

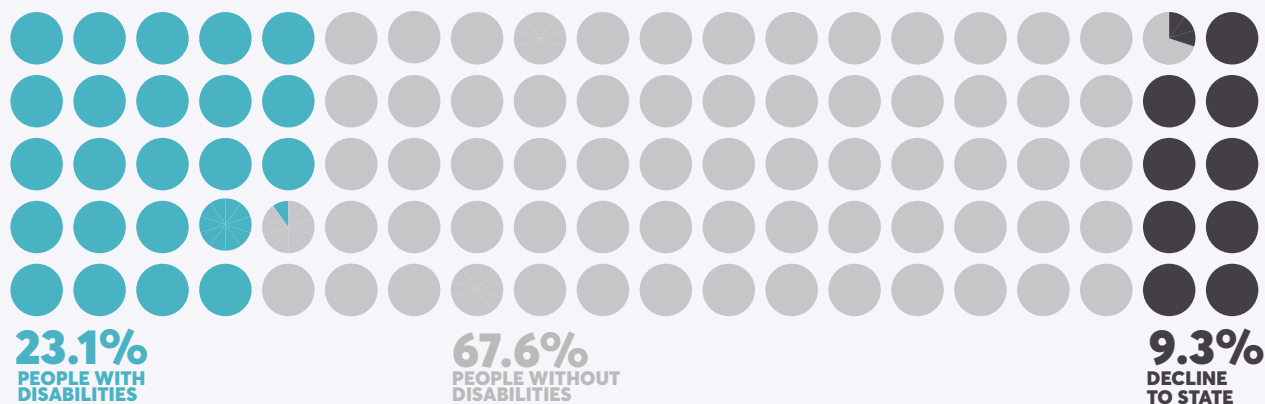
GENERAL FINDINGS

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).

