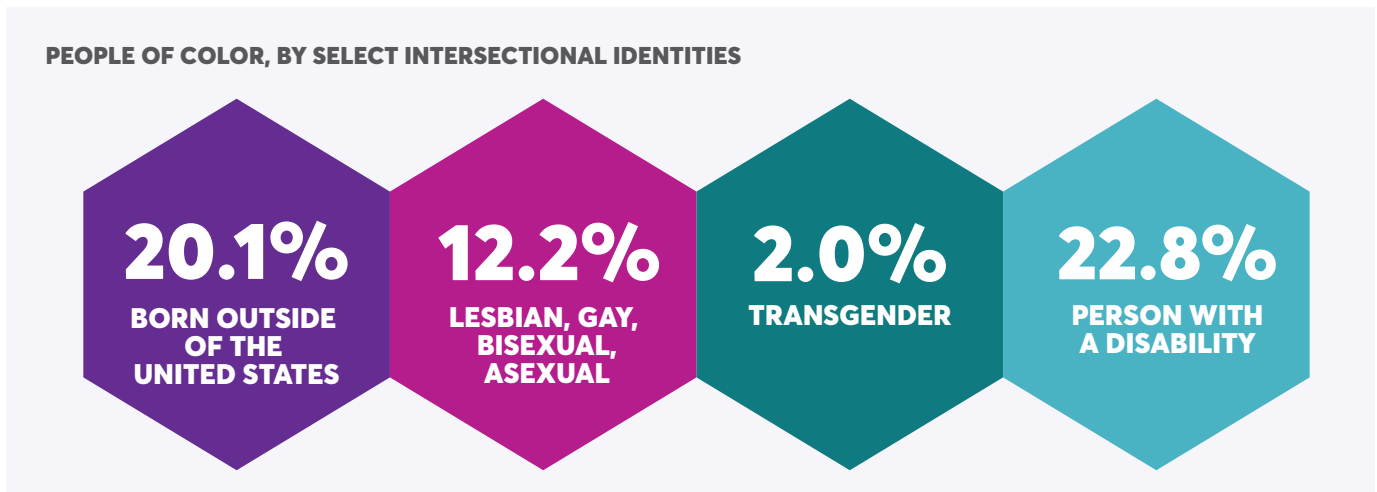
	ADMINISTRATIVE STAFF	ADVANCEMENT/ DEVELOPMENT	EXECUTIVE STAFF*	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
ASIAN	7.4%	0.0%	9.3%	13.8%	11.0%	12.0%	4.2%
BLACK	17.4%	13.1%	20.3%	8.2%	9.4%	13.5%	18.0%
INDIGENOUS	0.8%	0.0%	0.9%	0.5%	0.5%	0.4%	2.9%
LATINX	8.3%	4.9%	6.8%	3.1%	6.5%	7.4%	6.9%
MIDDLE EASTERN	0.0%	0.0%	1.7%	1.0%	0.7%	1.6%	1.1%
MORE THAN ONE IDENTITY	12.4%	9.8%	8.5%	3.6%	10.5%	13.0%	9.5%
POC (TOTAL)	46.3%	27.9%	47.5%	30.1%	38.6%	47.9%	42.6%
WHITE	48.8%	68.9%	49.2%	66.9%	58.1%	48.7%	51.2%
DIFFERENT IDENTITY	1.7%	0.0%	0.0%	0.0%	0.4%	0.5%	1.3%
DECLINE TO STATE	3.3%	3.3%	3.4%	3.1%	3.0%	2.9%	5.0%

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

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.



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.



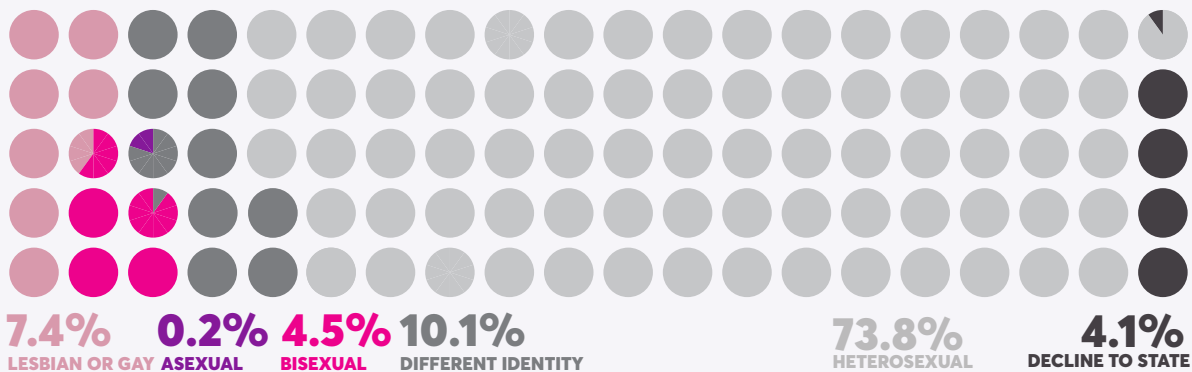
GENERAL FINDINGS

Sexual Orientation

The 2022 DAPP found that lesbian, gay, bisexual, and asexual individuals accounted for 12.1 percent of the staff and board at participating foundations (n=265), a slight decrease over the 13.6 percent identified in the 2020 survey (n=325). However, the number of heterosexuals also dropped, from 77.2 percent in 2020 to 73.8 percent in 2022. The number of participants identified with a different identity increased again this year, by nearly 4 percentage points to 10.1 percent. It is also worth noting that the number of participants declining to state an identity rose from 2.6 percent in 2020 to 4.1 percent in 2022.

PEOPLE WORKING IN PHILANTHROPY, BY SEXUAL ORIENTATION

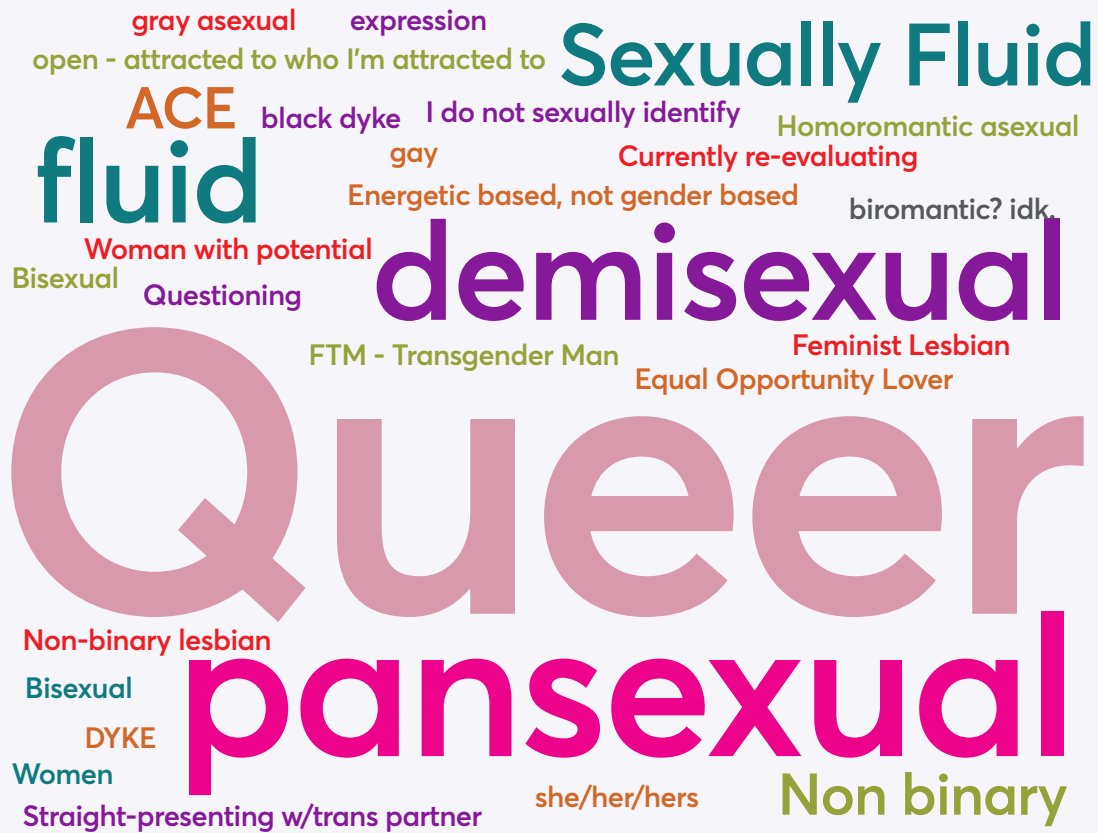
2022 FINDINGS



	2018 FINDINGS	2020 FINDINGS	2022 FINDINGS
LESBIAN OR GAY	9.8%	8.8%	7.4%
BISEXUAL	6.3%	4.6%	4.5%
ASEXUAL	N/A	0.2%	0.2%
HETEROSEXUAL	80.4%	77.2%	73.8%
DIFFERENT IDENTITY	N/A	6.6%	10.1%
DECLINE TO STATE	3.5%	2.6%	4.1%

When participants were asked if they would describe their sexual orientation in any additional terms, over 100 individuals wrote in "queer"-a considerable increase over the 2020 DAPP. Nearly 30 individuals wrote in "pansexual."

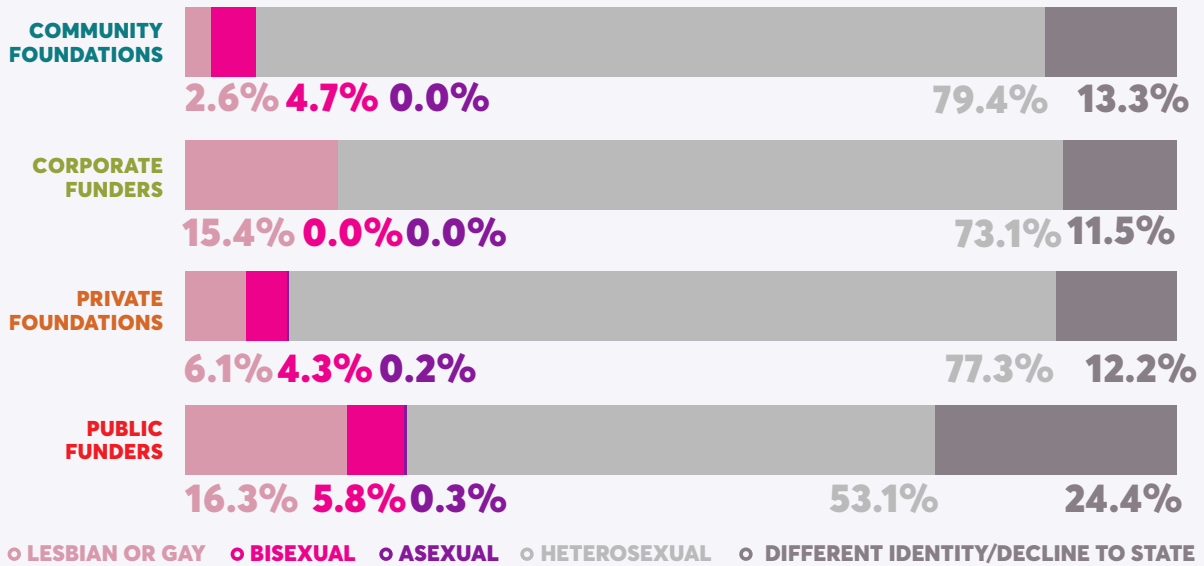
WRITE-IN RESPONSES FOR "DO YOU DESCRIBE YOUR SEXUAL ORIENTATION OR IDENTITY IN ANY OTHER WAY?"



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 2022 DAPP survey found that lesbian, gay, bisexual, and asexual people working in philanthropy continued to be most represented at public foundations - where again nearly half of the staff and board identified as something other than heterosexual. There was a notable 6 percentage point increase in people working at public funders who claimed a different identity.

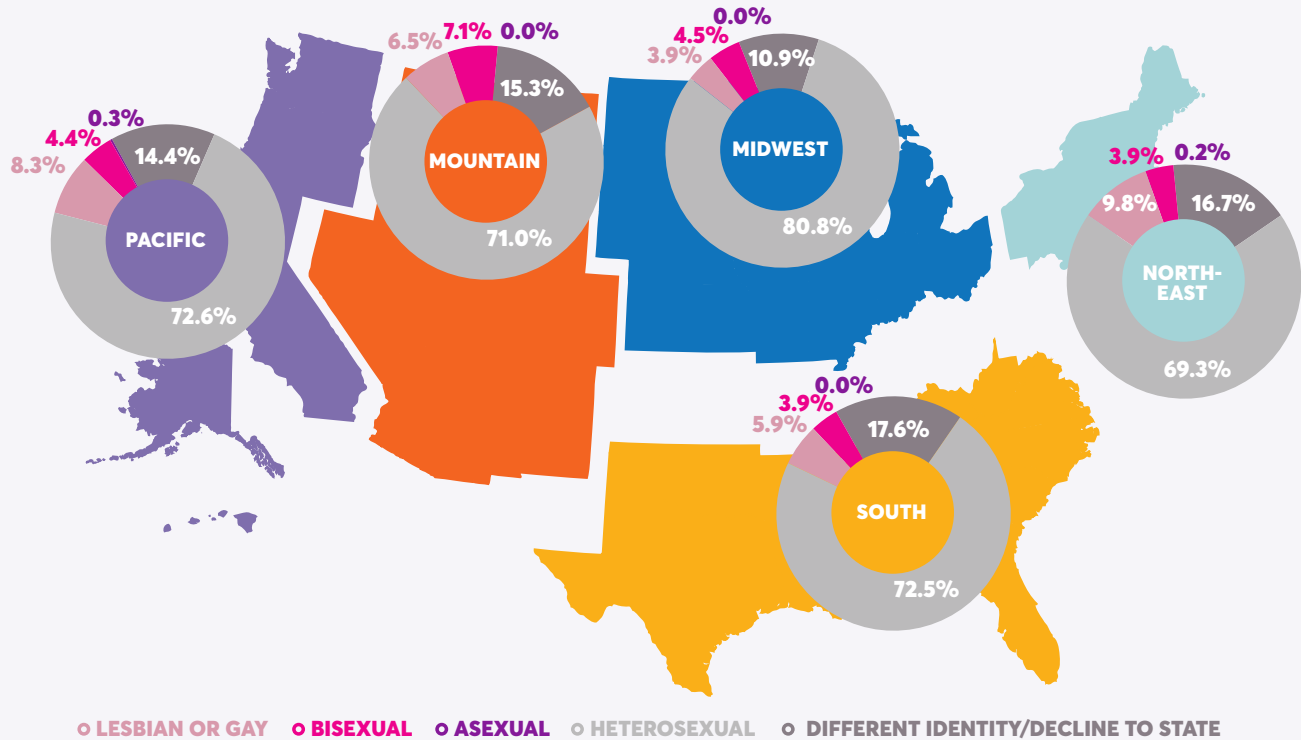
SEXUAL ORIENTATION, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
LESBIAN OR GAY	2.6%	15.4%	6.1%	16.3%
BISEXUAL	4.7%	0.0%	4.3%	5.8%
ASEXUAL	0.0%	0.0%	0.2%	0.3%
HETEROSEXUAL	79.4%	73.1%	77.3%	53.1%
DIFFERENT IDENTITY	7.3%	7.7%	7.9%	22.7%
DECLINE TO STATE	6.0%	3.8%	4.3%	1.7%

While the Pacific region saw the highest number of lesbian, gay, and bisexual participants (n=128), the Northeast supplanted the Pacific as the region with the highest proportion of lesbian, gay, and bisexual participants. Approximately 10 percent of people from the Northeast identified as lesbian or gay, while approximately 4 percent identified as bisexual. Both the Midwest and the Northeast saw notable increases in participants claiming a different identity, by 5 and 6 percentage points respectively over the 2020 survey.

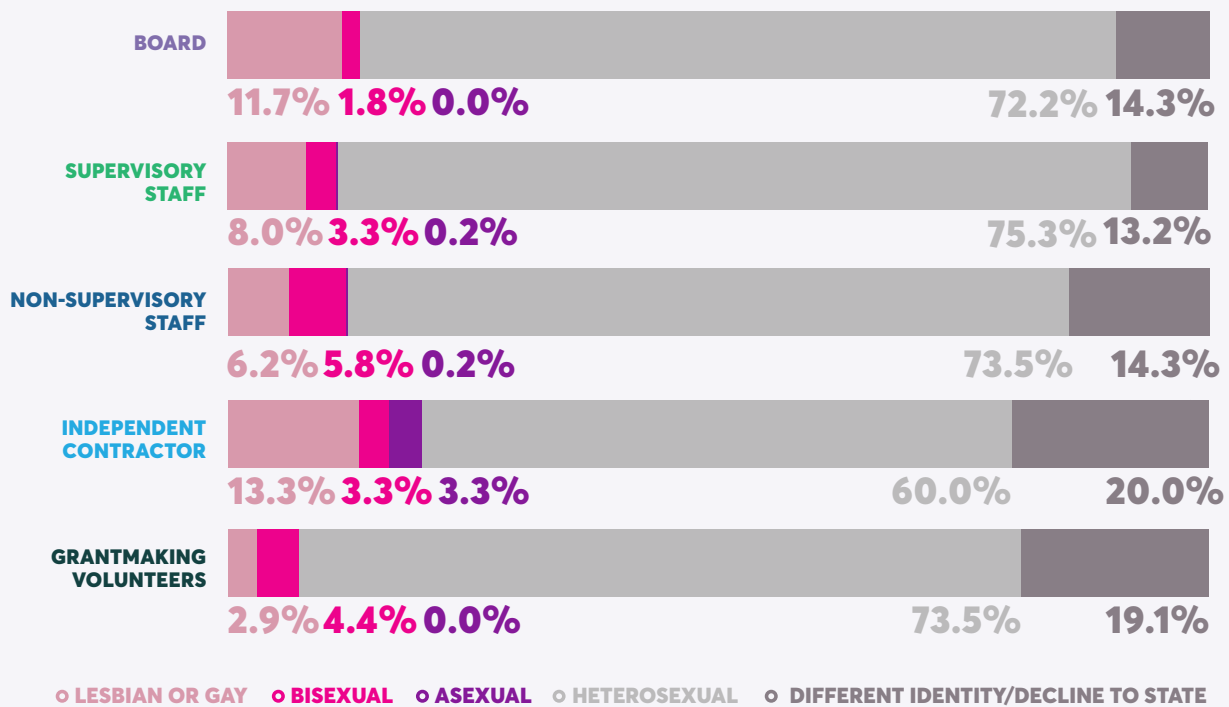
SEXUAL ORIENTATION, BY REGION



	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
LESBIAN OR GAY	3.9%	6.5%	9.8%	8.3%	5.9%
BISEXUAL	4.5%	7.1%	3.9%	4.4%	3.9%
ASEXUAL	0.0%	0.0%	0.2%	0.3%	0.0%
HETEROSEXUAL	80.8%	71.0%	69.3%	72.6%	72.5%
DIFFERENT IDENTITY	6.0%	11.2%	13.9%	10.4%	7.8%
DECLINE TO STATE	4.9%	4.1%	2.8%	4.0%	9.8%

The 2022 DAPP survey found that lesbian, gay, and asexual people working in philanthropy were most represented among independent contractors, while bisexuals working philanthropy were most represented among non-supervisory staff. The proportion of board members and supervisory staff who identified with different identities saw significant increases over the 2020 DAPP. The percentage of board members with different identities nearly doubled from 5.9 percent in 2020 (n=22) to 11.4 percent in 2022 (n=31). The percentage of supervisory staff with different identities doubled from 3.9 percent (n=29) in 2020 to 8.1 percent in 2022 (n=54).

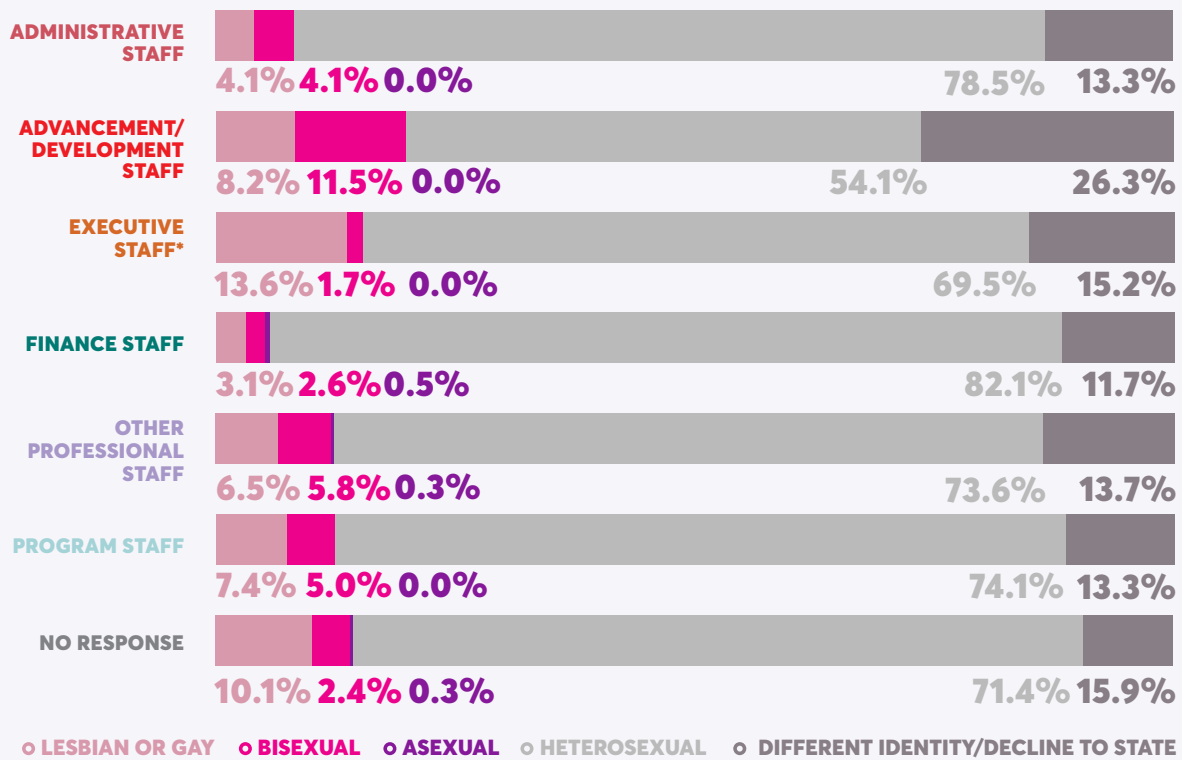
SEXUAL ORIENTATION, BY BOARD, STAFF, AND CONTRACTOR ROLE



	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR	GRANTMAKING VOLUNTEERS
LESBIAN OR GAY	11.7%	8.0%	6.2%	13.3%	2.9%
BISEXUAL	1.8%	3.3%	5.8%	3.3%	4.4%
ASEXUAL	0.0%	0.2%	0.2%	3.3%	0.0%
HETEROSEXUAL	72.2%	75.3%	73.5%	60.0%	73.5%
DIFFERENT IDENTITY	11.4%	8.1%	10.2%	20.0%	19.1%
DECLINE TO STATE	2.9%	5.1%	4.1%	0.0%	0.0%

Across various staff roles, lesbian and gay people continue to be most represented among executive staff. Bisexuals continued to be most represented among advancement and development staff. There was a modest increase in the proportion of lesbian, gay, and bisexual advancement and development staff, stemming from the increase in advancement and development staff participating in 2022 (n=121). The percentage of lesbian and gay people among advancement and development staff increased from 3.5 percent in 2020 to 8.2 percent in 2022, while the percentage of bisexual advancement and development staff doubled from 6.2 percent in 2020 to 11.5 percent in 2022. While the percentage of asexual people participating dropped across several roles, 70.1 percent more participants either claimed a different identity or declined to state their sexual orientation in 2022 (n=312) as opposed to 2020 (n=220).

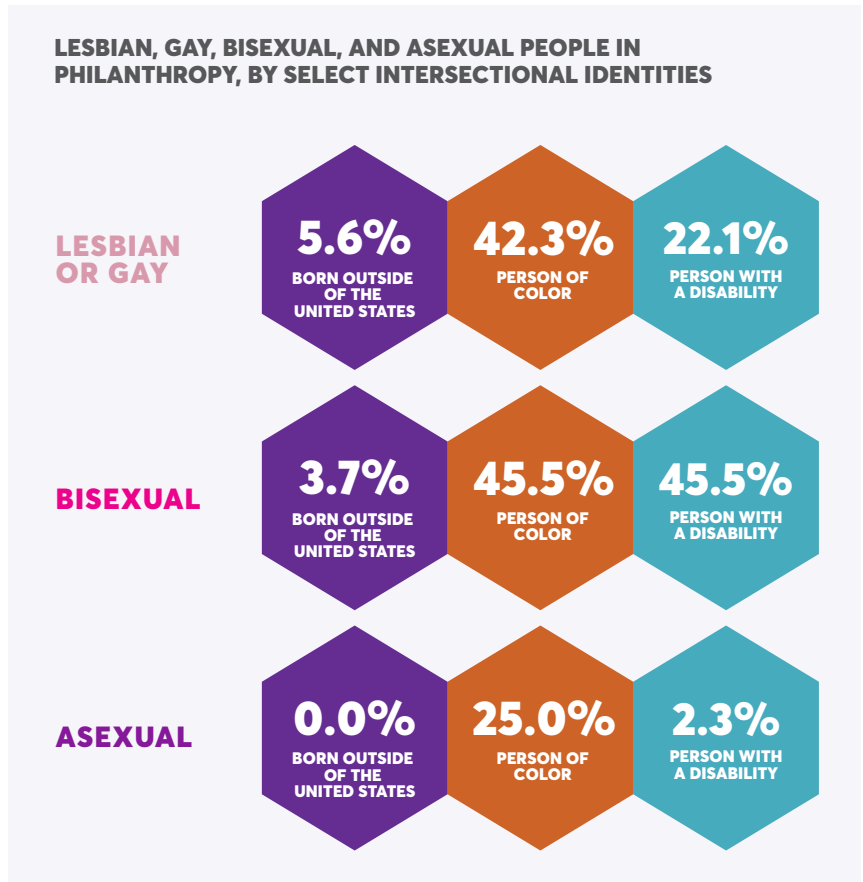
SEXUAL ORIENTATION, BY STAFF ROLES



	ADMINISTRATIVE STAFF	ADVANCEMENT/ DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
LESBIAN OR GAY	4.1%	8.2%	13.6%	3.1%	6.5%	7.4%	10.1%
BISEXUAL	4.1%	11.5%	1.7%	2.6%	5.8%	5.0%	2.4%
ASEXUAL	0.0%	0.0%	0.0%	0.5%	0.3%	0.0%	0.3%
HETEROSEXUAL	78.5%	54.1%	69.5%	82.1%	73.6%	74.1%	71.4%
DIFFERENT IDENTITY	8.3%	14.8%	11.0%	5.6%	9.9%	9.6%	13.5%
DECLINE TO STATE	5.0%	11.5%	4.2%	6.1%	3.8%	3.9%	2.4%

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

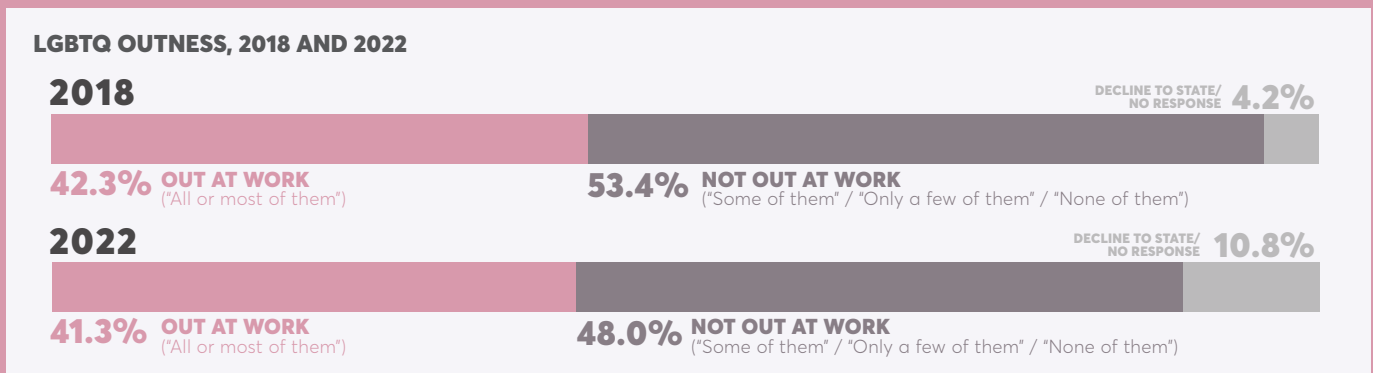
Over 40 percent of lesbian and gay participants identified as people of color (n=69); the majority of bisexual participants also identified as people of color (n=45). Fully one quarter of asexual participants identified as people of color. More than one in five lesbian and gay participants identified as a person with a disability and nearly 46 percent of bisexuals identified as people with disabilities.



