

Welcome to our January 2012 Out & Equal Town Call...

2010 Census and LGBT Workplace Equality: What is the Connection?

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2010 CENSUS AND LGBT WORKPLACE EQUALITY: WHAT IS THE CONNECTION?

Presenters:
Dr. Gary Gates, UCLA Williams Institute
Moderator: Pat Baillie



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Announcements

- Jan 31 – Part III of Out & Equal University Building Bridges webinar
- Jan 31 – End of Core Course Registration Package Promotion
- Feb 9 – Summit Kickoff Webinar
- Feb 15 – Global Summit RFPs for workshops due
- Feb 23 - Coaching: What it is, what it is not, & why every LGBT leader can benefit from working with a Coach!
- Mar 12-14 – Executive, Emerging Leaders and Executive Sponsor Ally Forum (SF)
- Mar 14 – Leadership Gala Dinner (SF)
- Apr 1 – Baltimore Summit RFPs for workshops due
- Jul 4-6 – Global Summit in London
- Oct 30 – Nov 2 – Annual Summit in Baltimore
- Check www.outandequal.org for more info on:
 - Upcoming & Archive Training - <http://www.outandequal.org/training-programs>
 - Regional Affiliates - <http://www.outandequal.org/regional-affiliates>
 - Employee Resource Groups - <http://www.outandequal.org/resources/groups>
 - CareerLink - <http://lightcareerlink.com/>
 - Summit 2012 - <http://outandequal.org/summit2012>
 - Global Summit 2012 - <http://www.globalgibworkplacesummit.org/>



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Webinar Features



- **WEB ONLY access** – you will hear the audio online so use computer speakers or headsets
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- If hear an echo, you may have signed in twice - close one of your screens to resolve
- See or hear delays, stop the session for 10 seconds, then restart (streaming data issue)
- Use chat to ask questions during the presentation (chats are only seen by the presenters)
- Technical problems, raise your hand and see chat
- Polling – select an answer, submit and see result
- Session is recorded and will be available in a few days at: <http://outandequal.org/town-calls/archive#past2012>



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Counting the LGBT Community: Same-sex unions and LGBT demographics in the US

Gary J. Gates
Williams Distinguished Scholar

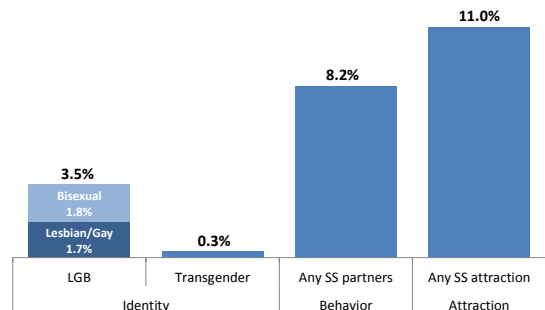


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Why count LGBT people?

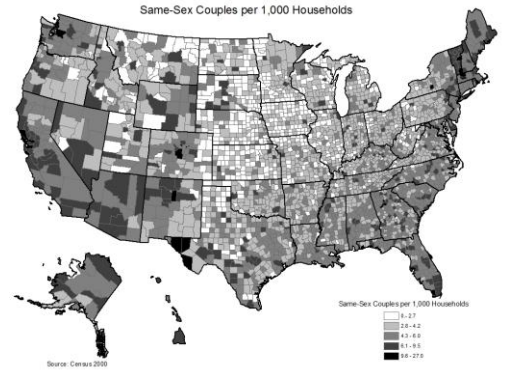
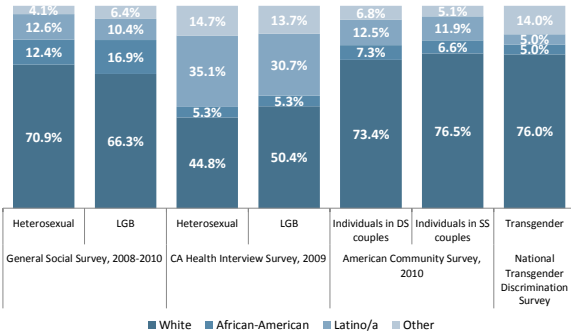
- Inform policy debates with science, not anecdote
 - Health disparities like HIV, mental health, smoking, obesity, cancer
 - Relationship recognition and families
 - Discrimination
 - Youth and education
- Increase visibility
 - Presence of LGBT questions raises awareness
 - Challenge stereotypes
- Because we can
 - Questions can be constructed with conceptual clarity regarding sexual and gender identity