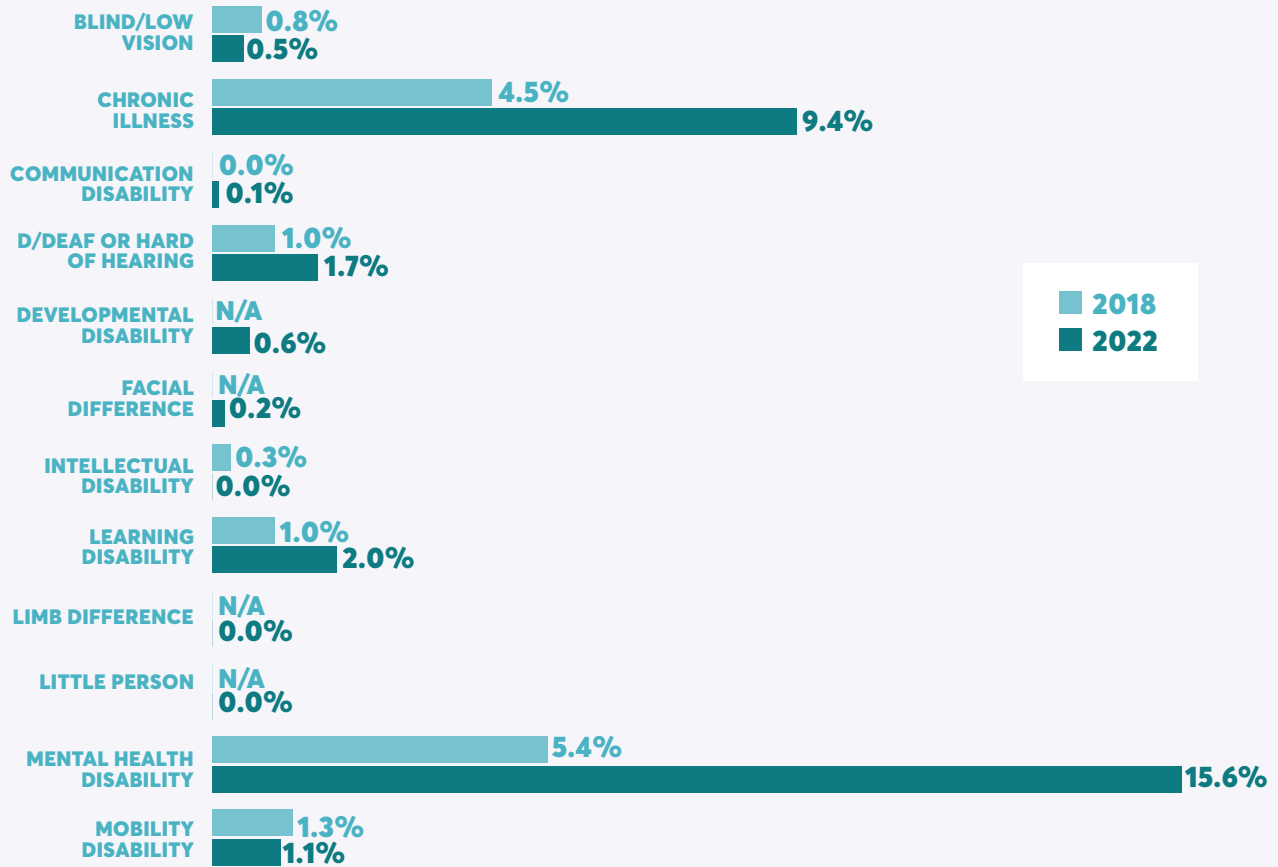
PEOPLE WORKING IN PHILANTHROPY, BY DISABILITY STATUS

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%

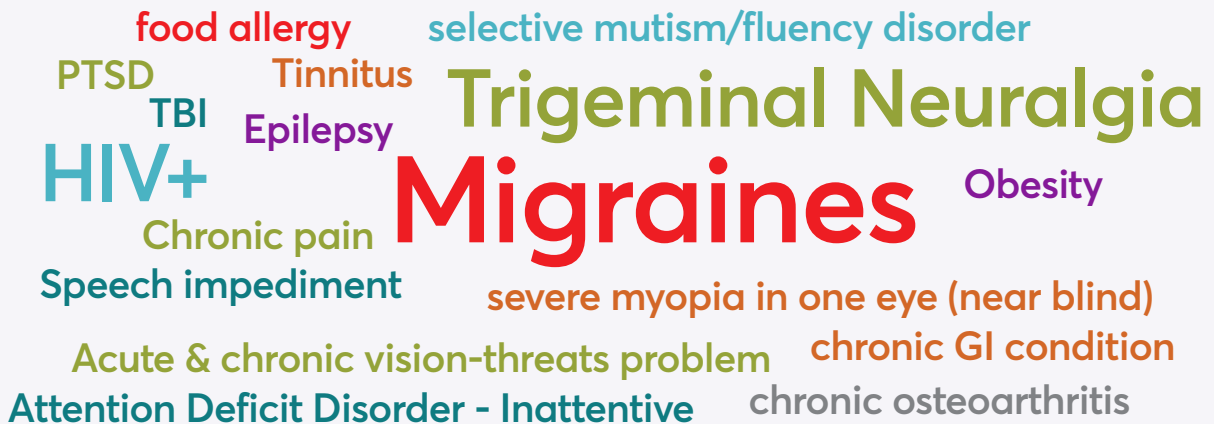
PEOPLE WORKING IN PHILANTHROPY, BY SPECIFIC DISABILITY



*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.

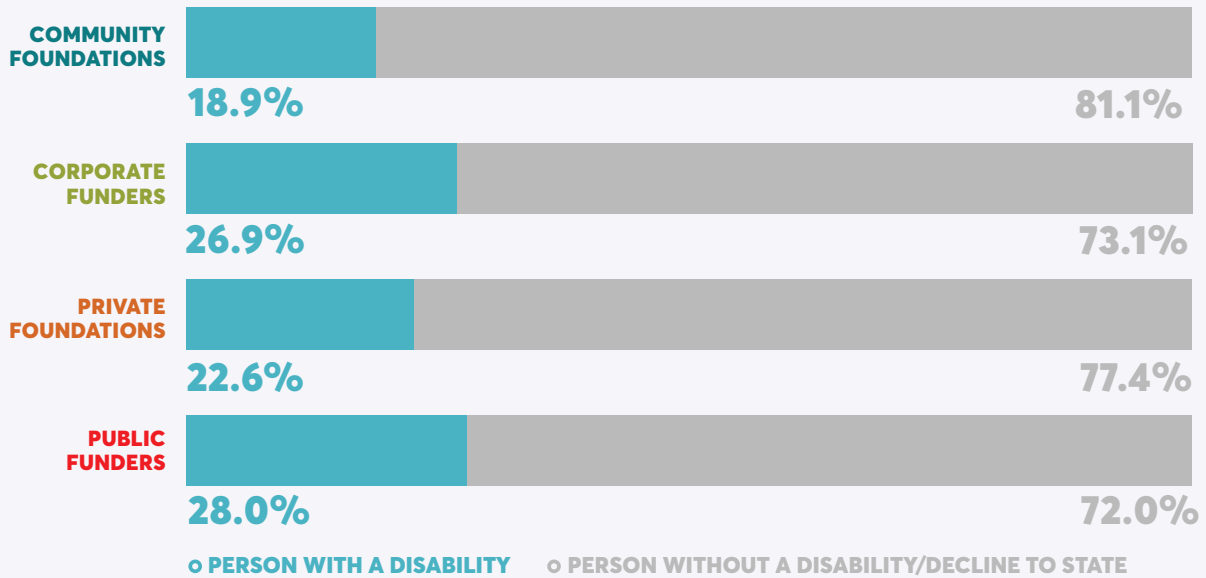
In the write-in section, we received multiple responses from people living with migraines, the Human Immunodeficiency Virus (HIV), and Trigeminal Neuralgia.

