

TALENT ON THE MOVE— WHERE DO WE GO FROM HERE?

LGBTQ+ Talent Mobility and
Business Considerations Amidst
a Shifting Legislative Landscape



OUT & EQUAL

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Introduction

Every year since the seminal 2015 *Obergefell*¹ case in which the Supreme Court of the United States ruled that the fundamental right to marry is guaranteed to same-sex couples, state legislative sessions have been awash in bills aimed at curbing the rights of the lesbian, gay, bisexual, transgender, and queer community (LGBTQ+).

The number of anti-LGBTQ+ bills introduced has spiked from 100 in 2015² to more than 570 in 2023—77 of which passed.³ In addition to these anti-LGBTQ+ bills, businesses and employees are contending with other major shifts in public policy, including attacks on reproductive health rights, voting rights, school curricula, and more. All of these changes are against a backdrop of heated, polarized political rhetoric. These legislative efforts have been met with formal rebukes by businesses through various vehicles such as advocacy organizations, chambers of commerce, amicus briefs, and closed-door lobbying.

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Out & Equal's *Talent on the Move* report, based on a survey of more than 560 working professionals⁴ from across the United States, aims to expand on these and other such findings to better understand the material impact of the current legislative climate on the workforce—specifically, LGBTQ+ individuals and allies—and the opportunities for employers to more nimbly and effectively respond to the shifting landscape.



Key Findings at a Glance

Our survey reveals that LGBTQ+ employees—a vital segment of the workforce—and those with family and friends who are LGBTQ+ are facing:

- Challenges to safely work, reside, and/or visit their state of choice because of the direct or anticipated impact of growing waves of anti-LGBTQ+ legislation.
- Workplaces with prevalent anti-LGBTQ+ jokes and comments.
- An inability to engage their direct supervisors and colleagues in solving these barriers to job and career mobility.

The qualitative data from the survey vividly illustrates the personal toll that anti-LGBTQ+ legislation and broader social challenges are taking on employees. Many respondents express feeling unsafe and fearful in environments that were once considered secure, such as their workplaces or communities. This heightened sense of vulnerability leads to a reticence to come out and a general need to “cover” (downplay their LGBTQ+ identity) to avoid discrimination or harm.

This data underscores the tangible impact of legislative environments on employment decisions within the LGBTQ+ community.

94%

**OF RESPONDENTS
FEEL LGBTQ+
EQUALITY HAS
WORSENERD IN
THE LAST YEAR**

24%

**OF RESPONDENTS
REPORT HEARING
JOKES ABOUT THE
LGBTQ+ COMMUNITY
AT WORK**

84%

**OF THOSE
JOKES TARGET
TRANSGENDER
PEOPLE**

“I used to be ‘loud and proud’ but have dialed back due to the general social climate, especially in my state.”

Much Has Been Done, But There's More to Do

Over the past 20+ years, major businesses have implemented equitable policies, benefits, and practices aimed at attracting and retaining LGBTQ+ talent as part of broader strategic initiatives to remain innovative and competitive.⁵ Today, a majority of Fortune 500 companies have sexual orientation and gender identity nondiscrimination protections, equal spousal and partner benefits, transgender-inclusive benefits⁶ among other best practices. Hundreds of these businesses have also lent their voices to support LGBTQ+ equality under the law—through federal legislative coalitions, state coalitions, and amicus briefs.⁷

While much has been done, *Talent on the Move*'s findings suggest employers have even more work to do to manage the impacts of the evolving U.S. legislative and sociopolitical map. Vitally, the findings also provide a blueprint for ways in which employers can advance LGBTQ+ workplace inclusion to create workplaces of belonging.



Why Anti-LGBTQ+ Legislation Matters

Inclusive policies and environments not only support the well-being of LGBTQ+ individuals but also significantly contribute to the economic and competitive advantage of businesses and local economies. The ability of companies and states to attract and retain top talent is increasingly linked to their stance and actions regarding LGBTQ+ rights, with direct implications for talent mobility and economic performance.

Consider that a recent Indeed study⁸ shows that:

- 65% of respondents have concerns regarding how anti-LGBTQ+ legislation might affect their employment opportunities.
- 77% and 75% of respondents, respectively, are reluctant to apply for jobs based in or with companies headquartered in states with anti-LGBTQ+ legislation.

Another study on the economic effects of marriage equality⁹ published in the *Journal of Business Ethics* reports that:

- State protection and recognition of LGBTQ+ equality correlate with an increase in the value of local businesses and overall state economic activity.
- A hostile state-level legal status quo can deter talented individuals from moving there for employment, creating significant barriers for local firms trying to recruit top LGBTQ+ talent.



State protection and recognition of LGBTQ+ equality correlate with an increase in the value of local businesses and overall state economic activity.

State of Play: The Impact of the Legislative Landscape on LGBTQ+ People and Allies

The rise in anti-LGBTQ+ legislation has and continues to cast a profound and unsettling shadow over the LGBTQ+ community, fostering an environment of uncertainty and anxiety. This climate not only affects individuals who identify as LGBTQ+, but also extends its impact to others, including parents of LGBTQ+ children, who often find themselves grappling with concerns about their children's safety, rights, and emotional well-being. These parents face the dual challenge of supporting their children while navigating social environments that may feel increasingly hostile. Moreover, allies of the LGBTQ+ community are also deeply affected as they witness the marginalization of those they care about, compelling them to confront and challenge this divisive legislative landscape and reckon with its impact. The data shows us that the cumulative effect of these developments is a heightened sense of vigilance and a renewed urgency in advocating for inclusivity and equal rights, illustrating the widespread repercussions that extend beyond the immediate LGBTQ+ community to also touch the lives of families and allies.