LGBTQ OUTNESS

In the four years that have passed since the inaugural 2018 Diversity Among Philanthropic Professionals (DAPP) survey and *The Philanthropic Closet: LGBTQ People in Philanthropy* (2018), the landscape for LGBTQ employees has changed. In 2020, the Supreme Court ruled in *Bostock v. Clayton County* that gay and transgender people are protected against employment discrimination under Title VII of the Civil Rights Act of 1964. But are LGBTQ people working in philanthropy any more “out” in the workplace — meaning that they have disclosed their sexual orientation to most or all of their workplace colleagues?

Sadly, things don’t appear to have changed much between 2018 and 2022. **Nearly half of all LGBTQ people working in philanthropy are still in the closet, meaning they are not out to all or most of their co-workers.**



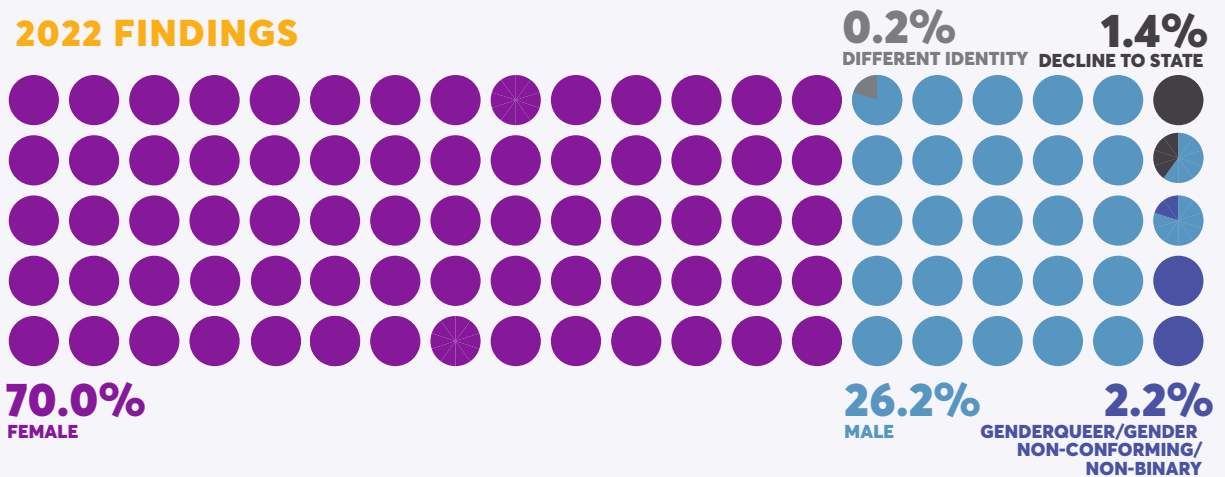
GENERAL FINDINGS

Gender Identity

As in previous years, a majority of participants in the 2022 DAPP identified as female. The percentage of participants declining to state their gender identity has remained consistent with previous years, at 1.4 percent in 2022 compared with 1.3 percent in each of the previous years.

PEOPLE WORKING IN PHILANTHROPY, BY GENDER IDENTITY

2022 FINDINGS

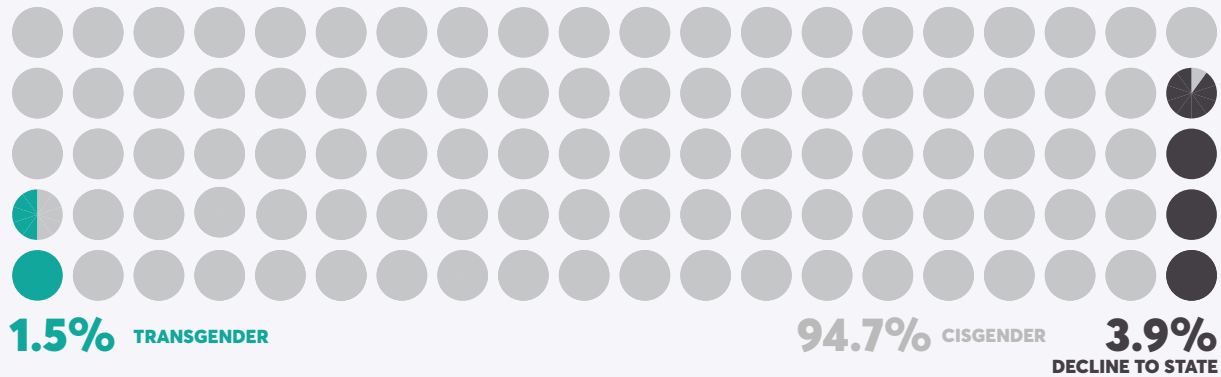


	2018 FINDINGS	2020 FINDINGS	2022 FINDINGS
FEMALE	69.1%	68.1%	70.0%
MALE	28.2%	27.7%	26.2%
GENDERQUEER/GENDER NON-CONFORMING/NON-BINARY	1.1%	2.3%	2.2%
DIFFERENT IDENTITY	0.4%	0.6%	0.2%
DECLINE TO STATE	1.3%	1.3%	1.4%

Transgender people working in philanthropy continue to account for a small percentage of board and staff — accounting for just 1.5 percent in 2022.

PEOPLE WORKING IN PHILANTHROPY, BY TRANSGENDER STATUS

2022 FINDINGS



	2018 FINDINGS	2020 FINDINGS	2022 FINDINGS
TRANSGENDER	2.0%	1.5%	1.5%
CISGENDER	96.7%	95.1%	94.7%
DECLINE TO STATE	1.3%	3.4%	3.9%

In the write-in section for gender, the most common write-in was femme, followed closely by non-binary.

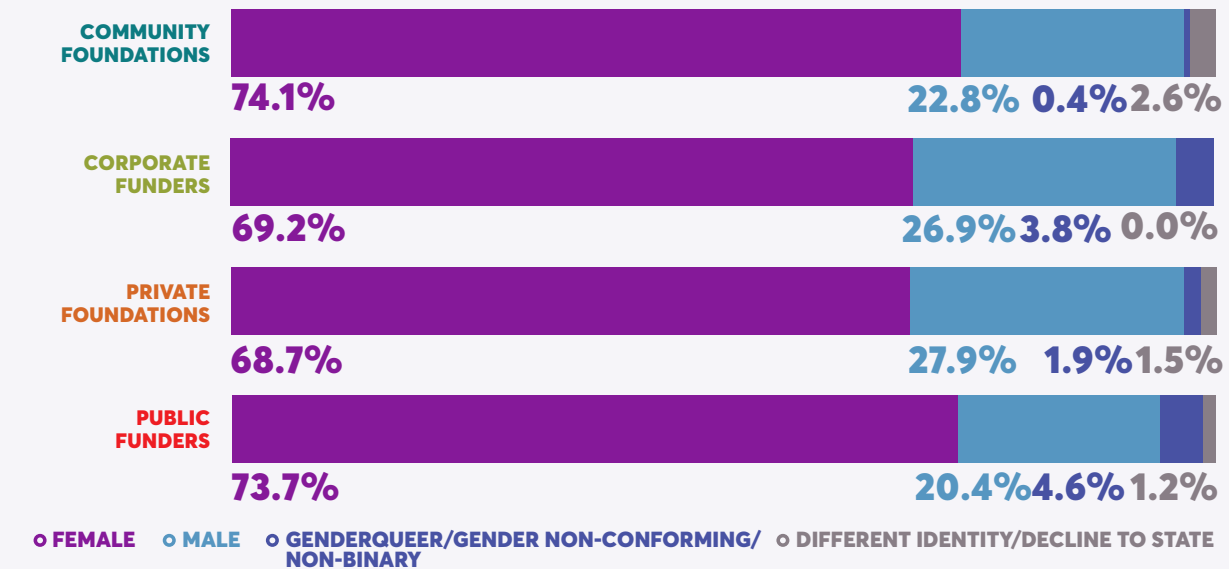
WRITE-IN RESPONSES FOR "DO YOU DESCRIBE YOUR SEXUAL ORIENTATION OR IDENTITY IN ANY OTHER WAY?"



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.

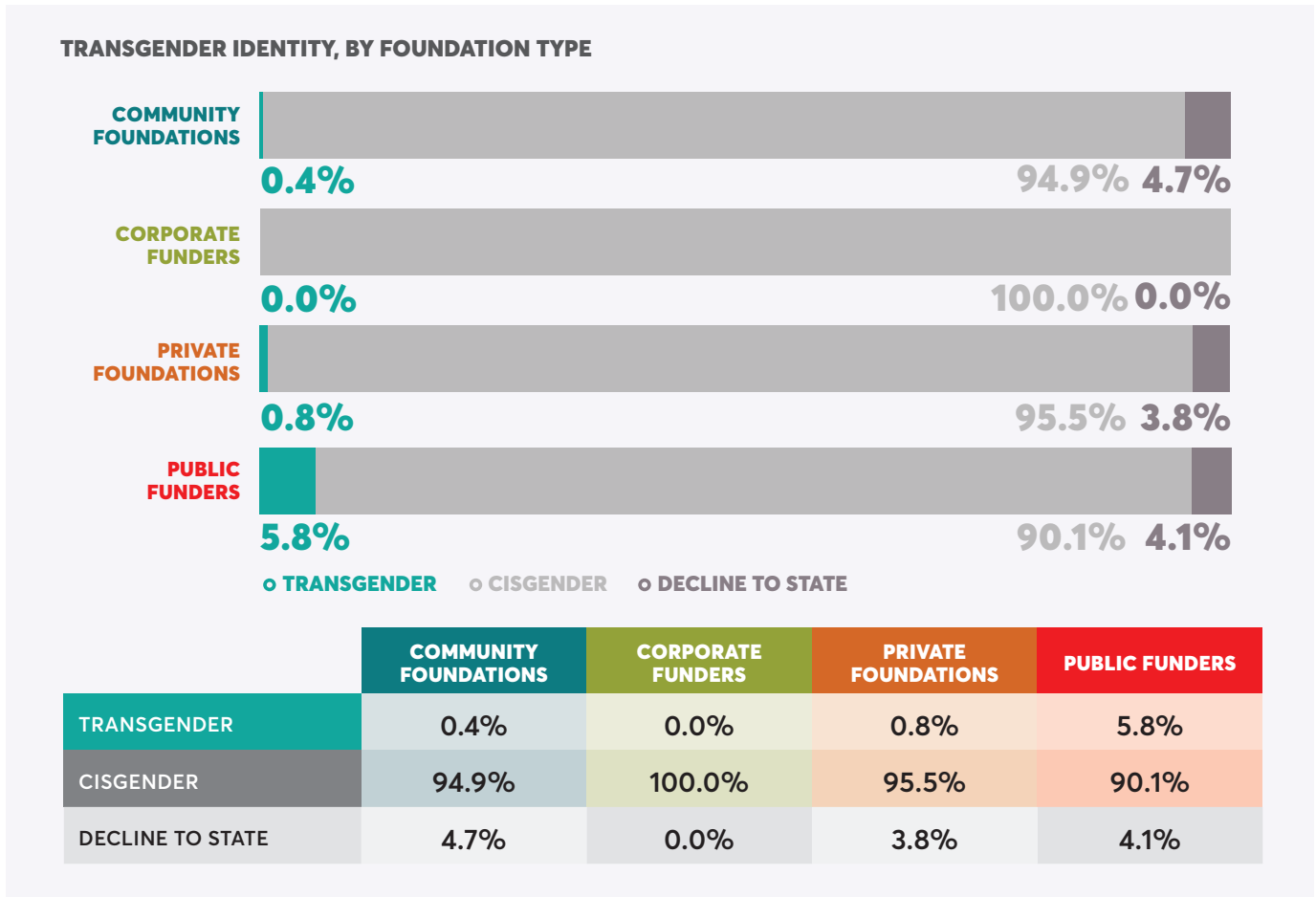
The 2022 DAPP survey found that approximately the same percentage of female participants working at community foundations as public funders, however the percentage of females at public funders increased 9 percentage points over the 2020 DAPP survey while the percentage of women in community foundations increased by approximately a point. Males working in philanthropy were most represented at private foundations, while gender non-conforming, genderqueer, and non-binary individuals continued to be most represented at public funders despite a 2 percentage point decrease from the 2020 DAPP survey.

GENDER IDENTITY, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
FEMALE	74.1%	69.2%	68.7%	73.7%
MALE	22.8%	26.9%	27.9%	20.4%
GENDERQUEER/GENDER NON-CONFORMING/ NON-BINARY	0.4%	3.8%	1.9%	4.6%
DIFFERENT IDENTITY	0.0%	0.0%	0.1%	0.6%
DECLINE TO STATE	2.6%	0.0%	1.4%	0.6%

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



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.” Noting 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

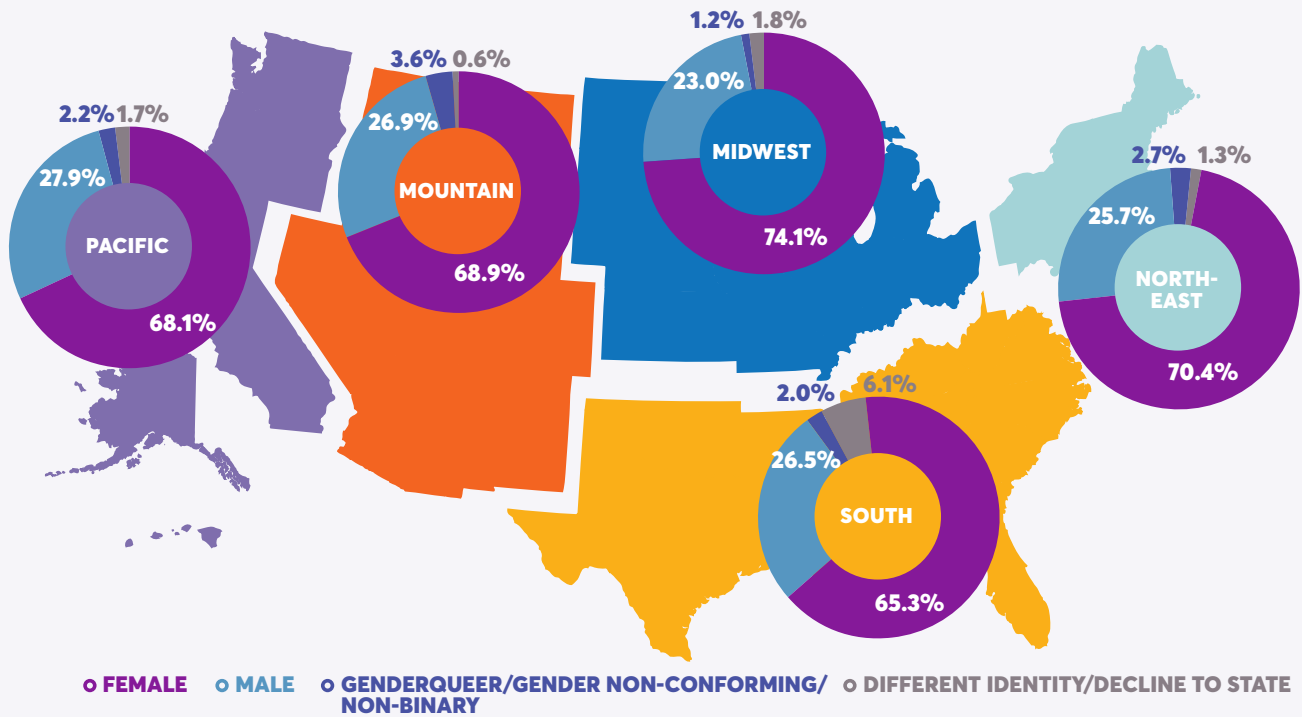
female. Transgender men are people who were assigned female at birth and identify as male.”

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.

Females continued to be most represented in the Midwest, demonstrating a 3 percentage point increase to 74.1 percent over the 2020 DAPP survey. Females were also more represented in the Northeast in the 2022 DAPP; the Northeast also saw a 3 percentage point increase over the 2020 DAPP survey. The Pacific supplanted the South as the region in which males were most represented. The percentage of males in the South decreased by 5 percentage points from the 2022 DAPP survey, while the percentage of males in the Pacific stayed the same. Gender non-conforming, genderqueer, and non-binary individuals were most represented in the Mountain region, which saw a 3 percentage point increase over the 2020 DAPP survey.

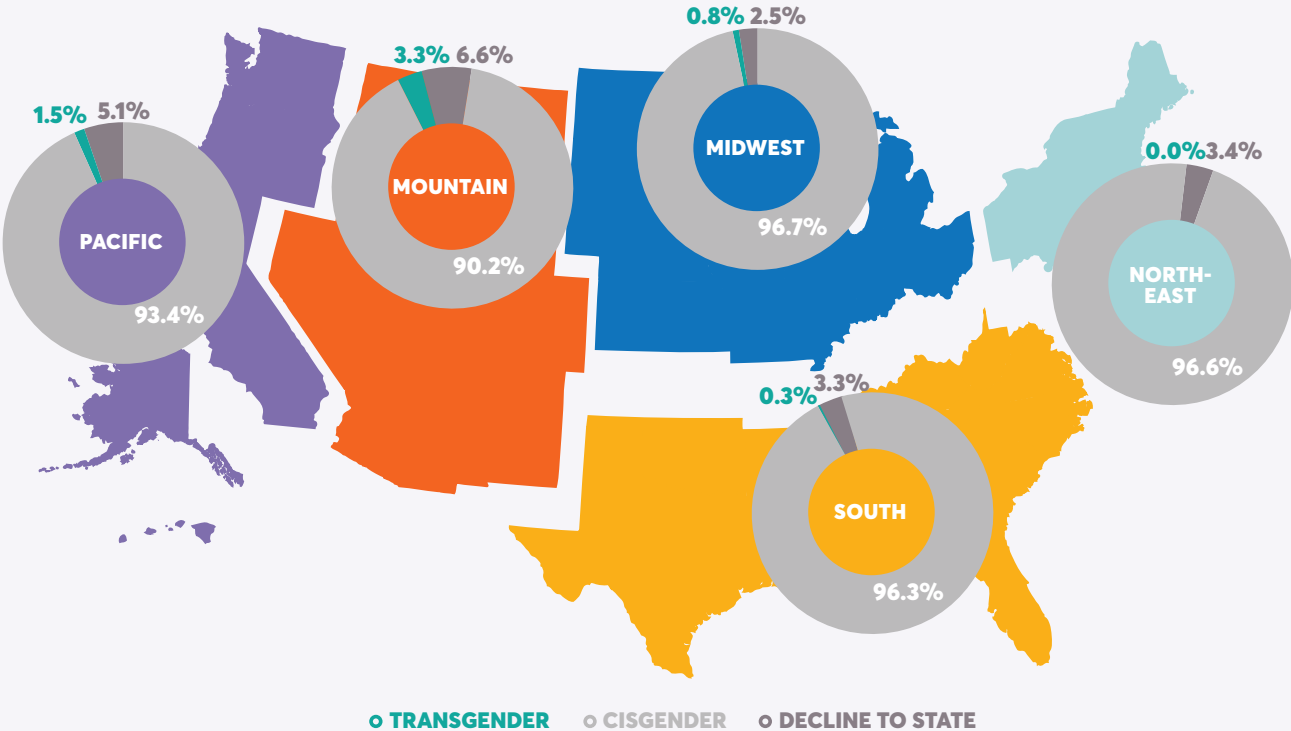
GENDER IDENTITY, BY REGION



	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
FEMALE	74.1%	68.9%	70.4%	68.1%	65.3%
MALE	23.0%	26.9%	25.7%	27.9%	26.5%
GENDERQUEER/GENDER NON-CONFORMING/ NON-BINARY	1.2%	3.6%	2.7%	2.2%	2.0%
DIFFERENT IDENTITY	0.0%	0.0%	0.2%	0.3%	0.0%
DECLINE TO STATE	1.8%	0.6%	0.9%	1.4%	6.1%

Transgender people continued to be most represented in the Mountain region, which saw a 2.3 percentage point increase over the 2020 DAPP Survey.

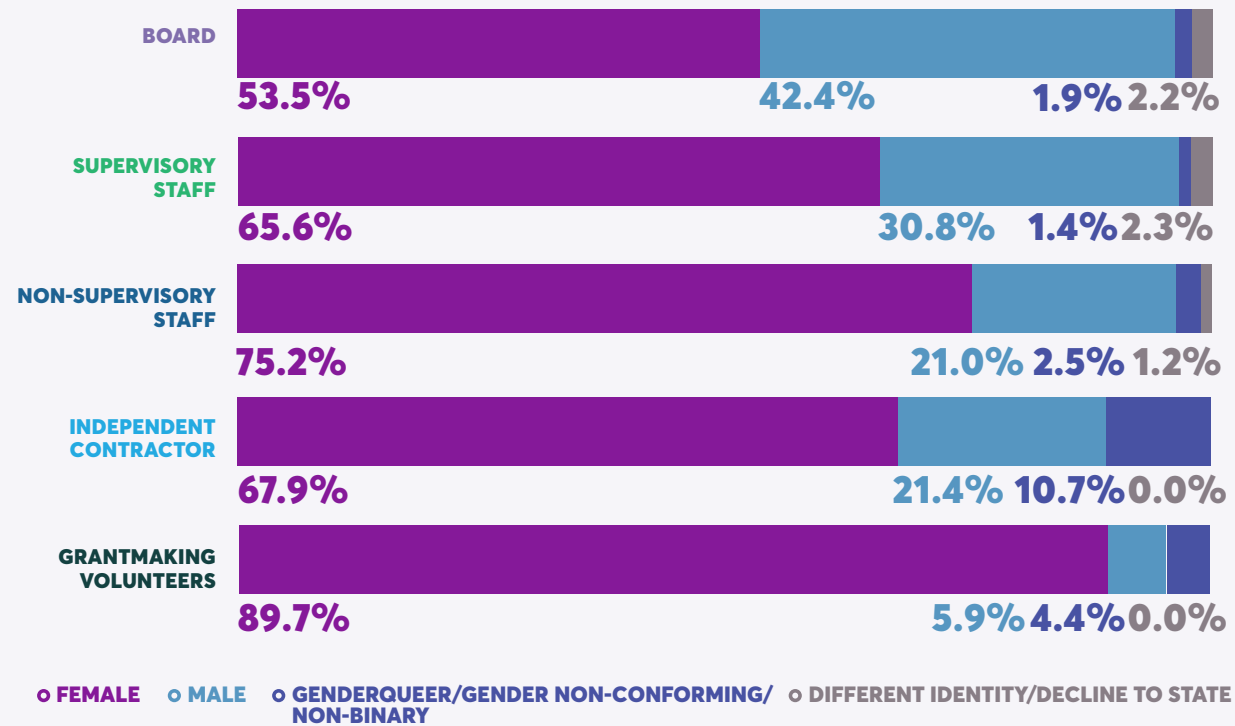
TRANSGENDER IDENTITY, BY REGION



	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
TRANSGENDER	0.8%	3.3%	0.0%	1.5%	0.3%
CISGENDER	96.7%	90.2%	96.6%	93.4%	96.3%
DECLINE TO STATE	2.5%	6.6%	3.4%	5.1%	3.3%

The 2022 DAPP survey found that females continued to be most represented among non-supervisory staff, however females in supervisory staff saw a 10 percentage point increase over the 2020 DAPP from 55.6 percent (n=502) to 65.6 percent (n=435). Males continued to be most represented on boards of directors. Gender non-conforming, genderqueer, and non-binary people were most represented among independent contractors, as there was a 9.4 percentage point increase among them over the 2020 DAPP survey.

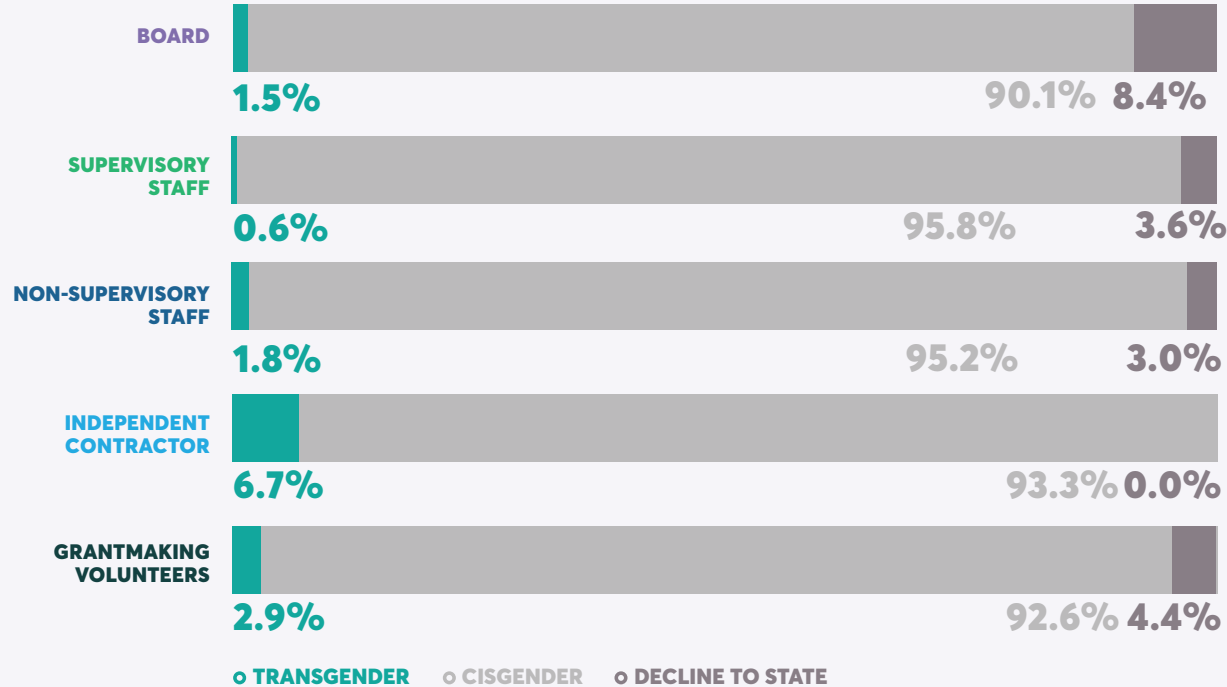
GENDER IDENTITY, BY BOARD, STAFF, AND CONTRACTOR ROLE



	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR	GRANTMAKING VOLUNTEERS
FEMALE	53.5%	65.6%	75.2%	67.9%	89.7%
MALE	42.4%	30.8%	21.0%	21.4%	5.9%
GENDERQUEER/ GENDER NON- CONFORMING/ NON- BINARY	1.9%	1.4%	2.5%	10.7%	4.4%
DIFFERENT IDENTITY	0.0%	0.5%	0.1%	0.0%	0.0%
DECLINE TO STATE	2.2%	1.8%	1.1%	0.0%	0.0%

Transgender people in philanthropy were best represented among independent contractors.

