

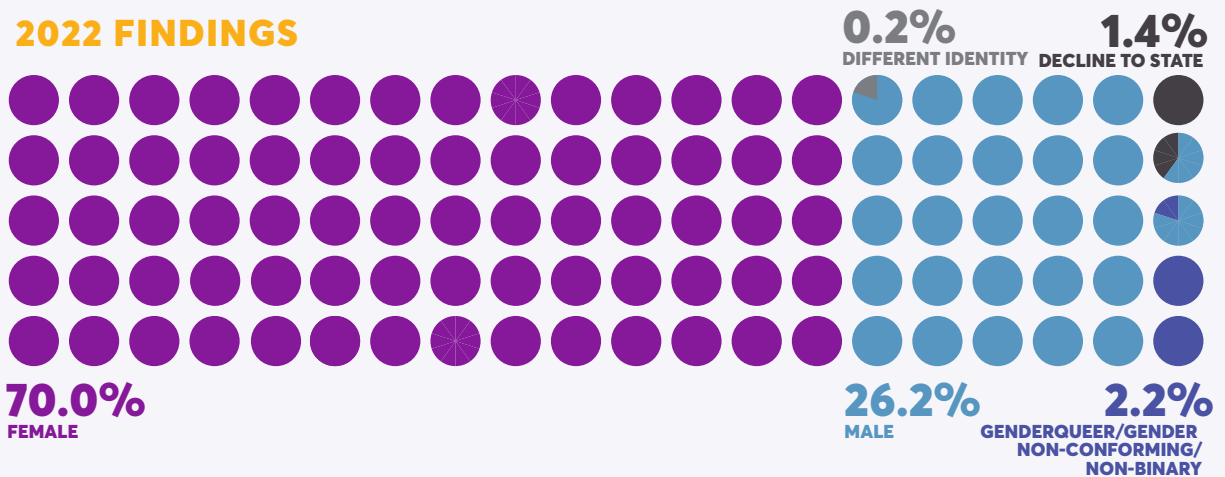
GENERAL FINDINGS

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

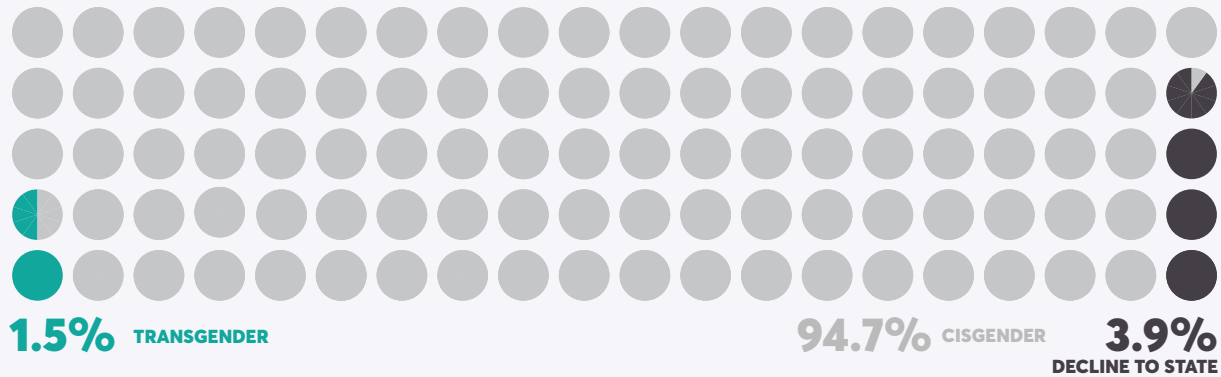


	2018 FINDINGS	2020 FINDINGS	2022 FINDINGS
FEMALE	69.1%	68.1%	70.0%
MALE	28.2%	27.7%	26.2%
GENDERQUEER/GENDER NON-CONFORMING/NON-BINARY	1.1%	2.3%	2.2%
DIFFERENT IDENTITY	0.4%	0.6%	0.2%
DECLINE TO STATE	1.3%	1.3%	1.4%

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.