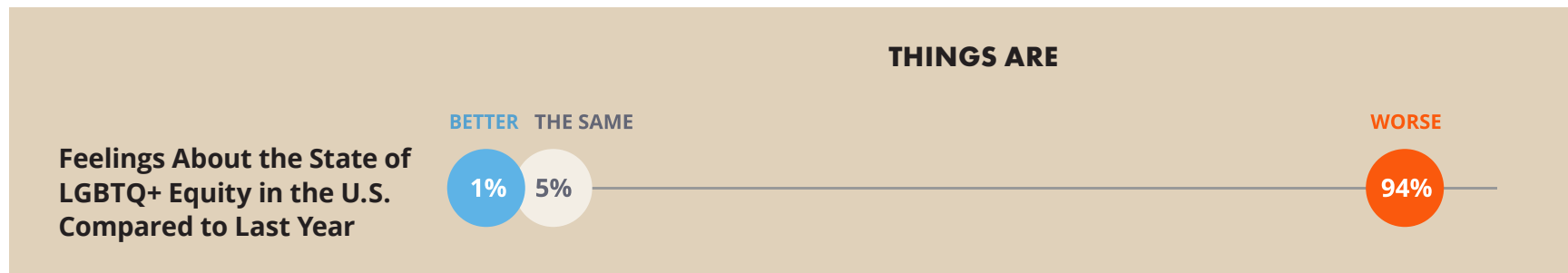
Allies of the LGBTQ+ community are also deeply affected as they witness the marginalization of those they care about, compelling them to confront and challenge this divisive legislative landscape and reckon with its impact.

Challenges to Safety

Increased challenges are spilling into social domains, with respondents articulating that environments such as neighborhoods, schools and workplaces—traditionally pillars of their personal and professional communities—are now fraught with tension and uncertainty. The palpable shift in atmosphere is rendering these spaces less welcoming and less inclusive.

“We keep a low profile, under the radar in our neighborhood. [We] don’t fly the pride flag or have rainbow colors for fear of retaliation.”

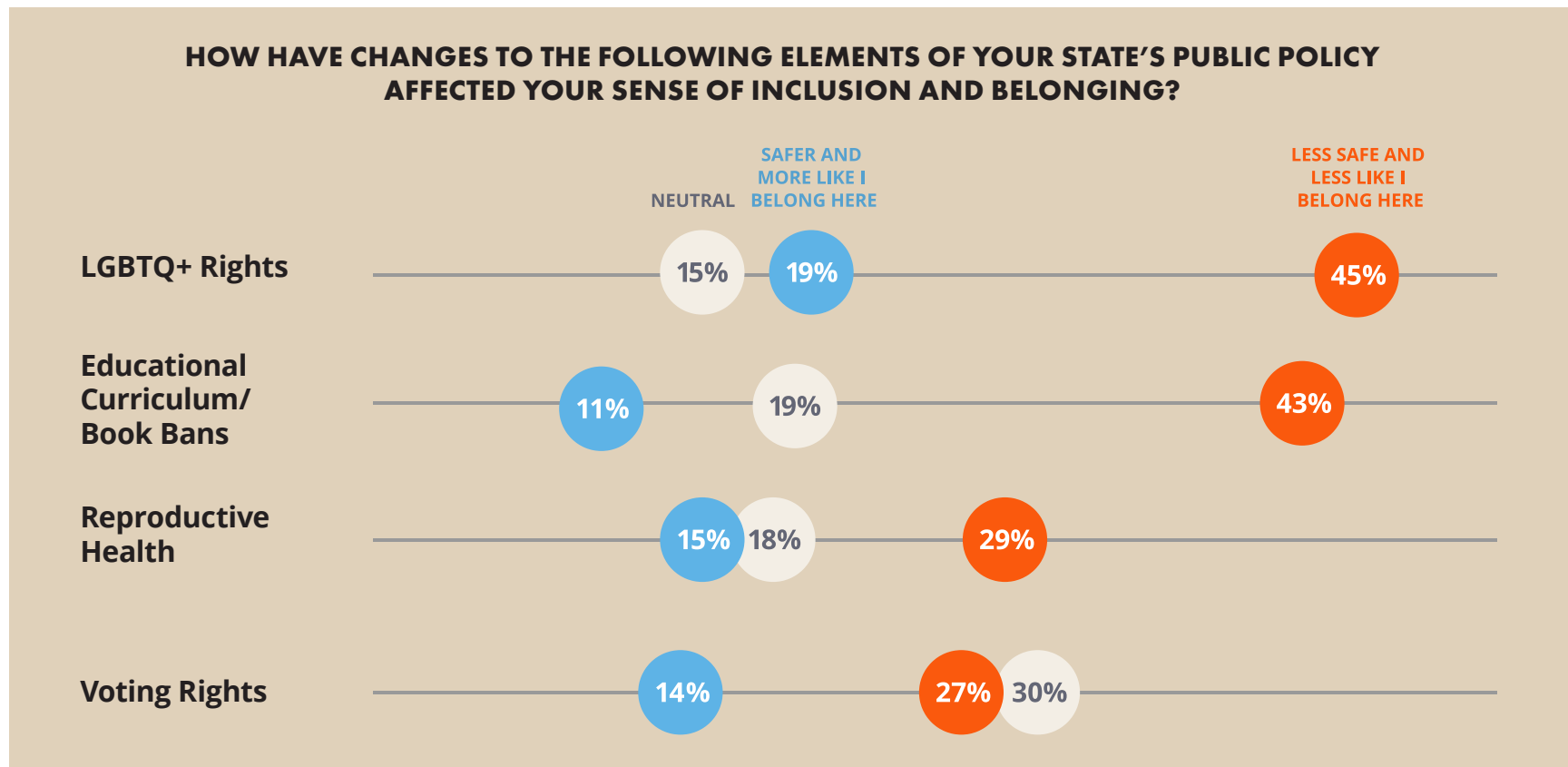
It is clear that respondents are taking note of this shift:



Not only are these changes being noticed, but they are having a tremendous impact on day-to-day perceptions of safety. When asked about legislative changes to issues such as LGBTQ+ rights and educational curricula, **45% of respondents report feeling less safe in their state of residence because of changes in LGBTQ+ rights.**

As a result of feeling less safe in their states of residence, about one-third (31%) report considering relocating due to state-level policy changes, some have already done so, and a number of respondents report either considering or knowing someone who has moved to states perceived as “safer” or more accepting, underscoring the real-life consequences of anti-LGBTQ+ legislation and climates on the LGBTQ+ workforce.

Travel, too, is a source of anxiety, with many monitoring their travel plans more closely due to fears of encountering hostility or facing legal complications in states with anti-LGBTQ+ laws. This caution extends beyond leisure to impact business travel and professional opportunities, potentially limiting career advancement.

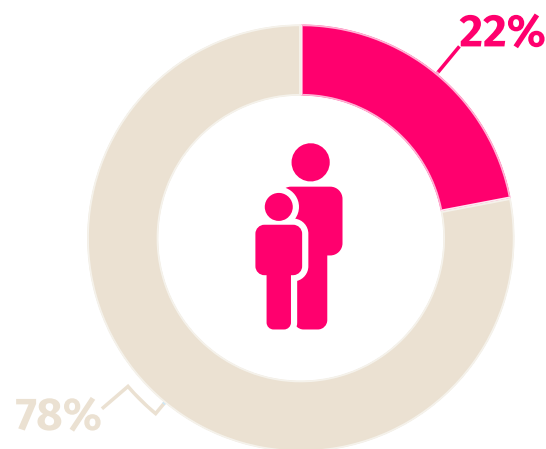


Parents and Families

In the shifting terrain of today's sociopolitical landscape, parents and guardians face unique challenges that extend beyond their own experiences to the well-being of their children. The *Talent on the Move* survey reveals that 22% of respondents are parents or guardians of children under 18. Among these households, 27% affirmed that their children identify as LGBTQ+, while an additional 36% are unsure.

The survey shows that of parents whose children identify as LGBTQ+, 59% are currently supporting a child or children who identifies as transgender, nonbinary, or gender expansive, underscoring the complexities these families may navigate daily. The qualitative data shows that access to essential services, particularly healthcare, is a pressing concern for parents of trans youth. Some reported having to travel to another state to access healthcare for their child. These figures reflect a community within a community: parents and guardians advocating not only for themselves but also for the acceptance and rights of their children.

PERCENTAGE OF RESPONDENTS WHO ARE A PARENT/GUARDIAN OF A CHILD UNDER 18



of those, their children identify as
27% LGBTQ+
and of those children
59% identify as transgender, nonbinary,
or gender expansive

Moreover, a substantial 55% of respondents have at least one other adult in their household who is a member of the LGBTQ+ community, while 9% live with someone identifying as transgender, nonbinary, or gender expansive. This environment, rich in diversity, also comes with distinct challenges, especially as the household navigates the implications of the current anti-LGBTQ+ climate. Parents and guardians face the dual responsibility of protecting their children from external negativities while fostering an affirming home environment where all members can thrive.

“We’ve had to discuss school policy in more detail with our LGBTQ+ child and have discussed what will be our tipping point to move out of our current state. We have out-of-state communities chosen for possible relocation.”

“I recently became a parent and I am concerned for the culture that my child will be surrounded by in my current state.”

The concerns for these families are manifold—from the anxiety of potential discrimination at school or in public spaces to the long-term psychological impacts of societal exclusion. The survey’s qualitative data gives voice to the trepidation parents feel over their children’s future in a society where anti-LGBTQ+ rhetoric is on the rise. This unease underscores the need for not just legislative protection but also for empathy, support systems, and resources that can empower these families to support their children’s exploration of identity in a safe and nurturing way.



Mental Health and Well-Being

Amidst a backdrop of increasing legislative hostility toward LGBTQ+ rights, a concerning trend is emerging in the mental health of LGBTQ+ individuals. The survey data paints a poignant picture of the community grappling with heightened levels of anxiety, stress, and emotional turmoil directly correlated with the changing political and social landscape.