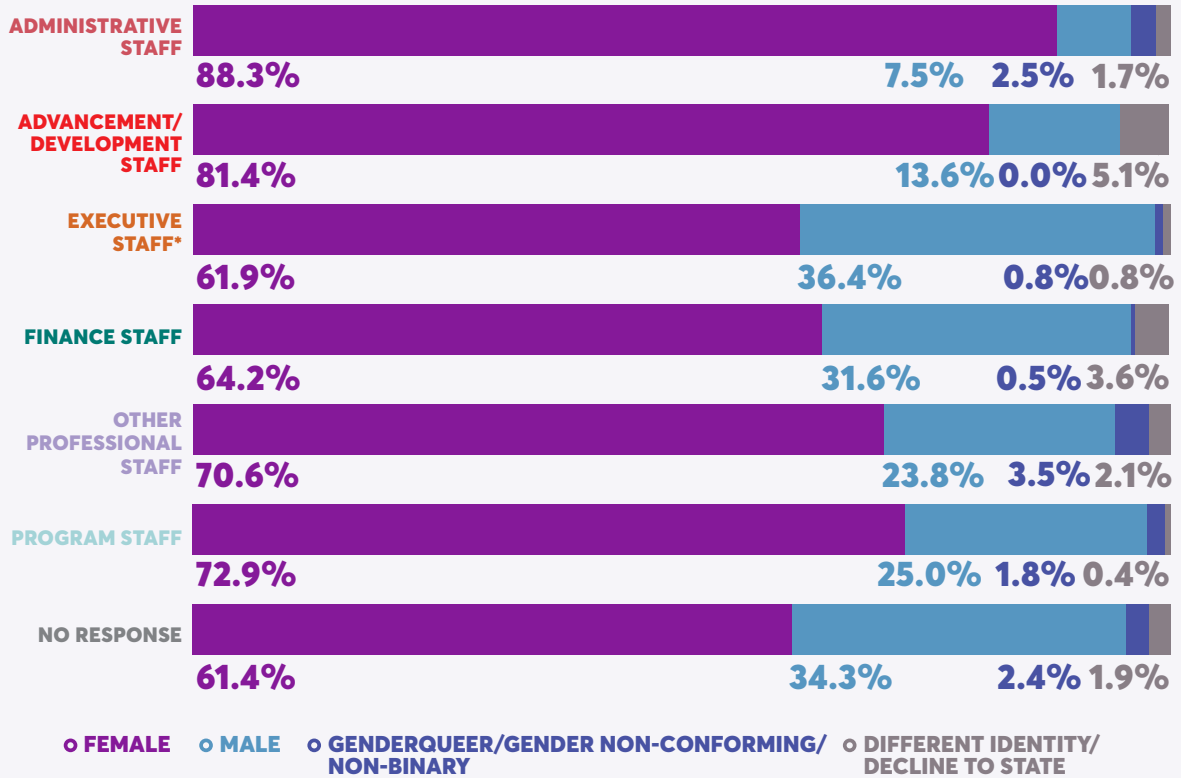
TRANSGENDER IDENTITY, BY BOARD, STAFF, AND CONTRACTOR ROLE



	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR	GRANTMAKING VOLUNTEERS
TRANSGENDER	1.5%	0.6%	1.8%	6.7%	2.9%
CISGENDER	90.1%	95.8%	95.2%	93.3%	92.6%
DECLINE TO STATE	8.4%	3.6%	3.0%	0.0%	4.4%

Across various staff roles, females were most represented in administrative roles; the percentage of females in administrative roles increased approximately 10 percentage points over the 2020 DAPP survey. Males continued to be most represented in executive staff positions and finance staff positions. Gender non-conforming, genderqueer, and nonbinary individuals were most represented in other professional roles.

GENDER IDENTITY, BY STAFF ROLES

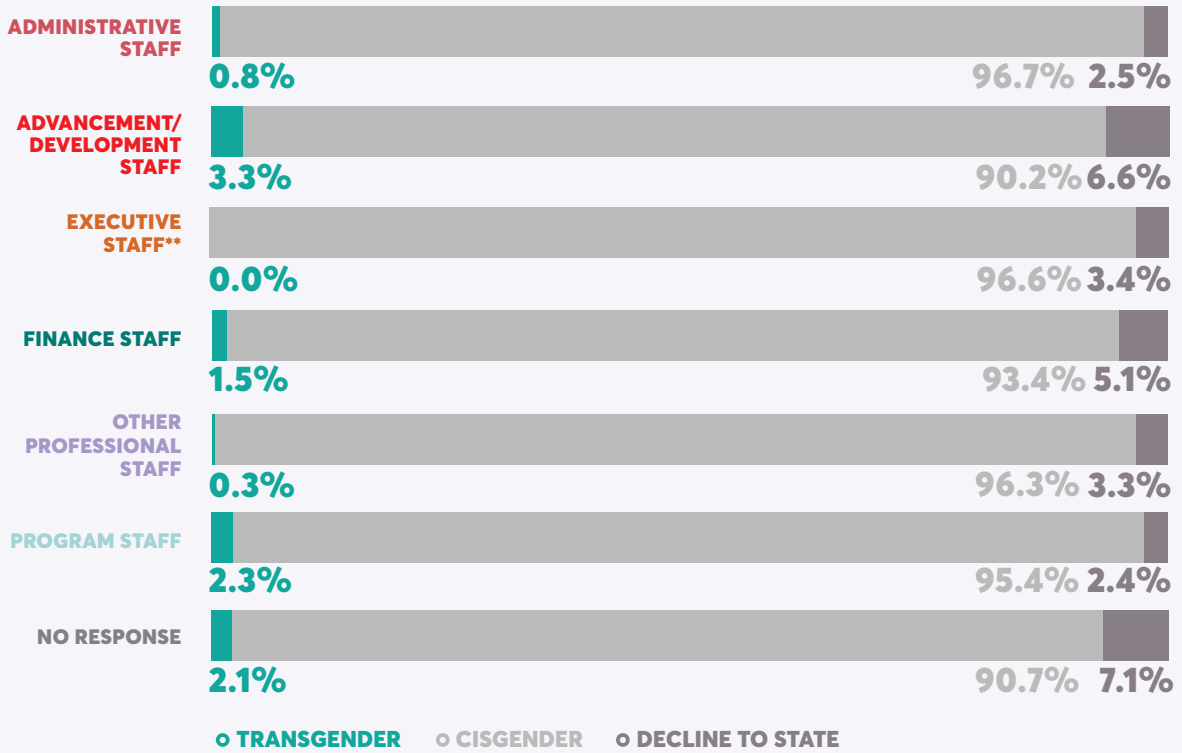


	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
FEMALE	88.3%	81.4%	61.9%	64.2%	70.6%	72.9%	61.4%
MALE	7.5%	13.6%	36.4%	31.6%	23.8%	25.0%	34.3%
GENDERQUEER/GENDER NON-CONFORMING/NON-BINARY	2.5%	0.0%	0.8%	0.5%	3.5%	1.8%	2.4%
DIFFERENT IDENTITY	0.0%	1.7%	0.0%	0.5%	0.2%	0.1%	0.0%
DECLINE TO STATE	1.7%	3.4%	0.8%	3.1%	1.9%	0.3%	1.9%

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

Transgender people working in philanthropy were most represented in advancement and development staff.

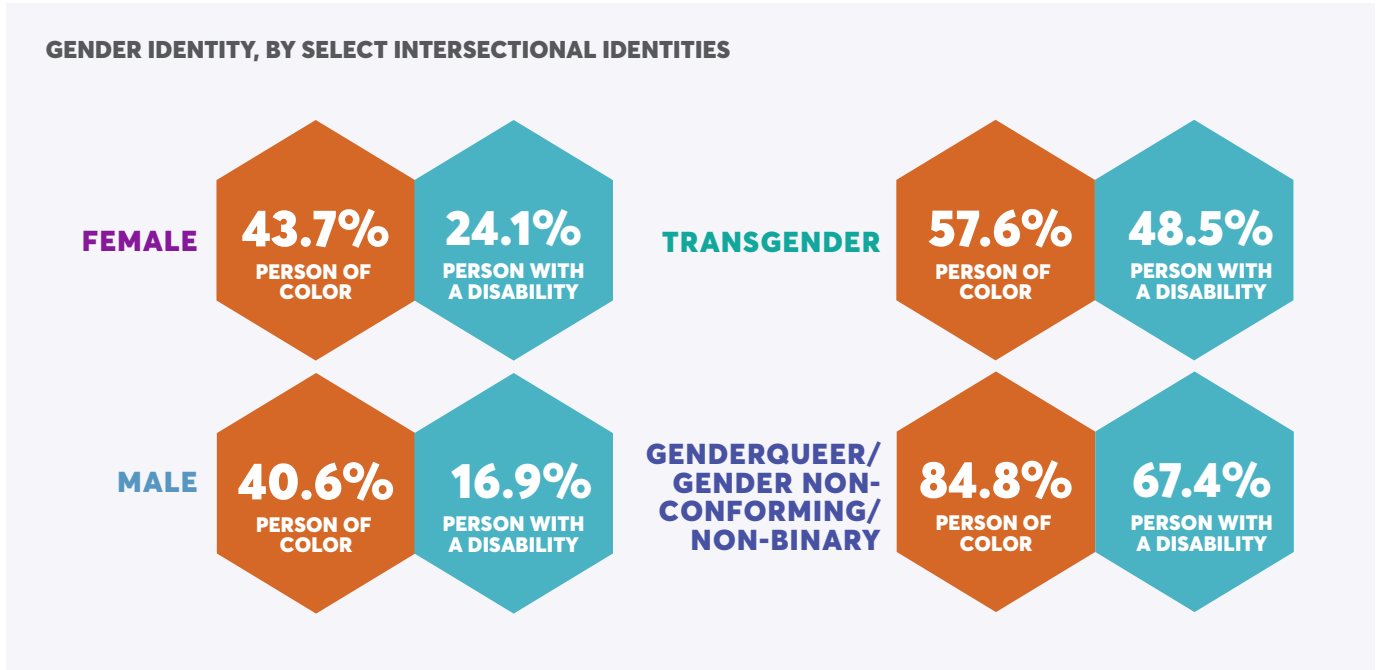
TRANSGENDER IDENTITY, BY STAFF ROLES



	ADMINISTRATIVE STAFF	ADVANCEMENT/ DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
TRANSGENDER	0.8%	3.3%	0.0%	1.5%	0.3%	2.3%	2.1%
CISGENDER	96.7%	90.2%	96.6%	93.4%	96.3%	95.4%	90.7%
DECLINE TO STATE	2.5%	6.6%	3.4%	5.1%	3.3%	2.4%	7.1%

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

More than two thirds of gender non-conforming, genderqueer, and non-binary people in participants identified as people with disabilities—a 20 percentage point increase over the 2020 DAPP survey. Slightly less than half of transgender participants identified as people with disabilities.



INTERSEX STATUS

Four respondents identified as intersex in the 2022 DAPP study, however 90 participants declined to state their intersex status.

Intersex respondents were split between public and private foundations, and between working in the Northeast and Pacific regions. Half of intersex respondents identified as people with disabilities. One intersex respondent reported working as a

supervisory staff member, and the other three were non-supervisory staff. Two intersex respondents worked as other professional staff, while one each worked as administrative and program staff. Three intersex respondents were born in the U.S., and one declined to state their country of origin.

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.

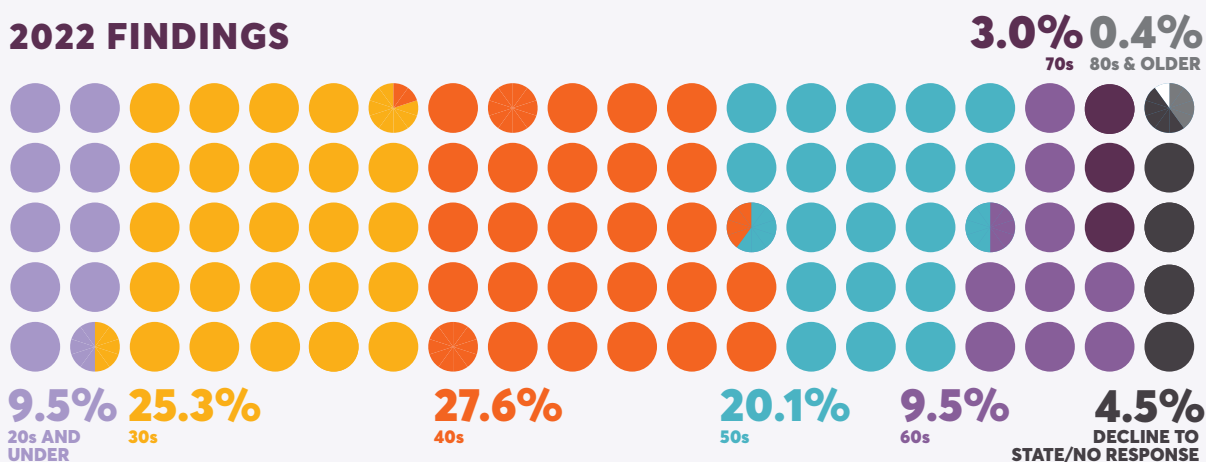
GENERAL FINDINGS

Age & Tenure

The 2022 Diversity Among Philanthropic Professionals (DAPP) Survey found fully one quarter of participants were in their 30s and a little over a quarter were in their 40s. Twenty percent of people working in philanthropy were in their 50s.

PEOPLE WORKING IN PHILANTHROPY, BY AGE

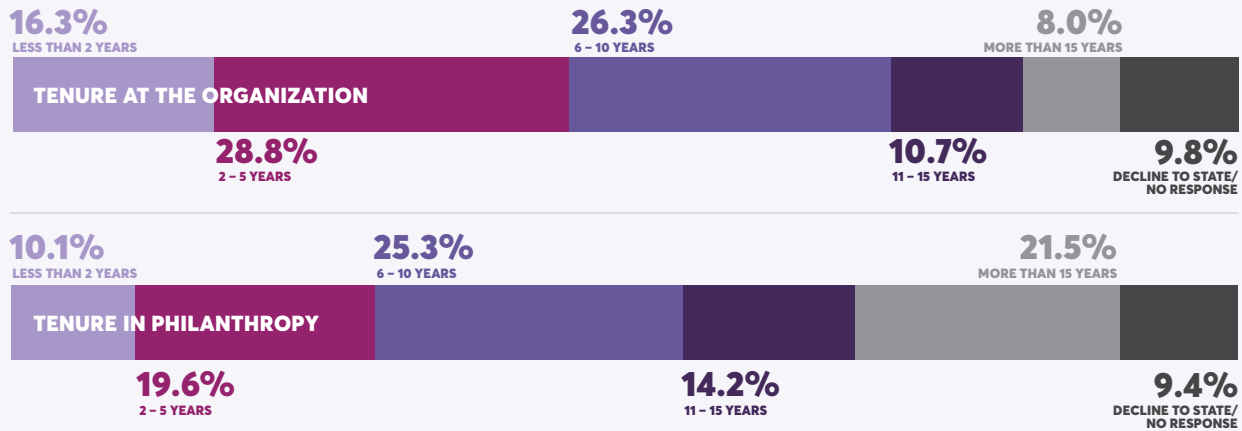
2022 FINDINGS



	2018 FINDINGS	2020 FINDINGS	2022 FINDINGS
20s AND UNDER	10.5%	8.5%	9.5%
30s	25.1%	24.3%	25.3%
40s	25.3%	26.8%	27.6%
50s	21.3%	21.6%	20.1%
60s	13.4%	11.4%	9.5%
70s	1.7%	2.8%	3.0%
80s AND OLDER	0.3%	0.3%	0.4%
DECLINE TO STATE / NO RESPONSE	2.4%	4.3%	4.5%

Nearly three quarters of participants have been with their specific organization for 10 or fewer years. More than two thirds of participants have worked in philanthropy for 10 or more years — indicating a number of survey respondents who have worked for multiple organizations in the sector.

PEOPLE WORKING IN PHILANTHROPY, BY TENURE

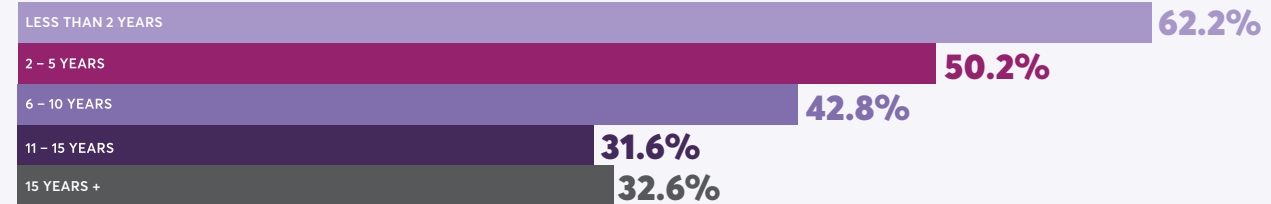


	TENURE AT THE ORGANIZATION	TENURE IN PHILANTHROPY
LESS THAN 2 YEARS	16.3%	10.1%
2 – 5 YEARS	28.8%	19.6%
6 – 10 YEARS	26.3%	25.3%
11 – 15 YEARS	10.7%	14.2%
MORE THAN 15 YEARS	8.0%	21.5%
DECLINE TO STATE / NO RESPONSE	9.8%	9.4%

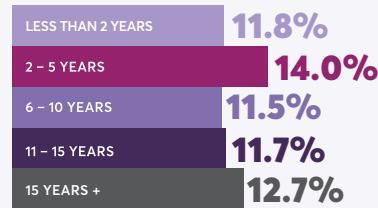
Those newer to philanthropy, having worked in the sector five years or less, were more likely to identify as people of color, as LGBTQ, and as a person with a disability.

PEOPLE WORKING IN PHILANTHROPY, BY TENURE AND IDENTITY

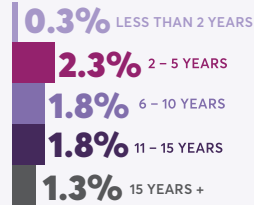
PERSON OF COLOR



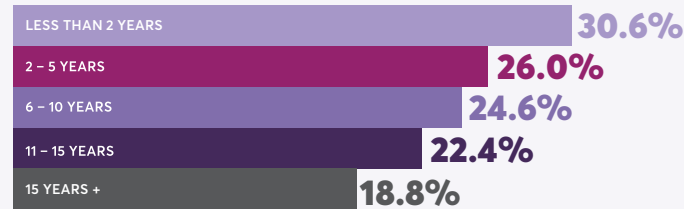
LESBIAN, GAY, BISEXUAL, OR ASEXUAL



TRANSGENDER



PERSON WITH A DISABILITY



	PERSON OF COLOR	LESBIAN, GAY, BISEXUAL, OR ASEXUAL	TRANSGENDER	PERSON WITH A DISABILITY
LESS THAN 2 YEARS	62.2%	11.8%	0.3%	30.6%
2 - 5 YEARS	50.2%	14.0%	2.3%	26.0%
6 - 10 YEARS	42.8%	11.5%	1.8%	24.6%
11 - 15 YEARS	31.6%	11.7%	1.8%	22.4%
MORE THAN 15 YEARS	32.6%	12.7%	1.3%	18.8%

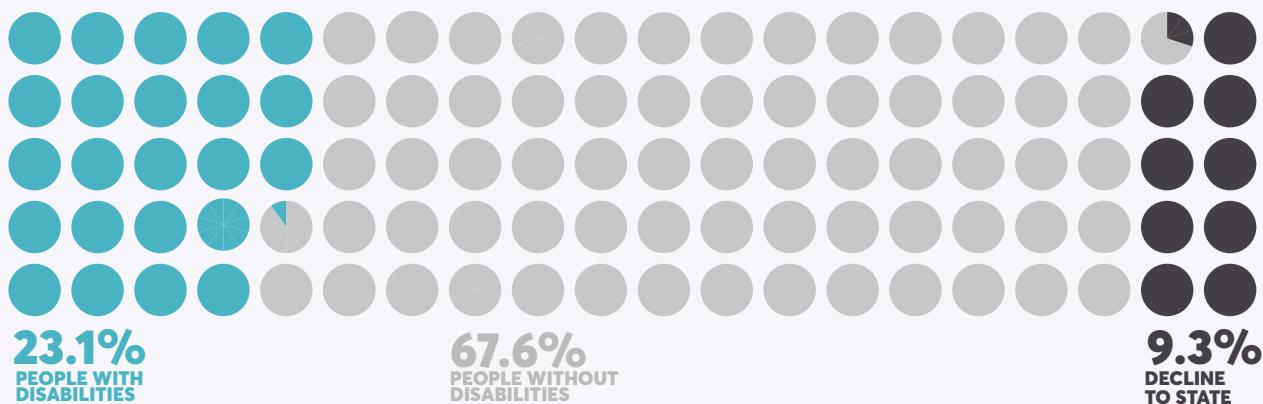
GENERAL FINDINGS

Disability Status

The percentage of respondents with disabilities nearly doubled over 2020 findings, from 12.6% (n=302) in 2020 to 34.2% (n=509) in 2022. Over 15 percent of participants identified as people with a mental health disability (n=344), fully triple the percentage of persons with a mental health disability found in the 2020 DAPP survey (n=129). Just over 9 percent of participants identified as a person with a chronic illness (n=206), double the percentage of participants with a chronic illness found in the 2020 DAPP survey (n=107).

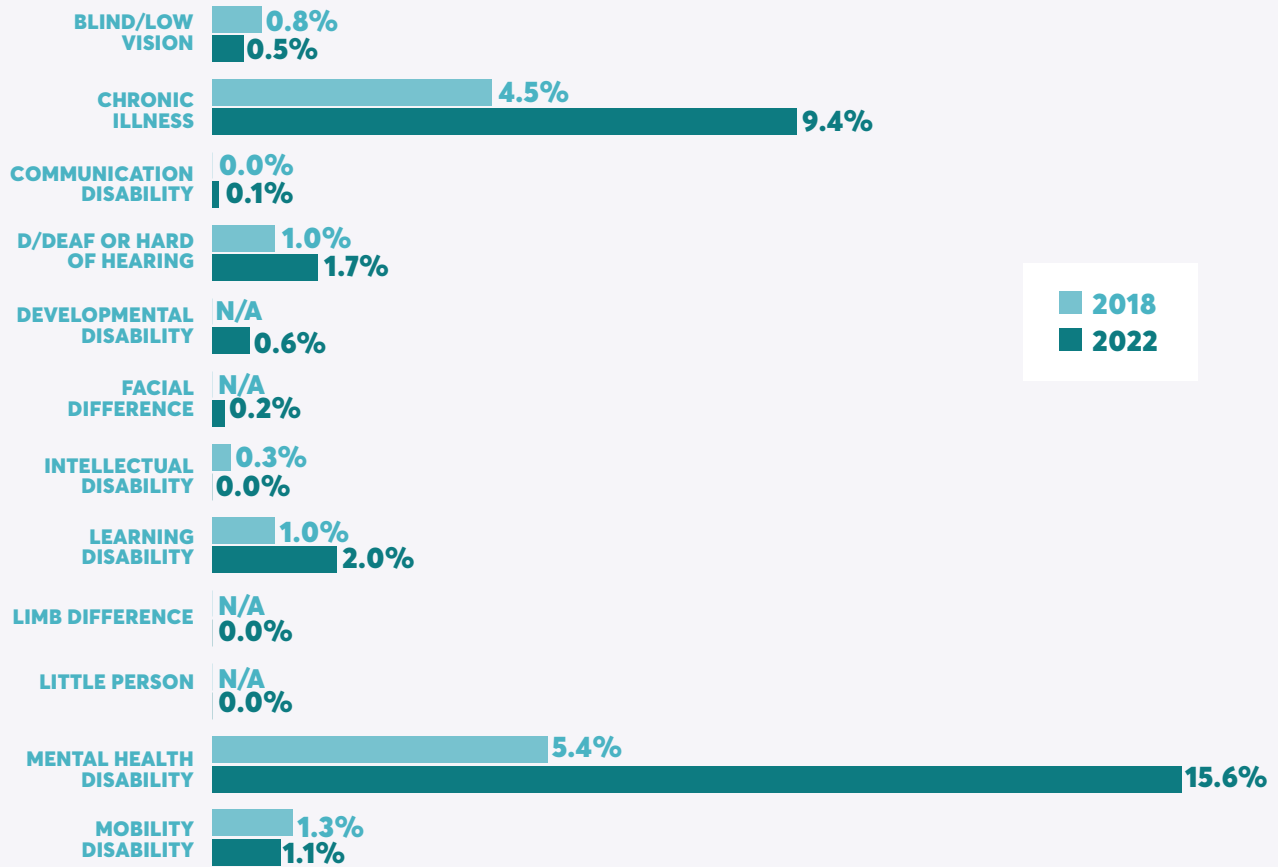
PEOPLE WORKING IN PHILANTHROPY, BY DISABILITY STATUS

2022 FINDINGS



	2018 FINDINGS	2020 FINDINGS	2022 FINDINGS
PERSON WITH A DISABILITY	6.3%	12.6%	23.1%
PERSON WITHOUT A DISABILITY	86.7%	78.6%	67.6%
DECLINE TO STATE	7.0%	8.7%	9.3%

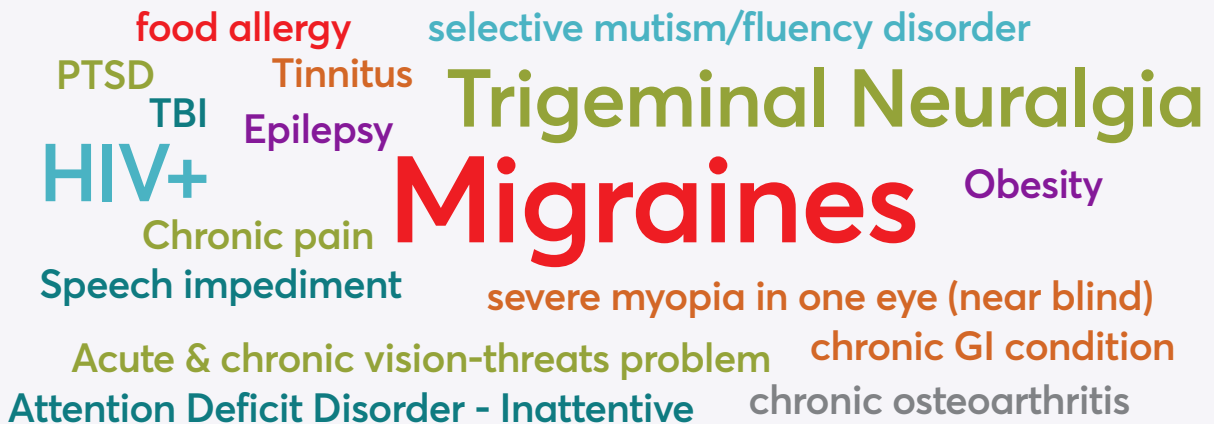
PEOPLE WORKING IN PHILANTHROPY, BY SPECIFIC DISABILITY



*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.

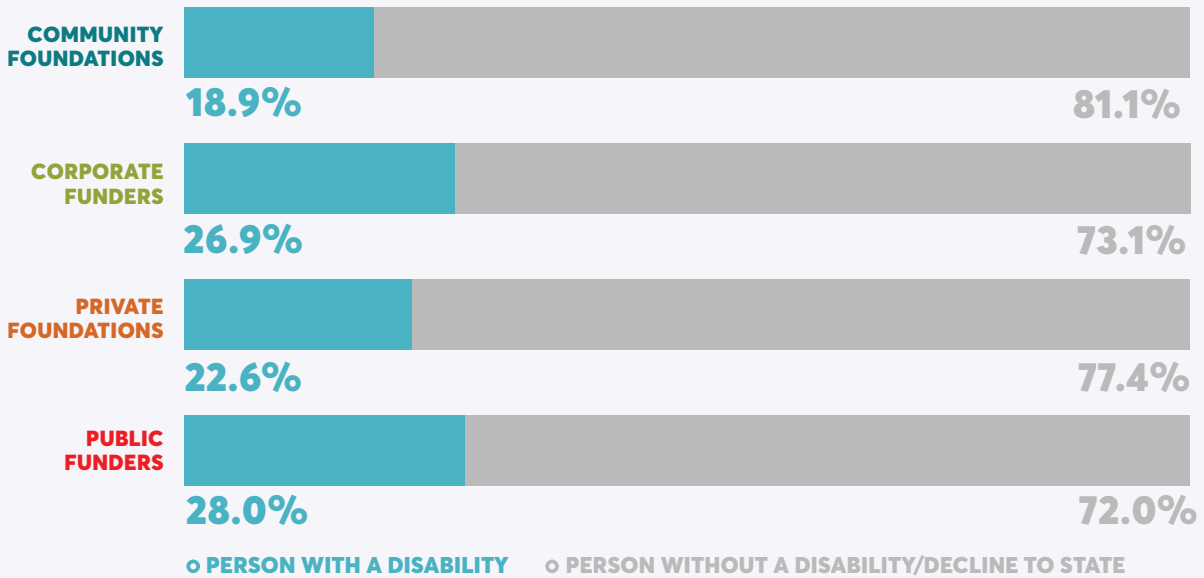
In the write-in section, we received multiple responses from people living with migraines, the Human Immunodeficiency Virus (HIV), and Trigeminal Neuralgia.

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



The 2022 DAPP survey found that participants with disabilities continued to be most represented at public foundations. While the percentage of people with disabilities working at corporate funders grew significantly from 9.5 percent in 2020 to 26.9 percent in 2020, corporate funders comprised a much smaller portion of the overall sample (n=26).

