

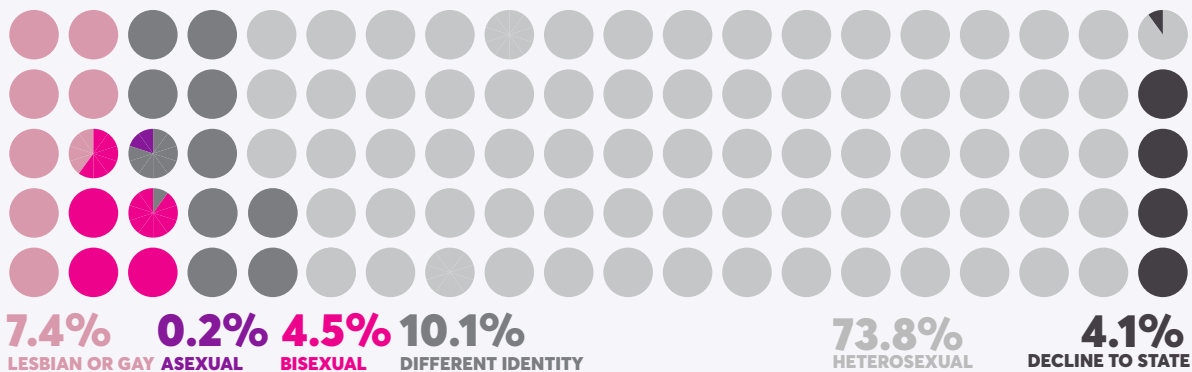
# GENERAL FINDINGS

## 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

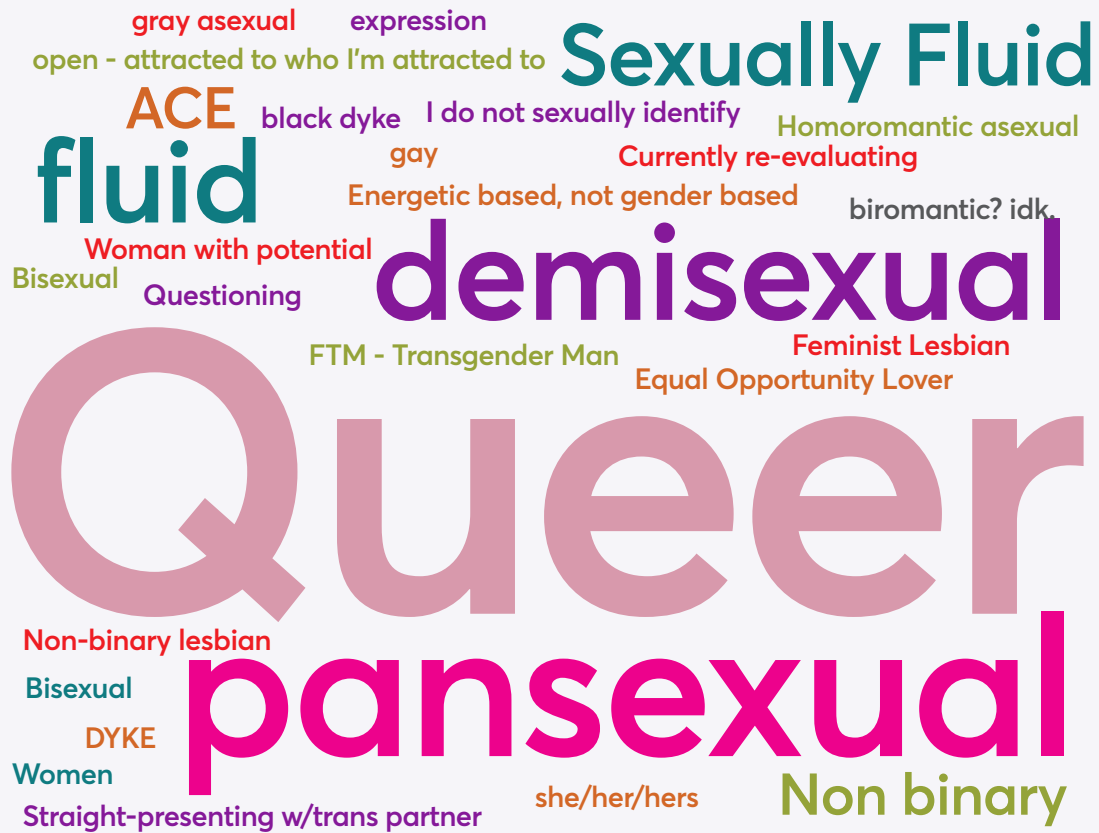
#### 2022 FINDINGS



	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."

