

OUT & EQUAL
WORKPLACE ADVOCATES

WORKPLACE EQUALITY FACTSHEET

— 2019 —



LESBIAN, GAY, BISEXUAL, TRANSGENDER (LGBTQ) WORKPLACE DISCRIMINATION AT A GLANCE

- THE UNEMPLOYMENT RATE FOR THE LGBTQ COMMUNITY AS A WHOLE IS **13%** COMPARED TO **9%** OF NON-LGBTQ AMERICANS.⁴
- **27% OF TRANSGENDER PEOPLE** WHO HELD OR APPLIED FOR A JOB IN THE LAST YEAR REPORTED BEING FIRED, NOT HIRED, OR DENIED A PROMOTION DUE TO THEIR GENDER IDENTITY.⁵
- **MORE THAN THREE-QUARTERS** OF TRANSGENDER EMPLOYEES TAKE STEPS TO AVOID MISTREATMENT IN THE WORKPLACE.⁶
- **NEARLY 1 IN 10 LGBTQ EMPLOYEES HAVE LEFT A JOB** BECAUSE THE ENVIRONMENT WAS UNWELCOMING.⁷
- **52.8%** OF LGBTQ EMPLOYEES REPORT THAT **DISCRIMINATION NEGATIVELY AFFECTED** THEIR WORK ENVIRONMENT.⁸
- LGBTQ EMPLOYEES WHO MAKE IT INTO SENIOR MANAGEMENT ARE MUCH MORE LIKELY TO BE OUT THAN CLOSETED: **71%** COMPARED TO **28%** OF THEIR CLOSETED COUNTERPARTS.⁹
- **51% OF LGBTQ INDIVIDUALS HAVE CONSIDERED MOVING** TO A NEW LOCATION TO LIVE IN A COMMUNITY MORE ACCEPTING OF ALL SEXUAL ORIENTATIONS/GENDER IDENTITIES.¹⁰

46%
OF LGBTQ WORKERS
REPORT BEING
CLOSETED AT WORK.¹

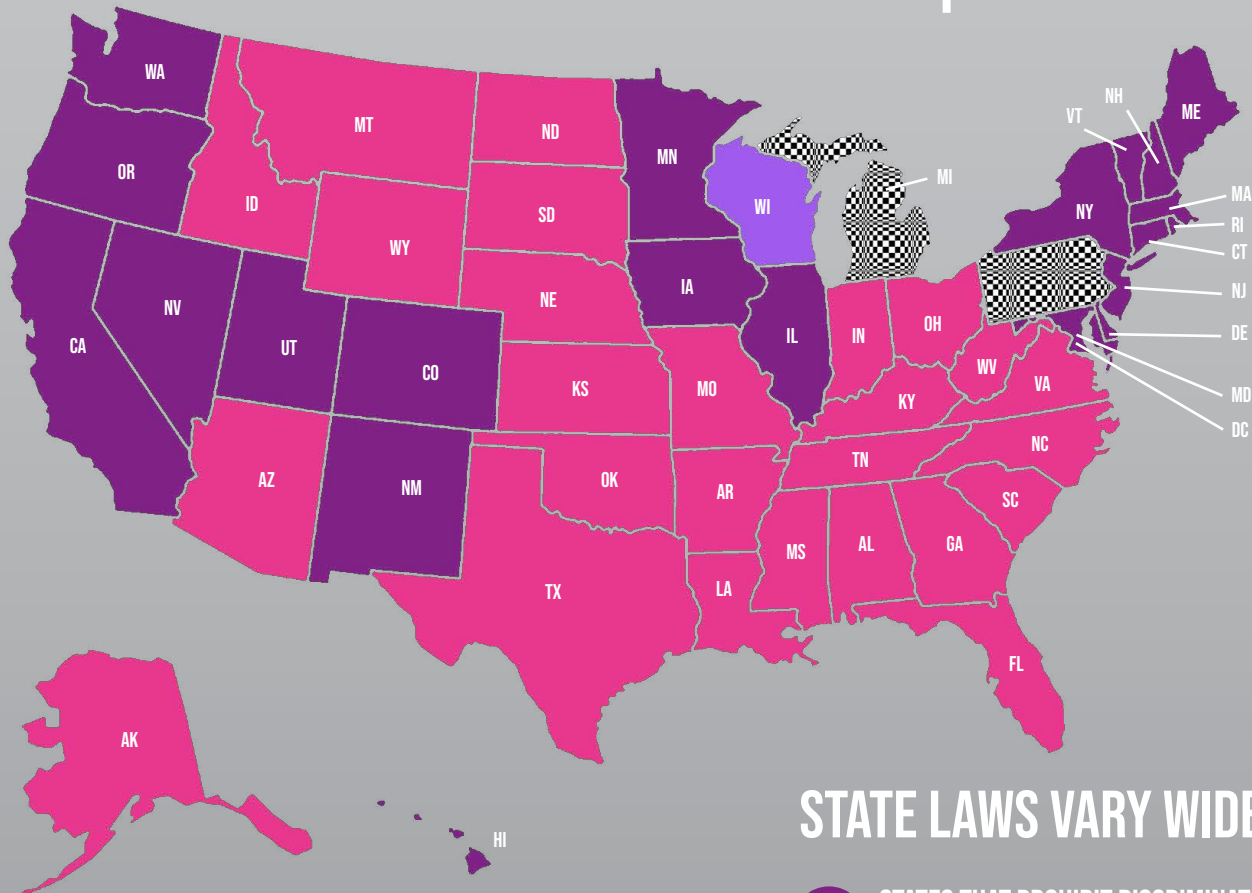


**ONE IN FOUR LGBTQ
EMPLOYEES REPORT
EXPERIENCING
EMPLOYMENT
DISCRIMINATION IN THE
LAST FIVE YEARS.²**

**THE TRANSGENDER
UNEMPLOYMENT RATE IS
3X
HIGHER THAN THE
NATIONAL AVERAGE.³**

FEDERAL & STATE POLICY LANDSCAPE

THERE IS NO FEDERAL LAW BARRING EMPLOYMENT DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION OR GENDER IDENTITY.