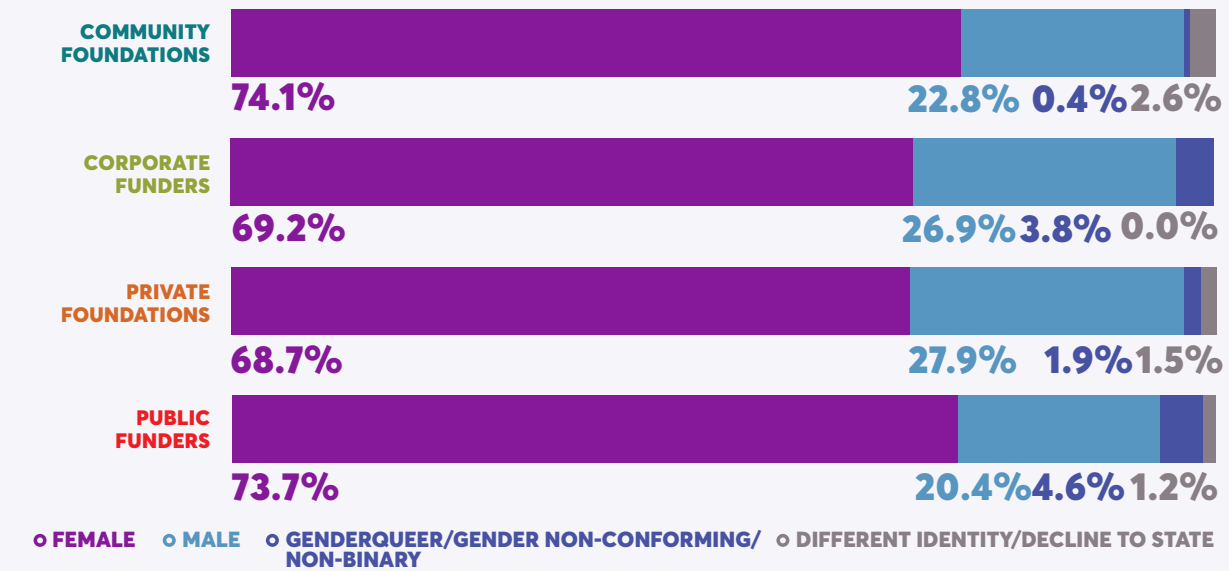
WRITE-IN RESPONSES FOR "DO YOU DESCRIBE YOUR SEXUAL ORIENTATION OR IDENTITY IN ANY OTHER WAY?"



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.

