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.

<table>
<thead>
<tr>
<th>FOUNDATIONS PARTICIPATED</th>
<th>INDIVIDUALS RESPONDED</th>
<th>RESPONSE RATE ACHieved</th>
<th>CONFIDENCE LEVEL</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td>947</td>
<td>34%</td>
<td>99.9%</td>
</tr>
</tbody>
</table>

(exceptionally high for this type of survey)

( the findings are statistically significant)

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.

The Findings

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

98.0% CISGENDER

2.0% TRANS/GENDER QUEER/NON-CONFORMING

1.1% NON-BINARY

1.3% DECREASE TO STATE/NO RESPONSE
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**

- **Foundations with a Social Justice Focus**: 22.8% LGB
- **Foundations with Another Focus**: 11.5% LGB
- **All Participating Foundations**: 16.2% LGB

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

**PERCENTAGE OF PEOPLE WITH DISABILITIES IN PHILANTHROPY**

- More than 1 in 20

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

**PERCENTAGE OF PEOPLE IN PHILANTHROPY BORN OUTSIDE U.S.**

- More than 1 in 10

**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.

- **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.

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

- **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.

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

- **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.
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Age  
Disability Status  
Immigration Status
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In 2018, Funders for LGBTQ Issues set out to survey the board and staff of foundations in order to identify how many LGBTQ people worked in philanthropy. In the process, the organization realized that it had an opportunity to not only ask about sexual orientation and gender identity but also to inquire about a range of personal identifiers. With the inaugural Diversity Among Philanthropic Professionals (DAPP) Survey, Funders for LGBTQ Issues asked participants to identify their role within their foundation, their age, gender identity, sexual orientation, race and ethnicity, and disability status. This report lays out the results of the DAPP survey in aggregate form.

The results of the DAPP Survey revealed a clear divide in the sector between foundations with a social justice focus and those with another focus. To that end, this report is largely a tale of two sectors.

Foundations with a social justice focus — meaning their mission statement included the key words or phrases “equity,” “just society,” “social change,” or “social justice” — were far more diverse than foundations with another focus - for example foundations focused on economic opportunity, education, or health and whose mission statements did not include one of the aforementioned key words.

People of color made up 45.6 percent of the staff and board at foundations with a social justice focus, compared to 33 percent of the staff and board at foundations with another focus. Gay, lesbian, and bisexual people accounted for 22.8 percent of the staff and board at foundations with a social justice or LGBTQ focus, versus 11.5 percent of the staff and board at foundations

“It was the norm of philanthropy, it was the edge of philanthropy, it was the age of advancement, it was the age of complicity, it was the epoch of courage, it was the epoch of safety, it was the season of equity, it was the season of equality . . . The Tale of Two Sectors highlights that the path towards inclusivity requires an explicit commitment to equity. It is the challenge to each foundation to choose how their journey will embody community.”

— CARLY HARE, NATIONAL DIRECTOR/COALITION CATALYST, CHANGE PHILANTHROPY
with another focus. People with disabilities represented 8.8 percent of the staff and board at foundations with a social justice focus, and 4.8 percent of the staff and board at foundations with another focus.

These differences in diversity can have a range of implications, not the least of which is the impact on funding. Many philanthropic leaders seeking to advance diversity, equity and inclusion have long recognized the importance of building a sector that reflects the full diversity of the communities they hope to serve and impact. They have understood the ways in which having staff with particular lived experiences can better inform grantmaking decisions to help drive change.

With these findings, we hope the philanthropic sector will candidly assess where it is succeeding in areas of diversity and where it could make improvements. Every person and institution has a journey to take in realizing the best version of themselves. With this new information about the demographics of the philanthropic workforce, what will philanthropy do?

“A Tale of Two Sectors is non-fiction, and a happy ending is totally within our hands to write. A diverse cast of characters is a ‘must have’ to make the most compelling ‘true story’ of social justice. For the love of humanity, let’s co-author a new tale of philanthropy together!”

— Pat Eng, President & CEO, Asian Americans/Pacific Islanders in Philanthropy (AAPIN)

With these findings, we hope the philanthropic sector will candidly assess where it is succeeding in areas of diversity and where it could make improvements. Every person and institution has a journey to take in realizing the best version of themselves. With this new information about the demographics of the philanthropic workforce, what will philanthropy do?

Percentages of People of Color, LGB People, and People with Disabilities in Philanthropy

<table>
<thead>
<tr>
<th>People of Color</th>
<th>Lesbian, Gay, and Bisexual People</th>
<th>People with Disabilities</th>
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</thead>
<tbody>
<tr>
<td>45.6%</td>
<td>22.8%</td>
<td>8.8%</td>
</tr>
<tr>
<td>33%</td>
<td>11.5%</td>
<td>4.8%</td>
</tr>
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</table>

1 NOTE: In order to more accurately identify differences in the sexual orientation and gender identity breakdown of people working in philanthropy, we have here and elsewhere in the report included foundations with an explicit “LGBTQ” focus to our social justice foundations category. As such, when it is indicated that the group consists of foundations with social justice or LGBTQ focus it means that cohort of foundations has mission statements that include the keywords “LGBTQ” — or any one part of the LGBTQ acronym — “justice,” “social change,” or “social justice.”
This report draws on the inaugural Diversity Among Philanthropy Professionals (DAPP) Survey — an effort aimed at helping the philanthropic community better understand its workforce and leadership. The DAPP Survey was undertaken by Funders for LGBTQ Issues, administered by SMU DataArts, and funded by the Evelyn and Walter Haas, Jr. Fund.