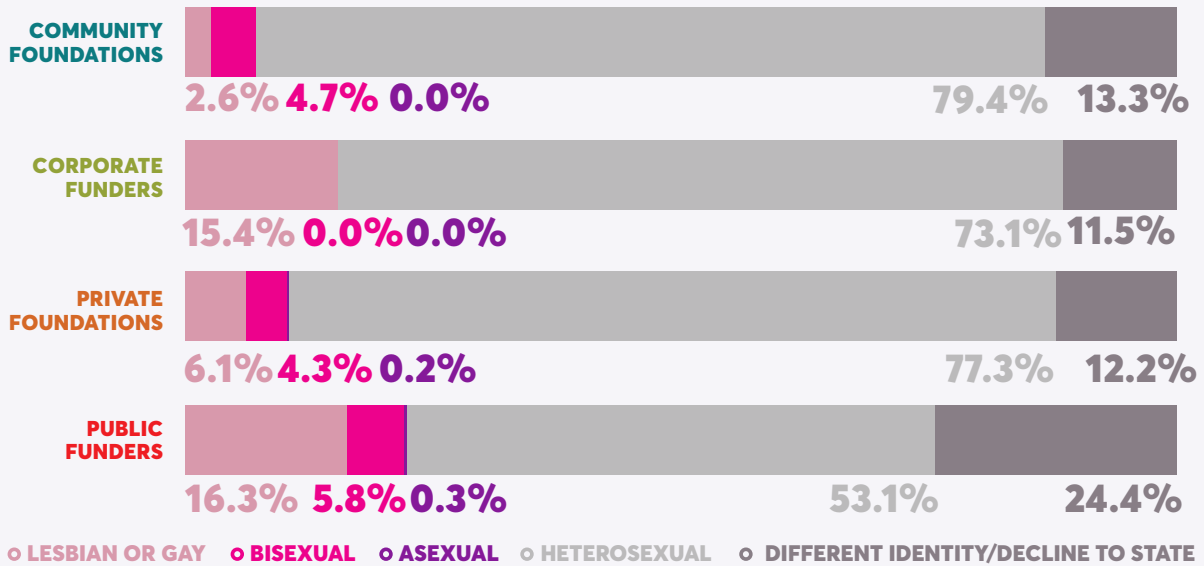
## WRITE-IN RESPONSES FOR "DO YOU DESCRIBE YOUR SEXUAL ORIENTATION OR IDENTITY IN ANY OTHER WAY?"



**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.

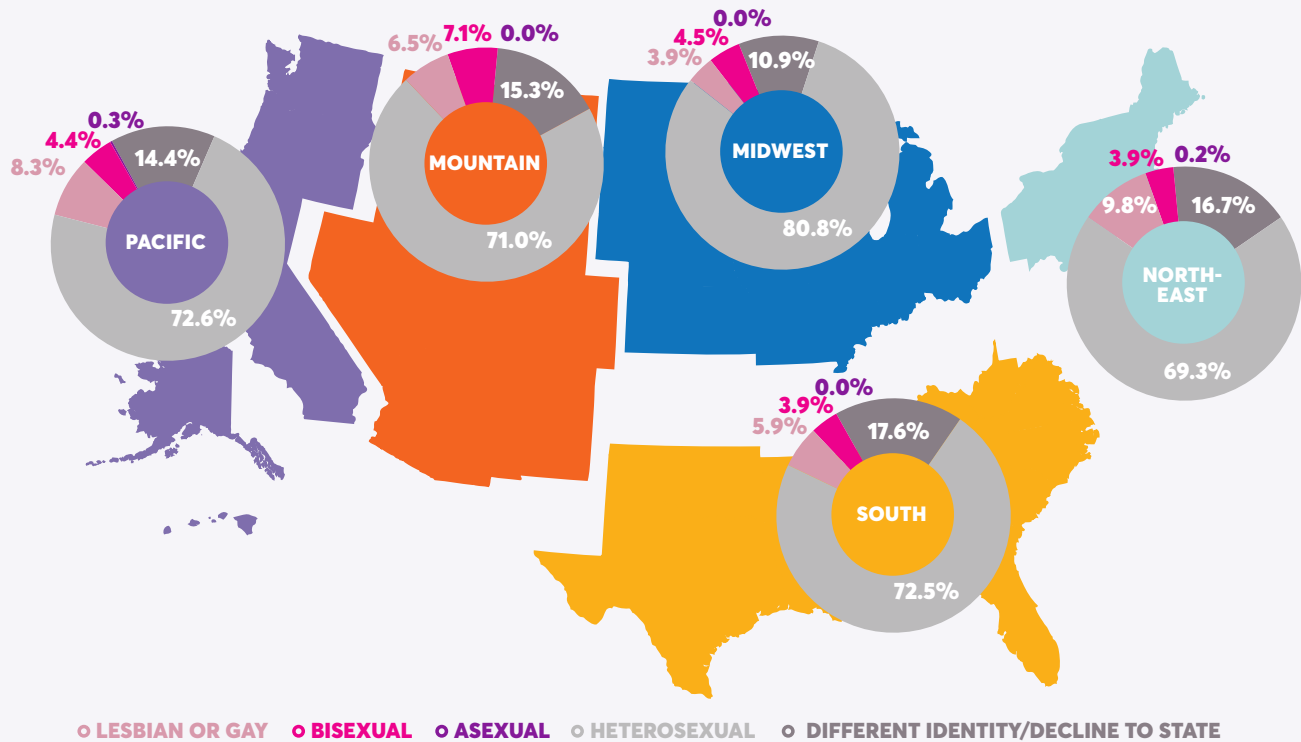
## SEXUAL ORIENTATION, BY FOUNDATION TYPE



