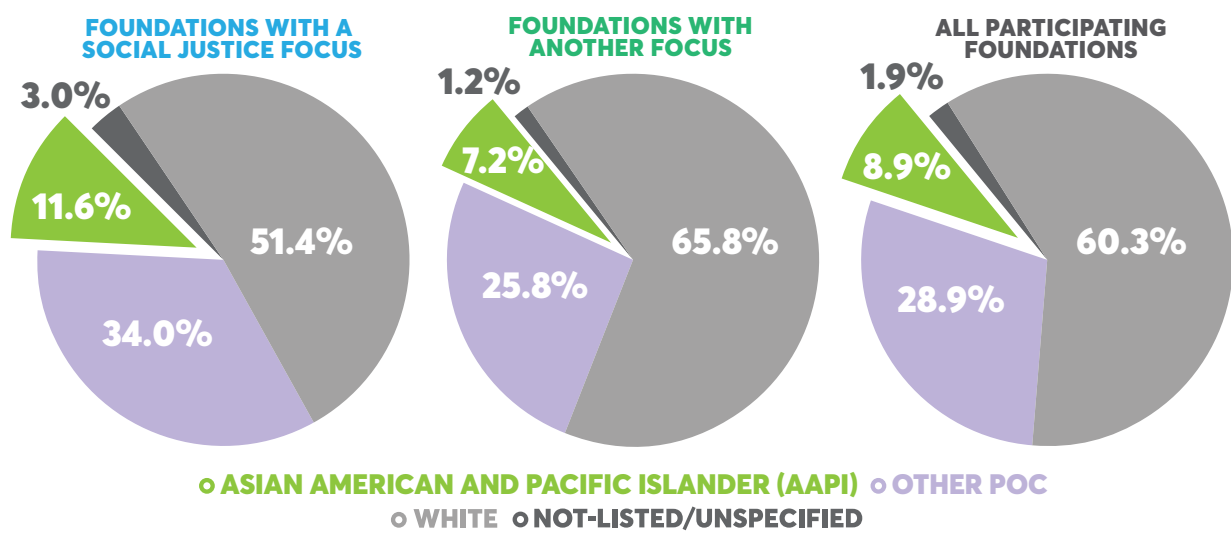


The 2018 Diversity Among Philanthropic Professionals Report

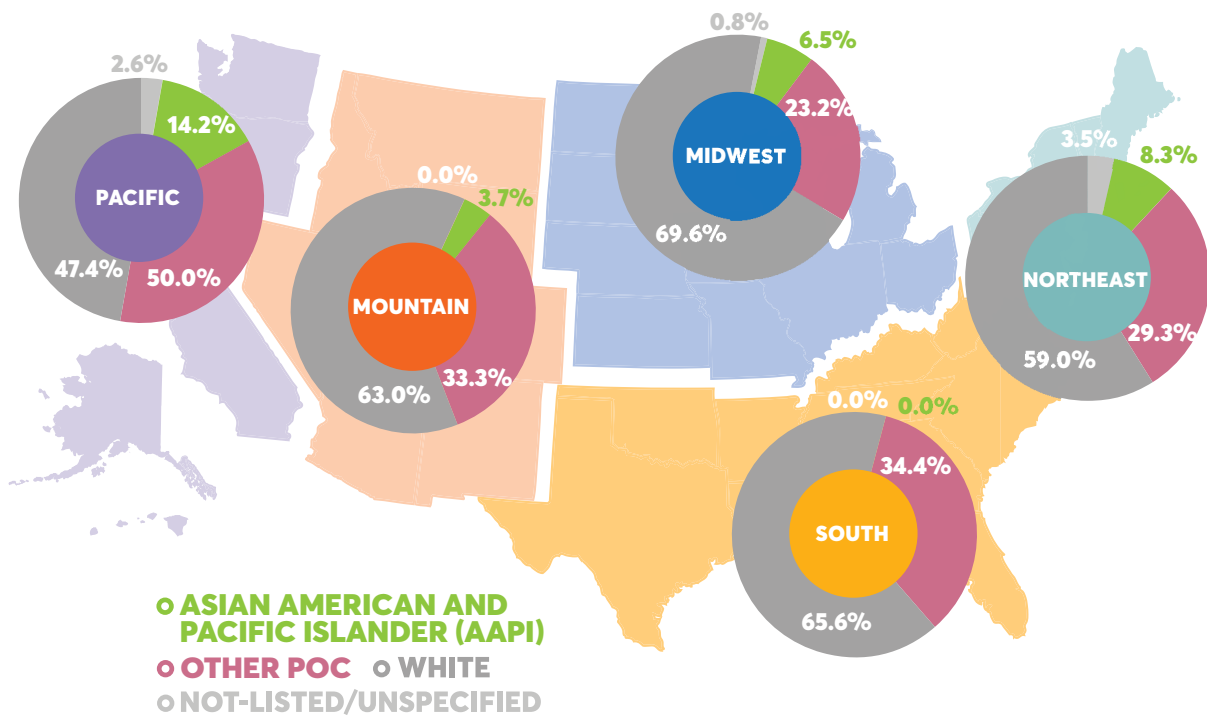
Asian American and Pacific Islander People Working in Philanthropy

The Asian American and Pacific Islander (AAPI) population is the fastest growing population in the United States.¹ **Nearly 9 percent of people in philanthropy identify as AAPI.**