Funders for LGBTQ Issues undertook the DAPP Survey because previous studies of the composition of the philanthropic workforce received low response rates for sexual orientation and gender identity. This is in part because these prior studies collected institution-wide data from participating foundations based on information collected internally, usually by the human resources departments, as opposed to surveying individual board and staff members directly. This information was then aggregated into one larger dataset in order to attain a picture of the overall philanthropic workforce. However, most participating institutions did not collect or report data on sexual orientation and gender identity. As a result, there was insufficient data to report in any meaningful way on the diversity of philanthropy with respect to sexual orientation and gender identity.

Funders for LGBTQ Issues sought to address this gap by conducting an anonymous survey sent directly to the board and staff, with all data collected, administered, and analyzed by a third party. To do so, Funders for LGBTQ Issues contracted with SMU DataArts, an institution that has conducted similar anonymized studies for a variety of sectors, such as arts institutions and city workforces. SMU DataArts survey tool allowed responses to be collected securely and completely anonymously.

A wide variety of grantmaking institutions were invited to participate in the survey through multiple channels. Funders for LGBTQ Issues staff presented to several networks of human resources directors in philanthropy, particularly those representing large foundations. All members of Funders for LGBTQ Issues were invited to participate, as were members of the other networks in the
CHANGE Philanthropy coalition. Finally, Funders for LGBTQ Issues staff conducted individualized outreach to executives and human resources staff at dozens of foundations, with a focus on attaining a wide a range of funders in terms of foundation type, geography, and mission.

As Funders for LGBTQ Issues conducted outreach around the survey, a number of foundations undertook multi-step processes to determine whether they would participate. These included reviews and discussion of the survey by multiple stakeholders and groups within the institutions, such as the human resources department, senior staff, a diversity committee or task force, all-staff meetings, and/or the board of trustees. Many of these internal processes led to thoughtful questions and dialogue with Funders for LGBTQ Issues as the survey was being developed and implemented. We believe that these extensive internal discussions led to the 34 percent response rate of the survey—the highest response rate of any such survey that SMU DataArts has conducted.

Once an institution had committed to participate in the survey, the human resources director or other senior staff distributed the survey to all staff and, in most cases, to the board of directors. The survey was always distributed with the clear communication and assurance that all answers were being collected by a third party, SMU DataArts, and would be completely anonymous, with SMU DataArts securely collecting and storing responses, and only reporting findings in aggregate.

The survey itself took five minutes to complete, and included questions related to participants’ seniority within their organization, their age, gender at birth, current gender identity, intersex status, sexual orientation, race and ethnicity, and disability status.

The wording of the questions on sexual orientation and gender identity were based on the best practices developed by the Williams Institute of the University of California — Los Angeles (UCLA) School of Law, which drew on an expert panel and evidence-based research. The wording of the question on intersex identity was based on the advice of interACT, a leading advocacy organization for the rights of children born with intersex traits.

The survey opened on February 15, 2018 and closed on June 9, 2018.

In total, 947 individuals from 36 foundations participated. Thirty-four percent of individuals who received the survey responded, the highest response rate of any such survey DataArts has conducted. As a result, with a 99.9 percent confidence level, the findings are representative of the composition of the 36 participating foundations.

As Funders for LGBTQ Issues staff reviewed the initial dataset from the survey, they noted a higher level of diversity among a sub-set of participating foundations, particularly those with a social justice focus. Researchers developed the hypothesis that foundations with a social justice mission had more diverse staffs and boards than other foundations. To test this hypothesis, researchers reviewed the missions of all participating foundations. If a foundation’s mission contained the key words or phrases “equity,” “just society,” “social change,” or “social justice,” the foundation was coded in the category of “foundations with a social justice focus.” Note that this analysis was intended

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2 The two reports from the Williams Institute at UCLA Law School are Best Practices for Asking Questions about Sexual Orientation on Surveys and Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys. Both of which are available at williamsinstitute.law.ucla.edu.
solely for the purposes of exploring the apparent variance in diversity among foundations’ staffs and boards, not as an assessment of the value of any one particular mission or theory of change in comparison to any other; the other foundations in the data set pursue valuable missions ranging from education and health to poverty and peace. Analysis of the data based on this categorization found the hypothesis to be correct: there was a statistically significant difference between foundations with a social justice focus and other foundations, with a higher percentage of LGBTQ people, people of color, and people with disabilities at social justice foundations.