	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.

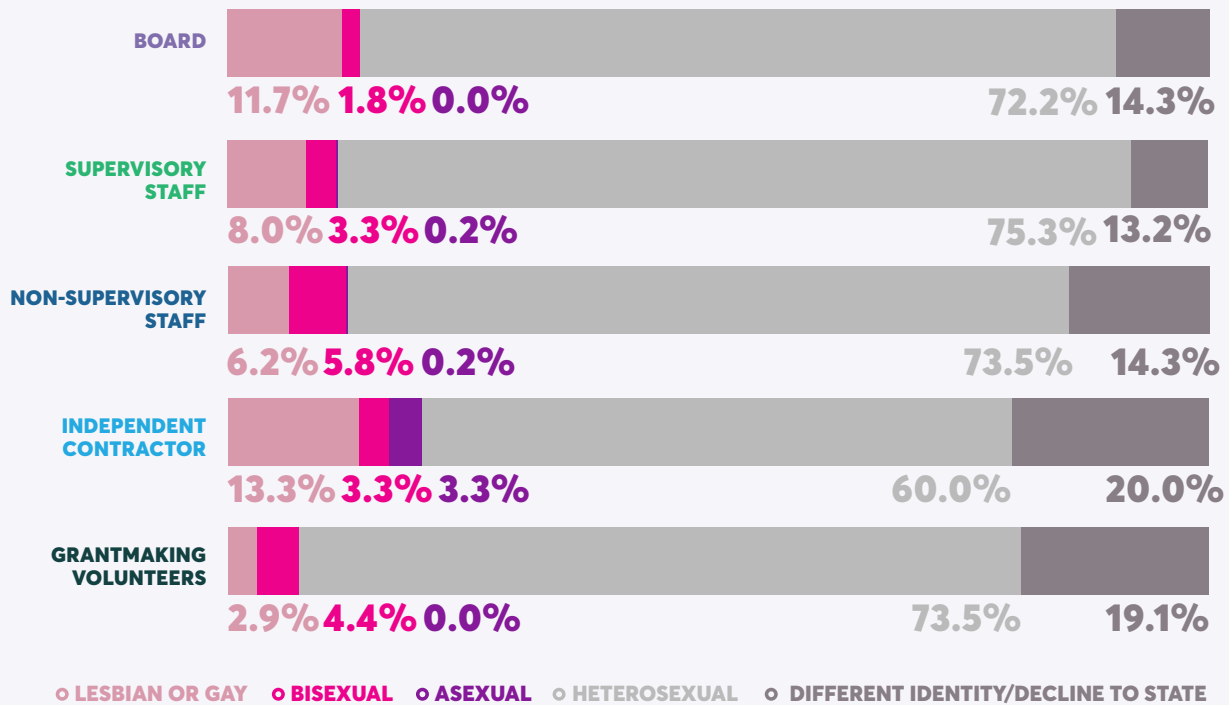
## SEXUAL ORIENTATION, BY REGION



	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).