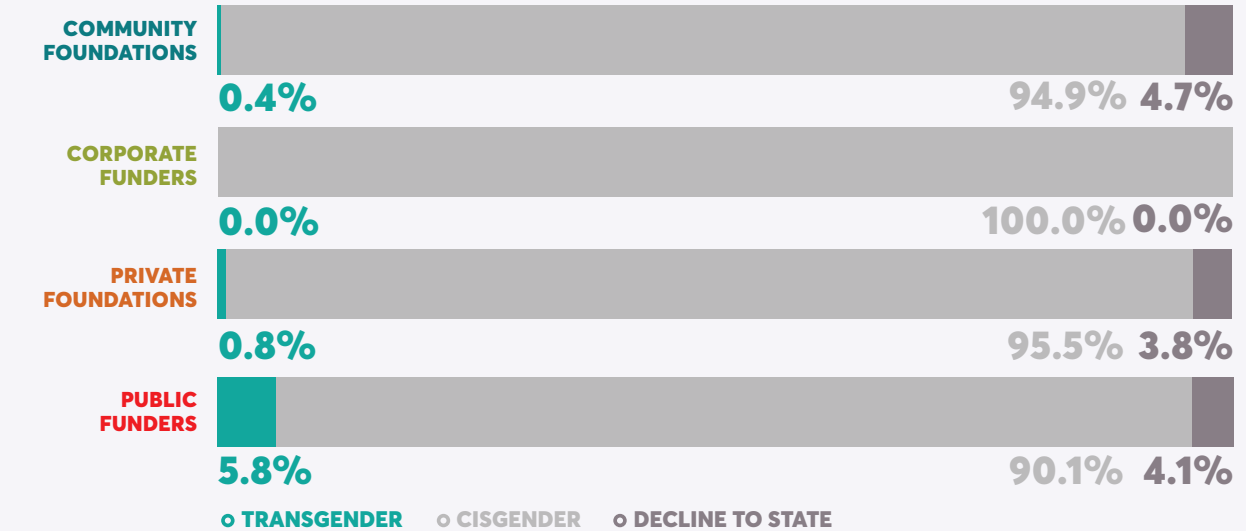
GENDER IDENTITY, BY FOUNDATION TYPE



	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.

TRANSGENDER IDENTITY, BY FOUNDATION TYPE



	COMMUNITY FOUNDATIONS	CORPORATE FUNDERS	PRIVATE FOUNDATIONS	PUBLIC FUNDERS
TRANSGENDER	0.4%	0.0%	0.8%	5.8%
CISGENDER	94.9%	100.0%	95.5%	90.1%
DECLINE TO STATE	4.7%	0.0%	3.8%	4.1%

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

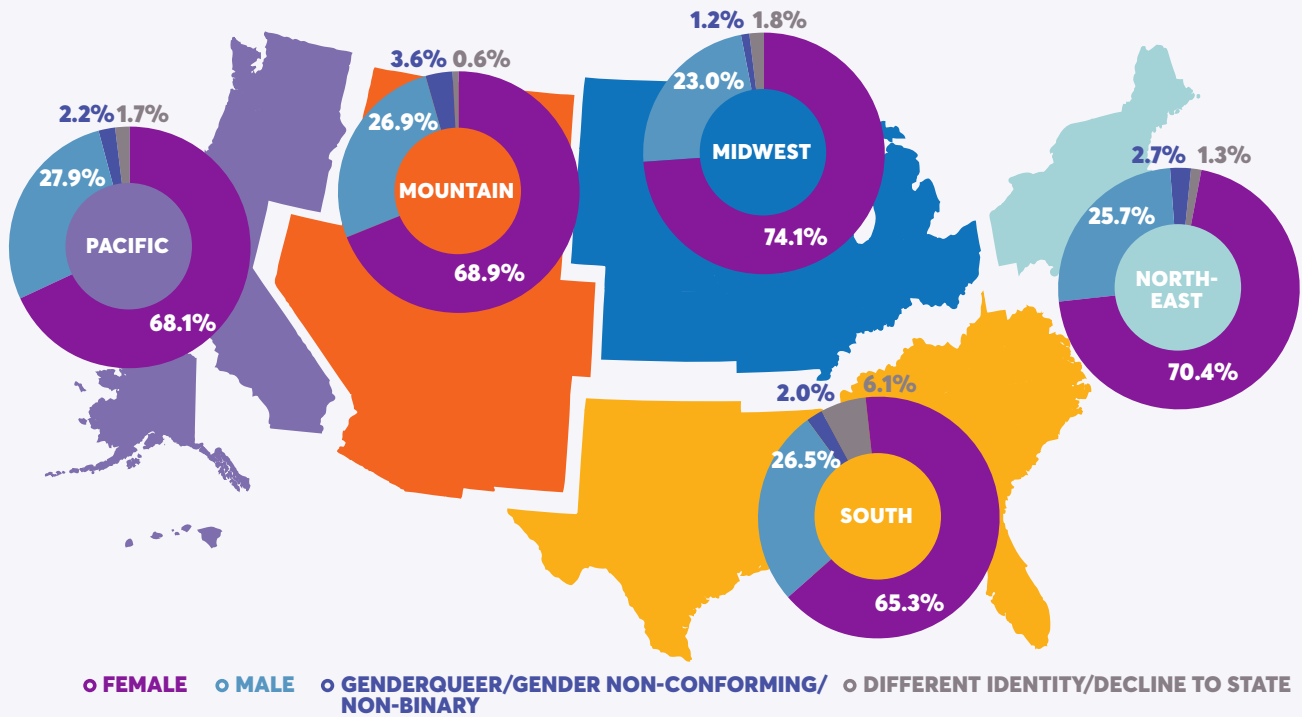
female. Transgender men are people who were assigned female at birth and identify as male.”

