

Did you know that ...

- ◆ 89% of Americans engage in conversations about their social lives at work at least once a week.
- ◆ 80% of Americans engage in conversations involving their spouses, relationships or dating at least once a week.
- ◆ 80% of Americans say they personally know someone who is lesbian, gay bisexual or transgender (LGBT).
- ◆ 81% Americans say LGBT should not have to hide their sexual orientation at work.

However ...

- ◆ 70% of the same Americans say it is “unprofessional” for LGBT to talk about their personal life at work.
- ◆ LGBT employees are 4 times more likely to hear comments about how they dress.
- ◆ 20% of LGBT employees experience verbal or physical abuse and/or workplace vandalism.
- ◆ 30% LGBT feel distracted from work
- ◆ 40% feel depressed.
- ◆ 53% of LGBT are closeted or mostly closeted at work.
- ◆ Closeted Employees are 73% more likely to quit their job in the first 3 years than out employees.
- ◆ 55% of US population live in states with no employment non-discrimination laws covering sexual orientation or gender identity/expression.
- ◆ 69% (non-office) and 59% (office) LGBT Employees report hearing anti-LGBT jokes or derogatory comments in the workplace.
- ◆ Less than 10% of LGBT ever report discrimination to their supervisors.
- ◆ Only 20% of LGBTs believe HR has an impact on workplace climate.
- ◆ LGBT indicate that co-workers (37%) and direct supervisors (36%) have the greatest impact on workplace climate.

But together we're making a difference...

- ◆ 379 Companies and Organizations signed the Amicus Brief to the Supreme Court of the United States (SCOTUS) in favor of marriage equality.
- ◆ 92% of Fortune 500 Companies extend workplace protections against discrimination based on sexual orientation. (2017 CEI).
- ◆ 82% of Fortune 500 Companies extend workplace protections against discrimination based on gender identity. (2017 CEI)
- ◆ 50% of Fortune 500 Companies offer transgender-inclusive health care coverage.(2017 CEI).

Resources for Building a Value Proposition

- ◆ [PFLAG](#)
- ◆ [Workplace Learning Programs](#)
- ◆ [Guide to being a straight ally](#)
- ◆ [10 Things You Can Do to Be a Straight Ally](#)
- ◆ [Equality Literacy 101](#)
- ◆ [State-by-State Employment Laws \(2016\)](#)
- ◆ [Williams Institute: Bias in the Workplace \(2007\)](#)
- ◆ [Center for American Progress: The Costly Business of Discrimination \(2012\)](#)
- ◆ [Don't ask, don't tell? Does disclosure of gay identity affect partner performance? \(2012\)](#)
- ◆ [Diversity and Performance \(2012\)](#)
- ◆ [Out Now Consulting: Out Now Global LGBT2020 Study \(2013\)](#)
- ◆ [HRC Workplace Resources](#)
- ◆ [The Cost of the Closet and Rewards of Inclusion \(2009\)](#)
- ◆ [Degrees of Equality \(2009\)](#)
- ◆ [HRC Corporate Equality Index \(2016\)](#)
- ◆ [HRC Corporate Equality Index \(2017\)](#)
- ◆ [Diversity and Performance \(2012\)](#)
- ◆ [Out Now Consulting: Out Now Global LGBT2020 Study \(2013\)](#)