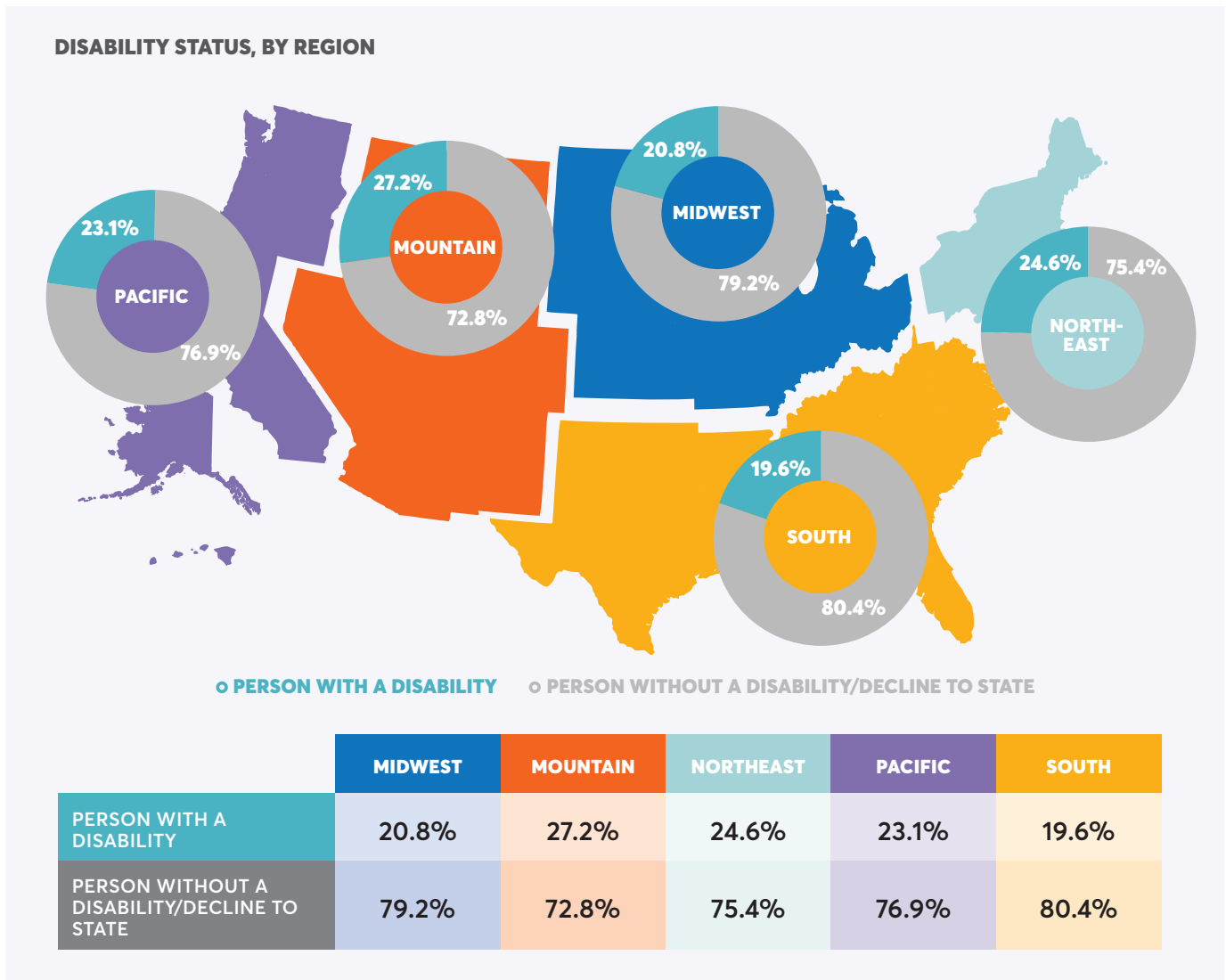
DISABILITY STATUS, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
PERSON WITH A DISABILITY	18.9%	26.9%	22.6%	28.0%
PERSON WITHOUT A DISABILITY / DECLINE TO STATE	81.1%	73.1%	77.4%	72.0%

Disability Status

People with disabilities were most represented in the Mountain region, followed by the Northeast and Pacific.



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

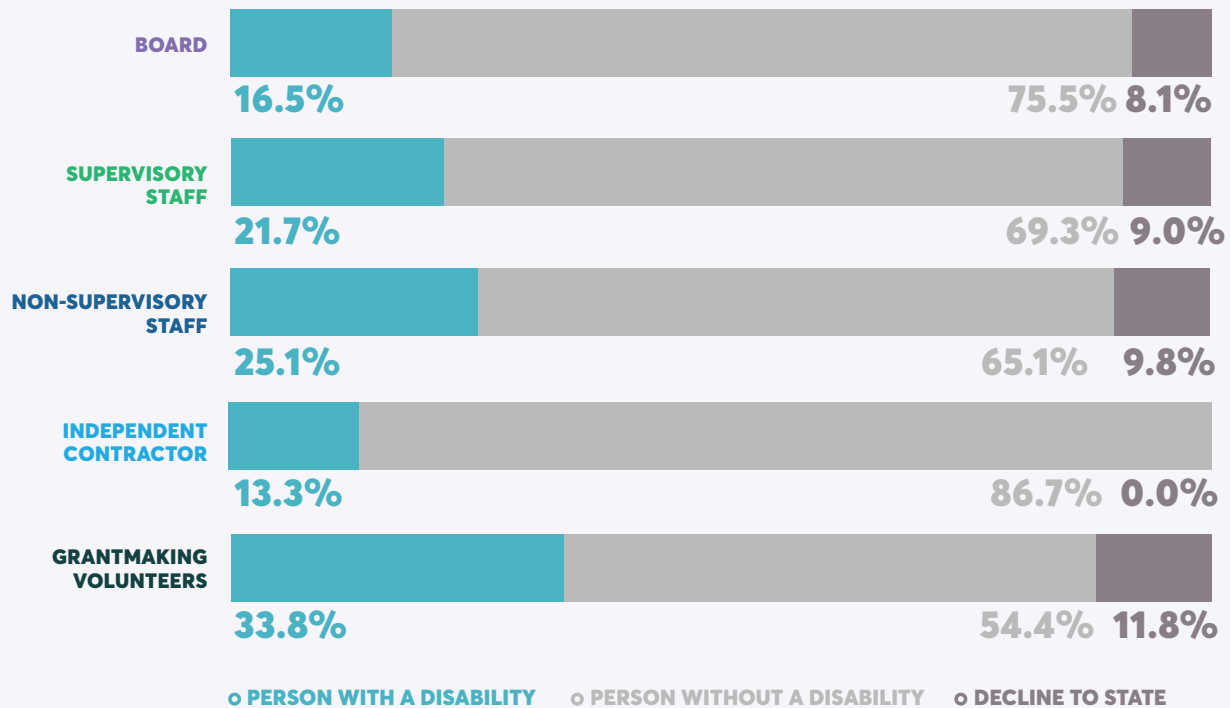
Every resource on the Forum website is curated based on the central tenet of actively centering perspectives of people with disabilities. If you work in philanthropy, we invite you to [register for a free Forum member account](#) to access additional tailored resources such as webinars and monthly newsletters.

To learn more, visit disabilityphilanthropy.org

Disability Status

The 2022 DAPP survey found a more robust distribution of people with disabilities across various roles. People with disabilities were most represented among non-supervisory staff, however more than 20 percent of supervisory staff were also people with disabilities. Across all staff roles, there was a considerable portion of participants who declined to state their disability status.

DISABILITY STATUS, BY BOARD, STAFF, AND CONTRACTOR ROLE

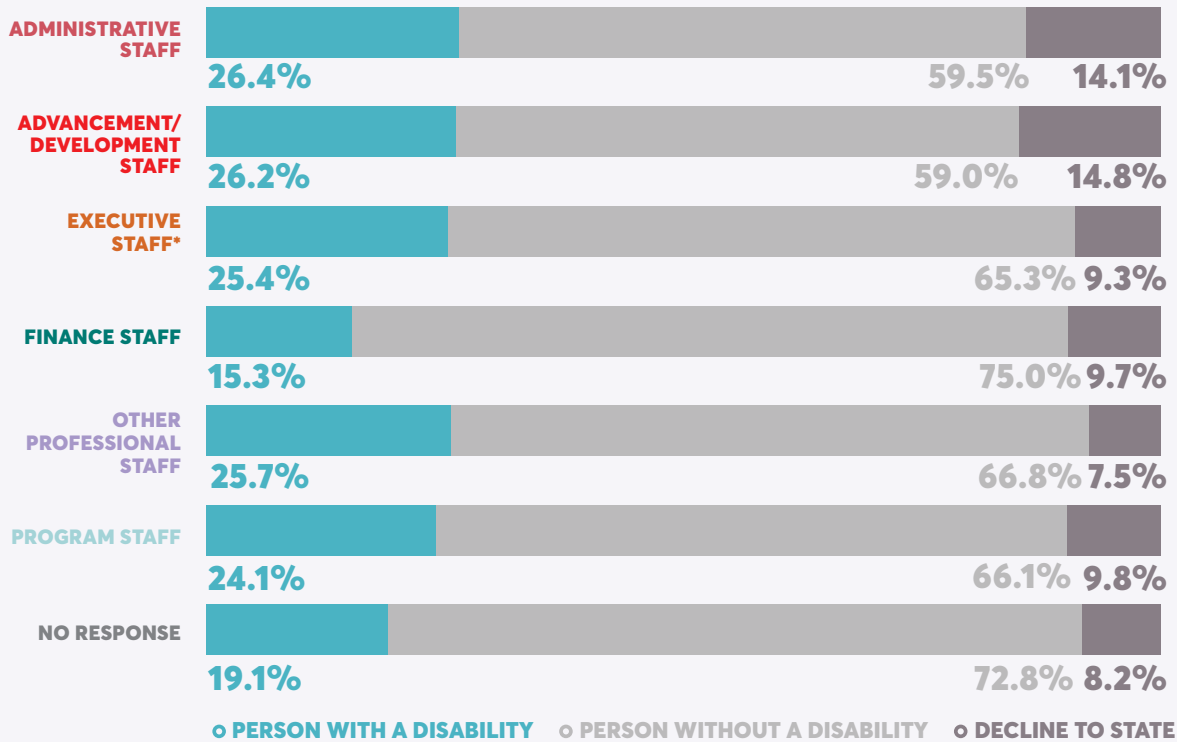


	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR	GRANTMAKING VOLUNTEERS
PERSON WITH A DISABILITY	16.5%	21.7%	25.1%	13.3%	33.8%
PERSON WITHOUT A DISABILITY	75.5%	69.3%	65.1%	86.7%	54.4%
DECLINE TO STATE	8.1%	9.0%	9.8%	0.0%	11.8%

Disability Status

There was a robust distribution of people with disabilities across staff roles in the 2022 DAPP survey. While people with disabilities were most represented among administrative staff and advancement and development staff, development and advancement staff saw the greatest increase over the 2020 DAPP from 12.4 percent to 26.2 percent in the 2022 DAPP. The percentage of administrative staff with disabilities increased from 13.5 percent in the 2020 DAPP survey to 26.5 percent in the 2022 DAPP survey. Similar increases were seen among other professional staff and program staff.

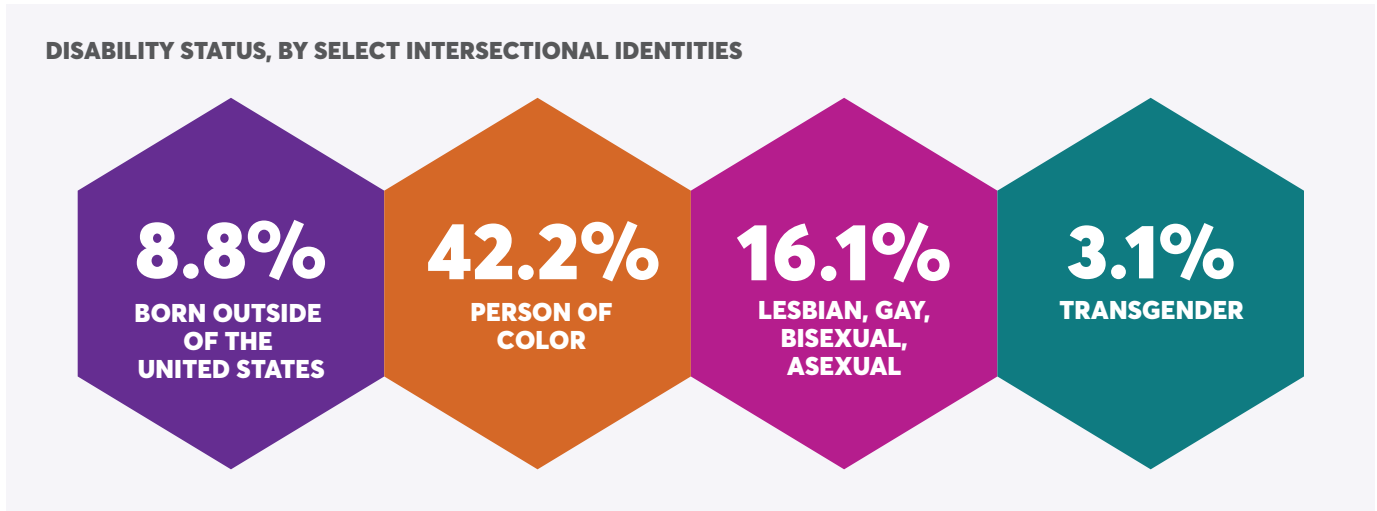
DISABILITY STATUS, BY STAFF ROLES



	ADMINISTRATIVE STAFF	ADVANCEMENT/ DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
PERSON WITH A DISABILITY	26.4%	26.2%	25.4%	15.3%	25.7%	24.1%	19.1%
PERSON WITHOUT A DISABILITY	59.5%	59.0%	65.3%	75.0%	66.8%	66.1%	72.8%
DECLINE TO STATE	14.1%	14.8%	9.3%	9.7%	7.5%	9.8%	8.2%

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

Just over 40 percent of participants with disabilities were also people of color. Just over 16 percent of participants with disabilities also identify as lesbian, gay, bisexual, or asexual and 3.1 percent identified as transgender.



THE DISABILITY CLOSET

The 2022 DAPP Survey asked people who identified as a person with a disability, "All in all, thinking about the people you interact with regularly in your professional life, how many are aware that you have a disability?" Less than 10 percent of people with a disability in philanthropy indicated that they all or most of their colleagues knew about their disability. More than 9 in 10 people with a disability in philanthropy were not "out" about their disability.



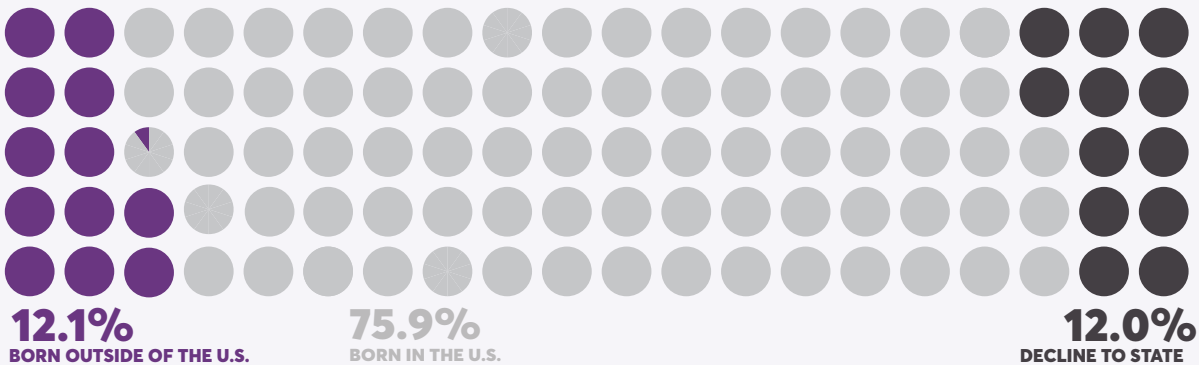
GENERAL FINDINGS

Immigration Status

The percentage of people born outside of the United States (12.1 percent) saw minimal change in the 2022 DAPP survey. In both 2020 and 2022, approximately 12 percent of DAPP participants were born outside of the United States – a figure higher than the 10.3 percent identified in 2018. This question continues to have one of the highest nonresponse rates in the survey. While the 2022 DAPP saw a smaller percentage of people decline to state where they were born (12.0 percent) when compared to 2020 (19.1 percent), it is on par with the rate in 2018 (12.8 percent).

PEOPLE WORKING IN PHILANTHROPY, BY IMMIGRATION STATUS

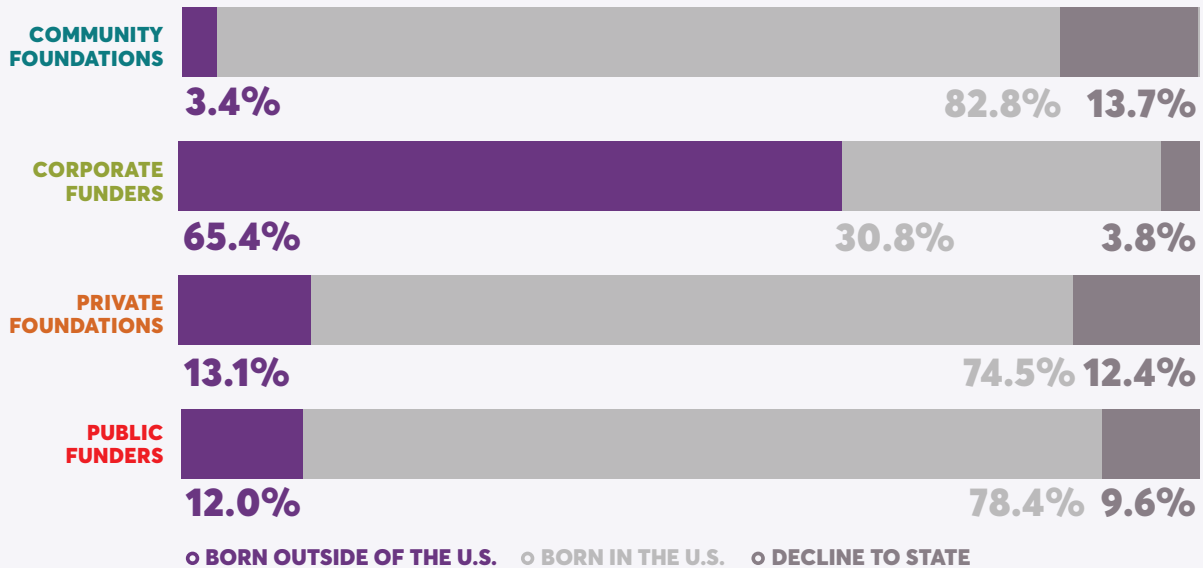
2022 FINDINGS



	2018 FINDINGS	2020 FINDINGS	2022 FINDINGS
BORN OUTSIDE OF THE UNITED STATES	10.3%	12.3%	12.1%
BORN IN THE UNITED STATES	76.9%	68.6%	75.9%
DECLINE TO STATE	12.8%	19.1%	12.0%

Participants born outside of the United States continued to be most represented at corporate foundations, increasing the rate of representation from 17.1 percent in the 2020 DAPP survey to 65.4 percent in the 2022 DAPP survey. The magnitude of this increase should be considered within the context of the overall sample size of corporate funders (n=26). The percentage of participants working at community foundations that were born outside of the U.S. decreased by almost half from the 2020 DAPP survey to 3.4 percent.

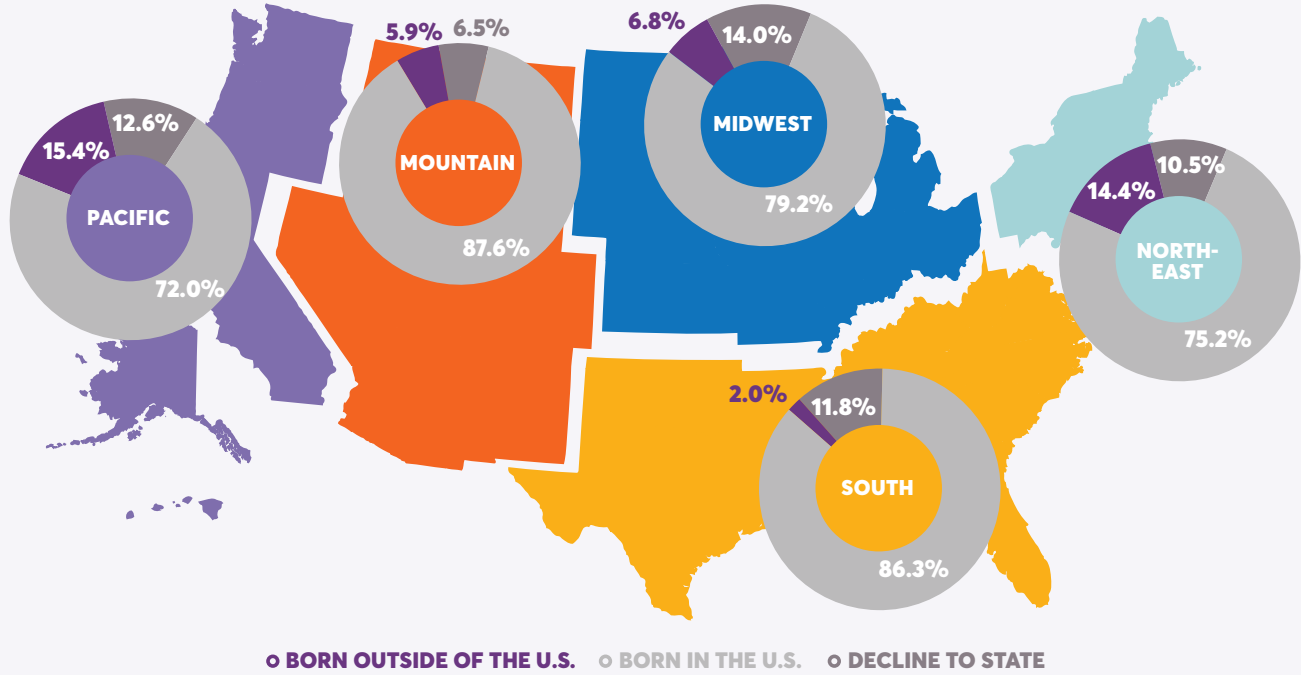
IMMIGRATION STATUS, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
BORN OUTSIDE OF THE UNITED STATES	3.4%	65.4%	13.1%	12.0%
BORN IN THE UNITED STATES	82.8%	30.8%	74.5%	78.4%
DECLINE TO STATE	13.7%	3.8%	12.4%	9.6%

Participants born outside of the United States and working in philanthropy were most represented in the Pacific region (15.4 percent) in the 2022 DAPP survey, followed closely by the Northeast region (14.4 percent).

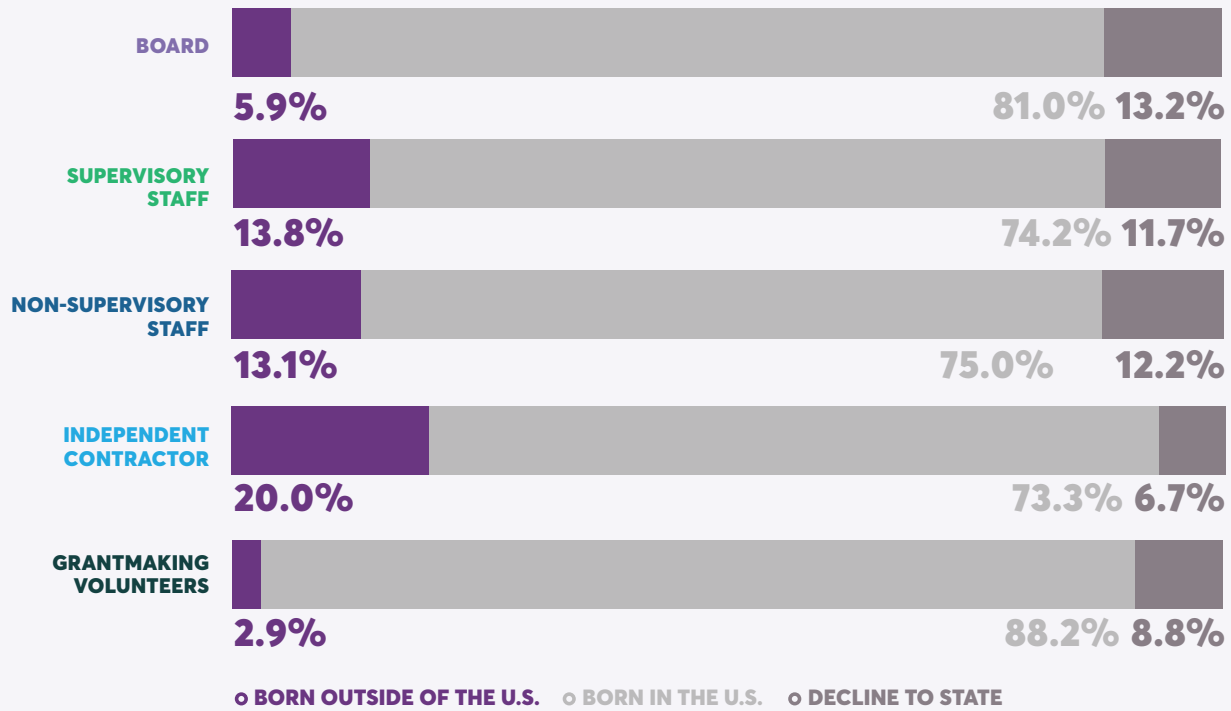
IMMIGRATION STATUS, BY REGION



	MIDWEST	MOUNTAIN	NORTHEAST	PACIFIC	SOUTH
BORN OUTSIDE OF THE UNITED STATES	6.8%	5.9%	14.4%	15.4%	2.0%
BORN IN THE UNITED STATES	79.2%	87.6%	75.2%	72.0%	86.3%
DECLINE TO STATE	14.0%	6.5%	10.5%	12.6%	11.8%

The 2022 DAPP survey found that people born outside the U.S. were more well-represented among foundation staff than among board members or independent contractors.

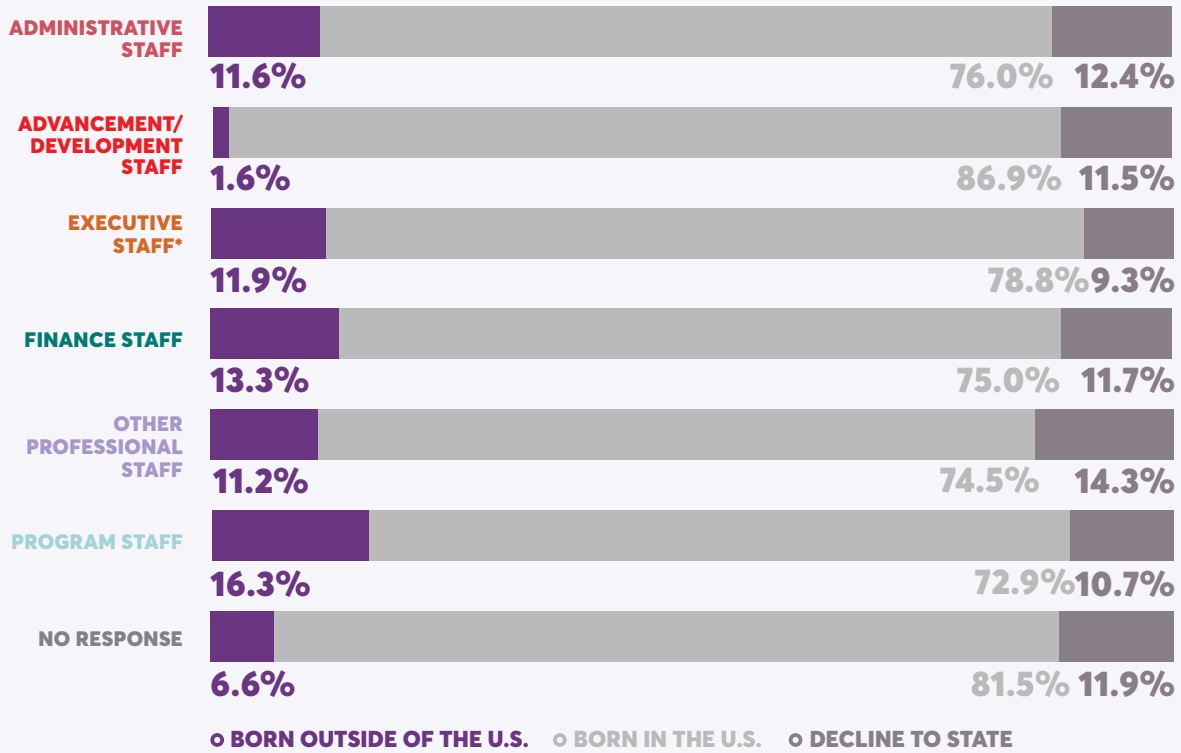
DISABILITY STATUS, BY BOARD, STAFF, AND CONTRACTOR ROLE



	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR	GRANTMAKING VOLUNTEERS
BORN OUTSIDE OF THE UNITED STATES	5.9%	13.8%	13.1%	20.0%	2.9%
BORN IN THE UNITED STATES	81.0%	74.2%	75.0%	73.3%	88.2%
DECLINE TO STATE	13.2%	11.7%	12.2%	6.7%	8.8%

Across various staff roles, people born outside of the United States and working in philanthropy continued to be most represented among program staff (16.3 percent).