The dataset also included several foundations with LGBTQ-specific missions. Some of these funders also had a social justice focus, according to the definition above. Others did not meet the above criteria for “foundations with a social justice focus,” because their missions broadly focused on improving the wellbeing of LGBTQ communities. LGBTQ-focused foundations without a social justice mission had a higher level of representation of LGBTQ people, but not of people of color. In order to capture these nuances, this report’s analysis of demographics by sexual orientation and gender identity combines foundations with an LGBTQ or social justice focus into one category, which is then compared to all other foundations.

While the findings are reliably representative of the participating foundations, the foundations participating in this pilot study may not be representative of the philanthropic sector overall. In particular, while a wide net was cast, many participating funders are members of Funders for LGBTQ Issues and other networks in the CHANGE Philanthropy coalition. This subset of foundations — those that have a social justice mission and others — are more likely to be more committed to diversity and therefore potentially more likely to have a more diverse workforce. Moreover, the process of institutions choosing to participate in the survey also may have led to the self-selection of institutions with a greater commitment to diversity and therefore may have a more diverse composition than the philanthropic sector in general. Future studies may build on this initial pilot survey by recruiting a larger and even more wide-ranging set of foundations to participate.
The inaugural Diversity Among Philanthropic Professionals (DAPP) Survey found that people of color account for 37.8 percent of the staff and board at participating foundations. However, that percentage varied depending on a foundation’s focus.

Noting our high response rate from foundations that have a social justice aligned mission, we disaggregated the data from participating foundations into two sets of funders — those with social justice focus and those with another focus. A participating foundation was categorized as having a social justice focus if their mission statement included the key words or phrases “equity,” “just society,” “social change,” or “social justice.” Foundations with another focus include grantmakers committed to the arts, economic opportunity, education, general health and wellbeing, and more.

People of color accounted for 45.6 percent of the staff and board at foundations with a social justice focus and 33.0 percent of the staff and board at foundations with another focus.

Across all participating foundations, people of color were best represented at public foundations, where they accounted for 47.5 percent of the staff and board. On the opposite end of the spectrum, people of color made up only 26.4 percent of the staff and board at community foundations.

### PERCENTAGE OF PEOPLE OF COLOR IN PHILANTHROPY, BY FOUNDATION FOCUS

<table>
<thead>
<tr>
<th>FOUNDATIONS WITH A SOCIAL JUSTICE FOCUS</th>
<th>51.4%</th>
</tr>
</thead>
<tbody>
<tr>
<td>3%</td>
<td>45.6%</td>
</tr>
<tr>
<td>FOUNDATIONS WITH ANOTHER FOCUS</td>
<td></td>
</tr>
<tr>
<td>1.2%</td>
<td>33.0%</td>
</tr>
<tr>
<td>ALL PARTICIPATING FOUNDATIONS</td>
<td></td>
</tr>
<tr>
<td>1.9%</td>
<td>37.8%</td>
</tr>
<tr>
<td>WHITE</td>
<td></td>
</tr>
<tr>
<td>PEOPLE OF COLOR</td>
<td></td>
</tr>
<tr>
<td>NOT LISTED/DECLINE TO STATE/NO RESPONSE</td>
<td></td>
</tr>
</tbody>
</table>
**DID YOU KNOW?**

According the U.S. Census Bureau’s 2017 American Community Survey, **38.5 percent of the country is people of color** and 61.5 percent is white.\(^3\)

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### RACE & ETHNICITY, BY FOUNDATION TYPE

#### Community Foundation
- **White (Non-Hispanic):** 72.6%
- **People of Color (Total):** 26.4%
- **Not Listed/Decline to State/No Response:** 1.0%

#### Corporate Funder
- **White (Non-Hispanic):** 71.4%
- **People of Color (Total):** 28.6%
- **Not Listed/Decline to State/No Response:** 0.0%

#### Private Foundation
- **White (Non-Hispanic):** 57.3%
- **People of Color (Total):** 40.3%
- **Not Listed/Decline to State/No Response:** 2.4%

#### Public Foundation
- **White (Non-Hispanic):** 51.3%
- **People of Color (Total):** 47.5%
- **Not Listed/Decline to State/No Response:** 11.3%