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.

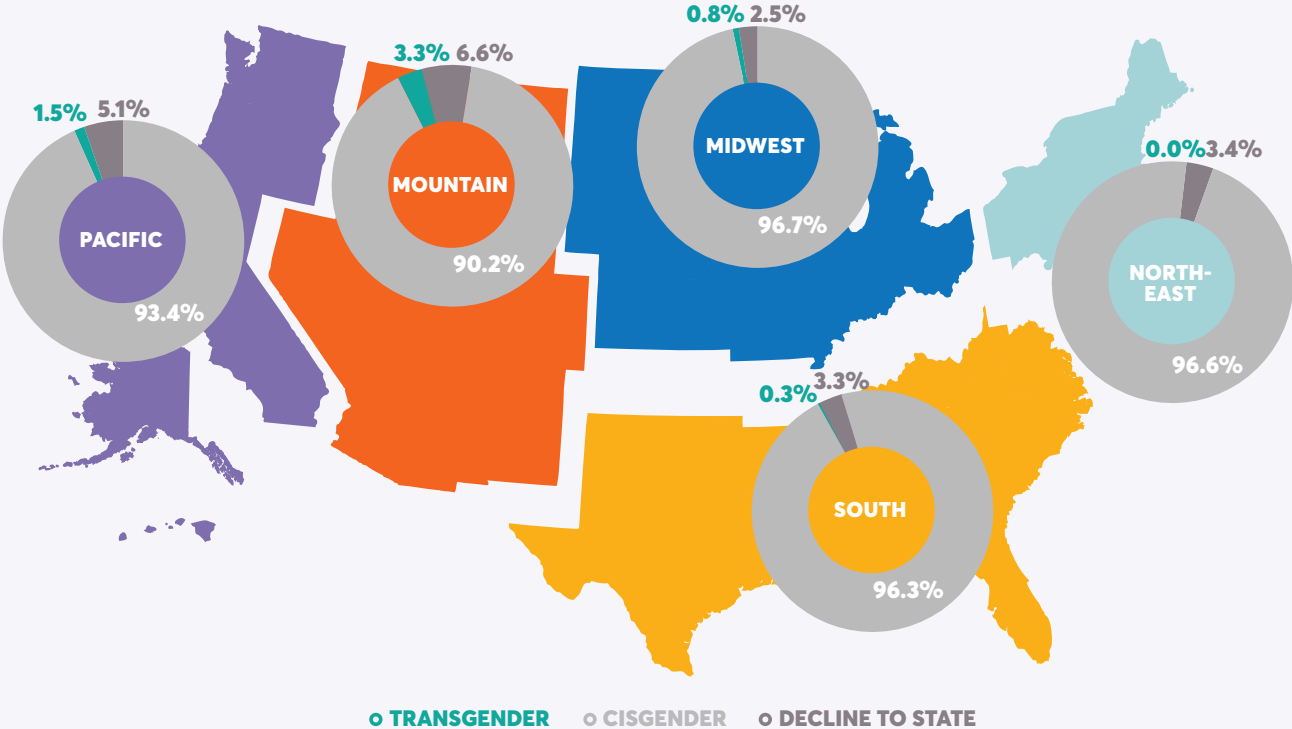
GENDER IDENTITY, BY REGION



	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.