PERCENTAGE OF AAPI PEOPLE IN PHILANTHROPY

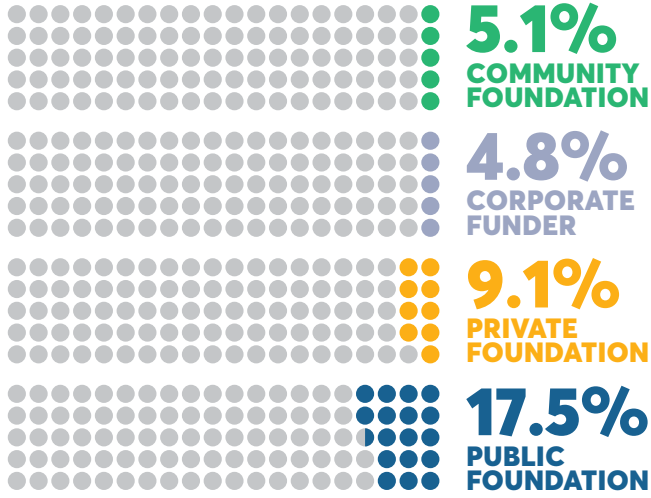


AAPI PEOPLE IN PHILANTHROPY, BY GEOGRAPHIC REGION



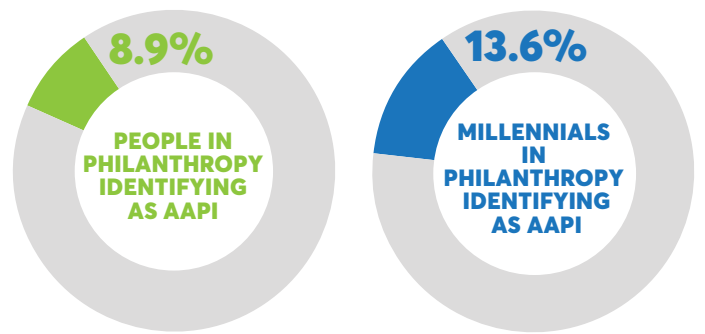
AAPI people were most represented in philanthropy in the Pacific region. In our 2018 DAPP Survey of 947 individuals working in philanthropy, **we could not identify a single AAPI person in philanthropy in the U.S. South.** (We know they exist but are highly underrepresented in the region.)

AAPI PEOPLE IN PHILANTHROPY BY FOUNDATION TYPE



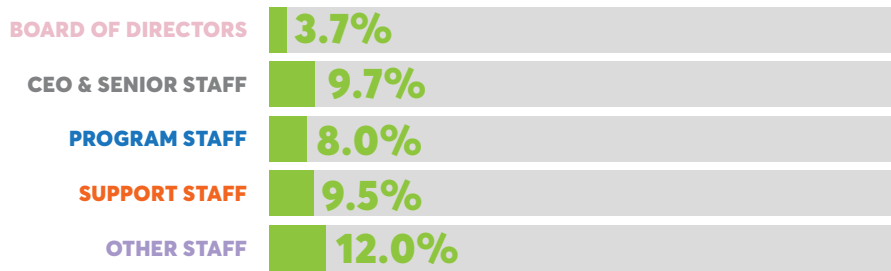
AAPI people in philanthropy are most represented at **public foundations.**

AAPI PEOPLE IN PHILANTHROPY BY GENERATION



While nearly 9 percent of people in philanthropy identified as AAPI, **nearly 14 percent of Millennials in philanthropy identify as AAPI.** In this regard, there is an opportunity to develop resources for philanthropy to help foundations retain and develop relatively young, early- and mid-career AAPI staff.

AAPI COMMUNITY REPRESENTATION BY ROLE

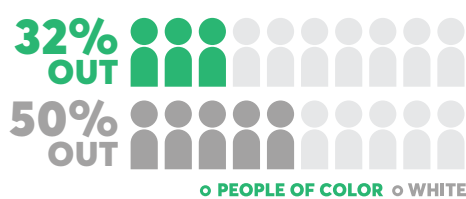


We also found that **less than 4 percent of people on the board of directors of participating grantmakers identified as AAPI.**

While AAPI has a long history of advancing LGBTQ issues, AAPI people in philanthropy were the most likely to decline to answer a question about their sexual orientation. The 2018 DAPP survey found **4.8 percent of AAPI people declined to answer the question about sexual orientation**, compared with 3.1 percent of the other survey respondents.



PERCENTAGE OF "OUT" LGBTQ PEOPLE IN PHILANTHROPY



This correlates with an even more alarming finding. **Only 32 percent of LGBTQ POC in philanthropy reported that they were out to all or most of their colleagues, compared with 50 percent of white LGBTQ people in philanthropy.**

1 <http://aapidata.com/wp-content/uploads/2015/10/AAPIData-CAP-report.pdf>



Building Democratic Philanthropy

Interested in Being Connected to More Resources on AAPI People? Contact AAPIP.

Asian Americans/Pacific Islanders in Philanthropy (AAPIP) is a national membership organization dedicated to expanding and mobilizing philanthropic and community resources for underserved AAPI communities to build a more just and equitable society.

It is a vibrant home for AAPIs in philanthropy, working toward racial equity and gender justice and fostering a new generation of AAPI change makers driving change in philanthropy.

To learn more, visit AAPIP.ORG



About the Diversity Among Philanthropic Professionals Survey (DAPP) and Participating in the 2020 DAPP

The Diversity Among Philanthropy Professionals (DAPP) Survey aims to help the philanthropic community better understand its workforce and leadership. The DAPP survey is unique in soliciting anonymous self-reporting from individuals on the staff and board of participating foundations, helping grantmakers to accurately assess the culture and climate of their institutions.

If your foundation is interested in participating in the 2020 DAPP Survey, visit CHANGEPHILANTHROPY.ORG/DAPP for more details.