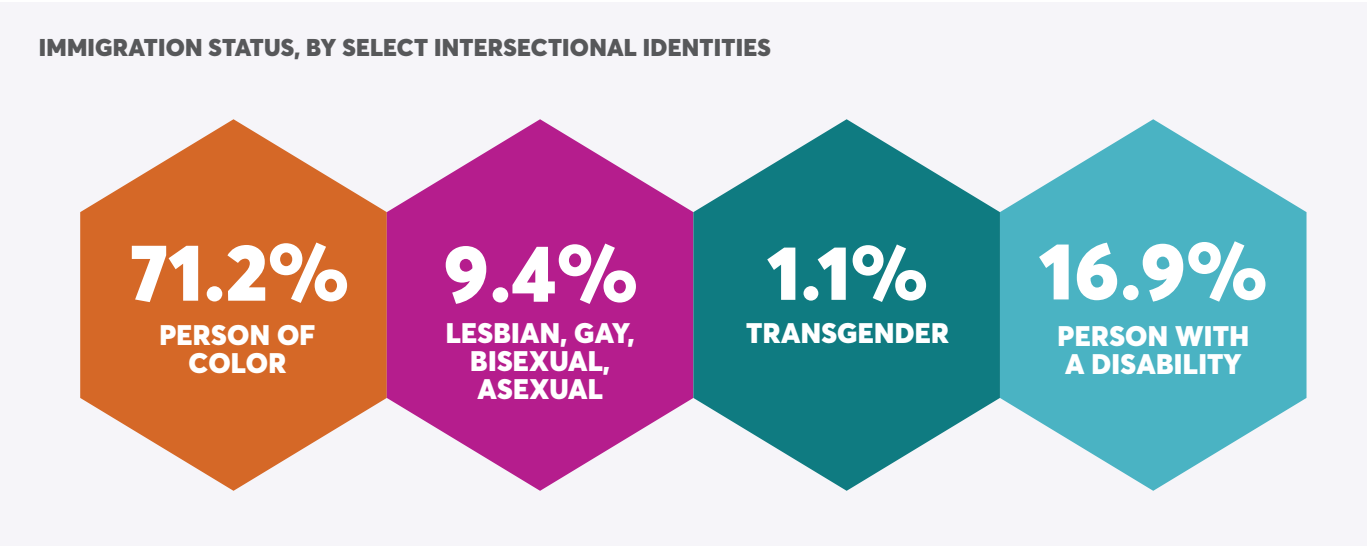
DISABILITY STATUS, BY STAFF ROLES



	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
BORN OUTSIDE OF THE UNITED STATES	11.6%	1.6%	11.9%	13.3%	11.2%	16.3%	6.6%
BORN IN THE UNITED STATES	76.0%	86.9%	78.8%	75.0%	74.5%	72.9%	81.5%
DECLINE TO STATE	12.4%	11.5%	9.3%	11.7%	14.3%	10.7%	11.9%

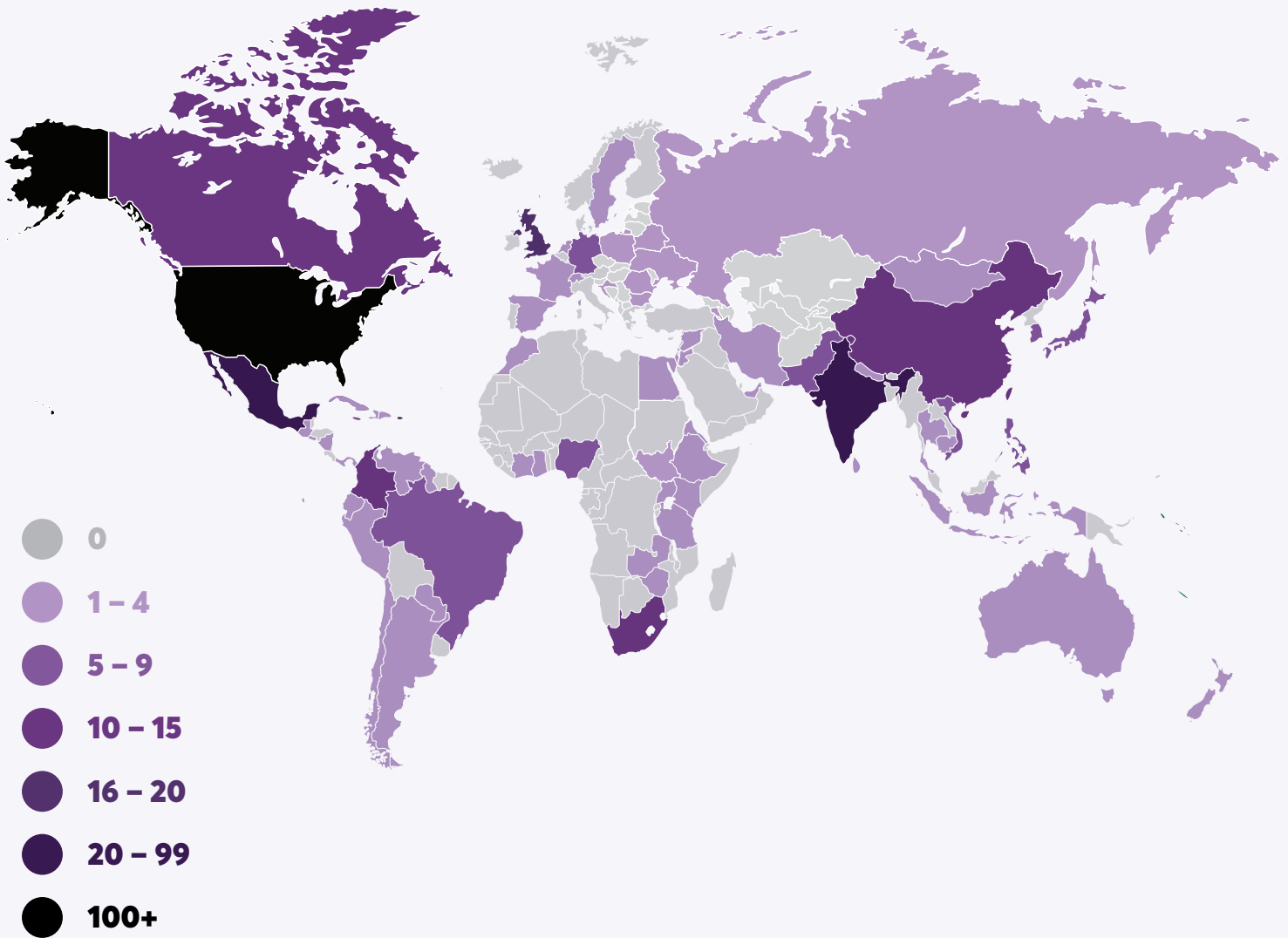
* Non-Financial, Non-Program, and Non-Development Staff

Participants born outside of the United States were less likely than their peers to identify as lesbian, gay, bisexual, or asexual but more likely to identify as a person with a disability.



WHERE ARE PEOPLE IN PHILANTHROPY COMING FROM?

The 2022 DAPP found that 75.9 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.



Immigration Status

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

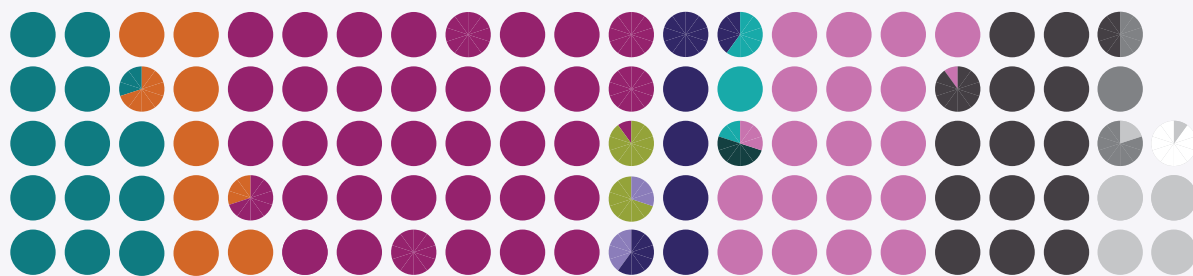
TANZANIA	1
THAILAND	1
TRINIDAD AND TOBAGO	1
UGANDA	2
UKRAINE	2
UNITED ARAB EMIRATES	1
UNITED KINGDOM	19
UNITED STATES	1639
VENEZUELA	4
VIETNAM	8
ZAMBIA	3
ZIMBABWE	3
NO RESPONSE/ DECLINE TO STATE	456

Religious Affiliation & Belief System

In 2022, over a third of respondents identified as Christian; the percentage of those who identified spiritual but not religious declined from 22.1 percent in 2020 to 18.4 percent in 2022.

PEOPLE WORKING IN PHILANTHROPY, BY RELIGIOUS AFFILIATION & BELIEF SYSTEM

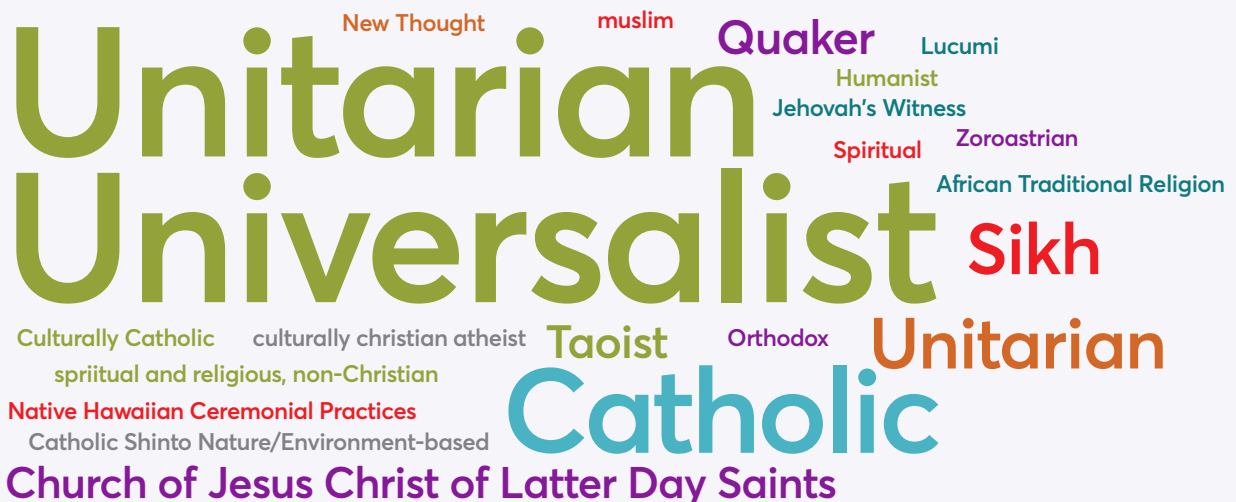
2022 FINDINGS



13.3%	AGNOSTIC	6.0%	JEWISH
8.8%	ATHEIST	1.8%	MUSLIM
2.4%	BUDDHIST	0.5%	PAGAN
35.8%	CHRISTIAN	18.4%	SPIRITUAL BUT NOT RELIGIOUS
1.6%	HINDU	14.4%	NONE/NO RELIGIOUS AFFILIATION
0.7%	NATIVE AMERICAN CEREMONIAL PRACTICES OR PEYOTISM	2.3%	MY RELIGION IS NOT LISTED HERE
		4.3%	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 CHANGE Philanthropy Reception of Identity Index (RII) 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 such:



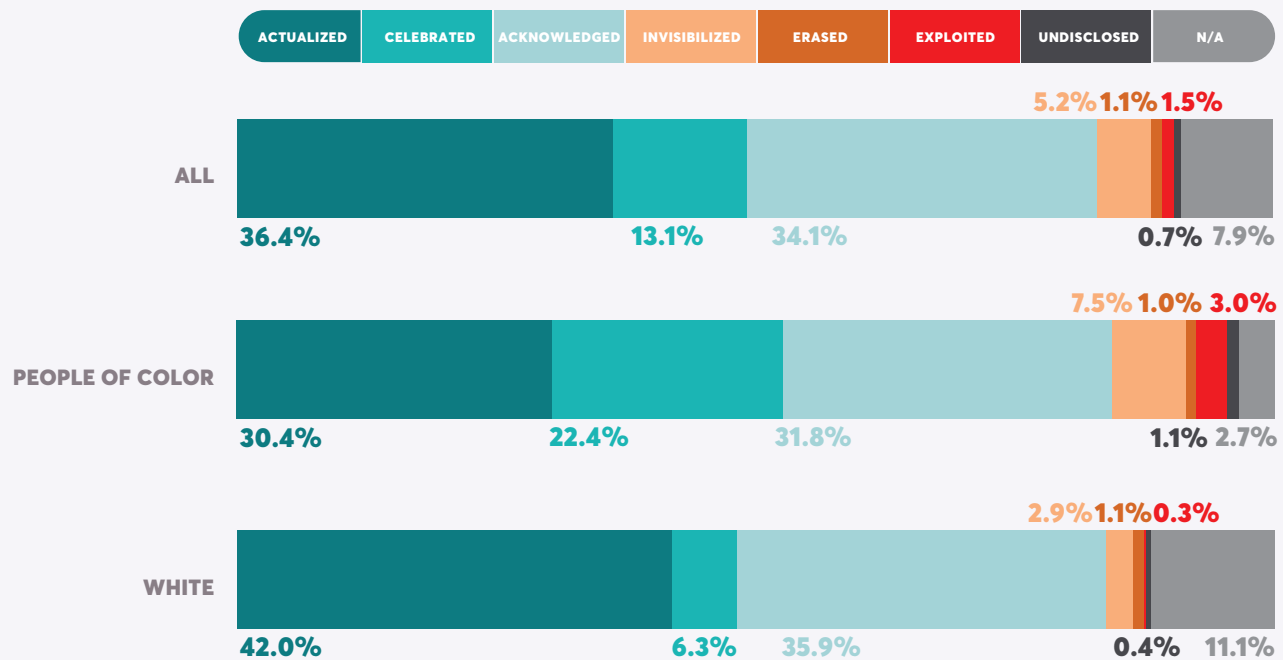
- **ACTUALIZED** — My identity is recognized and valued by my organization and I have agency to engage in an authentic way
- **CELEBRATED** — My identity is both recognized and valued in my organization
- **ACKNOWLEDGED** — My identity is recognized in my organization
- **INVISIBILIZED** — My identity 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

(For the exact language of the question, see appendix B.)

In most instances, participants felt generally positive about the reception of their identities in the workplace. Across all DAPP respondents, 83.3 percent felt their workplace received their race or ethnicity positively, down slightly from 85.6 percent in 2020.

However, there were discrepancies 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, 11.5 percent of participants of color reported a negative reception to their race or ethnicity. Moreover, **even though the percentage of people feeling exploited was extremely low, participants of color were 10 times more likely to feel exploited in the workplace than white people.**

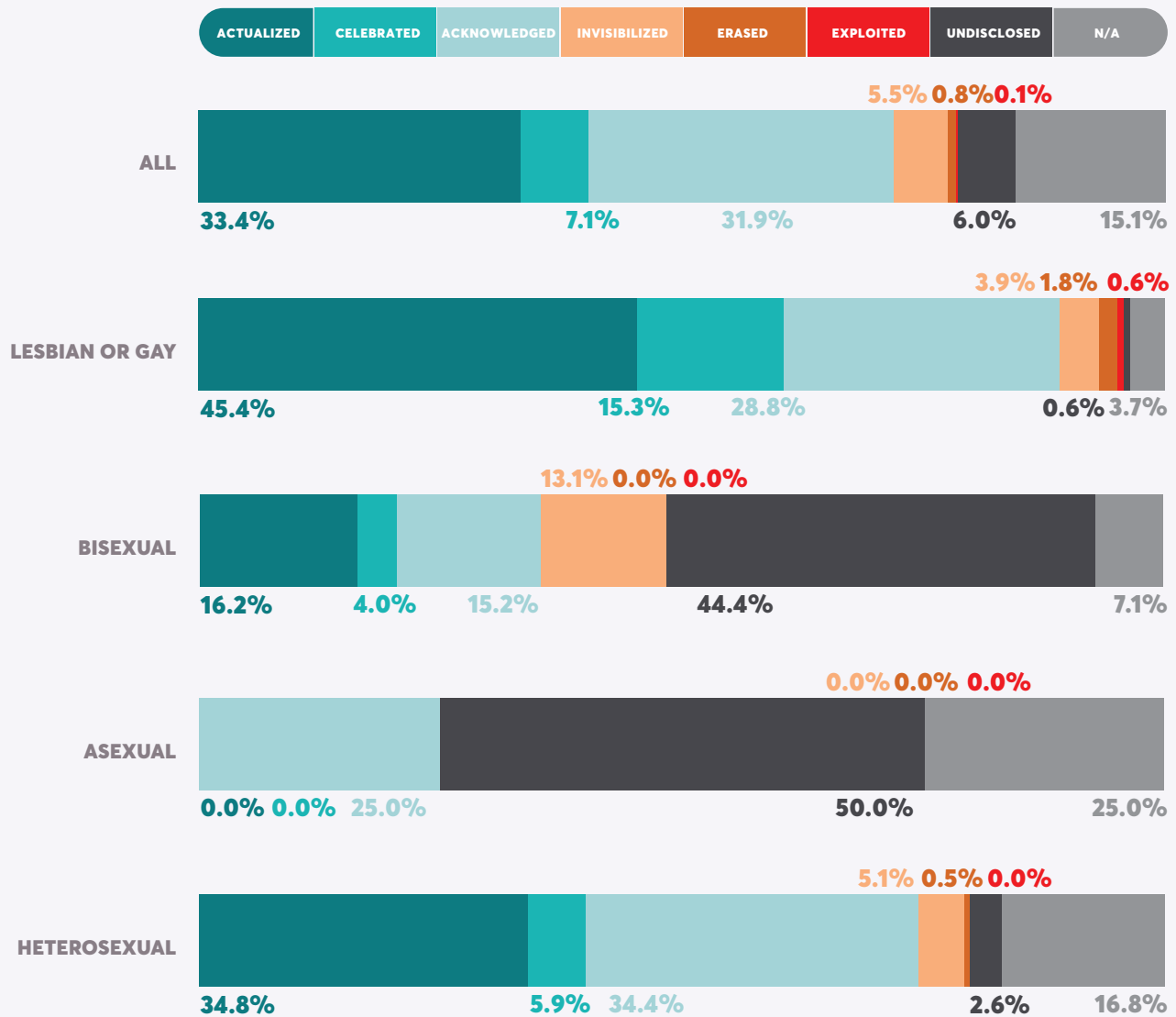
CHANGE PHILANTHROPY RECEPTION OF IDENTITY INDEX (RII), FINDINGS FOR RACE AND ETHNICITY



	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	36.4%	13.1%	34.1%	5.2%	1.1%	1.5%	0.7%	7.9%
POC	30.4%	22.4%	31.8%	7.5%	1.0%	3.0%	1.1%	2.7%
WHITE	42.0%	6.3%	35.9%	2.9%	1.1%	0.3%	0.4%	11.1%

More than 70 percent of all DAPP respondents felt their workplace received their sexual orientation positively, and lesbian and gay people participants were nearly as likely to report a negative reception as their heterosexual counterparts. Bisexuals were more than twice as likely to report a negative reception of their identity as their heterosexual colleagues. While there were no reported perceptions of negativity by asexual participants, half of these participants were not out at work about this component of their identity. However, lesbian and gay participants were the only audience to report feeling exploited on account of their sexual orientation. While lesbian and gay people reported higher levels of positive reception to their sexual orientation than heterosexuals, the overall sample of heterosexual participants (n=1,622) was nearly 10 times the size of the sample of lesbian and gay participants (n=163).

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

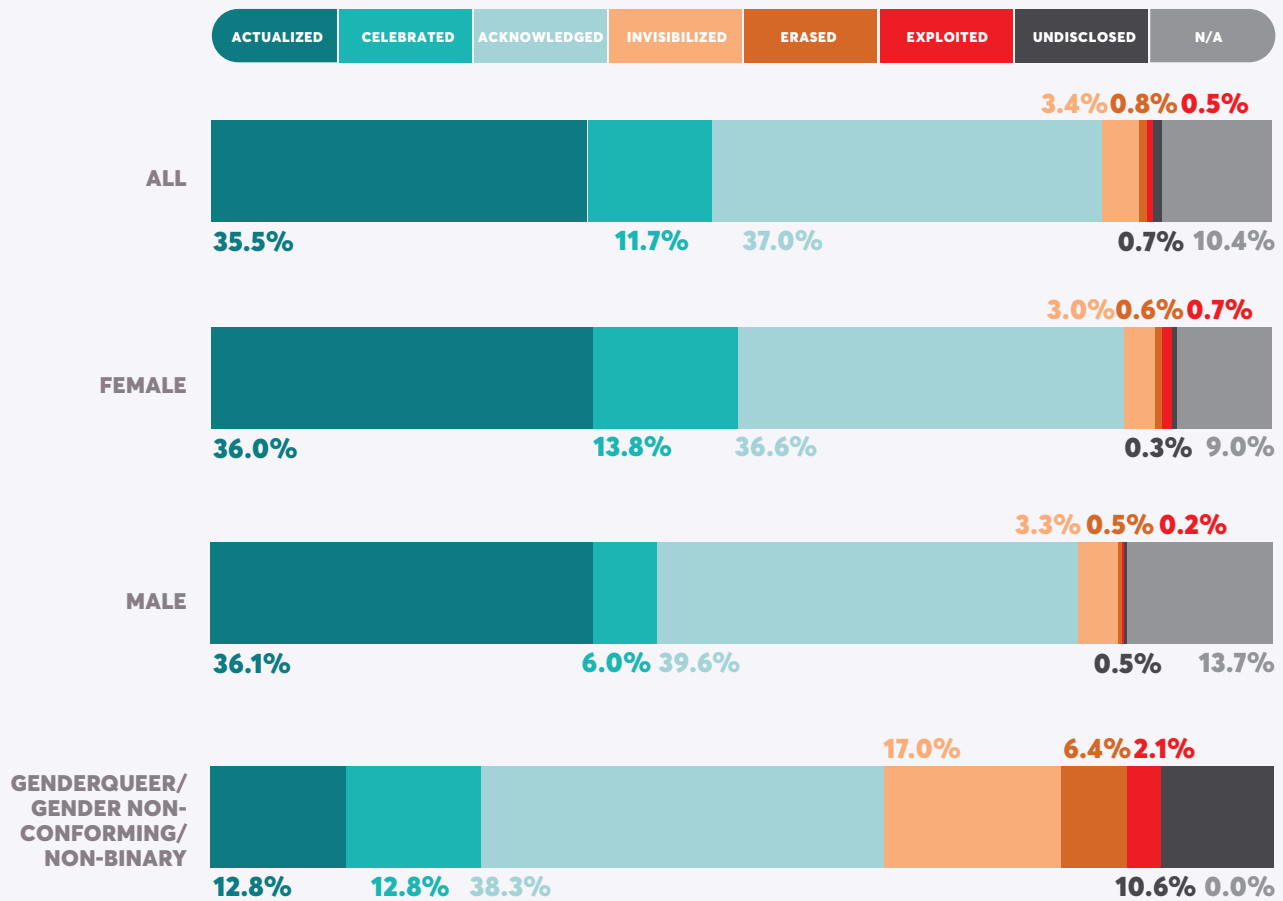


	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBLE	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	33.4%	7.1%	31.9%	5.5%	0.8%	0.1%	6.0%	15.1%
LESBIAN OR GAY	45.4%	15.3%	28.8%	3.9%	1.8%	0.6%	0.6%	3.7%
BISEXUAL	16.2%	4.0%	15.2%	13.1%	0.0%	0.0%	44.4%	7.1%
ASEXUAL	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	50.0%	25.0%
HETEROSEXUAL	34.8%	5.9%	34.4%	5.1%	0.5%	0.0%	2.6%	16.8%

The CHANGE Philanthropy Reception of Identity Index

While more than 80 percent each of male and female participants felt their workplace positively received their gender identity, nearly two thirds of gender non-conforming, genderqueer, and non-binary participants felt the same. Further, approximately 11 percent of gender non-conforming, genderqueer, and non-binary participants were not out about that component of their identity at work.

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

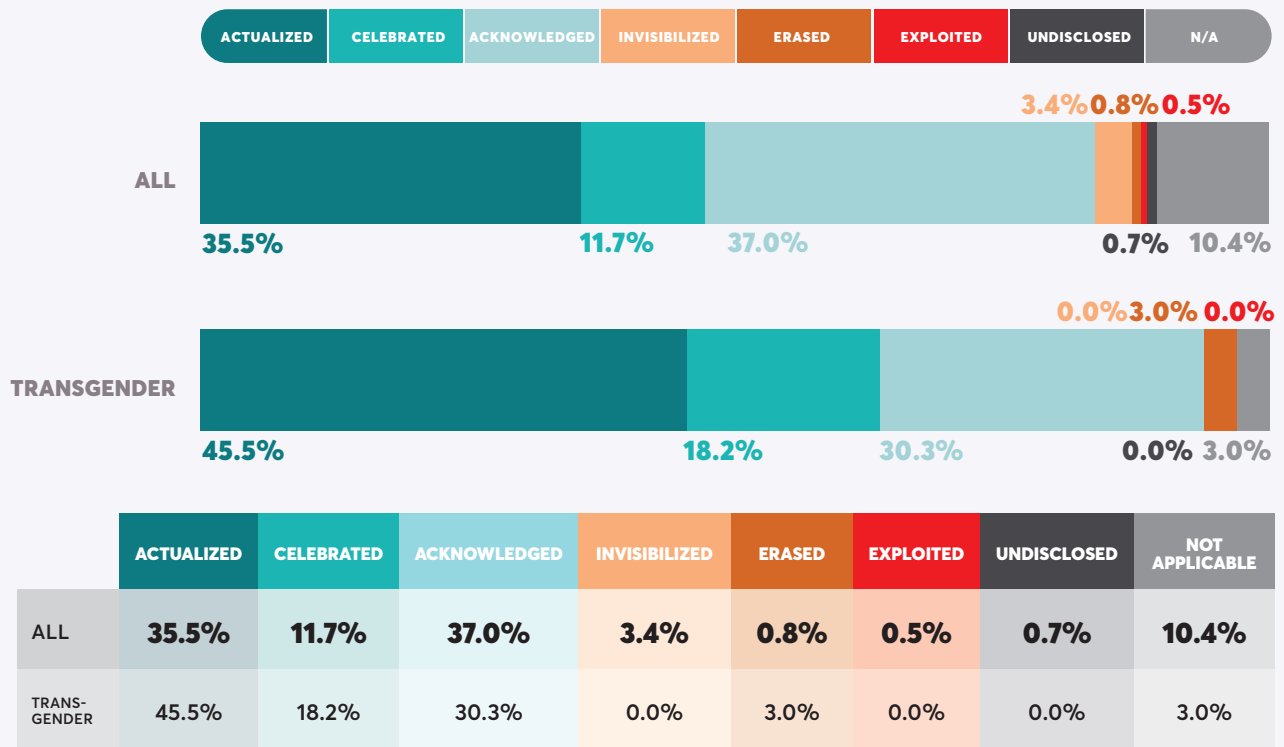


	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	35.5%	11.7%	37.0%	3.4%	0.8%	0.5%	0.7%	10.4%
FEMALE	36.0%	13.8%	36.6%	3.0%	0.6%	0.7%	0.3%	9.0%
MALE	36.1%	6.0%	39.6%	3.3%	0.5%	0.2%	0.5%	13.7%
GENDER- QUEER/ GENDER NC/ NON- BINARY	12.8%	12.8%	38.3%	17.0%	6.4%	2.1%	10.6%	0.0%

The CHANGE Philanthropy Reception of Identity Index

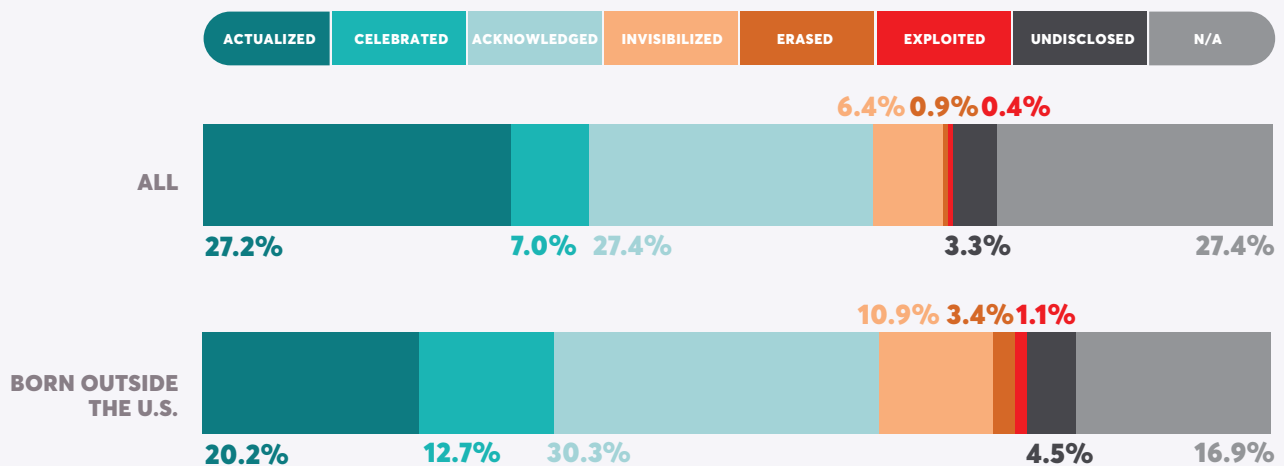
In 2022, nearly 94 percent of transgender participants felt their workplace positively received their gender identity.