#### Race & Ethnicity by Foundation Type

<table>
<thead>
<tr>
<th></th>
<th>Community Foundation</th>
<th>Corporate Funder</th>
<th>Private Foundation</th>
<th>Public Foundation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>White (Non-Hispanic)</strong></td>
<td>72.6%</td>
<td>71.4%</td>
<td>57.3%</td>
<td>51.3%</td>
</tr>
<tr>
<td><strong>People of Color (Total)</strong></td>
<td>26.4%</td>
<td>28.6%</td>
<td>40.3%</td>
<td>47.5%</td>
</tr>
<tr>
<td><strong>African American/Black</strong></td>
<td>8.1%</td>
<td>14.3%</td>
<td>12.3%</td>
<td>7.5%</td>
</tr>
<tr>
<td><strong>Asian American/Pacific Islander</strong></td>
<td>5.1%</td>
<td>4.8%</td>
<td>9.1%</td>
<td>17.5%</td>
</tr>
<tr>
<td><strong>Hispanic/Latinx</strong></td>
<td>3.6%</td>
<td>0.0%</td>
<td>6.9%</td>
<td>10.0%</td>
</tr>
<tr>
<td><strong>Middle Eastern</strong></td>
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</tr>
<tr>
<td><strong>Native American/Indigenous</strong></td>
<td>0.5%</td>
<td>0.0%</td>
<td>2.2%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>More than One Race or Ethnicity</strong></td>
<td>9.1%</td>
<td>9.5%</td>
<td>9.2%</td>
<td>12.5%</td>
</tr>
<tr>
<td><strong>Not Listed</strong></td>
<td>1.0%</td>
<td>0.0%</td>
<td>0.8%</td>
<td>1.3%</td>
</tr>
<tr>
<td><strong>Decline to State/No Response</strong></td>
<td>0.0%</td>
<td>0.0%</td>
<td>1.6%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>
Regionally, people of color accounted for 50 percent of the staff and board for participating foundations headquartered in the Pacific.4

### RACE & ETHNICITY, BY GEOGRAPHIC REGION

<table>
<thead>
<tr>
<th></th>
<th>MIDWEST</th>
<th>MOUNTAIN</th>
<th>NORTHEAST</th>
<th>PACIFIC</th>
<th>SOUTH</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE (NON-HISPANIC)</td>
<td>69.6%</td>
<td>63.0%</td>
<td>59.0%</td>
<td>47.4%</td>
<td>65.6%</td>
</tr>
<tr>
<td>PEOPLE OF COLOR (TOTAL)</td>
<td>29.7%</td>
<td>37.0%</td>
<td>37.6%</td>
<td>50.0%</td>
<td>34.4%</td>
</tr>
<tr>
<td>AFRICAN AMERICAN/BLACK</td>
<td>12.7%</td>
<td>3.7%</td>
<td>12.2%</td>
<td>6.9%</td>
<td>25.0%</td>
</tr>
<tr>
<td>ASIAN AMERICAN/PACIFIC ISLANDER</td>
<td>6.5%</td>
<td>3.7%</td>
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<td>14.2%</td>
<td>0.0%</td>
</tr>
<tr>
<td>HISPANIC/LATINX</td>
<td>1.6%</td>
<td>18.5%</td>
<td>4.4%</td>
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</tr>
<tr>
<td>MIDDLE EASTERN</td>
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<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>NATIVE AMERICAN/INDIGENOUS</td>
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<td>0.0%</td>
<td>1.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>MORE THAN ONE RACE OR ETHNICITY</td>
<td>5.7%</td>
<td>11.1%</td>
<td>11.4%</td>
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<td>3.1%</td>
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<tr>
<td>NOT LISTED/DECLINE TO STATE/NO RESPONSE</td>
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At all levels of employment, people at foundations with a social justice focus were more racially diverse than people at foundations with another focus. The program staff at foundations with a social justice focus were majority people of color — at 56.4 percent. Whereas at foundations with another focus, people of color made up less than one third of the program staff — at 32.4 percent.

“There is so much rich data to fully explore in this DAPP report. As funders deepen their understanding that diversity, inclusion and equity are directly tied to impact, they should see signals showing that if they want to move forward effectively, they will keep trending upward with more POC and LGBTQ staff and board members.”

— Lori Villarosa, Executive Director, Philanthropic Initiative for Racial Equity
### FOUNDATIONS WITH A SOCIAL JUSTICE FOCUS

<table>
<thead>
<tr>
<th></th>
<th>BOARD OF DIRECTORS</th>
<th>CEO &amp; SENIOR STAFF</th>
<th>PROGRAM STAFF</th>
<th>SUPPORT STAFF</th>
<th>OTHER STAFF</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WHITE (NON-HISPANIC)</strong></td>
<td>53.8%</td>
<td>56.6%</td>
<td>39.1%</td>
<td>56.1%</td>
<td>60.3%</td>
</tr>
<tr>
<td><strong>PEOPLE OF COLOR (TOTAL)</strong></td>
<td>40.4%</td>
<td>42.1%</td>
<td>56.4%</td>
<td>42.4%</td>
<td>37.8%</td>
</tr>
<tr>
<td>AFRICAN AMERICAN/BLACK</td>
<td>15.4%</td>
<td>9.2%</td>
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<td>HISPANIC/LATINX</td>
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<td>MIDDLE EASTERN</td>
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<tr>
<td>NATIVE AMERICAN/INDIGENOUS</td>
<td>1.9%</td>
<td>1.3%</td>
<td>0.9%</td>
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<td>0.0%</td>
</tr>
<tr>
<td>MORE THAN ONE RACE OR ETHNICITY</td>
<td>9.2%</td>
<td>9.2%</td>
<td>19.1%</td>
<td>9.1%</td>
<td>8.6%</td>
</tr>
<tr>
<td>NOT LISTED</td>
<td>3.8%</td>
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<td>2.7%</td>
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</tr>
<tr>
<td>DECLINE TO STATE/NO RESPONSE</td>
<td>1.9%</td>
<td>1.3%</td>
<td>1.8%</td>
<td>0.0%</td>
<td>1.7%</td>
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### FOUNDATIONS WITH ANOTHER FOCUS

