

CHANGE Philanthropy, in partnership with SMU DataArts, is pleased to announce the 2024 Diversity Among Philanthropic Professionals Survey (DAPP).

We have compiled this resource of information about the survey and its benefits to grantmakers, PSOs, and the broader sector.

About the DAPP

The DAPP is unique in that it solicits anonymous, self-reported information directly from individuals working in philanthropy. The Reception of Identity Index (RII) is a first of its kind form of sentiment analysis that provides insight into the feelings and experiences of survey participants related to their institution's response to various identity factors. The seven-minute survey allows respondents to self-identify their race, national origin, age, gender expression, sexual orientation, and disability status, and perception of safety, well-being, and happiness in their workplace.

SMU DataArts' online platform and proprietary survey protect the data of individuals while collecting detailed information. In addition, respondents may choose to skip any question in the survey. SMU DataArts will create a workforce report for each institution that receives enough survey responses to meet a statistically significant response threshold.

For Grantmakers:

- Participating in this study can help your organization better understand the diverse makeup of your staff, board, and volunteers to remain relevant to and representative of our changing society.
- Organizations with more than 10 staff may be eligible to receive a custom report on their workforce's demographics, provided they meet an anonymity threshold.
- The report includes recommendations from the CHANGE partner organizations on how to support your staff and deepen connections to communities.

For Regional Philanthropy Serving Organizations:

- The DAPP can help regional PSOs better understand the characteristics of the philanthropic sector in your area.
- Encouraging your members to participate in the study offers opportunities to explore the characteristics and experiences of communities through an intersectional lens.
- For helping us recruit 500 survey participants from your area, we will provide you with a detailed infographic of local findings.

For National and Issue-Based Philanthropy Serving Organizations:

- The DAPP has the most comprehensive demographic sections of any assessment studying the philanthropic workforce, offering a more nuanced understanding of the sector. We ask for information related to a full complement of identity factors, including race, national origin, age, gender expression, sexual orientation, and disability status.
- In-depth spotlights on communities can enhance your own programmatic and research work by providing a starting point for deeper inquiry.

About CHANGE Philanthropy

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.

About SMU DataArts

SMU DataArts are national leaders in data collection and analysis since 2004. They recognize that our society is characterized by a complex web of inequities, and are committed to making research, tools, and resources accessible to all persons regardless of race, age, gender expression, sexual orientation, national origin, disability, and/or socioeconomic status. They strive to conduct their work without bias or preference, and they value input and creativity from diverse perspectives. They use data and evidence to shine a light on inequities within the arts and culture sector. They are committed to advancing equity, recognizing that it is a continuous process requiring ongoing input from the field, accountability, and evaluation.

Survey Contacts:

Tenaja Jordan
Research & Communications Director
CHANGE Philanthropy
tjordan@changephilanthropy.org

Alice Y. Hom
Executive Director
CHANGE Philanthropy
ayhom@changephilanthropy.org