STATE LAWS VARY WIDELY ¹¹

-  STATES THAT PROHIBIT DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY
-  STATES THAT PROHIBIT DISCRIMINATION BASED ON SEXUAL ORIENTATION ONLY
-  STATES WITHOUT PROHIBITIONS FOR DISCRIMINATION BASED ON SEXUAL ORIENTATION OR GENDER IDENTITY
-  STATES THAT INTERPRET EXISTING PROHIBITION ON SEX DISCRIMINATION TO INCLUDE SEXUAL ORIENTATION AND/OR GENDER IDENTITY

- **70% OF AMERICANS SUPPORT** FEDERAL LAWS PROTECTING TRANSGENDER PEOPLE FROM EMPLOYMENT DISCRIMINATION, HOUSING, PUBLIC ACCOMMODATIONS, AND CREDIT. ¹²
- **81% OF AMERICANS BELIEVE** THAT BUSINESSES SHOULD NOT BE ALLOWED TO DENY SERVICES TO PEOPLE BASED ON THEIR SEXUAL ORIENTATION (81%) OR GENDER IDENTITY (80%). ¹³
- **75% OF AMERICANS BELIEVE** THAT BUSINESS SHOULD BE OPEN TO ALL AND SERVE EVERYONE ON THE SAME TERMS. ¹⁴
- THIS YEAR, DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY BECAME BANNED IN THE HOUSE OF REPRESENTATIVES FOR THE FIRST TIME IN HISTORY. ¹⁵

WHY BUSINESSES & AGENCIES SHOULD CARE



LGBTQ PEOPLE IN THE CLOSET AT WORK ARE 73% MORE LIKELY TO SAY THEY'LL LEAVE THEIR COMPANIES WITHIN THE NEXT THREE YEARS. ¹⁸



78% OF TRANSGENDER PEOPLE FELT MORE COMFORTABLE AT WORK AFTER THEIR TRANSITION, AND BELIEVE THEIR WORKPLACE PERFORMANCE IMPROVED. ¹⁹

BEING OUT AT WORK AND WELCOMED BY YOUR BOSS AND CO-WORKERS IS GOOD FOR EMPLOYEE MORALE AND THE BOTTOM LINE. ¹⁶

LGBTQ-SUPPORTIVE POLICIES AND WORKPLACE CLIMATES ARE LINKED TO LESS DISCRIMINATION

AGAINST LGBTQ EMPLOYEES AND MORE OPENNESS ABOUT BEING LGBTQ. LESS DISCRIMINATION AND MORE OPENNESS, IN TURN, ARE ALSO LINKED TO GREATER JOB COMMITMENT, IMPROVED WORKPLACE RELATIONSHIPS, INCREASED JOB SATISFACTION, IMPROVED HEALTH OUTCOMES, AND INCREASED PRODUCTIVITY AMONG LGBTQ EMPLOYEES. ¹⁷

89%

SAY THEY ARE VERY LIKELY OR SOMEWHAT LIKELY TO WORK FOR A BUSINESS THAT DOES NOT DISCRIMINATE ON ALL THESE CHARACTERISTICS. ²¹

OF AMERICANS SAY THEY ARE VERY LIKELY OR SOMEWHAT LIKELY TO SUPPORT OR SHOP AT A BUSINESS THAT DOES NOT DISCRIMINATE ON SEXUAL ORIENTATION OR GENDER IDENTITY, ALONG WITH RACE, ETHNICITY, NATIONAL ORIGIN, SEX, RELIGION OR DISABILITY. ²⁰



68% OF AMERICANS SAY THEY ARE LIKELY TO SHOP AT OR SUPPORT BUSINESSES THAT TAKE A PUBLIC STANCE IN SUPPORT OF LGBTQ EQUALITY. ²²

PROGRESS ON LGBTQ WORKPLACE EQUALITY

1996

FOR LESBIAN, GAY AND BISEXUAL EMPLOYEES:

2019

IN 1996, ONLY 4% OF FORTUNE 500 COMPANIES INCLUDED SEXUAL ORIENTATION IN THEIR NONDISCRIMINATION POLICIES.²³

TODAY, 91% OF FORTUNE 500 COMPANIES WELCOME LESBIAN, GAY, AND BISEXUAL EMPLOYEES WITH INCLUSIVE POLICIES (THAT PROTECT AGAINST DISCRIMINATION BASED ON SEXUAL ORIENTATION).²⁴

2002

FOR TRANSGENDER EMPLOYEES:

2019

IN 2002, JUST 3% OF FORTUNE 500 COMPANIES HAD NONDISCRIMINATION PROTECTIONS THAT INCLUDED GENDER IDENTITY.²⁵

TODAY, 83% OF FORTUNE 500 COMPANIES INCLUDE GENDER IDENTITY IN NONDISCRIMINATION POLICIES.²⁶

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