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<th>BOARD OF DIRECTORS</th>
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<th>OTHER STAFF</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WHITE (NON-HISPANIC)</strong></td>
<td>64.3%</td>
<td>66.0%</td>
<td>65.9%</td>
<td>66.1%</td>
<td>65.9%</td>
</tr>
<tr>
<td><strong>PEOPLE OF COLOR (TOTAL)</strong></td>
<td>33.9%</td>
<td>33.0%</td>
<td>32.4%</td>
<td>33.1%</td>
<td>33.3%</td>
</tr>
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<td>8.9%</td>
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<td>15.3%</td>
<td>12.7%</td>
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<tr>
<td>ASIAN AMERICAN/PACIFIC ISLANDER</td>
<td>3.6%</td>
<td>6.0%</td>
<td>6.1%</td>
<td>7.3%</td>
<td>11.1%</td>
</tr>
<tr>
<td>HISPANIC/LATINX</td>
<td>0.0%</td>
<td>3.0%</td>
<td>3.9%</td>
<td>4.0%</td>
<td>1.6%</td>
</tr>
<tr>
<td>MIDDLE EASTERN</td>
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<td>0.0%</td>
<td>2.2%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>NATIVE AMERICAN/INDIGENOUS</td>
<td>12.5%</td>
<td>1.0%</td>
<td>1.7%</td>
<td>0.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>MORE THAN ONE RACE OR ETHNICITY</td>
<td>8.9%</td>
<td>9.0%</td>
<td>8.4%</td>
<td>5.6%</td>
<td>7.9%</td>
</tr>
<tr>
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<td>0.0%</td>
<td>1.1%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>DECLINE TO STATE/NO RESPONSE</td>
<td>1.8%</td>
<td>1.0%</td>
<td>0.6%</td>
<td>0.8%</td>
<td>0.8%</td>
</tr>
</tbody>
</table>
### Table: Diversity Among Philanthropic Professionals

<table>
<thead>
<tr>
<th></th>
<th>Board of Directors</th>
<th>CEO &amp; Senior Staff</th>
<th>Program Staff</th>
<th>Support Staff</th>
<th>Other Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>White (non-Hispanic)</strong></td>
<td>59.3%</td>
<td>61.9%</td>
<td>55.7%</td>
<td>62.6%</td>
<td>64.1%</td>
</tr>
<tr>
<td><strong>People of Color (Total)</strong></td>
<td>37.0%</td>
<td>37.0%</td>
<td>41.5%</td>
<td>36.3%</td>
<td>34.8%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>12.0%</td>
<td>11.9%</td>
<td>10.7%</td>
<td>11.1%</td>
<td>10.3%</td>
</tr>
<tr>
<td>Asian American/Pacific Islander</td>
<td>3.7%</td>
<td>9.7%</td>
<td>8.0%</td>
<td>9.5%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>4.6%</td>
<td>5.1%</td>
<td>7.6%</td>
<td>8.4%</td>
<td>4.3%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>0.0%</td>
<td>0.0%</td>
<td>1.4%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Native American/Indigenous</td>
<td>7.4%</td>
<td>1.1%</td>
<td>1.4%</td>
<td>0.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>More than one Race or Ethnicity</td>
<td>9.3%</td>
<td>9.1%</td>
<td>12.5%</td>
<td>6.8%</td>
<td>8.2%</td>
</tr>
<tr>
<td>Not Listed</td>
<td>1.9%</td>
<td>0.0%</td>
<td>1.7%</td>
<td>0.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Decline to State/No Response</td>
<td>1.9%</td>
<td>1.1%</td>
<td>1.0%</td>
<td>0.5%</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

“The DAPP findings are clear; foundations dedicated to better outcomes for ALL people are better at engaging diverse talent.”

— SUSAN TAYLOR BATTEN, President & CEO, ABFE — A PHILANTHROPIC PARTNERSHIP FOR BLACK COMMUNITIES
Across all participating foundations, 69.5% of staff and board identified as female, 28.2% percent as male, and 1.1% as gender nonbinary. Representation of women was generally similar across roles, ranging from 66% to 75% for program staff, senior staff, and support staff. The board level was the area where representation of women was lowest—only 44%.

Nearly half of women at foundations with a social justice focus were women of color. By comparison, about one-third of women at foundations with another focus were women of color.

Across all participating foundations, 2.0% of respondents identified as transgender, genderqueer, or gender non-conforming. At foundations with a social justice or LGBTQ focus, 2.6% of the staff and board identified as transgender, gender non-conforming compared with 1.6% at foundations with another focus. Of transgender, gender queer, and gender non-conforming people in philanthropy, 36.8% were people of color. The difference in racial composition of transgender people was particularly large: 57.1% of trans people at social justice foundations were people of color, while 25% of trans people at other foundations were people of color.