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

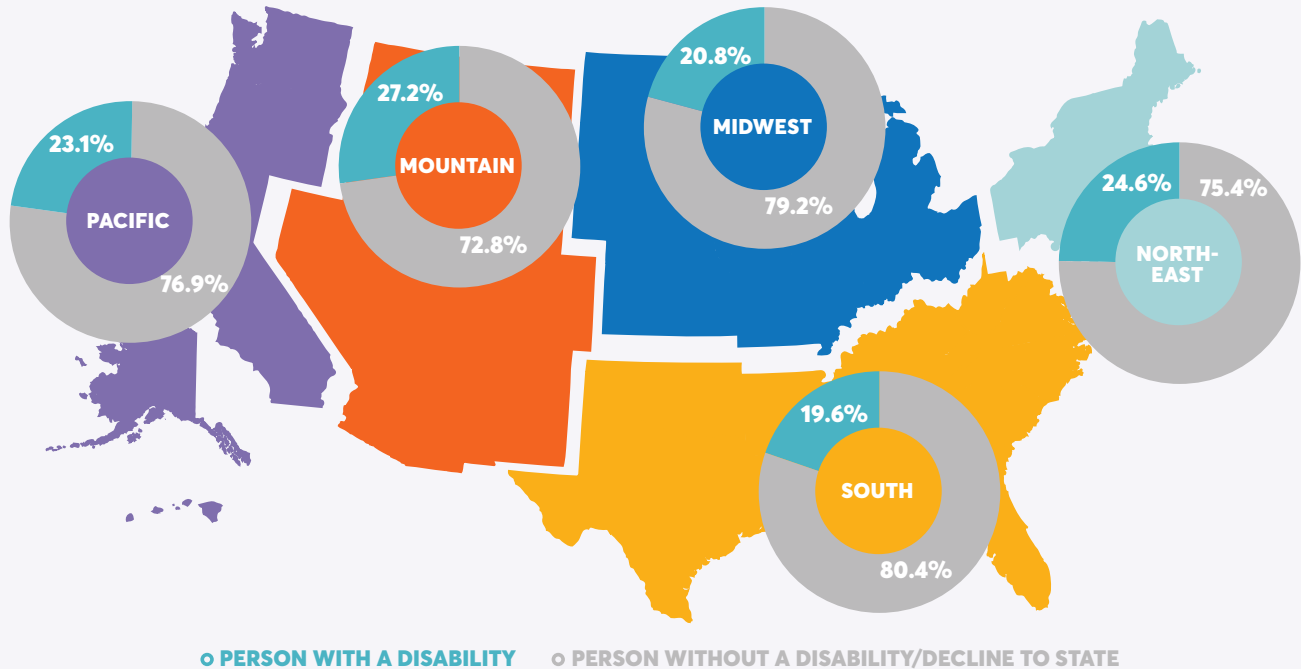


	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
PERSON WITH A DISABILITY	18.9%	26.9%	22.6%	28.0%
PERSON WITHOUT A DISABILITY / DECLINE TO STATE	81.1%	73.1%	77.4%	72.0%

