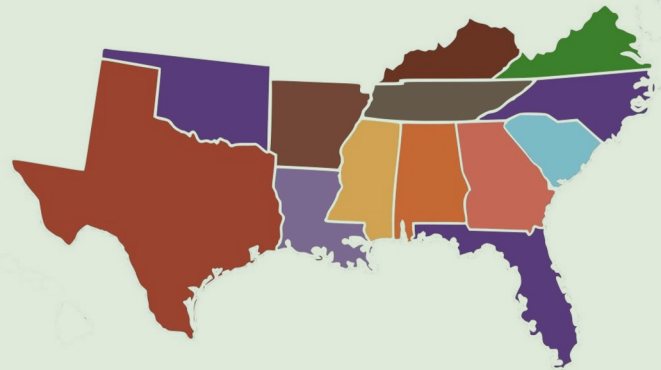


OUT & EQUAL 2024 SOUTHERN STATES FORUM

LGBTQ+ in The South:

More LGBTQ+ adults live in the South than in any other region

| | | |
|-----------|-------|------------|
| Midwest | 21.1% | 2,941,600 |
| Northeast | 18.5% | 2,578,700 |
| South | 35.9% | 5,012,300 |
| West | 24.5% | 3,409,600 |
| Total | 100% | 13,942,200 |



Source: Williams Institute

Compared to other parts of the country LGBTQ+ people in the South:



Are more racially diverse



Are more religious



Have less state protections



Lack health insurance



Experience higher & faster HIV infection rates

lgbtfunders.org

| Talent On The Move Survey Results | General | South | |
|---|---------|-------|-----|
| LGBTQ+ equality has worsened in the last year. | 94% | 96% | 2% |
| Anti-LGBTQ+ laws would affect relocating or accepting a new job or position. | 79% | 72% | 7% |
| Considered relocating due to state-level policy changes. | 31% | 52% | 21% |
| Heard jokes about the LGBTQ+ community at work. | 24% | 25% | 1% |
| Felt less safe due to anti-LGBTQ+ rights legislation. | 45% | 67% | 22% |
| Felt less safe due to education/book bans. | 43% | 65% | 22% |
| Felt less safe due to legislation impacting voting rights. | 27% | 44% | 17% |
| Felt less safe due legislation impacting reproductive rights. | 27% | 47% | 20% |
| Felt company had not responded sufficiently to the increase in anti-LGBTQ+ legislation. | 72% | 66% | 6% |
| Do not feel fully comfortable discussing the impact of anti-LGBTQ+ public policies with their supervisor. | 40% | 37% | 3% |

31%

have considered relocating as a result of feeling less safe in their state of residence due to state-level policy changes.

52%

Employees in the South

24%

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