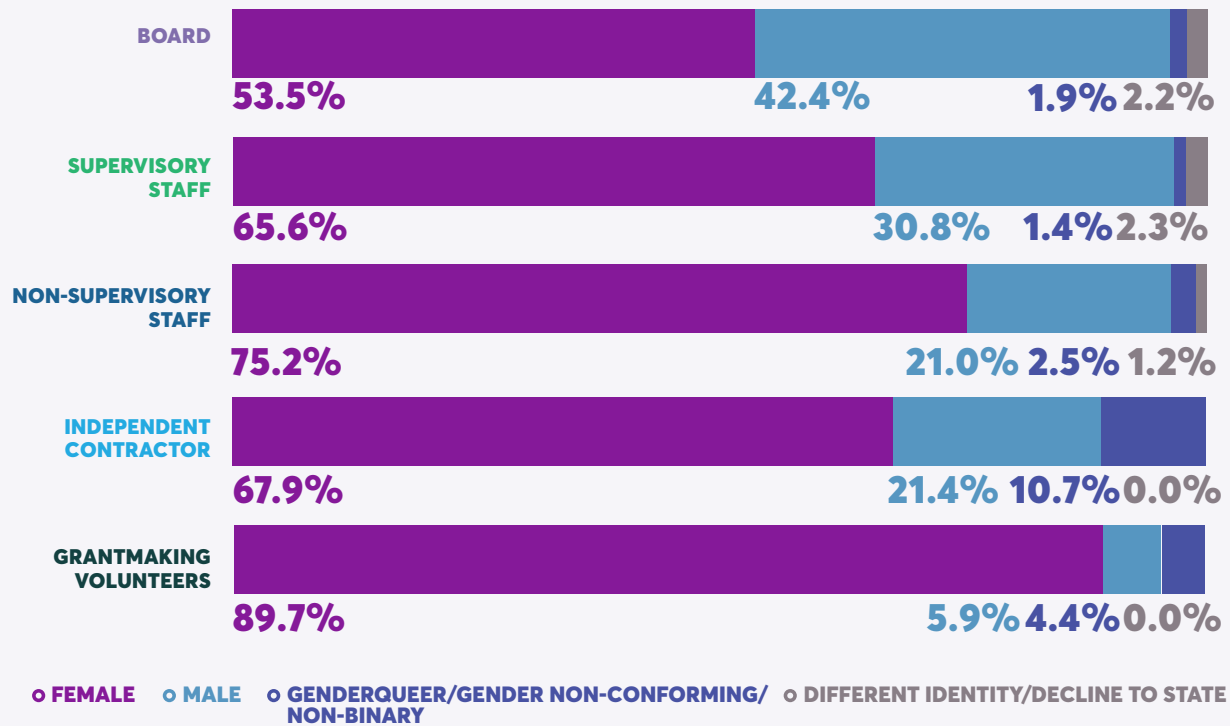
TRANSGENDER IDENTITY, BY REGION



	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.