According to the survey, 32% of respondents report experiencing significant mental health issues. In the qualitative responses, many also describe feelings of isolation and helplessness, indicating a broader sense of being unsupported and unprotected by the societal structures around them. For some LGBTQ+ people and their allies, especially transgender and nonbinary individuals, the legislative attacks are intensifying existing struggles, contributing to an environment where their very identities are under constant scrutiny and debate. These findings are a stark reminder of the profound impact that policy and legislation can have on mental health.

32%

**OF SURVEY RESPONDENTS REPORT
EXPERIENCING SIGNIFICANT
MENTAL HEALTH ISSUES**

“It’s made access to gender affirming healthcare less accessible and less safe. [It] has taken a toll mentally and emotionally—taking up more energy and brain space.”



The Impact of Anti-LGBTQ+ Legislation on Workplace Environments and Culture

The surge in anti-LGBTQ+ laws is also unsettling workplace inclusivity and dynamics. The ripple effects of these legislative changes are palpable within corporate environments, subtly yet significantly altering the experiences of LGBTQ+ employees.

A vast majority of respondents are employed by companies with inclusive LGBTQ+ policies. About 80% know their company has sexual orientation and gender identity nondiscrimination protections as well as LGBTQ+ inclusive partner and family benefits. Additionally, approximately 87% are from a company, agency, or organization that has an LGBTQ+ Employee Resource Group (ERG).

However, fewer work for companies with transgender-inclusive healthcare (66%), an inclusive dress code (49%), LGBTQ+ inclusion in supplier diversity programs (40%), and trans-inclusive restrooms and facilities (35%). This highlights gaps in LGBTQ+ inclusive

policies across companies. It also points to the fact that even though companies may have these policies in place that they are not properly communicated to employees.

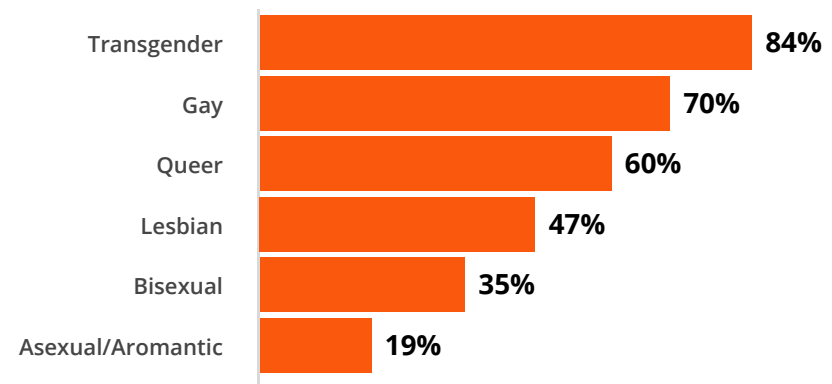
Despite the existence of diversity, equity, inclusion, and belonging (DEIB) policies, the *Talent on the Move* survey findings suggest that the existence and implementation of these policies may not have taken root in the workplace culture. Approximately one in four respondents (24%) report hearing jokes about the LGBTQ+ community at work, highlighting that there is still much to be done to ensure that LGBTQ+ people can come to work without being on guard, worrying about hearing jokes at the expense of their community.

Of those who report hearing jokes about the LGBTQ+ community at work, 84% reported hearing jokes at the expense of transgender people.



OF SURVEY RESPONDENTS REPORT HEARING JOKES ABOUT THE LGBTQ+ COMMUNITY AT WORK

COMMUNITIES THE JOKES TARGETED



This environment undoubtedly contributes to the perception among respondents that the state of LGBTQ+ equality has regressed over the past year, particularly in view of the finding that 40% of respondents report feeling uncomfortable or unsure about speaking with their immediate supervisor regarding the impact anti-LGBTQ+ public policies have on them and/or their families.

This sentiment is not just a reflection of physical safety but also speaks to a sense of psychological and emotional security, which is foundational for productive and healthy workspaces. The legislative climate emboldens instances of discrimination and microaggressions. These experiences range from subtle comments and exclusionary behaviors to more overt acts of bias, all contributing to a workplace atmosphere that respondents say feels increasingly hostile.

40% of respondents report feeling uncomfortable or unsure about speaking with their immediate supervisor regarding the impact anti-LGBTQ+ public policies have on them and/or their families.



Navigating Inclusion: From Talent Mobility to Corporate Responsibility

The drastic increase in anti-LGBTQ+ legislation in 2023 and the uncertainty of future legislative sessions presents a formidable challenge for businesses and corporations. This shift is not just felt by individuals but is also being reflected in changes within company policies and DEIB initiatives. While some organizations have responded proactively, strengthening their DEIB efforts in the wake of these laws, others appear to be struggling to navigate the new landscape.

LGBTQ+ Talent Mobility

Nearly 4 out of 5 (79%) respondents to the *Talent on the Move* survey report that anti-LGBTQ+ laws would affect whether they would relocate for a new job or position in a particular state. This finding has wide-ranging impacts for companies and their recruiters, particularly those hiring for positions that are unable to work remotely.

IF YOU WERE OFFERED A JOB IN ANOTHER STATE, WOULD THE STATE'S LAWS REGARDING LGBTQ+ PEOPLE HAVE ANY IMPACT ON WHETHER YOU WOULD TAKE THE JOB?



Because most survey respondents say they would factor in a state's LGBTQ+ landscape when considering employment relocation, companies intent on hiring diverse talent should seriously consider this statistic, as a state's legislative stance on LGBTQ+ issues may exclude current employees as well as LGBTQ+ and allied candidates.



