

The 2018 Diversity Among Philanthropic Professionals Report A Tale of Two Sectors

How Diverse Is the Philanthropic Workforce?

To answer this question, Funders for LGBTQ Issues conducted the inaugural **Diversity Among Philanthropic Professionals (DAPP) Survey** administered by SMU DataArts, and funded by the Evelyn and Walter Haas, Jr. Fund.



FOUNDATIONS PARTICIPATED



INDIVIDUALS RESPONDED



RESPONSE RATE ACHIEVED
(exceptionally high for this type of survey)



CONFIDENCE LEVEL
(the findings are statistically significant)

The Findings

The DAPP Survey found that **people of color account for 37.8 percent of people on the staff or board of participating foundations**. However, the percentage varied depending on a foundation's focus.

In particular, people of color accounted for the majority — **56.4 percent** — of the program staff at foundations with a social justice focus. Whereas at foundations with another focus, people of color made up less than one third of the program staff — at 32.4 percent.

PERCENTAGE OF PEOPLE OF COLOR IN PHILANTHROPY



○ WHITE ○ PEOPLE OF COLOR ○ NOT-LISTED/UNSPECIFIED

Across all participating foundations, **69.5 percent of the staff and board identified as female**, **28.2 percent identified as male**, and **2.0 percent identified as transgender, genderqueer, or gender non-conforming**.

GENDER IN PHILANTHROPY

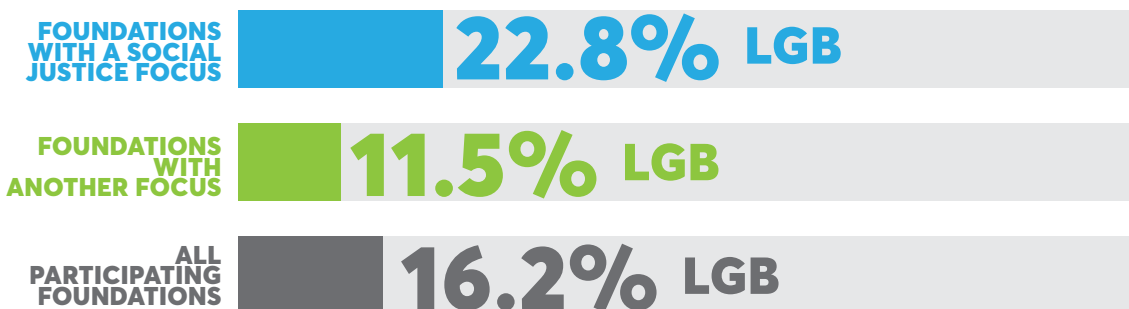


GENDER IDENTITY & EXPRESSION IN PHILANTHROPY

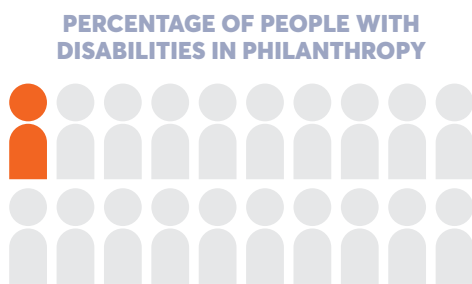


Across all participating foundations, 16.2 percent of the staff and board identified as gay, lesbian, or bisexual. **However, at foundations with a social justice or LGBTQ focus, they accounted for 22.8 percent of the staff and board.** At foundations with another focus, they accounted for 11.5 percent of the staff and board.*

PERCENTAGE OF LGB PEOPLE IN PHILANTHROPY



More than 1 in 20 people on the staff and board of participating foundations identified as a person with a disability.



More than 1 in 10 were born outside of the United States.



Recommendations



Make sure that your institution's nondiscrimination policies explicitly **include protections based on ability, age, gender expression and identity, immigration status, race and ethnicity, religion, sex, and sexual orientation**. Consider participating in Ban the Box, the initiative to end the practice of asking about criminal records as part of hiring processes.



Make sure that your human resources policies support a diverse workforce, such as ensuring that your benefits package provides adequate leave time supportive of a diverse range of family configurations and makes appropriate accommodations for people with differing abilities.



Conduct targeted outreach to communities of color, LGBTQ communities, women and other underrepresented communities in your recruitment for staff roles, board positions, and committee opportunities.



Provide trainings on diversity, equity, and inclusion and create a culture where ongoing learning around cultural competency is not only encouraged but expected.



Develop retention strategies to assure that a diverse range of employees feel supportive and affirmed in bringing their full selves to work.



Engage in an ongoing institution-wide process to embed diversity, equity, and social justice across all aspects of the organization, including the board level, human resources, grantmaking, communications and thought leadership, and organization-wide learning and evaluation.

NOTE: For more on the sexual orientation and gender identity findings from the Diversity Among Philanthropic Professionals (DAPP) Survey, see *The Philanthropic Closet: LGBTQ People in Philanthropy* (2018) from Funders for LGBTQ Issues.