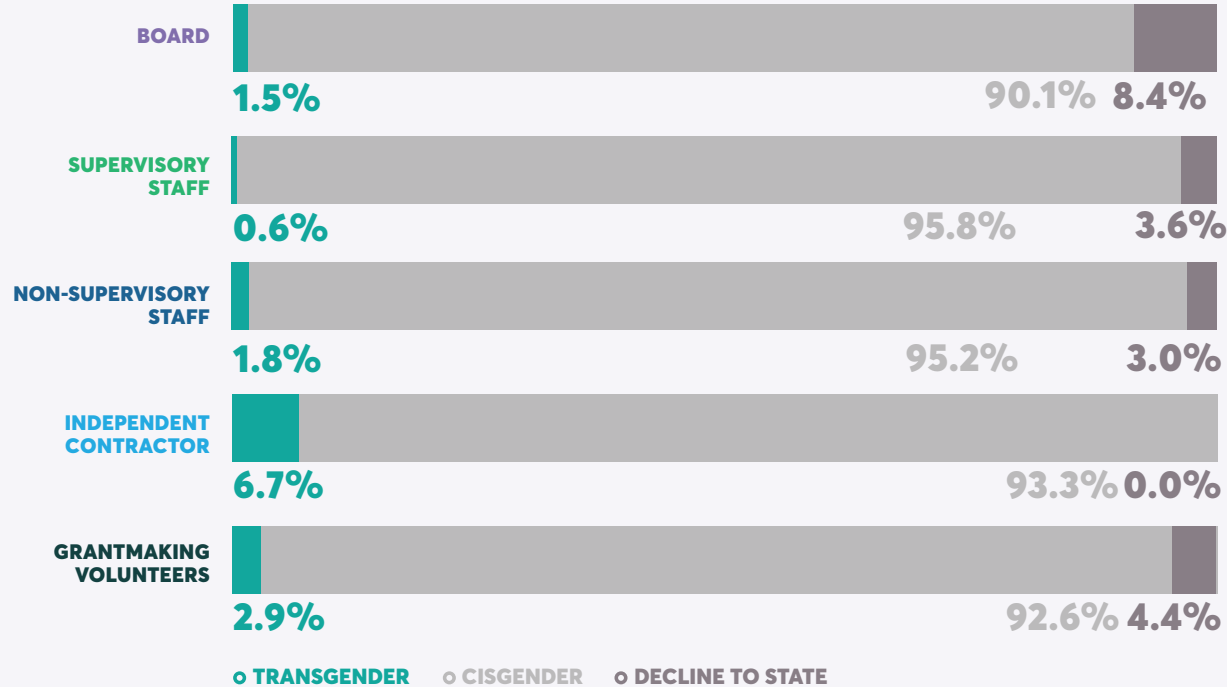
GENDER IDENTITY, BY BOARD, STAFF, AND CONTRACTOR ROLE



	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.