Leverage Your Corporate Voice

Many employees expect their company to speak out on behalf of LGBTQ+ equality, especially during these times of increased anti-LGBTQ+ legislation. Nearly 3 in 4 (72%) respondents feel their companies did not respond sufficiently to such legislation, indicating an emergence of distrust and a gap between corporate policy and the expectations or needs of LGBTQ+ and allied employees.

Some of the qualitative responses point to LGBTQ+ employees feeling that their companies' DEIB initiatives are insufficient or have weakened in response to the external political environment, indicating that employees are looking to their employers to be intentional advocates for their well-being not only in the workplace but in the broader sociopolitical sphere.

DO YOU FEEL YOUR COMPANY RESPONDED SUFFICIENTLY TO INCREASES IN ANTI-LGBTQ+ LEGISLATION?



DO YOU FEEL COMFORTABLE TALKING TO YOUR IMMEDIATE SUPERVISOR ABOUT THE IMPACT THAT THE ANTI-LGBTQ+ PUBLIC POLICIES HAVE ON YOU OR YOUR FAMILY?

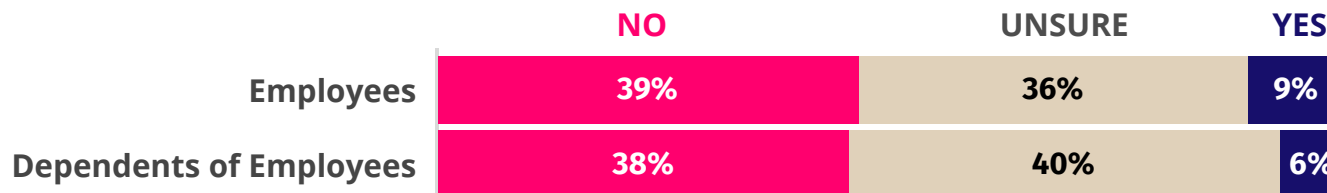


The fact that 40% of respondents say they do not feel fully comfortable discussing these legislative changes and the impact on them and/or their families with their supervisors further underscores these sentiments, which may point to a broader issue of trust and workplace culture not being as open or safe for such conversations as it should be.

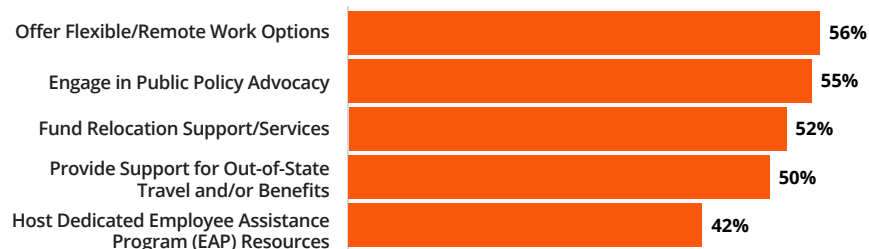
Provide Logistical Support to LGBTQ+ Employees and Their Families

Survey respondents also report a significant lack of availability or lack of awareness of employer-provided relocation services, which, if available, about half of the respondents might consider utilizing. Respondents also want employers to offer more flexible or remote work arrangements as an alternative means of managing residency in states with anti-LGBTQ+ legislative efforts. These findings point to an unmet employee need for logistical support when navigating the challenges posed by the changing sociopolitical landscape.

DOES YOUR COMPANY OFFER RELOCATION SERVICES FOR EMPLOYEES OR DEPENDENTS IMPACTED BY ANTI-LGBTQ+ LAWS?



IF YOU OR A MEMBER OF YOUR HOUSEHOLD WERE IMPACTED BY PUBLIC POLICY CHANGES (E.G., REPRODUCTIVE HEALTH, VOTING RIGHTS, ANTI-LGBTQ+), HOW COULD YOUR EMPLOYER BEST SUPPORT YOU?*



*Respondents were able to select more than one.

WOULD YOU TAKE ADVANTAGE OF THESE SUPPORTS?



Allyship, Community Solidarity, and Resilience

In the midst of legislative upheavals, the LGBTQ+ community and its allies are demonstrating remarkable solidarity and resilience. Survey data indicates that community cohesion has significantly strengthened in response to these legislative pressures. A notable group of respondents report that they are ready for increased participation in community events and activism, highlighting a surge in collective action and engagement.

“[Anti-LGBTQ+ legislation has] made me strive to be a more active ally and do whatever I can to help my LGBTQIA+ family and friends.”

In addition to activism, the creation and expansion of support networks are a crucial aspect of the community’s response. Moreover, the survey reflects an increase in allyship from outside the LGBTQ+ community, with non-LGBTQ+ respondents reporting looking for ways to support the community. The data also highlights several poignant examples of solidarity and messages of support from those who do not live in states impacted by anti-LGBTQ+ legislation. These substantial moments of allyship include stories of companies, large and small, providing resources and support to LGBTQ+ employees and community organizations and instances of local communities banding together to protect their LGBTQ+ members from discrimination and harm.

This collective resilience and solidarity underscore a vital aspect of the LGBTQ+ experience: while legislative challenges are daunting, they are also galvanizing the community and its allies in new and powerful ways.