**THE FINDINGS**

Gender, Gender Identity & Sexual Orientation

Across all participating foundations, 69.5% of staff and board identified as female, 28.2% percent as male, and 1.1% as gender nonbinary. Representation of women was generally similar across roles, ranging from 66% to 75% for program staff, senior staff, and support staff. The board level was the area where representation of women was lowest—only 44%.

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Across all participating foundations, 2.0% of respondents identified as transgender, genderqueer, or gender non-conforming. At foundations with a social justice or LGBTQ focus, 2.6% of the staff and board identified as transgender, gender non-conforming compared with 1.6% at foundations with another focus. Of transgender, gender queer, and gender non-conforming people in philanthropy, 36.8% were people of color. The difference in racial composition of transgender people was particularly large: 57.1% of trans people at social justice foundations were people of color, while 25% of trans people at other foundations were people of color.

**GENDER IN PHILANTHROPY**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>28.2%</td>
</tr>
<tr>
<td>Female</td>
<td>69.5%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>1.1%</td>
</tr>
<tr>
<td>Decline to State/No Response</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

Note that terms around gender identity are fluid and evolving. Transgender is an umbrella term that describes people whose gender identity and/or gender expression is different from the sex they were assigned at birth. Gender non-conforming refers to people who do not follow other people’s ideas or stereotypes about how they should look or act based on the female or male sex they were assigned at birth. Genderqueer is a term used to describe a person whose gender identity is neither woman nor man and is between, beyond, or a combination of genders. Increasingly, the term nonbinary is being used as an alternative for genderqueer, but that term has been tested in fewer surveys, and so we used the term genderqueer in the DAPP survey. The Gender and Sexualities Center of the University of Texas at Austin offers an excellent directory of resources, including glossaries of terms, at diversity.utexas.edu/genderandsexuality.

This report is available for download at www.lgbtfunders.org/research
## Male

<table>
<thead>
<tr>
<th>Category</th>
<th>White (Non-Hispanic)</th>
<th>People of Color (Total)</th>
<th>All Participating Foundations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Foundations with a Social Justice Focus</strong></td>
<td>57.3%</td>
<td>39.2%</td>
<td>35.5%</td>
</tr>
<tr>
<td><strong>Foundations with Another Focus</strong></td>
<td>65.8%</td>
<td>32.8%</td>
<td></td>
</tr>
<tr>
<td><strong>All Participating Foundations</strong></td>
<td>62.2%</td>
<td>35.5%</td>
<td></td>
</tr>
<tr>
<td>White (Non-Hispanic)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>People of Color (Total)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American/Black</td>
<td>5.5%</td>
<td>12.5%</td>
<td>9.5%</td>
</tr>
<tr>
<td>Asian American/Pacific Islander</td>
<td>10.0%</td>
<td>5.9%</td>
<td>7.6%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>15.5%</td>
<td>2.0%</td>
<td>7.6%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>0.0%</td>
<td>1.3%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Native American/Indigenous</td>
<td>0.9%</td>
<td>3.9%</td>
<td>2.7%</td>
</tr>
<tr>
<td>More than One Race or Ethnicity</td>
<td>7.3%</td>
<td>7.2%</td>
<td>7.3%</td>
</tr>
<tr>
<td>Not Listed</td>
<td>1.8%</td>
<td>0.7%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Decline to State/No Response</td>
<td>1.8%</td>
<td>0.7%</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

## Transgender, Genderqueer, Gender Non-Conforming

<table>
<thead>
<tr>
<th>Category</th>
<th>White (Non-Hispanic)</th>
<th>People of Color (Total)</th>
<th>All Participating Foundations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Foundations with a Social Justice Focus</strong></td>
<td>42.9%</td>
<td>57.1%</td>
<td>57.9%</td>
</tr>
<tr>
<td><strong>Foundations with Another Focus</strong></td>
<td>66.7%</td>
<td>25.0%</td>
<td>36.8%</td>
</tr>
<tr>
<td><strong>All Participating Foundations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White (Non-Hispanic)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>People of Color (Total)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American/Black</td>
<td>28.6%</td>
<td>8.3%</td>
<td>15.8%</td>
</tr>
<tr>
<td>Asian American/Pacific Islander</td>
<td>0.0%</td>
<td>8.3%</td>
<td>5.3%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Native American/Indigenous</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>More than One Race or Ethnicity</td>
<td>28.6%</td>
<td>8.3%</td>
<td>15.8%</td>
</tr>
<tr>
<td>Not Listed</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Decline to State/No Response</td>
<td>0.0%</td>
<td>8.3%</td>
<td>5.3%</td>
</tr>
</tbody>
</table>
The percentage of gay, lesbian, or bisexual people on the staff and board of a foundation also varied considerably depending on a foundation’s focus. 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.

Gay, lesbian, and bisexual people of color were more likely to be found on the staff and board of foundations with a social justice focus than on foundations with another focus. At social justice foundations, 43.1 percent of the LGBTQ staff and board were people of color. At foundations with another focus, 33.3 percent of the LGBTQ staff and board were people of color.