9-26 Million LGBT Americans

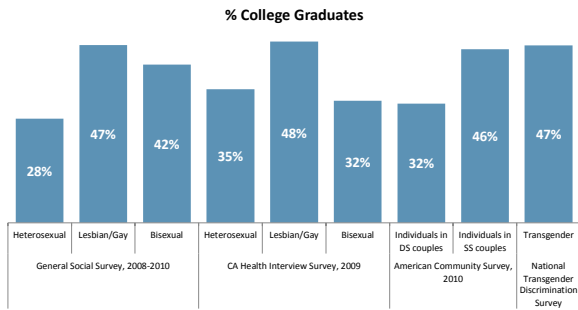


Source: Gates, Gary J. How many people are lesbian, gay, bisexual and transgender, Williams Institute, 2011

LGBTs are racially/ethnically diverse



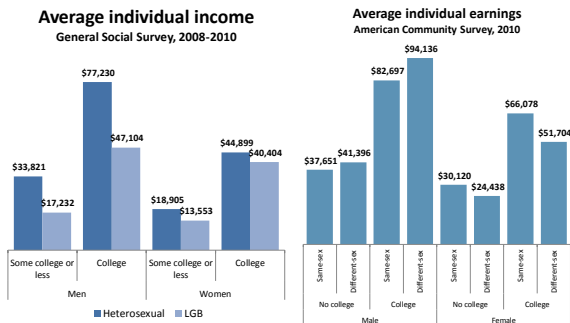
LGB people report high education



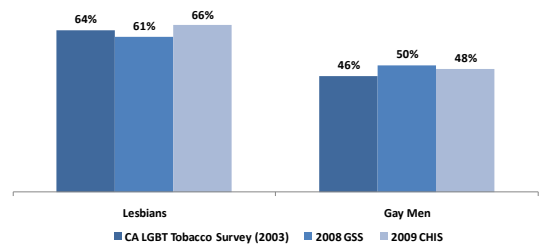
Many LGBT people are seniors



Yet no evidence of excessive wealth



Many LGBT people partner



Carpenter, C and Gates, G.J. Gay and Lesbian Partnership: Evidence from California, *Demography* 45:3, August 2008. Author calculations, 2008 General Social Survey

LGBT inclusion in Census 2010

- Who can we identify?
 - Same-sex unmarried partners

6. What is Person 1's sex? Mark ONE box.

Male Female

2. How is this person related to Person 1? Mark ONE box.

<input type="checkbox"/> Husband or wife	<input type="checkbox"/> Parent-in-law
<input type="checkbox"/> Biological son or daughter	<input type="checkbox"/> Son-in-law or daughter-in-law
<input type="checkbox"/> Adopted son or daughter	<input type="checkbox"/> Other relative
<input type="checkbox"/> Stepson or stepdaughter	<input type="checkbox"/> Roomer or boarder
<input type="checkbox"/> Brother or sister	<input type="checkbox"/> Housemate or roommate
<input type="checkbox"/> Father or mother	<input checked="" type="checkbox"/> Unmarried partner
<input type="checkbox"/> Grandchild	<input type="checkbox"/> Other nonrelative

3. What is this person's sex? Mark ONE box.

Male Female

- Same-sex spouses

6. What is Person 1's sex? Mark ONE box.

Male Female

2. How is this person related to Person 1? Mark ONE box.

<input checked="" type="checkbox"/> Husband or wife	<input type="checkbox"/> Parent-in-law
<input type="checkbox"/> Biological son or daughter	<input type="checkbox"/> Son-in-law or daughter-in-law
<input type="checkbox"/> Adopted son or daughter	<input type="checkbox"/> Other relative
<input type="checkbox"/> Stepson or stepdaughter	<input type="checkbox"/> Roomer or boarder
<input type="checkbox"/> Brother or sister	<input type="checkbox"/> Housemate or roommate
<input type="checkbox"/> Father or mother	<input type="checkbox"/> Unmarried partner
<input type="checkbox"/> Grandchild	<input type="checkbox"/> Other nonrelative

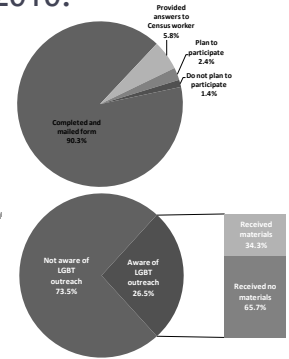
3. What is this person's sex? Mark ONE box.