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



Participants born outside of the U.S. and participants born inside of the U.S. reported similar rates of feeling that their identities were received positively at work. Those born outside the workplace reported a higher rate of feeling actualized at work, while those born inside the U.S. reported a higher rate of feeling acknowledged. As in 2020, more than a quarter of all respondents marked not applicable or left this question blank.

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



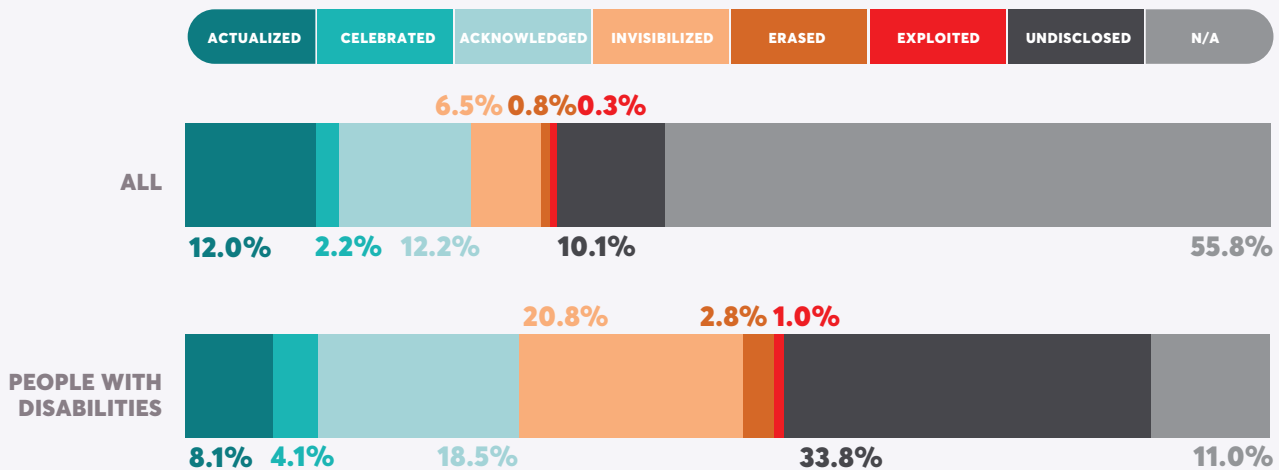
The CHANGE Philanthropy Reception of Identity Index

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

	ACTUALIZED	CELEBRATED	ACKNOWLEDGED	INVISIBILIZED	ERASED	EXPLOITED	UNDISCLOSED	NOT APPLICABLE
ALL	27.2%	7.0%	27.4%	6.4%	0.9%	0.4%	3.3%	27.4%
BORN OUTSIDE THE U.S.	20.2%	12.7%	30.3%	10.9%	3.4%	1.1%	4.5%	16.9%

The CHANGE Philanthropy RII on disability received the highest percentage of not applicable or blank answers - with 56 percent of DAPP respondents responding as such. Again in 2022, **more than a third of participants with disabilities reported that their workplace does not know about this component of their identity.** Participants with disabilities were more than 3 times more likely to report a negative workplace reception to their disability status than participants without disabilities. **One in five participants with disabilities feels 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	12.0%	2.2%	12.2%	6.5%	0.8%	0.3%	10.1%	55.8%
PEOPLE W/ DIS-ABILITIES	8.1%	4.1%	18.5%	20.8%	2.8%	1.0%	33.8%	11.0%

IN THEIR OWN WORDS

Participants Thoughts on the Reception of Their Identities

RACE AND ETHNICITY

"As a white, cis-gen, straight presenting staff member, I feel that my workplace celebrates my identities, because I am from a dominant culture."

"I often see white people promoted without having to apply for the positions or positions posted that are clearly intended for specific white folks."

"I fit with [the] majority demographic of the organization (white, middle class) so over the years, I've been able to speak up in team meetings or public settings on issues that relate to race and inequalities within our office or within our programming in ways that colleagues who have more of an admin support role have not felt able to. So in many ways, my whiteness is acknowledged and celebrated/reinforced within a higher sphere of influence regularly."

GENDER

"The process for making decisions at the team level is supportive of how I learned that women discuss ideas. There is a lot of dialogue, meaning-making, and consensus-building that feels comfortable given the norms and expectations of my gender identity."

"As a woman, I have experienced a significant pay discrepancy compared to my male colleagues who do similar work"

"I often feel like I am asked to be a team player and support admin duties as a woman who works for a man."

SEXUAL ORIENTATION

"High level members of my organization have been seen to make disparaging jokes about LGBTQ people and be dismissive of gender neutral pronouns."

"Because of my experiences working with LGBTQ+ communities and being queer, one of my staff members asked me to be part of a LGBTQ+ 101 training. In addition, she included me in brainstorming discussions on how to increase funding for LGBTQ+ led organizations."

DISABILITY STATUS

"We have various [employee resource groups] in place, but they seem like clubs and don't seem to have direct impact and are left up to their own devices...We do have a robust accommodations program, which is wonderful."



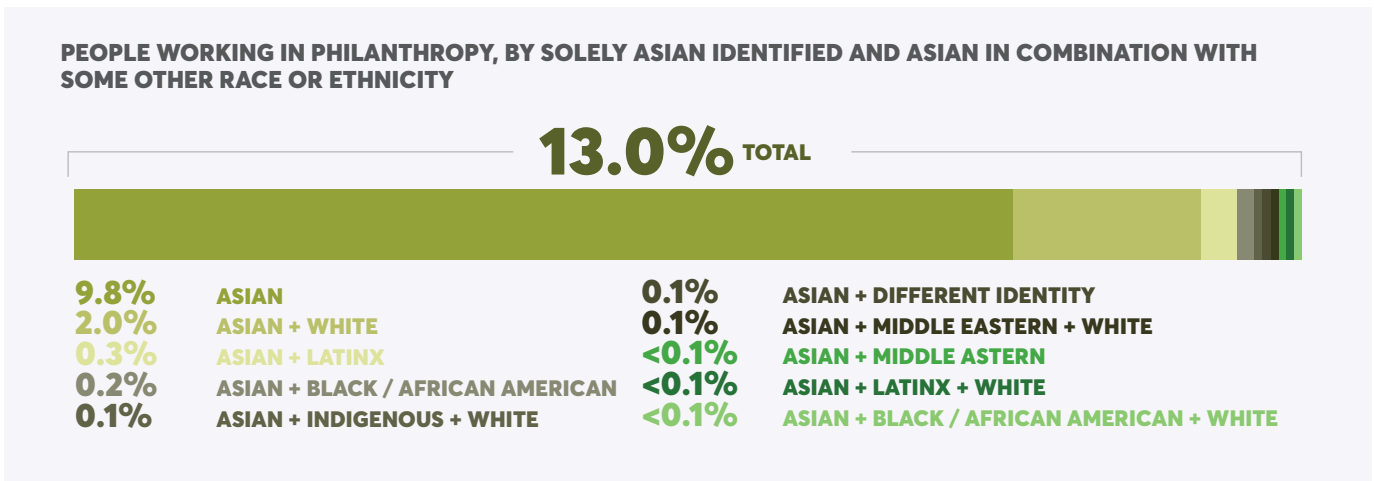
COMMUNITY SNAPSHOTS

COMMUNITY SNAPSHOT

Asian People in Philanthropy

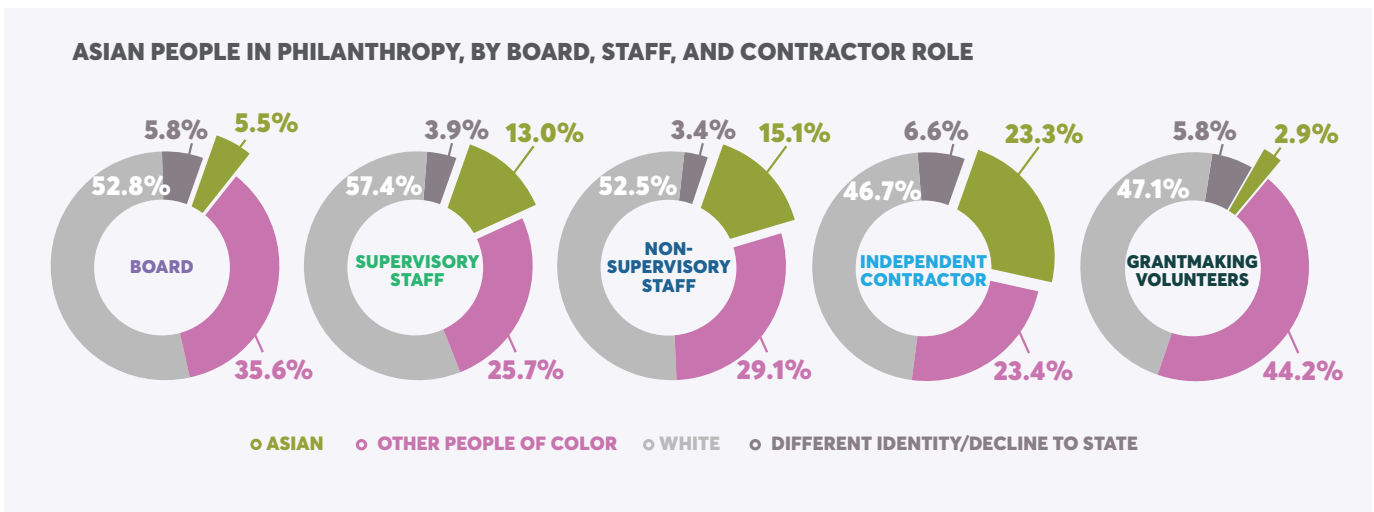
This section explores all 2022 DAPP respondents who identified solely as Asian as well as those who identified as Asian in combination with some other racial or ethnic identity. Taken together, **13.0 percent of people in philanthropy identify either solely as Asian or as Asian in combination with some other racial or ethnic identity.**

The following combinations accounted for this 13.0 percent:



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

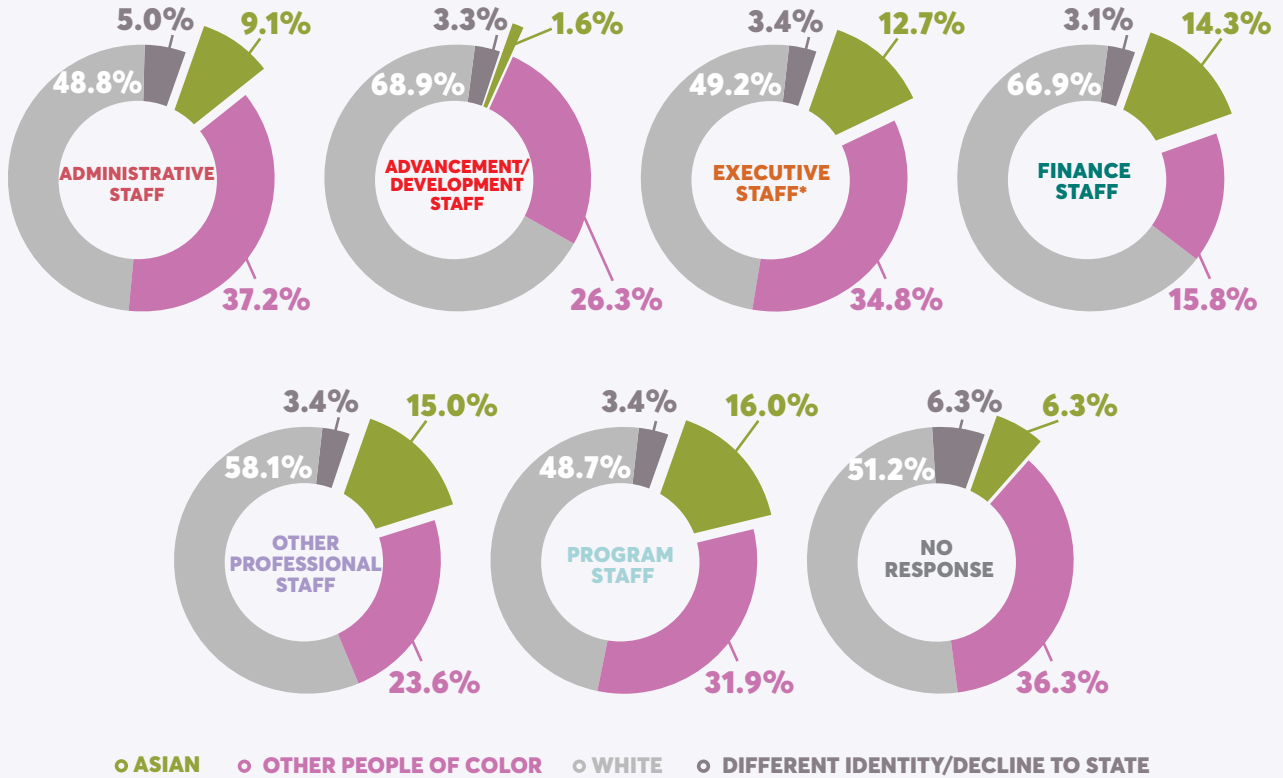
Those working in philanthropy and identifying either solely as Asian or as Asian in combination with some other race or ethnicity were most represented among independent contractors.



Asians in Philanthropy

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

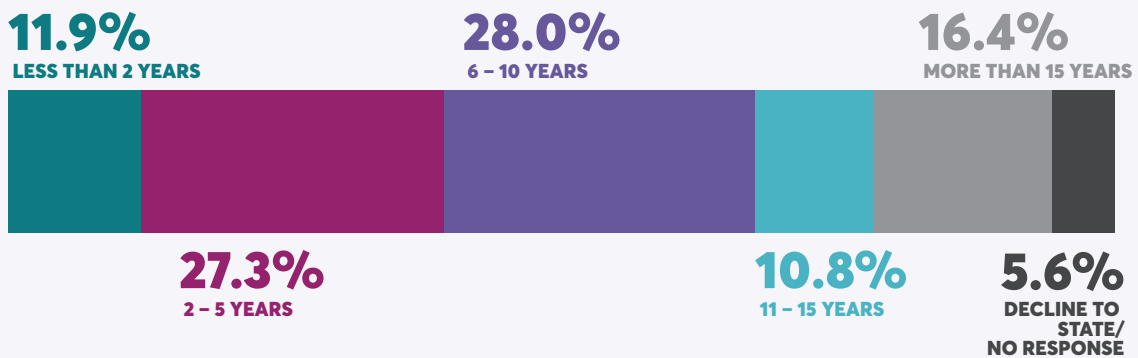
ASIAN PEOPLE IN PHILANTHROPY, BY STAFF ROLES



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

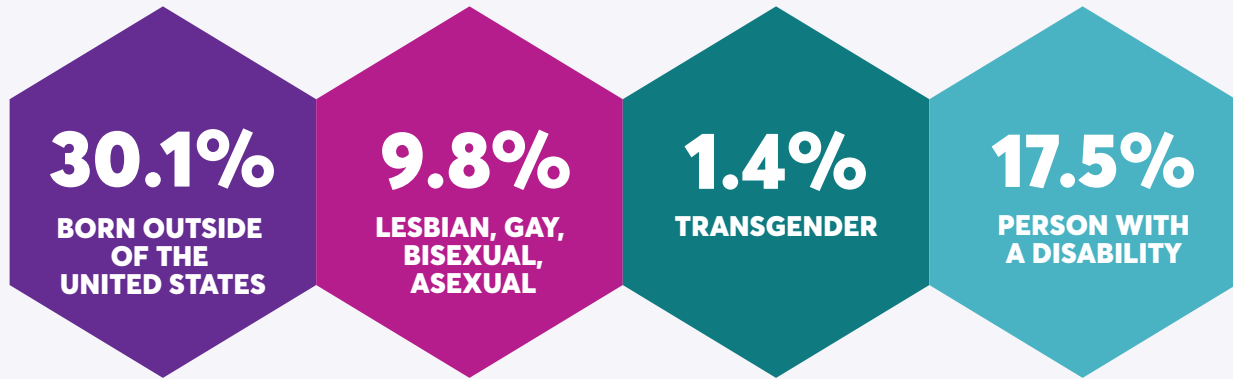
More than 40 percent of those working in philanthropy and identifying either solely as Asian or as Asian in combination with some other race or ethnicity have worked in philanthropy five years or fewer.

ASIAN PEOPLE 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; transgender; or a person with a disability.

ASIAN PEOPLE IN PHILANTHROPY, BY SELECT INTERSECTIONAL IDENTITIES

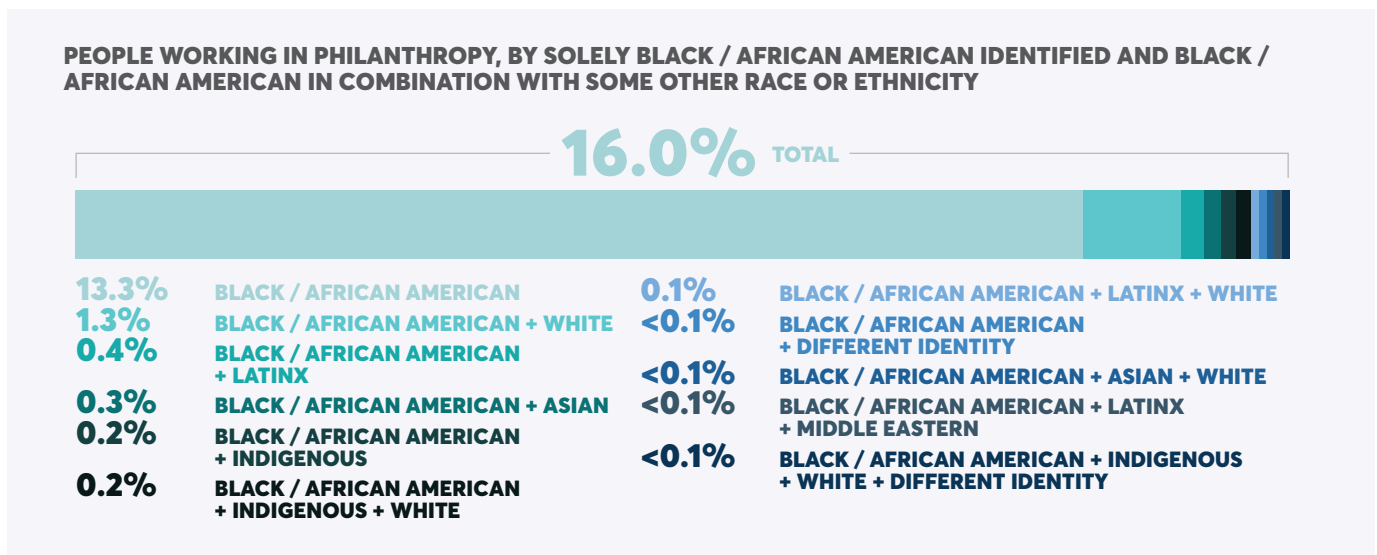


COMMUNITY SNAPSHOT

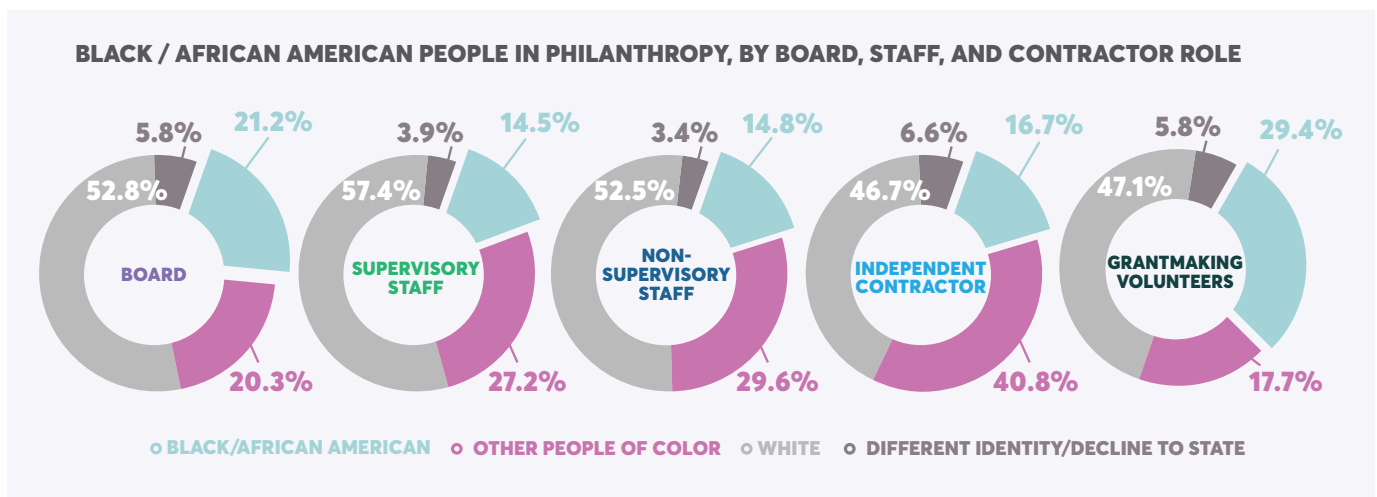
Black / African American People in Philanthropy

This section explores all 2022 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, **16.0 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 16.0 percent:

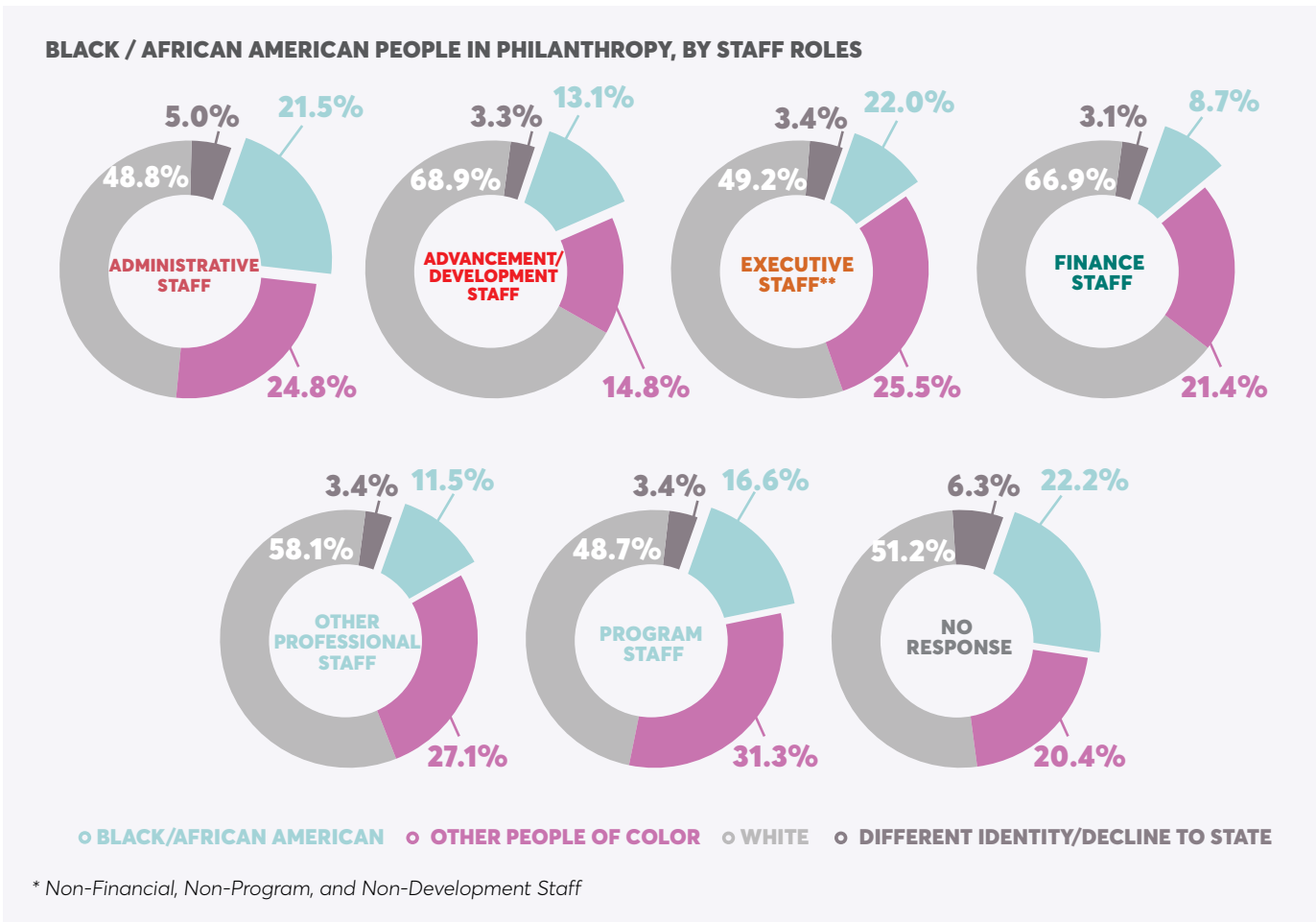


People in philanthropy who identified either solely as Black / African American or as Black / African American in combination with some other race or ethnicity were most represented among grantmaking volunteers, followed by board of directors.

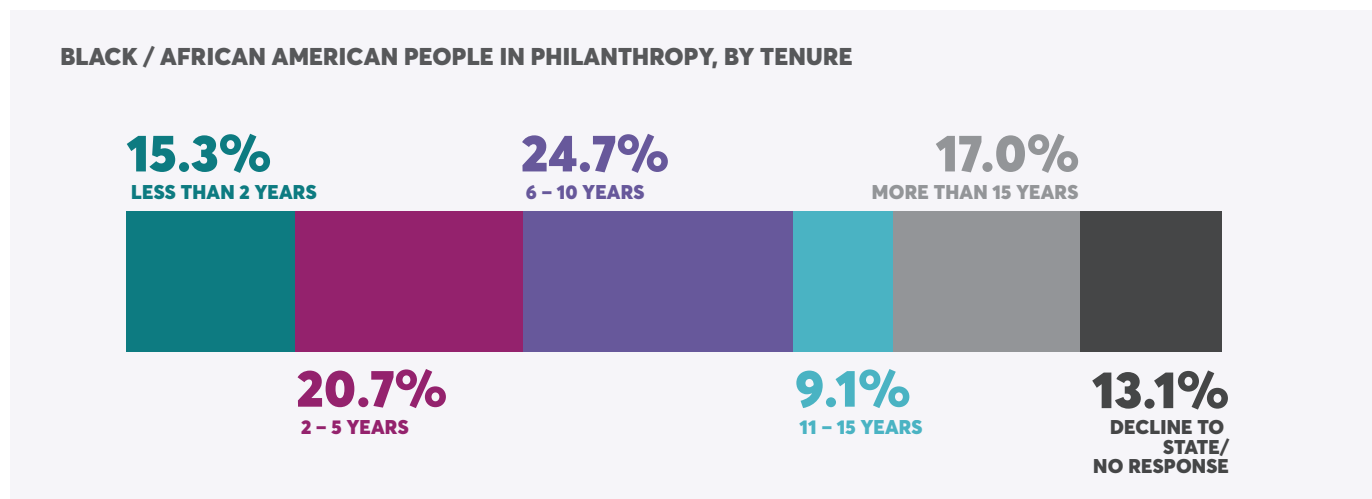


Black / African American People in Philanthropy

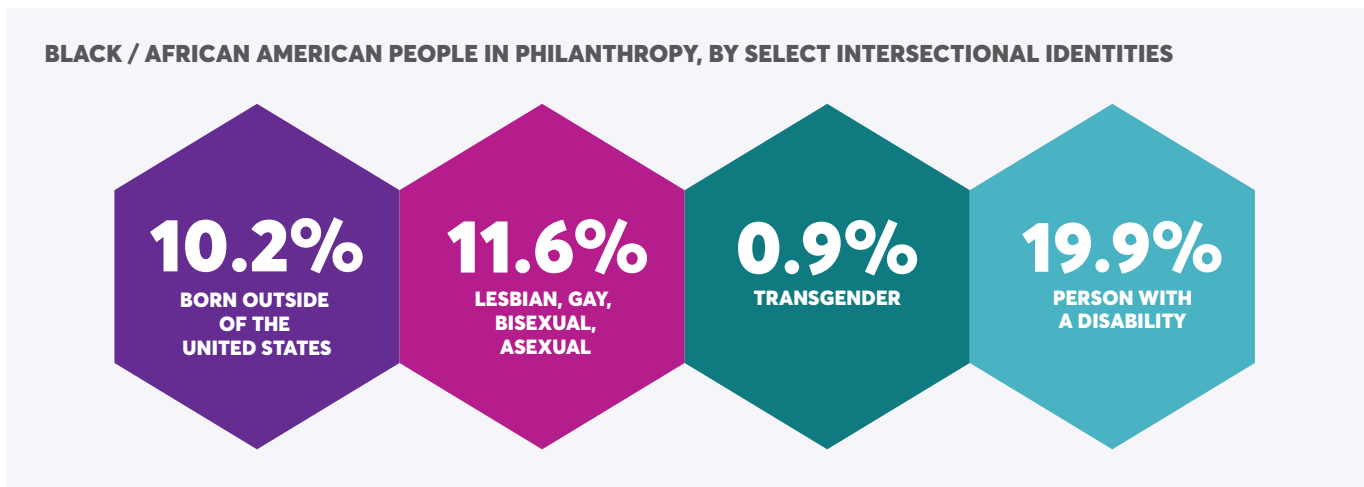
People in philanthropy who identified either solely as Black / African American or as Black / African American in combination with some other race or ethnicity were most represented among executive staff and administrative staff.