### RACE & ETHNICITY OF LGBTQ PEOPLE IN PHILANTHROPY, BY FOUNDATION FOCUS

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>All Participating Foundations</th>
<th>Foundations with a Social Justice Focus</th>
<th>Foundations with Another Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE (Non-Hispanic)</td>
<td>60.8%</td>
<td>65.4%</td>
<td>55.6%</td>
</tr>
<tr>
<td>PEOPLE OF COLOR (Total)</td>
<td>37.9%</td>
<td>43.1%</td>
<td>33.3%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>5.2%</td>
<td>5.6%</td>
<td>4.9%</td>
</tr>
<tr>
<td>Asian American/Pacific Islander</td>
<td>9.2%</td>
<td>12.5%</td>
<td>6.2%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>11.1%</td>
<td>15.3%</td>
<td>7.4%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>0.7%</td>
<td>0.0%</td>
<td>1.2%</td>
</tr>
<tr>
<td>Native American/Indigenous</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>More than One Race or Ethnicity</td>
<td>11.8%</td>
<td>9.7%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Not Listed</td>
<td>0.7%</td>
<td>1.4%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Decline to State/No Response</td>
<td>0.7%</td>
<td>0.0%</td>
<td>1.2%</td>
</tr>
</tbody>
</table>
Across all participating foundations, 70.0 percent of the staff and board were either millennials or generation x-ers. Foundations with a social justice focus tended to have slightly more millennials on the staff and board than foundations with another focus, at 29.0 percent and 27.2 percent respectively.
Millennials and generation x-ers in philanthropy were more diverse than baby boomers and those from both the greatest and silent generation.

**AGE, BY RACE & ETHNICITY**

<table>
<thead>
<tr>
<th>Generation</th>
<th>White (Non Hispanic)</th>
<th>People of Color</th>
<th>Not Listed/Decline to State/No Response</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Millennials</strong> (born 1982 onwards)</td>
<td>1.1%</td>
<td>57.6%</td>
<td>41.3%</td>
</tr>
<tr>
<td><strong>Generation X</strong> (born 1965-1981)</td>
<td>1.8%</td>
<td>53.6%</td>
<td>44.6%</td>
</tr>
<tr>
<td><strong>Baby Boomers</strong> (born 1946-1964)</td>
<td>1.6%</td>
<td>73.2%</td>
<td>25.2%</td>
</tr>
<tr>
<td><strong>Silent &amp; Greatest Generation</strong> (born 1901-1945)</td>
<td>0.0%</td>
<td>81.8%</td>
<td>18.2%</td>
</tr>
</tbody>
</table>

“This report shows that Millennials and Gen-Xers in philanthropy are more likely to be people of color—just as is the case in the general population. If foundations want to achieve excellence and equity in the 21st century, they need to support a pipeline of leaders from these younger generations that are browner, queerer, and bring fresh perspectives to the workplace.”

— STORME GRAY, INTERIM EXECUTIVE DIRECTOR, EMERGING PRACTITIONERS IN PHILANTHROPY (EPIP)
Across all participating foundations, people with disabilities accounted for 6.3 percent of the staff and board. At foundations with a social justice focus, they made up 8.8 percent of the staff and board. At foundations with another focus, people with disabilities were 4.8 percent of the staff and board.

**Disability Status, by Foundation Focus**

<table>
<thead>
<tr>
<th>Foundation Focus</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundations with a social justice focus</td>
<td>8.8%</td>
</tr>
<tr>
<td>Foundations with another focus</td>
<td>4.8%</td>
</tr>
<tr>
<td>All participating foundations</td>
<td>6.3%</td>
</tr>
</tbody>
</table>

**Disability Status, by Race & Ethnicity**

- **63.3%** People of color
- **36.7%** White (non-Hispanic)
- **Decline to state / no response**

More than a third of people with disabilities in philanthropy are also people of color.

**Did you know?**

According the United States Census Bureau, **12.6 percent of the civilian, noninstitutionalized population is living with a disability.**

---

The U.S. Census Bureau’s 2017 American Community Survey found that 13.4 percent of the population living in the United States was foreign born.7 Our 2018 DAPP Survey found that 10.3 percent of people in philanthropy report being born outside of the United States. Note that 12.8 percent of respondents declined to answer this question, one of the higher non-response rates of any question in the survey.

More than three quarters of the people born outside the United States identified as people of color, while 20.4 percent identified as white, and the remainder declined to answer.

“In a climate where immigrants are routinely scapegoated and criminalized, it’s crucial that foundations work proactively to increase representation of immigrants in our institutions—including taking steps to build and support a leadership pipeline of people with lived experiences of being undocumented, seeking asylum and refuge, or having a status based on Deferred Action for Childhood Arrivals (DACA) or Temporary Protected Status (TPS)”

— BEN FRANCISCO MAULBECK, PRESIDENT, FUNDERS FOR LGBTQ ISSUES

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“This ‘tale of two sectors’ shows that diversity is not something you can do halfway. Foundations need to work to build diversity, equity, and social justice into every aspect of their institution in order to get the work done.”