Male Female

- Who can't we identify?
 - LGBT people
 - No sexual orientation or gender identity questions
 - Two groups of same-sex couples
 - Identified as roommates or unrelated adults to hide the nature of their relationship
 - Neither partner was Person 1 in the household

What was new in 2010?

- Substantial LGBT outreach
 - 24 LGBT partnership specialists hired
 - 1,500 LGBT outreach efforts across the country



What was new in 2010?

- Additional data released
 - Same-sex couple child-rearing tabulations for states, counties, cities, and tracts
 - Same-sex spouses v. unmarried partner tabulations for states
 - Including child-rearing in each group
 - Revised state estimates to address measurement problems

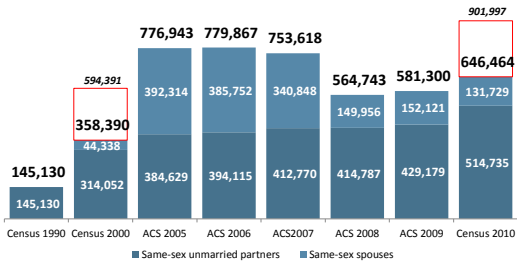
Interpreting Census/ACS responses

Table 2. Legal relationship status and state recognition by responses to Census relationship question.

	State recognition of marriage for same-sex couples or CU/RDP	Response to Census relationship question	
		Husband/wife (17% of total) n=85	Unmarried partner (83% of total) n=380
Legally married	Marriage recognized	49%	1%
	Marriage not recognized	22%	3%
CU/RDP	CU/RDP recognized	7%	5%
	CU/RDP not recognized	8%	12%
No legal relationship	Marriage recognized	3%	13%
	CU/RDP recognized	0%	2%
	No recognition	10%	64%
	Total	100%	100%

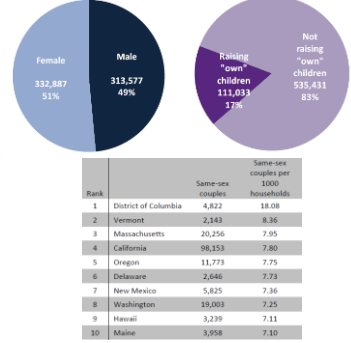
Nearly 650K same-sex couples

Same-sex couples in US Census Bureau data

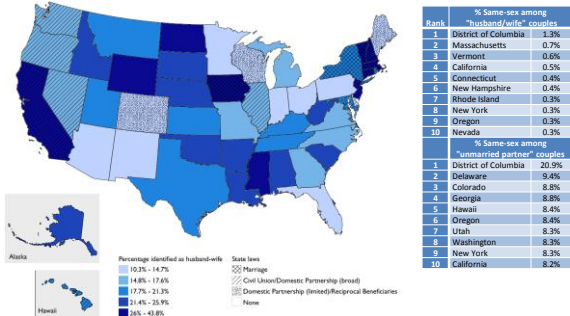


Same-sex couples virtually everywhere

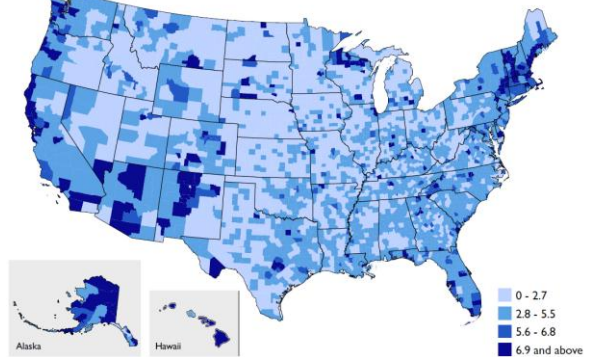
- 646,464 couples
 - 131,729 "husband/wife" (20%)
 - 514,735 "unmarried partner" (80%)
- 5.5 per 1,000 households
- 1% of all couples
 - 0.23% of "husband/wife" couples
 - 7% of "unmarried partner" couples
- At least one same-sex couple in:
 - 93% of counties
 - 92% of Census tracts