Disability Status

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

DISABILITY STATUS, BY REGION



Disability & Philanthropy Forum

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

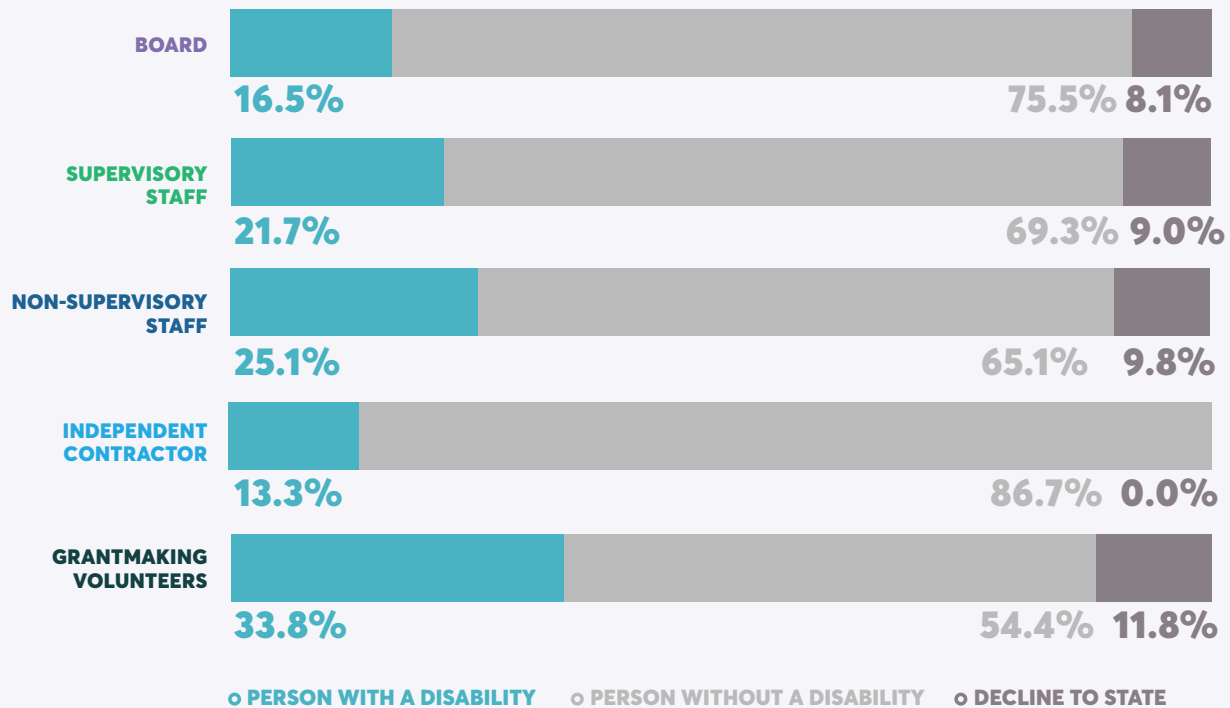
Every resource on the Forum website is curated based on the central tenet of actively centering perspectives of people with disabilities. If you work in philanthropy, we invite you to [register for a free Forum member account](#) to access additional tailored resources such as webinars and monthly newsletters.