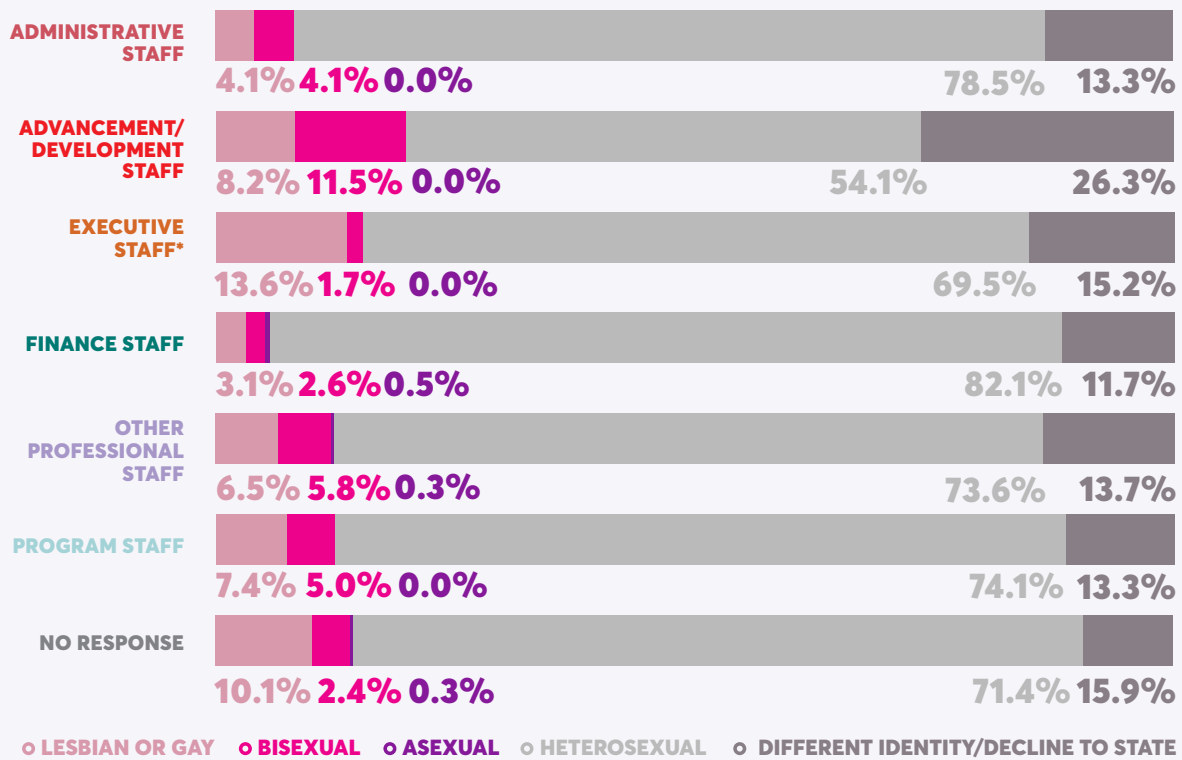
## SEXUAL ORIENTATION, BY BOARD, STAFF, AND CONTRACTOR ROLE



	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).

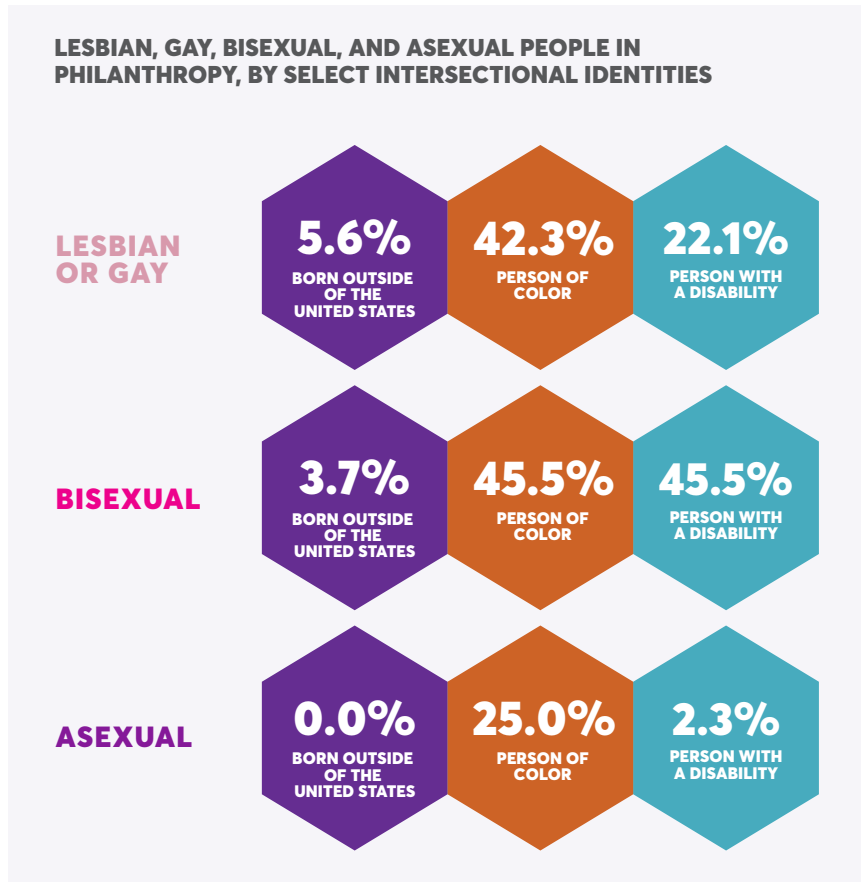
## SEXUAL ORIENTATION, BY STAFF ROLES



	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.**