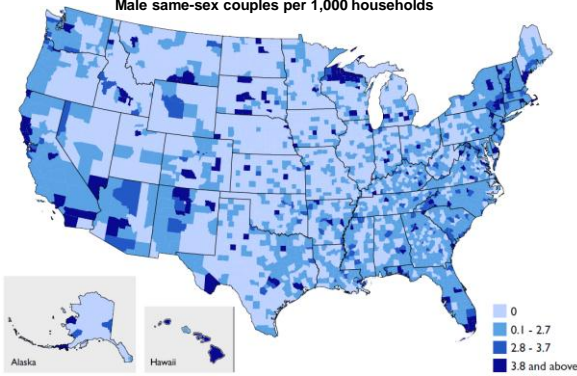
% Same-sex couples who identified as "husband/wife"



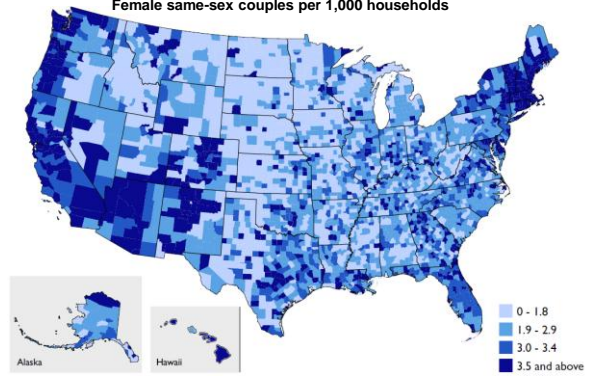
All same-sex couples per 1,000 households



Male same-sex couples per 1,000 households



Female same-sex couples per 1,000 households



Top 25: Cities with 250K+ population



City	Same-sex couples per 1000 (adjusted)	households (adjusted)
San Francisco, CA	10,461	30.25
Seattle, WA	6,537	23.06
Oakland, CA	3,359	21.84
Minneapolis, MN	3,555	21.74
Atlanta, GA	3,656	15.75
Portland, OR	4,756	19.25
Long Beach, CA	3,128	19.13
Washington, DC	4,822	18.08
Denver, CO	4,117	15.65
Boston, MA	3,715	14.70
St. Louis, MO	1,998	14.06
Sacramento, CA	2,271	13.00
Dallas, TX	5,610	12.25
San Diego, CA	5,910	12.23
Austin, TX	3,520	11.76
Columbus, OH	3,785	11.42
Baltimore, MD	2,282	10.76
New Orleans, LA	1,518	10.68
St. Paul, MN	1,179	10.62
Phoenix, AZ	5,450	10.59
Chicago, IL	10,849	10.38
Tampa, FL	1,410	10.37
Kansas City, MO	1,955	10.16
Los Angeles, CA	13,292	10.06
Albuquerque, NM	2,250	10.07

Top 25: Cities with 100-250K population



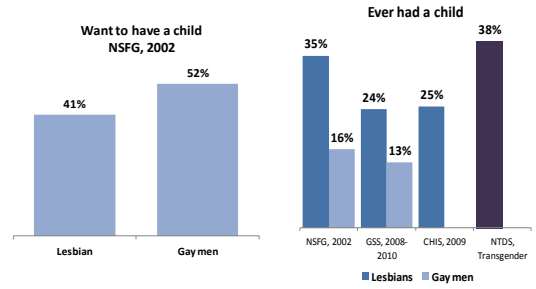
City	Same-sex couples per 1000 (adjusted)	households (adjusted)
Fort Lauderdale, FL	2,324	31.08
Berkeley, CA	949	20.61
Salt Lake City, UT	1,145	15.36
Cambridge, MA	633	14.39
Orlando, FL	1,414	13.80
St. Petersburg, FL	1,500	13.78
Madison, WI	1,258	13.24
Alexandria, VA	776	11.39
Pasadena, CA	627	11.35
Jersey City, NJ	1,080	11.15
Arlington, VA	1,087	11.08
Providence, RI	693	11.05
Richmond, VA	508	10.42
Vallejo, CA	420	10.34
Lansing, MI	501	10.34
Rochester, NY	894	10.28
Santa Rosa, CA	650	10.22
Durham, NC	951	10.17
Richmond, CA	367	10.16
Ann Arbor, MI	476	10.12
Eugene, OR	663	9.98
Enterprise, NV	387	9.72
Hollywood, FL	426	9.62
Concord, CA	558	9.55
Paradise, NV	857	9.52