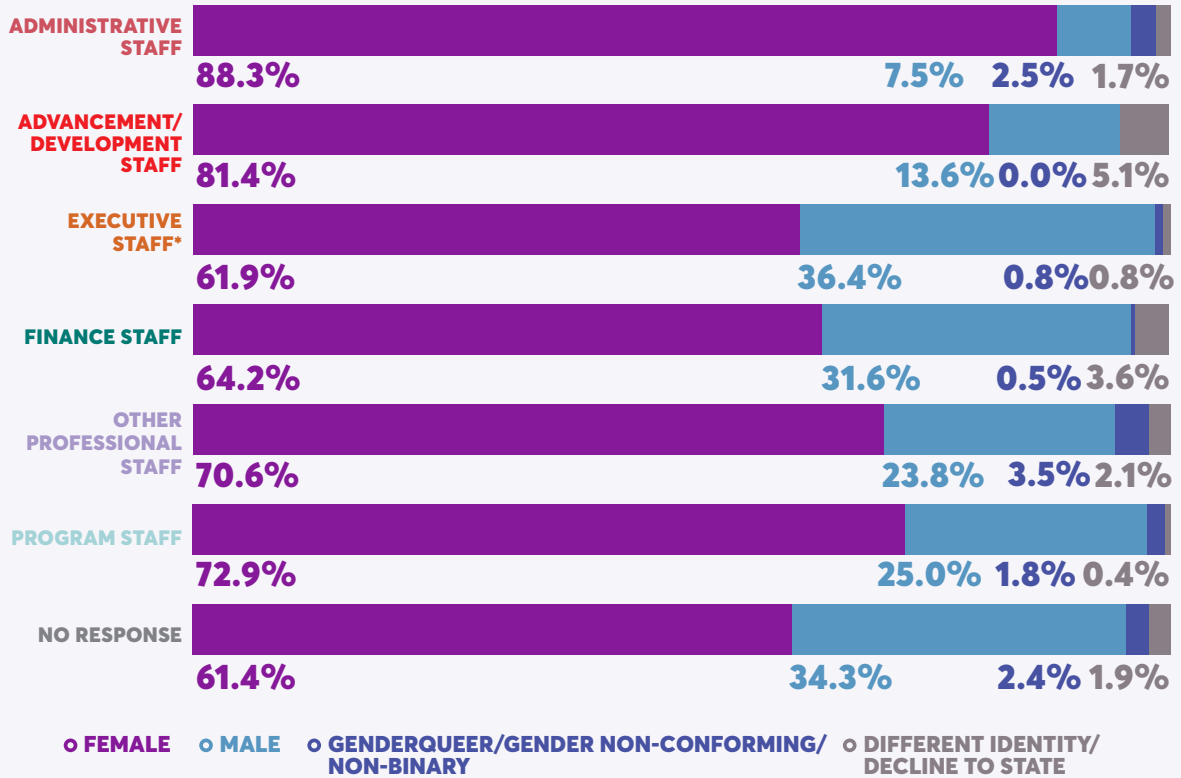
TRANSGENDER IDENTITY, BY BOARD, STAFF, AND CONTRACTOR ROLE



	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

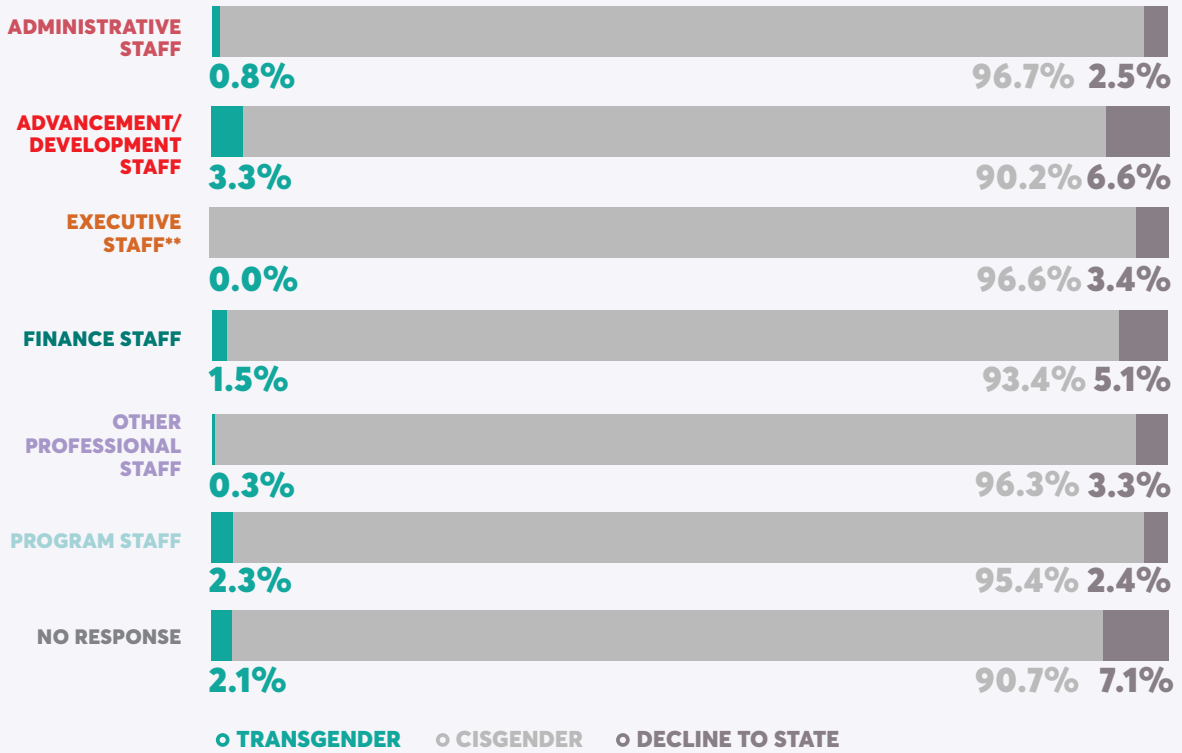


	ADMINISTRATIVE STAFF	ADVANCEMENT/DEVELOPMENT STAFF	EXECUTIVE STAFF**	FINANCE STAFF	OTHER PROFESSIONAL STAFF	PROGRAM STAFF	NO RESPONSE