Only slightly more than a third 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.



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 less 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.

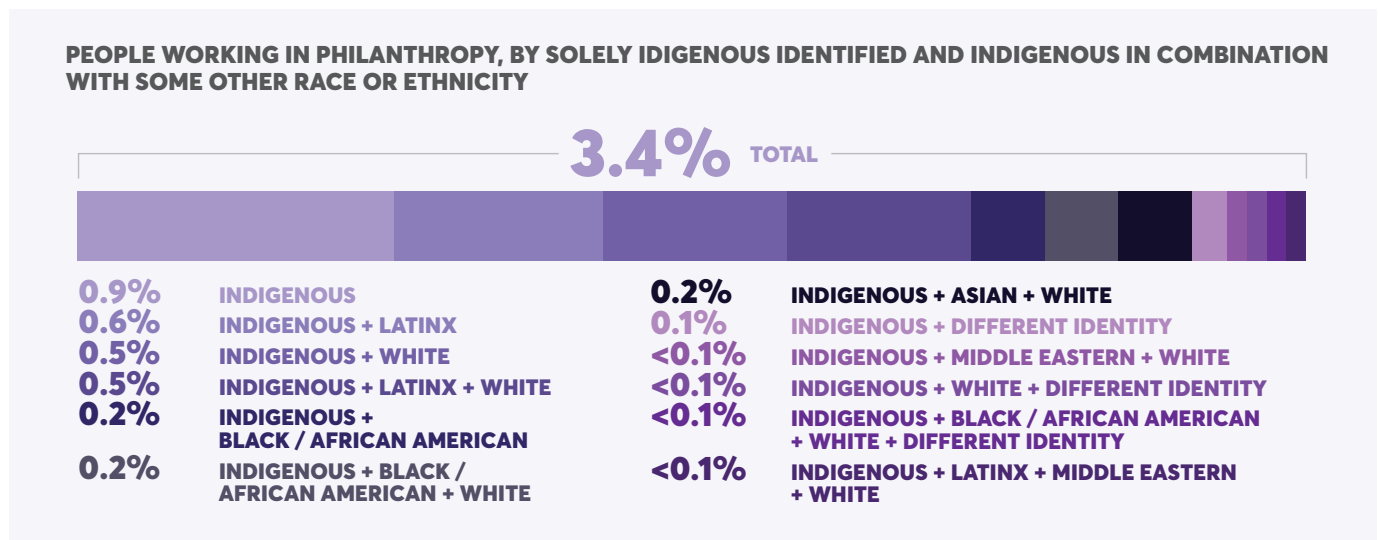


COMMUNITY SNAPSHOT

Indigenous People in Philanthropy

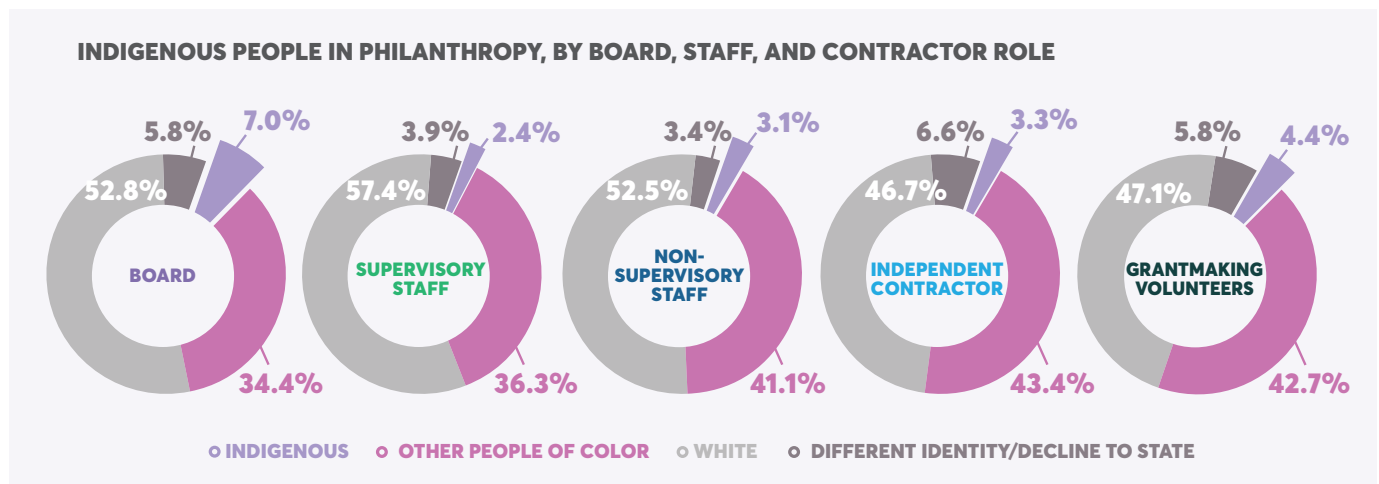
This section explores all 2022 DAPP respondents who identified solely as Indigenous as well as those who identified as Indigenous in combination with some other racial or ethnic identity. Taken together, **3.4 percent of people in philanthropy identify either solely as Indigenous or as Indigenous in combination with some other racial or ethnic identity.**

The following combinations accounted for this 3.4 percent:



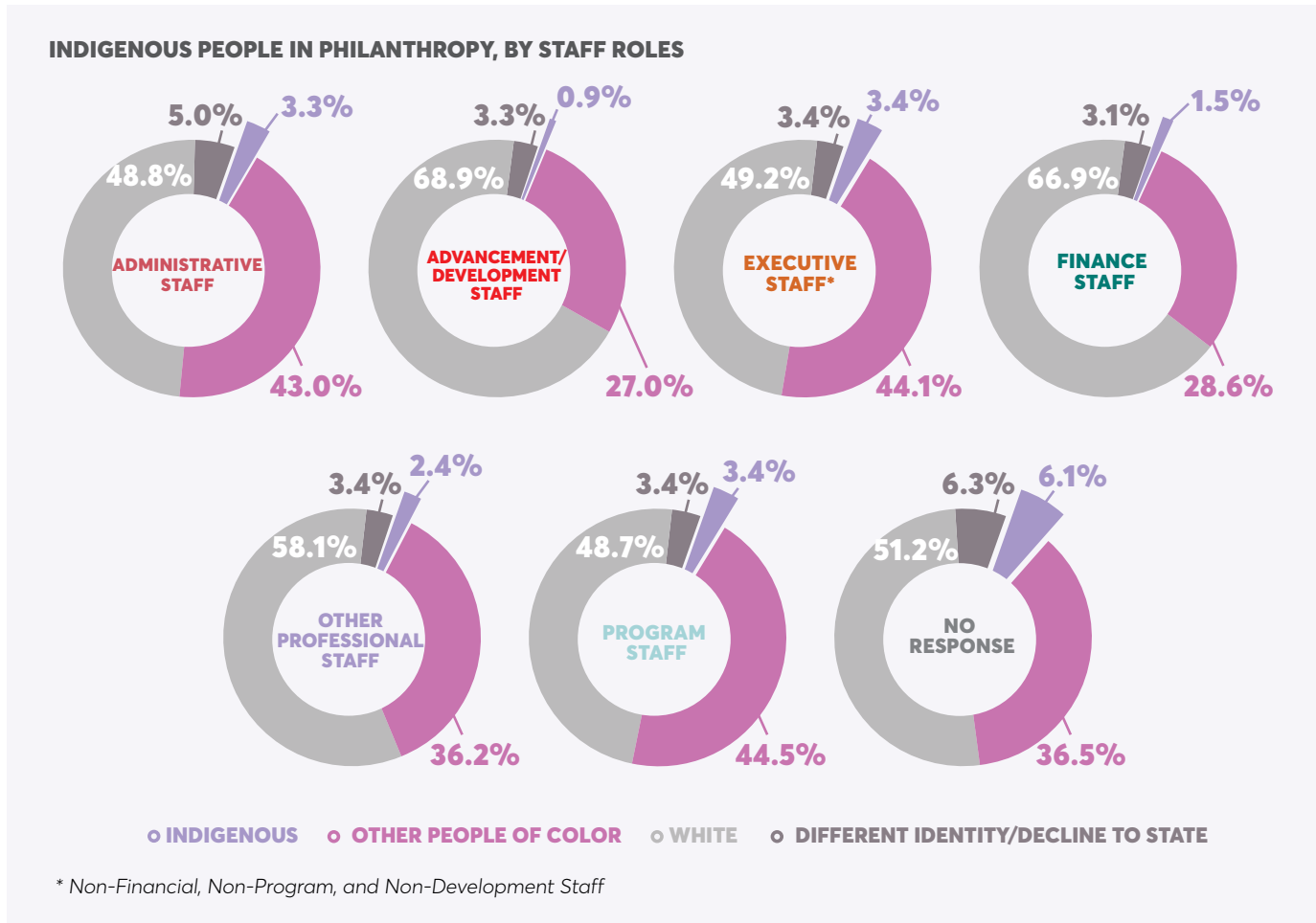
NOTE: For the purposes of this report, Pacific Islanders working in philanthropy are captured in this section on Indigenous People in Philanthropy.

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

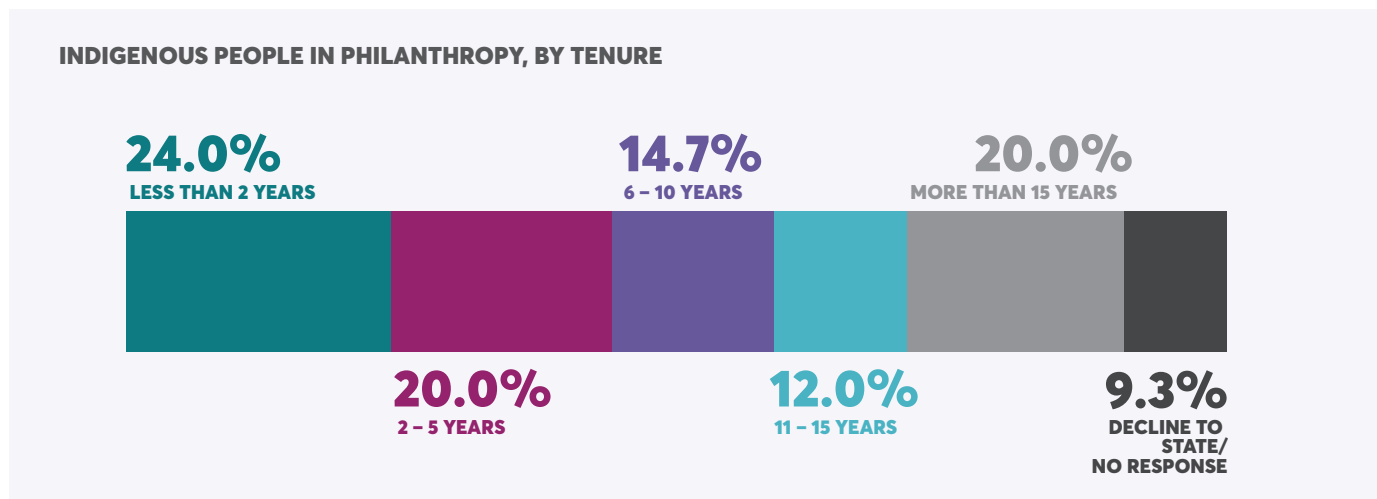


Indigenous People in Philanthropy

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



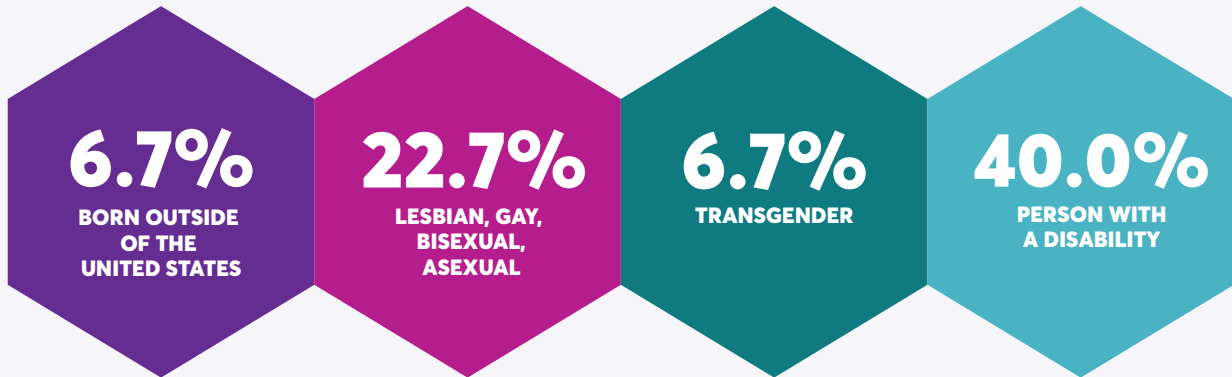
Nearly 45 percent of people working in philanthropy and identifying either solely as Indigenous or as Indigenous in combination with some other race or ethnicity have worked in philanthropy five years or fewer.



Indigenous People in Philanthropy

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 lesbian, gay, bisexual, or asexual; transgender; and as a person with a disability. They were also slightly less likely to identify as a person born outside of the United States.

INDIGENOUS IN PHILANTHROPY, BY SELECT INTERSECTIONAL IDENTITIES



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



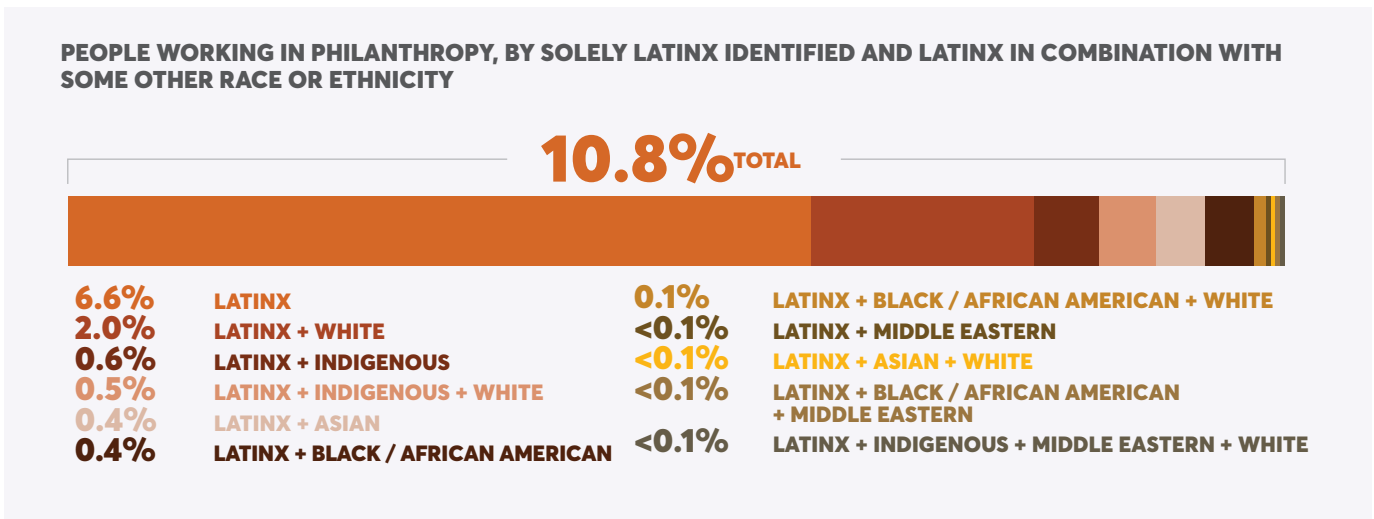
NOTE: Each word cloud in this report contains all of the write-in answers provided for the given category. The larger the font size, the greater number of respondents who wrote in that particular response.

COMMUNITY SNAPSHOT

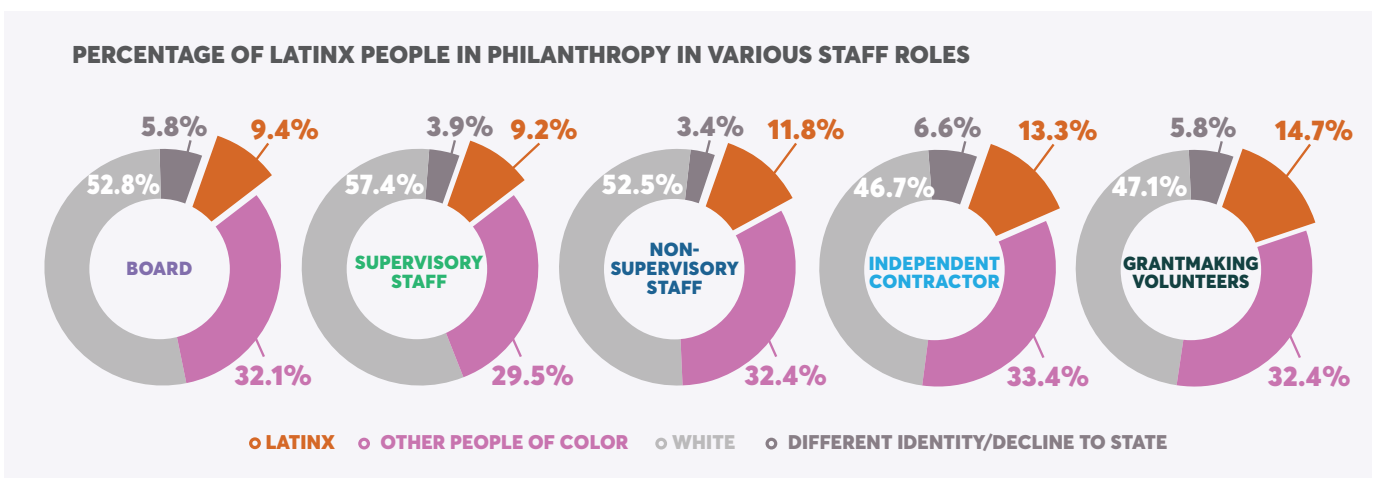
Latinx People in Philanthropy

This section explores all 2022 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, **10.8 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 10.8 percent:

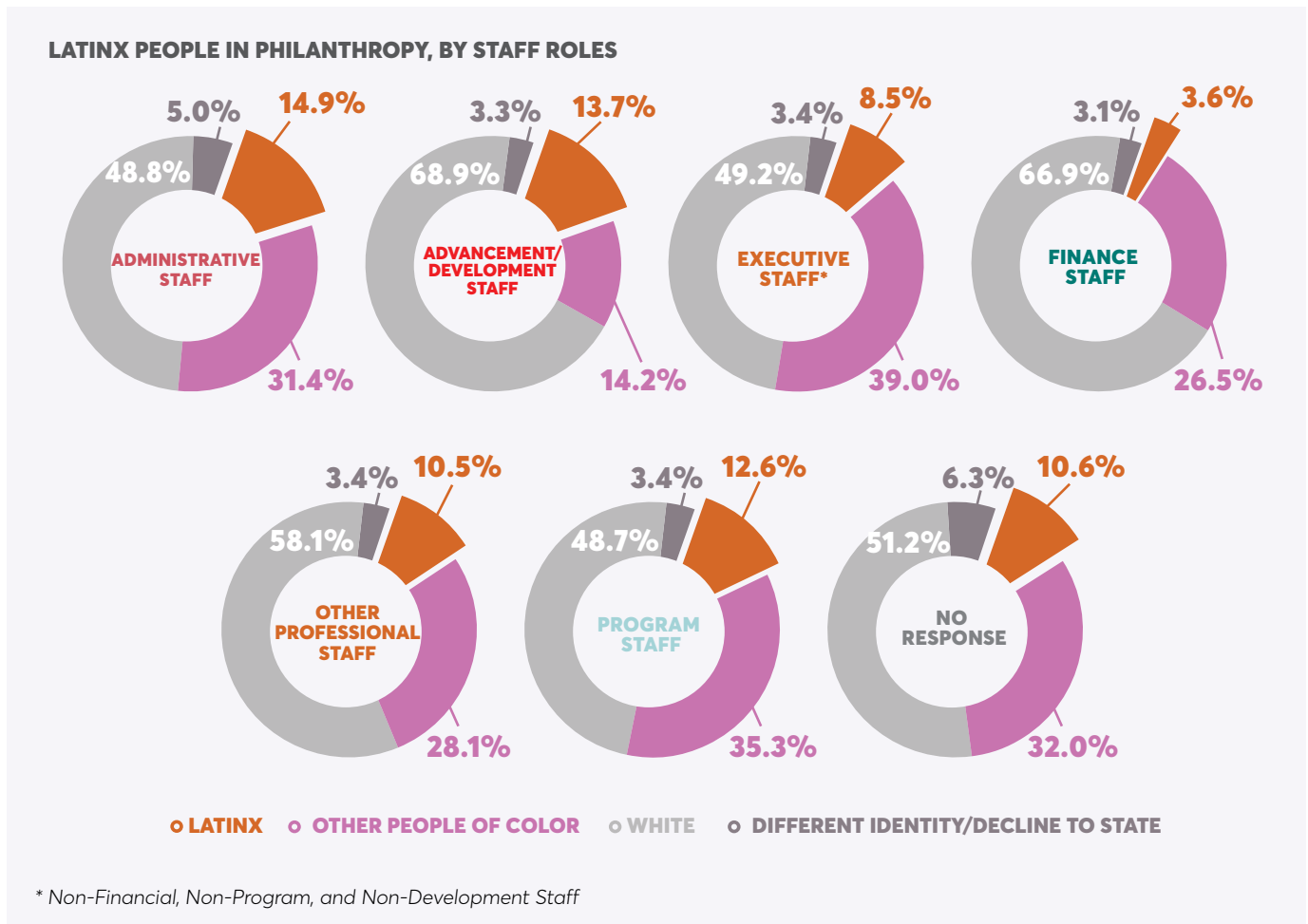


People in philanthropy who identified either solely as Latinx or as Latinx in combination with some other race or ethnicity were most represented among administrative staff and advancement or development staff.

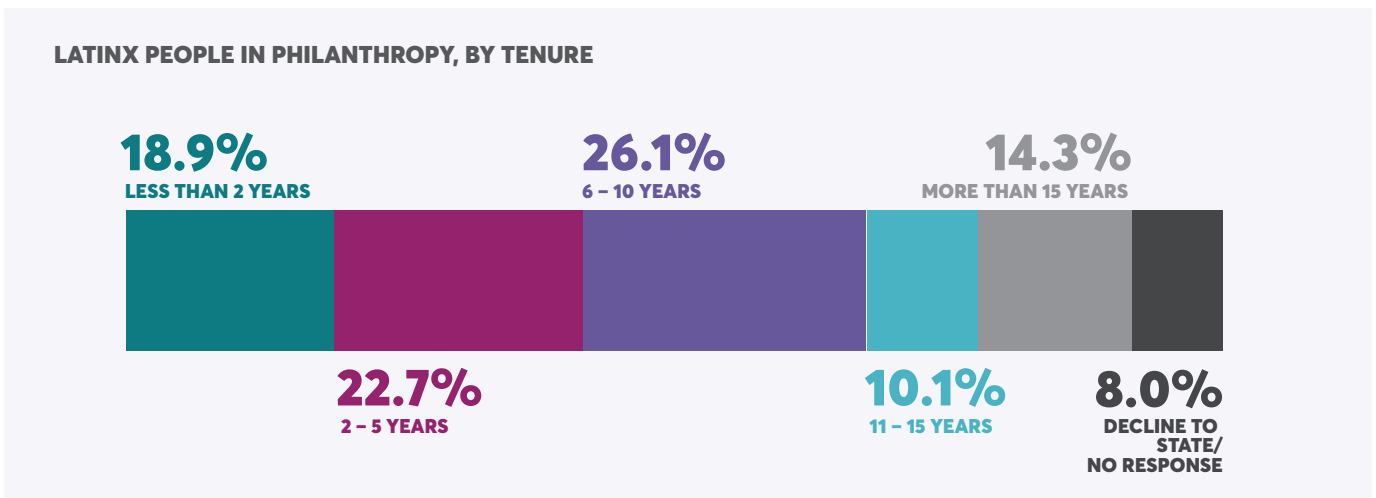


Latinx People in Philanthropy

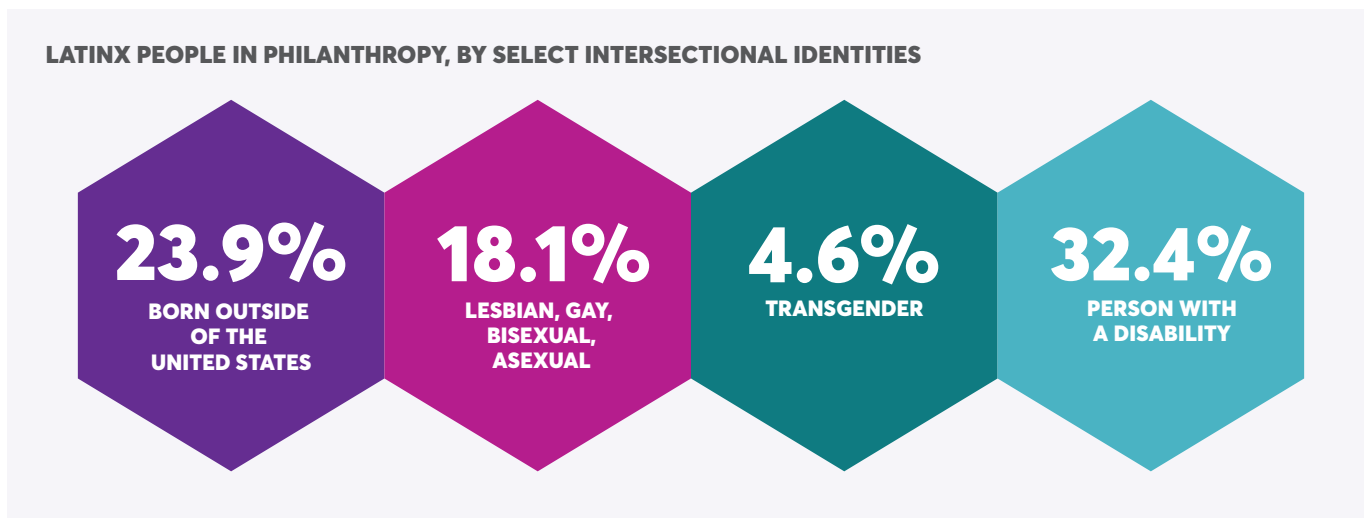
People in philanthropy who identified either solely as Latinx or as Latinx in combination with some other race or ethnicity were most represented among administrative staff and advancement or development staff.



Nearly one in five 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 less than two years.



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.

