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:

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

<table>
<thead>
<tr>
<th>Combination</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indigenous</td>
<td>0.9%</td>
</tr>
<tr>
<td>Indigenous + Latinx</td>
<td>0.6%</td>
</tr>
<tr>
<td>Indigenous + White</td>
<td>0.5%</td>
</tr>
<tr>
<td>Indigenous + Latinx + White</td>
<td>0.5%</td>
</tr>
<tr>
<td>Indigenous + Black/African American</td>
<td>0.2%</td>
</tr>
<tr>
<td>Indigenous + Asian + White</td>
<td>0.2%</td>
</tr>
<tr>
<td>Indigenous + Different Identity</td>
<td>0.1%</td>
</tr>
<tr>
<td>Indigenous + Middle Eastern + White</td>
<td>&lt;0.1%</td>
</tr>
<tr>
<td>Indigenous + White + Different Identity</td>
<td>&lt;0.1%</td>
</tr>
<tr>
<td>Indigenous + Black/African American + White</td>
<td>&lt;0.1%</td>
</tr>
</tbody>
</table>

**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.

### Table: INDIGENOUS PEOPLE IN PHILANTHROPY, BY BOARD, STAFF, AND CONTRACTOR ROLE

- **Board:**
  - Indigenous: 5.8%
  - Other People of Color: 7.0%
  - White: 34.4%
  - Different Identity/Decline to State: 52.8%

- **Supervisory Staff:**
  - Indigenous: 57.4%
  - Other People of Color: 3.9%
  - White: 2.4%
  - Different Identity/Decline to State: 36.3%

- **Non-Supervisory Staff:**
  - Indigenous: 52.5%
  - Other People of Color: 3.4%
  - White: 3.1%
  - Different Identity/Decline to State: 41.1%

- **Independent Contractor:**
  - Indigenous: 46.7%
  - Other People of Color: 6.6%
  - White: 3.3%
  - Different Identity/Decline to State: 43.4%

- **Grantmaking Volunteers:**
  - Indigenous: 47.1%
  - Other People of Color: 5.8%
  - White: 4.4%
  - Different Identity/Decline to State: 42.7%
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 Inidgenous or as Indigenous in combination with some other race or ethnicity have worked in philanthropy five years or fewer.

* INDIGENOUS PEOPLE IN PHILANTHROPY, BY STAFF ROLES

- ADMINISTRATIVE STAFF: 48.8% Indigenous, 43.0% Other People of Color, 5.0% White
- ADVANCEMENT/DEVELOPMENT STAFF: 68.9% Indigenous, 27.0% Other People of Color
- EXECUTIVE STAFF*: 49.2% Indigenous, 44.1% Other People of Color
- FINANCE STAFF: 66.9% Indigenous, 28.6% Other People of Color

- OTHER PROFESSIONAL STAFF: 58.1% Indigenous, 36.2% Other People of Color
- PROGRAM STAFF: 48.7% Indigenous, 44.5% Other People of Color
- NO RESPONSE: 51.2% Indigenous, 36.5% Other People of Color

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

* INDIGENOUS PEOPLE IN PHILANTHROPY, BY TENURE

- LESS THAN 2 YEARS: 24.0%
- 2 - 5 YEARS: 20.0%
- 6 - 10 YEARS: 14.7%
- 11 - 15 YEARS: 12.0%
- MORE THAN 15 YEARS: 20.0%
- DECLINE TO STATE/NO RESPONSE: 9.3%
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.

**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.