Top 25: Cities with <100K population

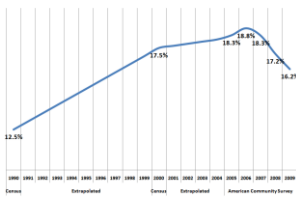


	Same-sex couples (adjusted)	Same-sex couples per 1000 households (adjusted)
Provincetown, MA	237	148.08
Wilton Manors, FL	781	125.33
Palm Springs, CA	2,440	107.28
Rehoboth Beach, DE	76	99.97
Guaymas, CA	145	80.38
West Hollywood, CA	1,397	62.05
Pleasant Ridge, MI	61	54.77
Rancho Mirage, CA	462	52.29
New Hope, PA	63	49.99
Oakland Park, FL	865	49.41
Cathedral City, CA	790	46.33
Miami Shores, FL	155	42.87
Acornville Estates, GA	58	42.78
Northwest Harbor, NY	55	42.74
Northampton, MA	484	40.31
Ocean Grove, NJ	76	40.16
El Dorado at Santa Fe, NM	115	40.00
Lambertville, NJ	77	39.28
Asbury Park, NJ	255	37.85
Signal Hill, CA	157	37.85
Decatur, GA	294	34.15
Vashon, WA	152	33.03
Bridgman, CA	59	32.39
North Druid Hills, GA	311	31.99
Fernside, MI	303	31.72

Many LGBT people are parents

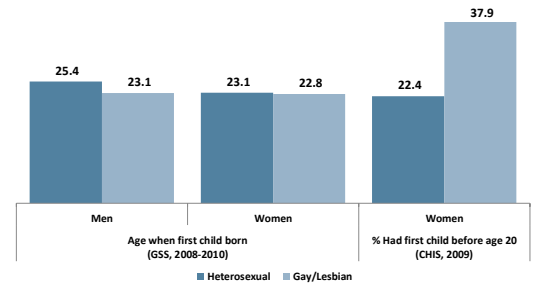


Parenting among same-sex couples is not increasing

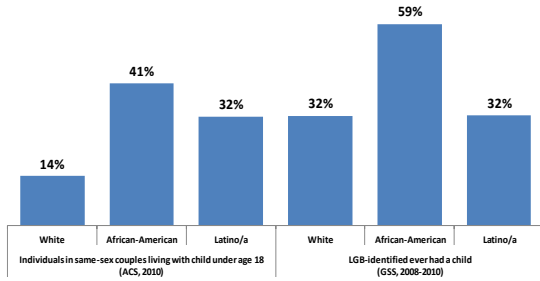


- Two competing trends
 - Rise in adoptions
 - Among same-sex couples with children, % with an adopted child:
 - 2000: 10%
 - 2009: 19%
 - Younger people coming out
 - Odds of never having told anyone about being LGBT (relative to 18-29 year olds)
 - Age 30-54: 16.2
 - Age 55+: 83.1

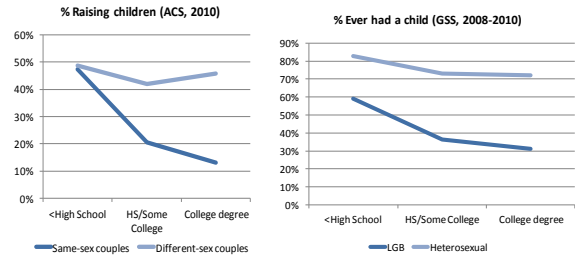
LGB people have their first child earlier than heterosexuals