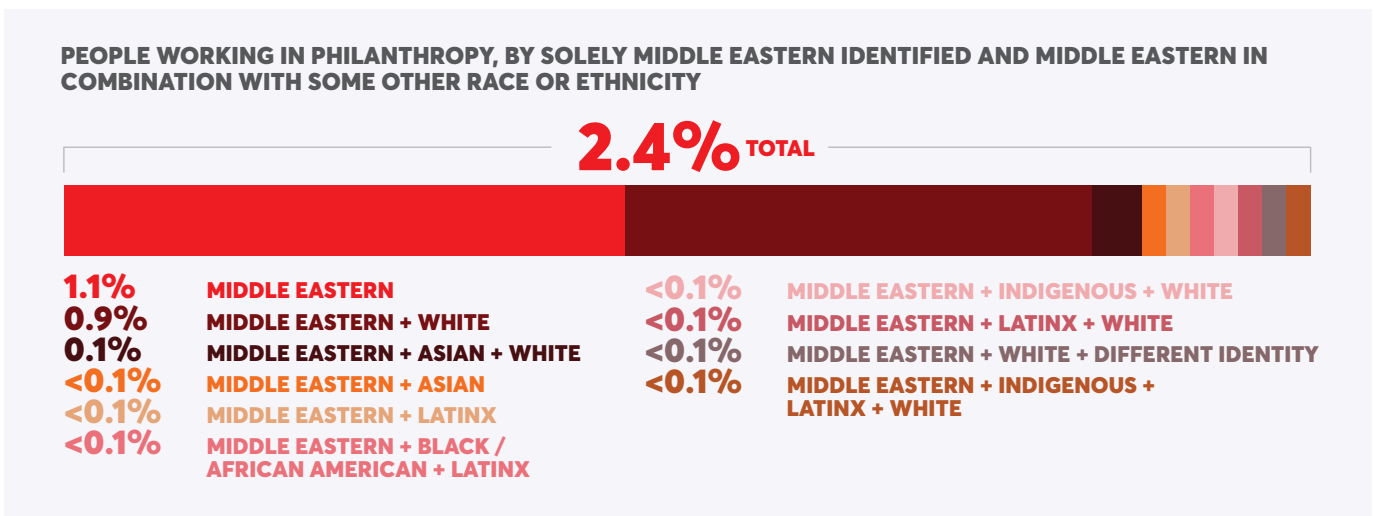


COMMUNITY SNAPSHOT

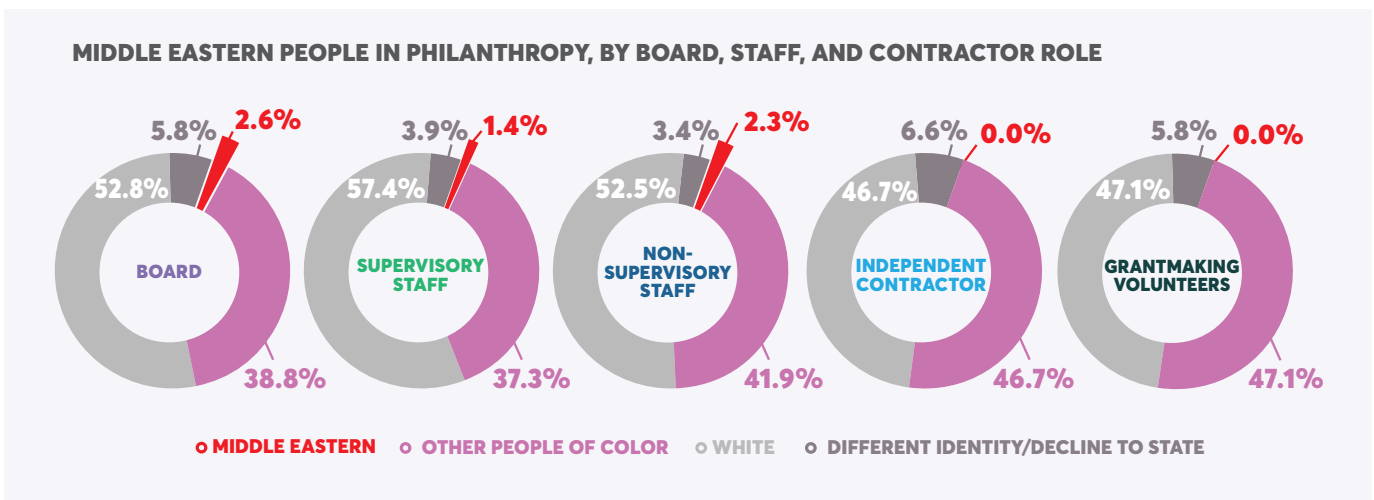
Middle Eastern People in Philanthropy

This section explores all 2022 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, **2.4 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 2.4 percent:

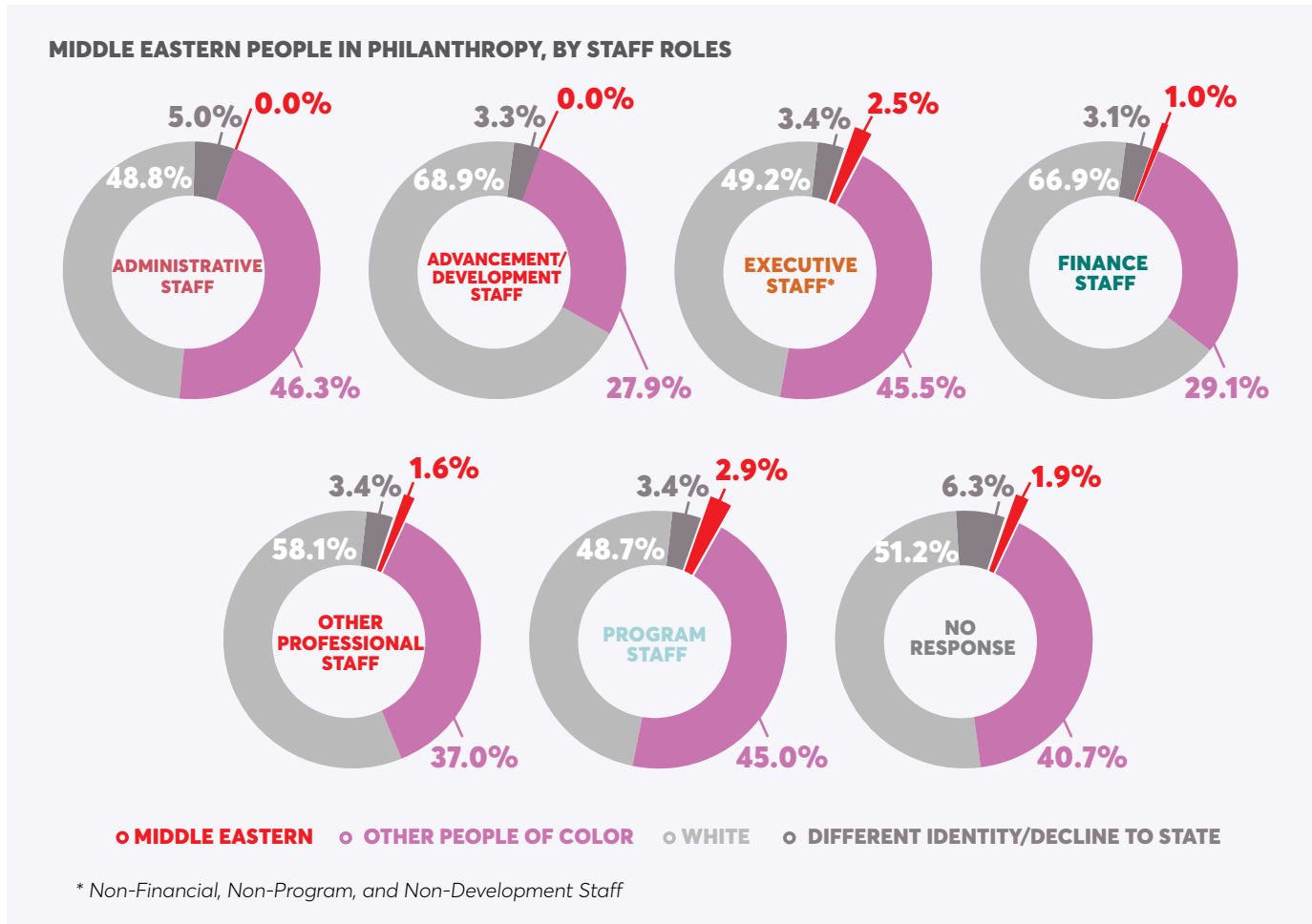


People in philanthropy who identified either solely as Middle Eastern or as Middle Eastern in combination with some other race or ethnicity were fairly evenly represented among the board, supervisory staff, and non-supervisory staff.

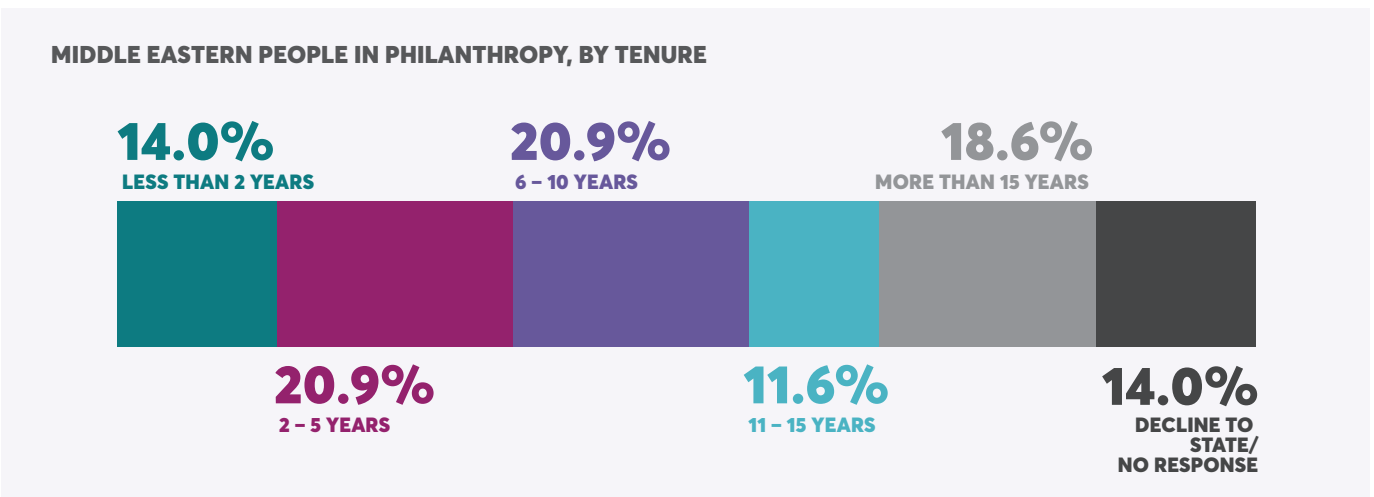


Middle Eastern People in Philanthropy

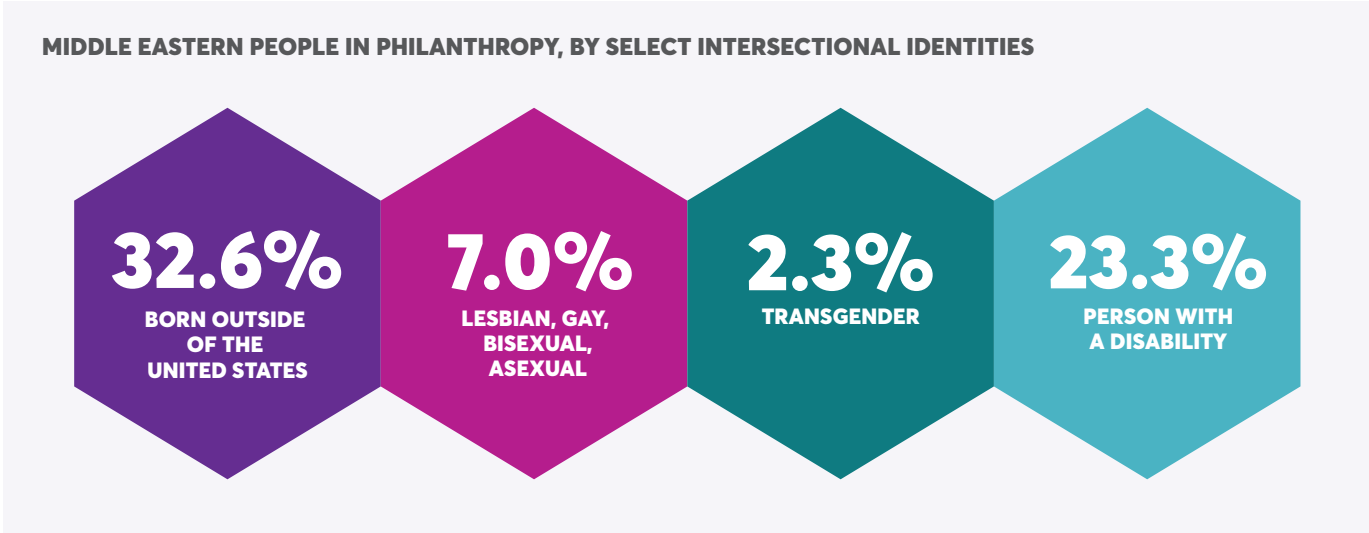
People in philanthropy who identified either solely as Middle Eastern or as Middle Eastern in combination with some other race or ethnicity were most represented among program and executive staff.



More than a third 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.



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, transgender, and as a person with a disability. They were less likely to identify as lesbian, gay, bisexual, or asexual.



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.



Asian Americans/Pacific Islanders in Philanthropy (AAPIP)

Established in 1990, AAPIP is a justice-minded national philanthropy serving organization that provides unique community spaces for Asian Americans, Native Hawaiians, Pacific Islanders, and allies in philanthropy. We are a membership-based organization that centers equity and justice in philanthropy to move money and build power of AAPI communities for an inclusive democracy.

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 National Network Convening 	<ul style="list-style-type: none"> → API 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 → Collective Good



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 → Black Philanthropic Network → Connecting Leaders Fellowship → Leverage the Trust → Umoja Circle → Black Women in Philanthropy 	<ul style="list-style-type: none"> → ABFE Philanthropic Advising Services → ABFE’s Annual Conference → ABFE Newsletter 	<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 → Guiding a Giving Response to Anti-Black Justice



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 (Funders) 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 <ul style="list-style-type: none"> • 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

Hispanics in Philanthropy (HIP) builds, funds, and fuels Latinx power. We are on a mission to strengthen Latinx leadership, influence and equity by leveraging philanthropic resources with an unwavering vision for social justice and shared prosperity across the Americas. You can also think of us as the impact catalyst dismantling the inequities that affect the wellbeing of Latinx globally.

To learn more, visit hipfunds.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 → Transforming Philanthropic Practice Advisory Services and Donor Education 	<ul style="list-style-type: none"> → LatinxFunders → Reports 	<ul style="list-style-type: none"> → Gender Equity → HIPGive → Migration & Forced Displacement → Power Building & Justice → Inicio Ventures



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"> → Membership → Tribal Nations Initiative → Philanthropy Job Board 	<ul style="list-style-type: none"> → Native Voices Rising → Reports and Resources → Blog 	<ul style="list-style-type: none"> → Native Voices Rising → Investing in Native Communities Portal → Tribal Nations Initiative Listening Sessions



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 → Unpacking Philanthropy: Can Philanthropy Help Save Democracy? 	<ul style="list-style-type: none"> → Black Funding Denied Report (2020) → Digital Dashboard Exploring Local Foundation Funding for Immigrants & Refugees (2022) → COVID-19 & Its Impact on Funding for Reproductive Access → Funding the Frontlines: A Roadmap To Supporting Health Equity Through Abortion 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 → Funders 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"> → Philanthropy Forward → Democratizing Development Program → Funders 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 → Mismatched: Philanthropy's Response to the Call for Racial Justice 	<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 130 women's funds and foundations, 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 learning opportunities 	<ul style="list-style-type: none"> → Speaker Series & other webinars → Women's Economic Mobility Hubs → FeministFunded biennial conference series → The Time is Now: Philanthropic Reproductive Justice Pledge 	<ul style="list-style-type: none"> → Prosperity Together → Moving Money for Impact → Research and Advocacy Support



APPENDIX & CREDITS

APPENDIX A

Participating Foundations

A. Lindsay & Olive B. O'Connor
Foundation, Inc.

AIDS United

Barr Foundation

Bill & Melinda Gates Foundation

Blandin Foundation

Blue Cross and Blue Shield NC
Foundation

Blue Shield of California Foundation

Bonfils-Stanton Foundation

Bush Foundation

Center for Arab American Philanthropy
(ACCESS)

Center for Disaster Philanthropy

Chicago Foundation for Women

Chinook Fund

Cleveland Foundation

Community First Foundation

Community Foundation Boulder County

Community Foundation for Southern
Arizona

Community Foundation of
Anne Arundel County

Community Foundation of Northeast
Alabama

CS Fund

David Bohnett Foundation

Deaconess Foundation

Edward W. Hazen Foundation

Elmina B. Sewall Foundation

Evelyn and Walter Haas Jr. Fund

Ford Foundation

Foundation for a Just Society

Freeman Foundation

Gender Justice Fund

Gill Foundation

Gordon and Betty Moore Foundation

Grantmakers for Girls of Color

Greater Rochester Health Foundation

Healthy Communities Foundation

Horizons Foundation

Humanity United

John D. and Catherine T.
MacArthur Foundation

Johnson Family Foundation

Kolibri Foundation

Laughing Gull Foundation

Lumina Foundation

Maine Community Foundation

Margaret A. Cargill Philanthropies

Marguerite Casey Foundation

Masto Foundation

Melville Charitable Trust
MetLife Foundation
Northwest Area Foundation
Oceankind
Pride Foundation
Proteus Fund
Return to the Heart Foundation
Rochester Area Community Foundation
Satterberg Foundation
Seeding Justice
Skoll Foundation
Surdna Foundation
The Annie E. Casey Foundation
The Bernard and Anne Spitzer
Charitable Trust
The California Wellness Foundation
The Colorado Trust
The David and Lucile Packard
Foundation
The Heising-Simons Foundation
The Kresge Foundation
The Libra Foundation
The Ralph M. Parsons Foundation
The Women's Foundation of Colorado
Trinity Church Wall Street Philanthropies
Walter & Elise Haas Fund
Weissberg Foundation
William and Flora Hewlett Foundation
Winona Community Foundation

Winthrop Rockefeller Foundation
WITH Foundation
Women's Foundation of California
WomenStrong International
World Education Services
Mariam Asefa Fund

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:

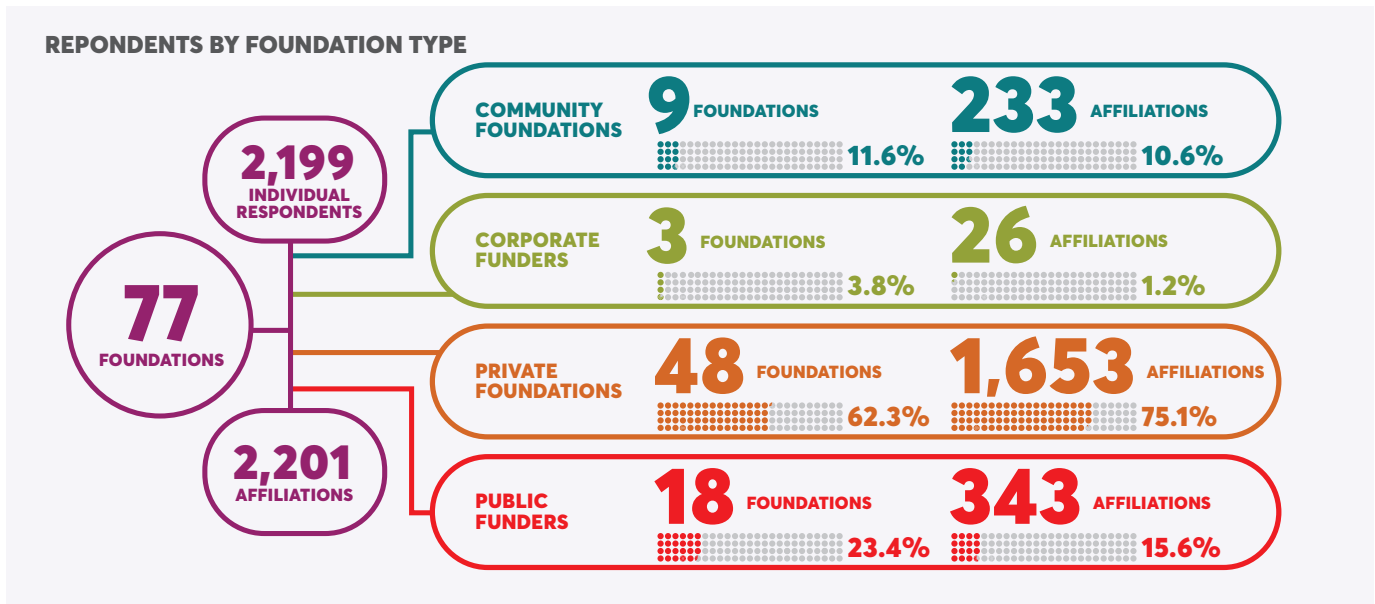
"How do you feel [organization] as a whole recognizes the components of your identity? Choose an option for each row."

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

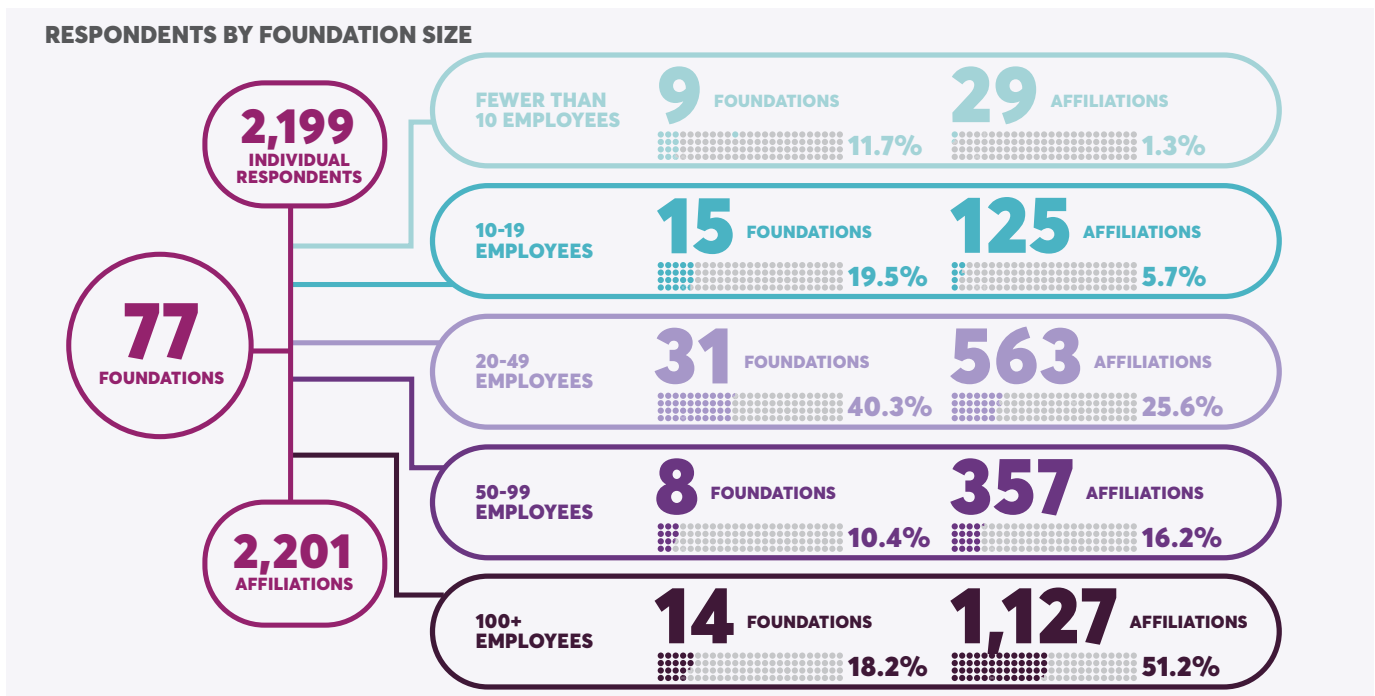
APPENDIX C

Who is in the 2022 DAPP?

The 2022 Diversity Among Philanthropic Professionals (DAPP) report, examines the staff and board of 77 grantmaking institutions. There were 2,199 individual respondents, with 2,201 affiliations — since some individual respondents were connected to multiple foundations (e.g. on the board at one foundation and on the staff at another). As with the 2020 Survey, private foundations represented the largest share of participating foundations and respondents.



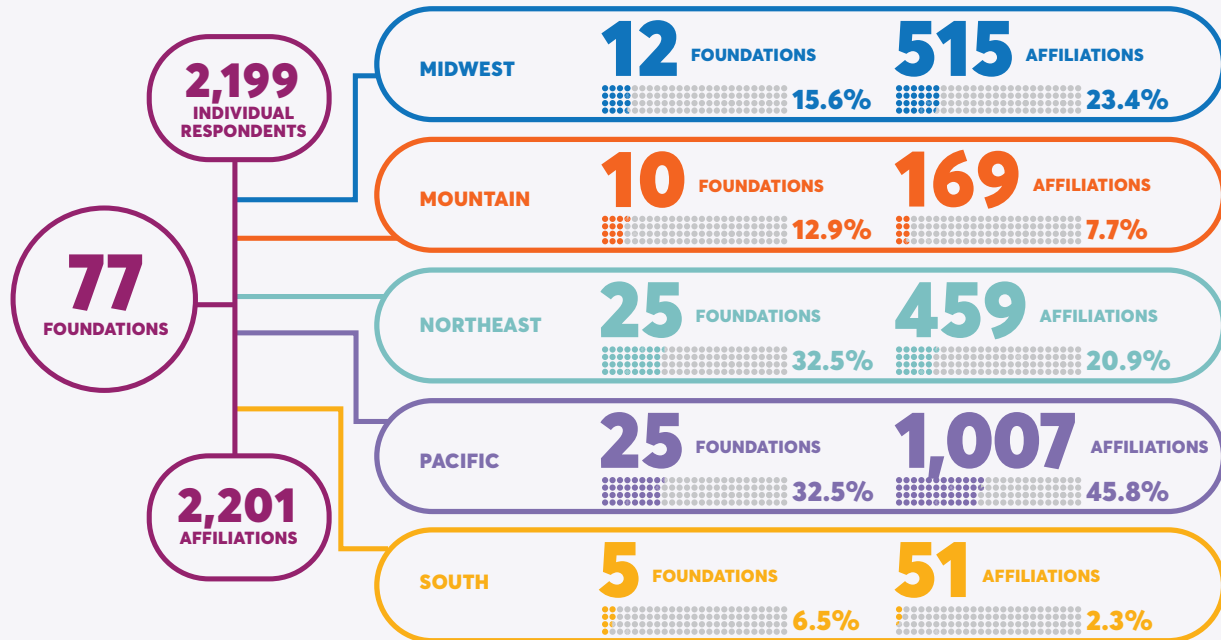
There was an increase in the number of foundations with 20 or more employees participating in the 2022 DAPP and a significant decrease in the number of foundations with fewer than 20 employees participating. More than half of all participants worked at foundations with 100+ employees, an increase from more than a third of participants in 2020.



Who is in the 2022 DAPP?

As in 2020, the highest number of participants came from the Pacific Region. This year the highest number of participating foundations was split between the Northeast and Pacific region. There continues to be an opportunity to expand participation in the South.

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



About CHANGE Philanthropy

MISSION

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

CORE PARTNERS

- Asian 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)

STAFF

Lyle Matthew Kan
Interim National Director

Tenaja Jordan
Research and Communications Director

Biz Ghormley
Convening and Coalition Manager

Kanan Gole
Communications Specialist

Acknowledgements

Thank you to all the participants of the 2022 Diversity Among Philanthropic Professionals (DAPP) Survey — both the individuals and the institutions — whose participation made this report possible!

We are extremely grateful for the generous general operating support that we receive from the **Blue Shield of California Foundation**, the **Chan Zuckerberg Initiative**, the **William and Flora Hewlett Foundation**, **Lumina Foundation**, the **Racial Equity in Philanthropy Fund at Borealis Philanthropy**, the **Robert Wood Johnson Foundation**, **Satterberg Foundation**, and the **Wallace Foundation**, which makes the DAPP and all of 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**, **Liz Quinn**, **Rebecca Roscoe**, and **Arin Sullivan**.

We'd also like to thank all the members of the **CHANGE Philanthropy Research Working Group**, for their advice and counsel in the planning, executing, and analyzing the 2022 DAPP Survey. These Research Working Group members include:

Alexis Blades

ABFE: A Philanthropic Partnership for Black Communities

TJ Breeden

ABFE: A Philanthropic Partnership for Black Communities

Brandon Hadi

Asian Americans/Pacific Islanders in Philanthropy

Edward Jones

ABFE: A Philanthropic Partnership for Black Communities

Sara Keilholtz

Women's Funding Network

Dawn Knickerbocker

Native Americans in Philanthropy

Alyssa Lawther

Funders for LGBTQ Issues

Joseph Ironhawk Little

Native Americans in Philanthropy

Jennifer Paniagua

Hispanics in Philanthropy

Spencer Ozer

National Committee for Responsible Philanthropy

Katherine Ponce

National Committee for Responsible Philanthropy

Stephanie Peng

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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)
hipfunds.org



Women's Funding Network (WFN)
womensfundingnetwork.org

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