FEMALE	88.3%	81.4%	61.9%	64.2%	70.6%	72.9%	61.4%
MALE	7.5%	13.6%	36.4%	31.6%	23.8%	25.0%	34.3%
GENDERQUEER/GENDER NON-CONFORMING/NON-BINARY	2.5%	0.0%	0.8%	0.5%	3.5%	1.8%	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.

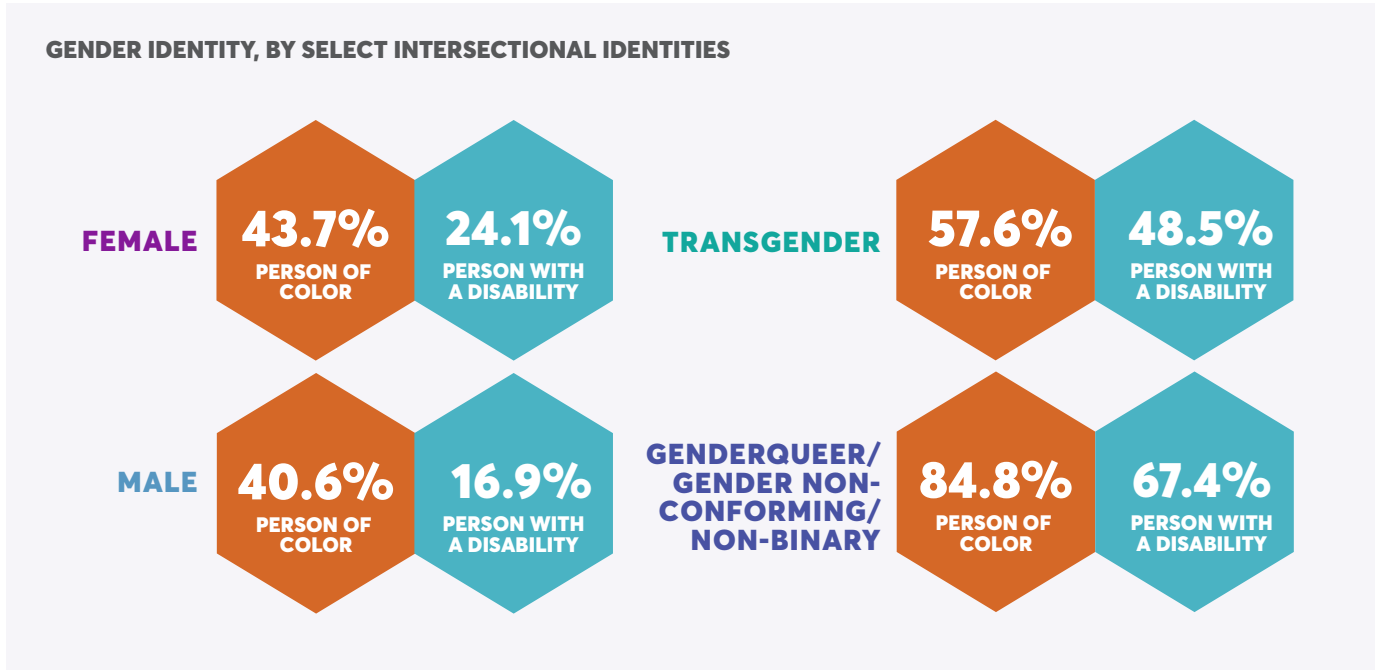
TRANSGENDER IDENTITY, BY STAFF ROLES



	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.