A Call to Action: Blueprint for the Path Forward

While *Talent on the Move* findings show that some businesses have risen to the occasion by demonstrating their commitment to LGBTQ+ rights and employee well-being, there remains room for broader and more consistent action across the corporate sector. The clear impact on career mobility serves as a reminder that the fight for LGBTQ+ inclusion and equality is not just a sociopolitical issue but a corporate one as well, calling for sustained engagement and leadership from the business community.

The data underscores the critical need for companies to maintain and to actively reinforce their commitment to inclusion and belonging, especially in these challenging times. This involves going beyond mere statements of support to implementing concrete policies and practices that safeguard the rights and dignity of LGBTQ+ employees. It calls for a renewed focus on building inclusive workplace cultures through evolved awareness-building programs, actionable solutions-oriented training, and a zero-tolerance approach to discrimination and harassment.

The clear impact on career mobility serves as a reminder that the fight for LGBTQ+ inclusion and equality is not just a sociopolitical issue but a corporate one as well.

To this end, we make the following actionable recommendations for businesses committed to advancing LGBTQ+ inclusion and equity in the workplace:

1. Strengthen Workplace Policies and Culture—

Implement comprehensive sensitivity and inclusivity training programs that address the unique challenges facing LGBTQ+ employees in the workplace, aiming to reduce instances of intolerance and discrimination, such as jokes, which undermine a culture of inclusivity.

2. Engage Actively in Public Policy Discussions—

Encourage and support active corporate participation in discussion of public policies related to LGBTQ+ rights, signaling a commitment to the well-being of all employees. Amplify your impact by establishing coalitions with other businesses and advocacy groups to enhance the impact on public policy, creating a unified front against anti-LGBTQ+ legislation.

3. Provide Enhanced Support Systems—Offer or increase access to mental health services, recognizing the additional stressors on LGBTQ+ employees due to the sociopolitical climate, and create and promote mentorship and sponsorship programs that are specifically tailored to support the professional development of LGBTQ+ employees.

4. Institute or Expand Flexible and Remote Work Options

—Offer flexible or remote work options to all employees, allowing them to thrive in environments where they feel safe and included, regardless of geographic location.

5. Offer Relocation Support Services—For employees who wish to or must relocate due to anti-LGBTQ+ legislation for their own safety or that of their family members, offer comprehensive relocation support services, and communicate the availability of these services clearly to employees so they are aware of and understand how to access these services.

6. Develop Comprehensive Travel Policies—Create clear guidelines for LGBTQ+ employees who are required to travel for work, including resources and support mechanisms for travel to locations with anti-LGBTQ+ legislation.

7. Support Community and Network Building—Foster the creation and support of LGBTQ+ ERGs that provide a space for intersectional community building and support within the company; and support external LGBTQ+ community initiatives, contributing to the strength and resilience of the broader community.

8. Make Data-Driven Decisions—Regularly collect and analyze data on LGBTQ+ employee experiences, and use the insights to continually refine workplace policies and practices.

9. Practice Transparent Communication—Reinforce your company's commitment to an inclusive culture by maintaining transparent communication with all employees about your organization's stance and actions regarding LGBTQ+ issues.

The sense of safety—a fundamental human need—is being eroded by both external legislation and the day-to-day realities of workplace culture. The hesitancy to be open about one's identity and the concern over basic rights like healthcare access are indicative of the significant work that remains unfinished.

As companies consider next steps, the insights from this survey serve as a clarion call to action. It is imperative that organizations not only bolster their DEIB initiatives but also continue leveraging their influence to buffer against anti-LGBTQ+ attacks through public policy. By providing relocation services, advocating for equitable laws, and embracing flexible work options, employers have the opportunity to materially support their LGBTQ+ employees and, by extension, enhance their organization's diversity and viability.

Ultimately, the survey underscores the intersectionality of identities and the multifaceted nature of the LGBTQ+ experience in the American workforce. It is a testament to the fact that while progress has been made, the path to true equality and safety in the workplace and beyond is an ongoing journey—one that requires collective effort, understanding, and a steadfast commitment to change.

Methodology

The *Talent on the Move Survey* was conducted from September 10, 2023, through October 31, 2023, against a backdrop of evolving legal and public policy landscapes employing a mixed-methods approach to gather both quantitative and qualitative data from 563 participants spanning a wide geographical range within the United States.

Survey Design and Data Collection

1. The survey consisted of four sections: Personal Information & Demographics, General Employment Information, Talent and Career Mobility, and Geographic Mobility.
2. The structured questionnaire was distributed to participants representing a range of demographics, including age, racial identity, sexual orientation, gender identity, geographic regions, and industry within in the United States.
3. Demographic data was collected to account for various age groups, racial identities, sexual orientations, gender identities, and geographical locations.
4. Participants were selected from Out & Equal's networks, including attendees of the 2023 Out & Equal Workplace Summit as well as corporate and community partners engaged through newsletters and social media.
5. The questionnaire included multiple-choice questions to gather quantitative statistical data and open-ended qualitative questions to capture personal narratives and detailed insights.

6. Quantitative data was analyzed using statistical methods to determine frequencies, percentages, and correlations.
7. Qualitative data from open-ended questions was analyzed thematically to identify common themes and narratives.