To learn more, visit disabilityphilanthropy.org

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

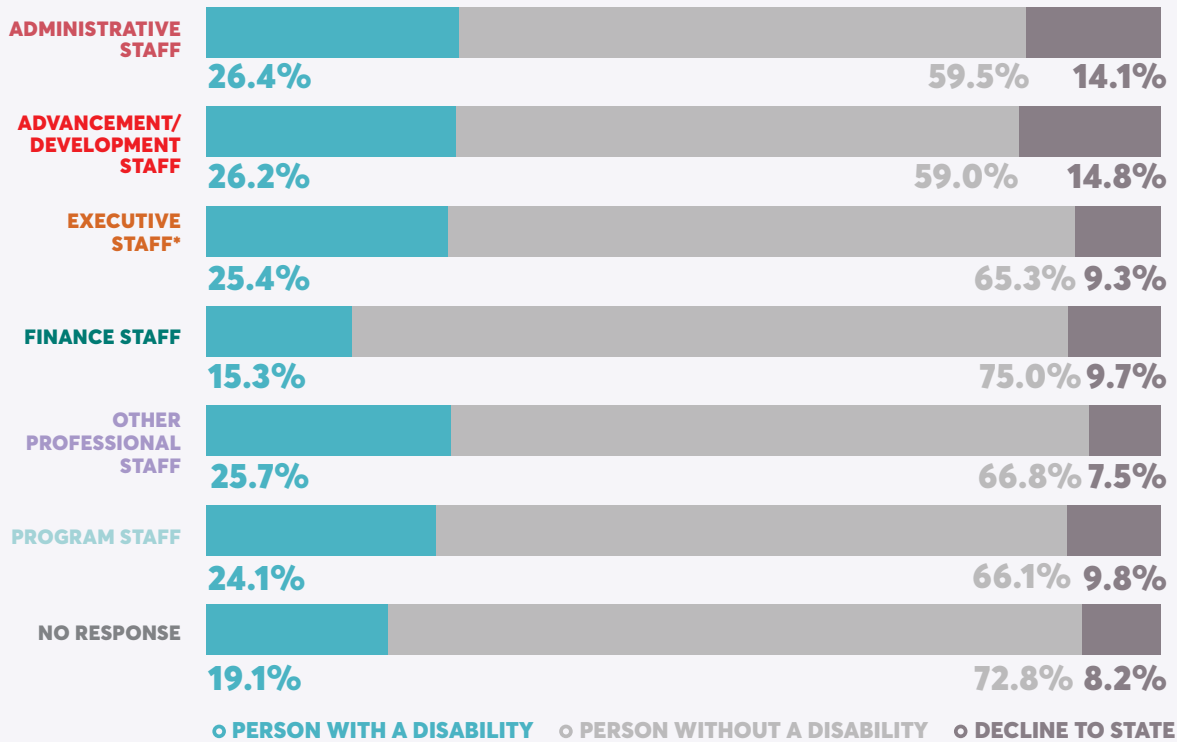


	BOARD	SUPERVISORY STAFF	NON-SUPERVISORY STAFF	INDEPENDENT CONTRACTOR	GRANTMAKING VOLUNTEERS
PERSON WITH A DISABILITY	16.5%	21.7%	25.1%	13.3%	33.8%
PERSON WITHOUT A DISABILITY	75.5%	69.3%	65.1%	86.7%	54.4%
DECLINE TO STATE	8.1%	9.0%	9.8%	0.0%	11.8%

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.

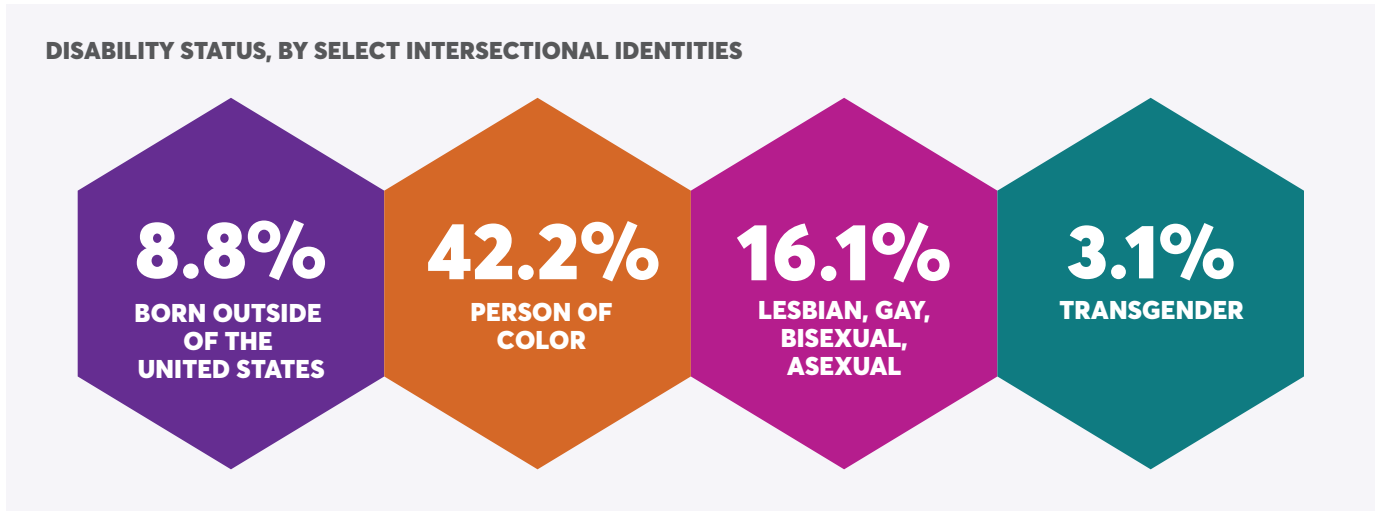
DISABILITY STATUS, BY STAFF ROLES



	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.