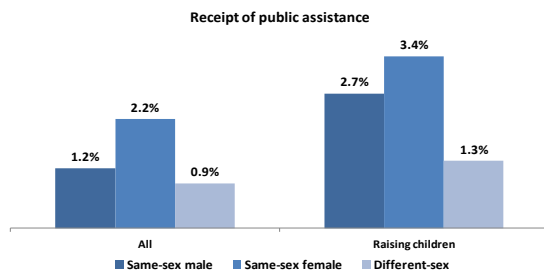
Child-rearing more likely among racial/ethnic minorities



Child-rearing inversely associated with education in same-sex couples

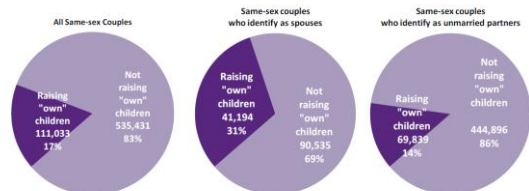


Many SS couples with children are disadvantaged



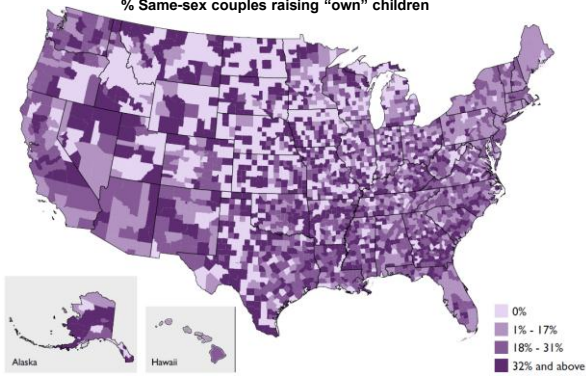
Source: Author calculations from American Community Survey, 2010

Child-rearing in same-sex couples: US



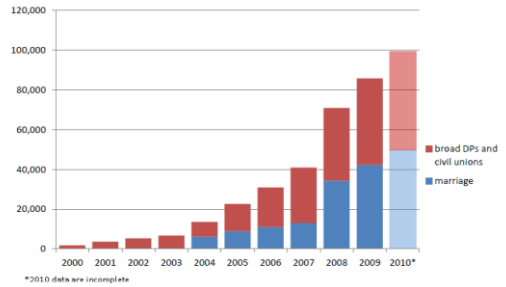
- Female couples: 24%
 - Husband/wife: 35%
 - Unmarried partner: 21%
- Male couples: 10%
 - Husband/wife: 28%
 - Unmarried partner: 5%

% Same-sex couples raising "own" children



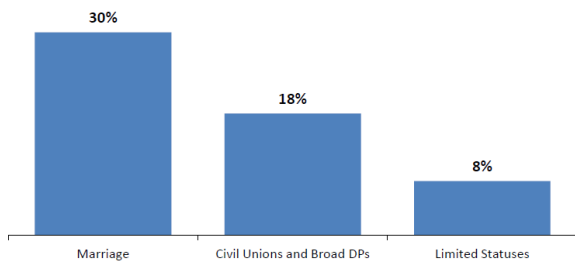
Relationship recognition increasing

Figure 1. Cumulative counts of broad domestic partnerships, civil unions, and marriages of same-sex couples, 2000-2010



Marriage is preferred

Figure 6. Year-One Take-Up Rates by Legal Recognition Status



Economic impact of diversity and marriage equality

- Florida and Mellander
 - Diversity and acceptance attract creative, innovative, and entrepreneurial individuals and those who employ them
 - Increased housing values
 - Positive effect on regional wages and income
- Chirstafore and Leguizamon
 - Hostility toward same-sex couples reduces housing values

Economic impact of diversity and marriage equality

- Williams Institute
 - Post marriage equality in Massachusetts
 - Attracted same-sex couples who were more likely to be in the creative class
 - Marriage equality and relationship recognition have positive impacts on state budgets

Summary



Gary Gates



Pat Baillie



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Questions & Answers



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Closing Comments



Gary Gates



Pat Baillie



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Information at: <http://outandequal.org>

More questions? Contact Pat Baillie, Associate Director of Training
pbaillie@outandequal.org - 415-694-6521



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