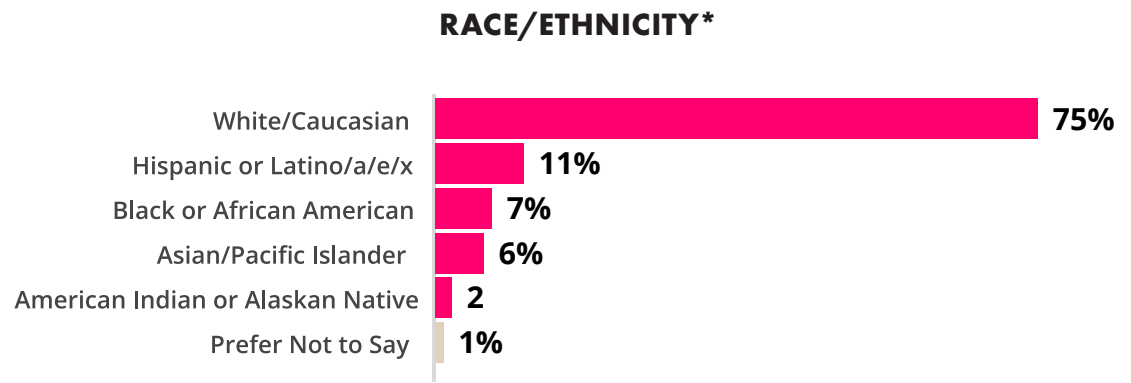
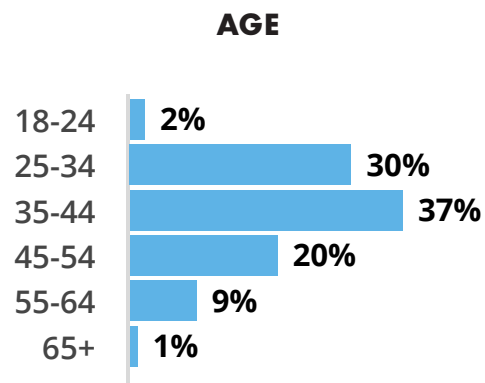
Limitations

We recognize that while the survey captures a range of experiences, the lower representation of some racial, ethnic, and socioeconomic groups compared to their proportions in the general population points to a need for continued, expansive research to include broader representation to fully encapsulate the varied experiences of all LGBTQ+ individuals across the U.S. workforce.

Demographics

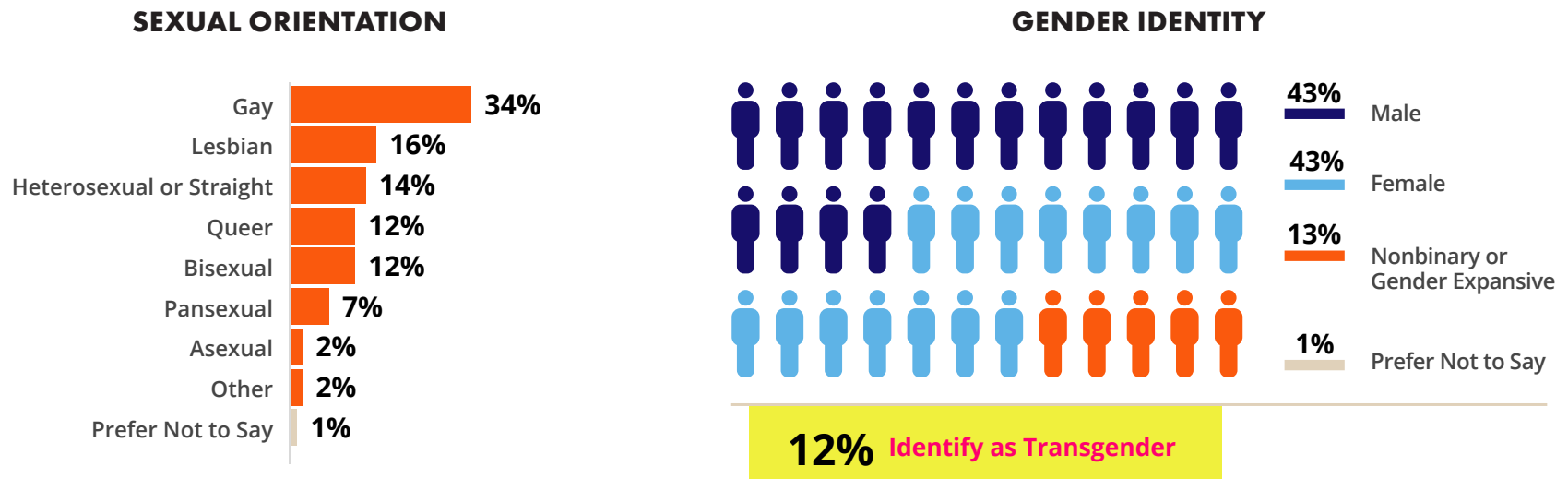
Talent on the Move survey demographic highlights include:

1. The majority, 75%, identify as White and 11% as Hispanic or Latino/a/e/x, followed by 7% of respondents identifying as Black or African American, 6% as Asian/Pacific Islander, and 2% as American Indian or Alaskan Native. Additionally, 2% of respondents selected two or more races. While this data offers valuable insights it also underscores the need for more research among LGBTQ+ people who are Black or African-American, Asian/Pacific Islander, American Indian or Alaskan Native, those who are multiracial, and those from other communities.
2. A majority, 87%, are aged between 25–54 years, with the largest segment falling within the 35–44 age group.
3. Nearly one-third (32%) of survey respondents report a base salary range of \$100,000–150,000, with 14% earning more than \$200,000 annually, indicating that nearly half of those surveyed maintain relatively high levels of income as most work for major private sector employers.



