

# Philanthropy needs more people with disabilities on staff, featuring Ryan Easterly

**Ryan Easterly** is executive director of the WITH Foundation and has significant experience as a grant maker, strategist, and advocate. In this video interview, he urges those working in philanthropy to be more inclusive of people with disabilities when it comes to hiring and staffing.

## Transcript begins.

[active piano music]

**RYAN EASTERLY:** My name is Ryan Easterly. I am a black man with a teal-and-white striped shirt, wearing glasses. I identify, personally, as a black, gay person with disability who's a former foster kid.

The Council on Foundations estimates that only one percent of those working in philanthropy identify as individuals with disabilities. Part of grant making and part of philanthropy is strengthened when you have people with lived experience in various aspects, including disability, involved in the process, actually on staff. When you're examining the ways in which you want to make an impact, include disability in that.

**VOICE-OVER:** Where are you in your Journey to Inclusion? For more information, go to [DisabilityPhilanthropy.org](https://DisabilityPhilanthropy.org), and promote using the hashtag DisabilityInclusion. Brought to you by the Presidents' Council on Disability Inclusion in Philanthropy.

## End of transcript.