—ANA MARIE ARGILAGOS, PRESIDENT & CEO, HISPANICS IN PHILANTHROPY
For grantmakers wishing to further diversify their staff, we offer the following 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.

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.

Develop retention strategies to assure that a diverse range of employees feel supported and affirmed in bringing their full selves to work. Treat LGBTQ discrimination the same way you would treat racial or gender discrimination.

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.

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

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.
APPENDIX & CREDITS
APPENDIX A

Foundations Participating in the Diversity Among Philanthropic Professionals (DAPP) Survey

American Jewish World Service
The Baltimore Community Foundation
The Blandin Foundation
David Bohnett Foundation
The Boston Foundation
Bush Foundation
The California Endowment
Margaret A. Cargill Philanthropies
Carnegie Foundation of New York
Annie E. Casey Foundation
Marguerite Casey Foundation
The Cleveland Foundation
Community Foundation for Southern Arizona
Foundation for a Healthy St. Petersburg
Foundation for a Just Society
Gill Foundation
Evelyn and Walter Haas, Jr. Fund
Horizons Foundation

Johnson Family Foundation
The Kresge Foundation
Levi Strauss Foundation
Lumina Foundation
The McKnight Foundation
Meyer Memorial Trust
North Star Fund
Northwest Area Foundation
Oregon Community Foundation
Polk Bros. Foundation
Proteus Fund
Mary Reynolds Babcock Foundation
Winthrop Rockefeller Foundation
Santa Fe Community Foundation
Social Venture Partners Cleveland
Tides Foundation
Wellspring Philanthropic Fund
The Women’s Fund of Central Ohio
We are incredibly grateful to all the participants of the Diversity Among Philanthropic Professionals (DAPP) Survey — both the individuals and the institutions — whose participation in the survey made this report possible.

We are also extremely thankful for the generous financial support and collaboration that Matt Foreman and the Evelyn and Walter Haas, Jr. Fund provided to undertake the inaugural DAPP survey. We would also be remiss not to recognize the incredible team at SMU DataArts and all their hard work in crunching the DAPP numbers — with a special acknowledgement of the efforts of Nicholas Crosson and Rebecca Johnson. We’d also like to thank Lori Villarosa of the Philanthropic Initiative for Racial Equity for her help in securing the participation of several funders. Likewise, this report is stronger because of the contributions and thought leadership provided by Carly Hare of CHANGE Philanthropy, Storme Gray of Emerging Practitioners in Philanthropy (EPIP), and Tamir Novotny formerly of EPIP. A big thank you to everyone who made this report possible!
MISSION

CHANGE PHILANTHROPY is a coalition of philanthropic networks working together to strengthen bridges across funders and communities. We are transforming philanthropy from within by building knowledge, fostering diversity, and creating connections.

CORE PARTNERS

Asian American and Pacific Islanders in Philanthropy (AAPIP)
ABFE – A Philanthropic Partnership for Black Communities
Emerging Practitioners in Philanthropy (EPIP)
Funders for LGBTQ Issues
Hispanics in Philanthropy (HIP)
Native Americans in Philanthropy (NAP)
National Committee for Responsive Philanthropy (NCRP)
Philanthropic Initiative for Racial Equity (PRE)
Women’s Funding Network (WFN)

COLLABORATING PARTNER

Neighborhood Funders Group (NFG)

STAFF

Carly Hare
National Director/Coalition Catalyst

Tenaja Jordan
Research and Communications Director
MISSION

EPIP’S mission is to empower emerging leaders and elevate philanthropic practice in order to build a more just, equitable and sustainable world.

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Bianca Alston
New York Women’s Foundation

Dion Cartwright
Funders Network for Smart Growth & Livable Communities

Caitlin Wagner Fisher
The Greater Boston Chamber of Commerce

Maheen Kaleem, Esq.
NoVo Foundation

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Maheen Kaleem, Esq.
NoVo Foundation

Arielle Milton
The Charles Stewart Mott Foundation

Dr. Cassie Schwerner
Morningside Center for Teaching Social Responsibility

Anthony Simmons
ABFE

STAFF

Storme Gray
Interim Executive Director

Adriana Loson-Ceballos
Director of Network Resources

Tamitha Walker McKinnis
Chapter Liaison and Program Manager

Michael Quan
Finance & Accounting Consultant

Erin Roberts
Communications & Special Projects Consultant

Reed Young
Associate for Network Resources
MISSION

FUNDERS FOR LGBTQ ISSUES works to increase the scale and impact of philanthropic resources aimed at enhancing the well-being of lesbian, gay, bisexual, transgender and queer communities, promoting equity and advancing racial, economic and gender justice.

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Borealis Philanthropy

Jason McGill, VICE CHAIR
Arcus Foundation

Kristine Stallone, TREASURER
American Jewish World Service

Rebecca Fox, SECRETARY
Wellspring Philanthropic Fund

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