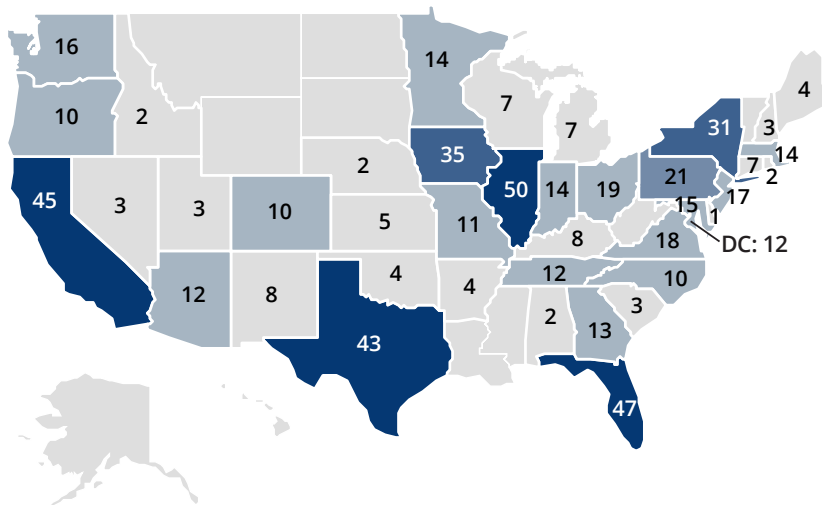
*2% of Respondents selected more than one.

4. Gay individuals comprise the largest segment of respondents at 34%, followed by a wide distribution across other categories. Gender identity appears nearly evenly split across males and females, with around 13% identifying as nonbinary or gender expansive. Additionally, approximately 12% of respondents identify as transgender.

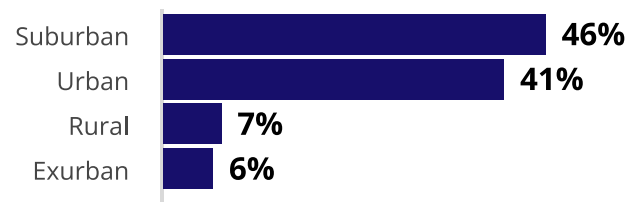


5. A majority of respondents reside in either urban (41%) or suburban (46%) communities, with the remainder located in either exurban (6%) or rural (7%) communities.

BY STATE

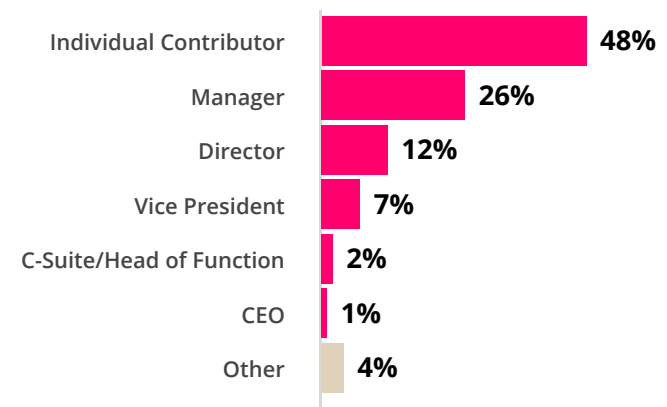


LOCATION



6. The job levels of the respondents reflect all tiers of work, with individual contributors—employees who manage projects but not people—representing just under half of the respondents (48%) and managers representing approximately one-fourth (26%).

POSITION



7. Financial Services, Consulting, Healthcare, and Manufacturing, and Other were the most common industries represented in the data set.

Endnotes

¹ ["Supreme Court Declares Same-Sex Marriage Legal In All 50 States,"](#) National Public Radio, June 26, 2015.

² ["Wave of Anti-LGBT Bills in 2015 Legislative Sessions,"](#) Human Rights Campaign, March 19, 2015.

³ [2023 State Equality Index,](#) Human Rights Campaign, January 30, 2024.

⁴ Survey respondents comprise 2023 Out & Equal Workplace Summit attendees as well as working professionals at Out & Equal corporate and community partners.

⁵ ["How queer went corporate: The 50-year evolution of LGBTQ+ marketing,"](#) *The Washington Post*, June 29, 2023.

⁶ [2023 Corporate Equality Index,](#) Human Rights Campaign, November 30, 2023.

⁷ ["Over 200 major companies sign Supreme Court brief in favor of LGBTQ workers,"](#) NBC News, July 2, 2019.

⁸ ["Report: 65% Of the LGBTQ+ Community Are Concerned About How Anti-LGBTQ Legislation Will Affect Their Employment Opportunities,"](#) Indeed.com, May 31, 2023.

⁹ ["Evidence on the Economic Consequences of Marriage Equality and LGBT Human Rights,"](#) *Journal of Business Ethics*; Zhu, J.Y., Smieliauskas, W., April 16, 2021.

This research reflects Out & Equal's dedication to supporting employers and individuals to foster true workplaces of belonging. It's important to note that this was an independent survey conducted by Out & Equal without direct influence from Wells Fargo or its Foundation. This work was made possible through generous funding by the Wells Fargo Foundation and reflects its ongoing commitment to diversity, equity, and inclusion.