

RESEARCH THAT MATTERS

WORKPLACE EXPERIENCES of Asian American LGBTQ Employees

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EXECUTIVE SUMMARY

This report examines experiences of employment discrimination and harassment against Asian American LGBTQ adults using a survey of 1,902 LGBTQ adults in the workforce, including 75 Asian American¹ LGBTQ adults, conducted in the summer of 2023. We compare the experiences of Asian American LGBTQ employees with those of White, Black, and Latinx LGBTQ employees.

The majority of Asian American LGBTQ adults in the workforce are under age 35 (64%), bisexual (70%), and have a bachelor's degree or post-bachelor's education (70%). Over one in five are either self-employed or employed by their family (21%), almost four in ten live in the Pacific region (38%), and 44% make less than \$50,000 a year.

Our analysis indicates that employment discrimination against Asian American LGBTQ employees is persistent and widespread. More than four in ten Asian American LGBTQ employees (44%) reported experiencing discrimination or harassment at work (including being fired, not hired, not promoted, or verbally, physically, or sexually harassed) because of their sexual orientation or gender identity at some point in their lives.

Many Asian American LGBTQ employees reported recent experiences of discrimination and harassment. Within the past year, 14% of Asian American LGBTQ employees reported that they had been fired, not hired, or not promoted because of their sexual orientation or gender identity, and 8% reported experiencing harassment at work. One in four (24%) Asian American LGBTQ employees reported one or more adverse workplace experiences because of their LGBTQ status at their current job.

Many Asian American LGBTQ employees also reported engaging in behaviors to avoid discrimination and harassment, including hiding their LGBTQ identity and changing their appearance or behaviors. Over half (55%) of Asian American LGBTQ employees were not out to their current supervisor, and 17% were not out to any of their coworkers. Almost half (48%) of Asian American LGBTQ employees reported downplaying their LGBTQ status at work by doing one or more of the following: changing their speech, mannerisms, appearance, or how they dress at work; avoiding work social events; or not talking about their outside activities at work.

One-third of Asian American LGBTQ employees have looked for another job because of how they were treated based on their sexual orientation or gender identity at work (33%) and or left a job because of such treatment (34%).

Along most measures of adverse workplace experiences, Asian American LGBTQ employees report statistically similar rates of adverse experiences to Black, Latinx, and White LGBTQ employees. This finding could be partly due to the small sample size of Asian American LGBTQ employees for this survey. However, the data also suggest that Asian American LGBTQ employees are less likely to be out in the workplace compared to Black, Latinx, and White LGBTQ employees. The fact that more

¹ Asian American LGBTQ employees include those who selected the response "Asian American" and did not indicate that they were of Hispanic origin in response to race and ethnicity questions in an omnibus survey conducted by Morning Consult. Respondents from this sample who indicated that they were LGBTQ received a separate survey about their employment experiences. Additional details about the survey are available in the Methodology section of this report.

Asian American LGBTQ employees are not out, are self- or family-employed, and live on the Pacific Coast may explain why, unlike other racial and ethnic groups, they do not report higher rates of discrimination and harassment than White employees.

While the key findings of the report are summarized below, the full report includes quotes from respondents to provide more detail about their experiences of discrimination and harassment in the workplace.

KEY FINDINGS

Demographics

- Almost two-thirds (64%) of Asian American LGBTQ adults in the workforce are between the ages of 18 and 34.
- An estimated 70% of Asian American LGBTQ adults in the workforce identified as bisexual, and 10% identified as transgender or nonbinary.
- Asian American LGBTQ employees were more likely to have a bachelor's degree or post-bachelor's education (70%) than LGBTQ employees of other racial and ethnic groups (White, 47%; Black, 31%; Latinx, 41%).
- Forty-four percent of Asian American LGBTQ adults were making less than \$50,000 a year.
- Over one in five Asian American LGBTQ adults were self-employed or employed by their families (21%).
- Almost four in 10 Asian American LGBTQ adults live in the Pacific region (38%), consistent with the Asian American population overall but much higher than the percentage of White (14%), Black (7%), and Latinx (19%) LGBTQ employees who live in the Pacific region.
- Only 8% of Asian American LGBTQ employees live in the Southeast United States.

Lifetime Experiences of Discrimination and Harassment

- More than four in ten Asian American LGBTQ employees (44%) reported experiencing discrimination or harassment at work, including being fired, not hired, not promoted, or verbally, sexually, or physically harassed because of their sexual orientation or gender identity.
 - **Discrimination:** Almost one-third (32%) of Asian American LGBTQ employees reported experiencing at least one form of employment discrimination (being fired, not hired, not promoted, or being denied other workplace opportunities) because of their sexual orientation or gender identity at some point in their lives.
 - One in five Asian American LGBTQ employees reported being fired (20%) because of their sexual orientation or gender identity.
 - About one in four Asian American LGBTQ employees reported not being hired (28%) or not being promoted/being denied other workplace opportunities (24%) because of their sexual orientation or gender identity.
 - **Harassment:** About one-third of Asian American LGBTQ employees (34%) reported experiencing at least one form of harassment (verbal, physical, or sexual) at work because of their sexual orientation or gender identity at some point in their lives.

- Thirty-two percent of Asian American LGBTQ employees reported experiencing verbal harassment from supervisors or coworkers because of their sexual orientation or gender identity.
- About one in five Asian American LGBTQ employees reported experiencing sexual harassment (22%) or physical harassment (18%) at work because of their sexual orientation or gender identity.
- **Negative Comments:** Beyond how they have been personally treated, over half (56%) of Asian American LGBTQ employees reported hearing negative comments about LGBTQ people in the workplace. Asian American LGBTQ employees were less likely to report hearing negative comments in the workplace than Latinx (75%) and White (73%) LGBTQ employees.

Intersectional Discrimination and Harassment

- When asked to describe their worst experiences of discrimination and harassment based on sexual orientation and gender identity, some Asian American LGBTQ employees described intersectional discrimination based on their multiple marginalized identities. More specifically, they described discrimination based on their LGBTQ status and their race and ethnicity, stereotypes about Asian American women, and their religious beliefs.

Recent Experiences of Discrimination and Harassment

- 18% of Asian American LGBTQ employees reported experiencing some form of discrimination or harassment in the past year, and 30% reported discrimination or harassment in the past five years.
 - **Discrimination:** About one in seven (14%) Asian American LGBTQ employees reported experiencing at least one form of employment discrimination (including being fired, not hired, or being denied a promotion or other workplace opportunities) based on their sexual orientation or gender identity within the past year and about one in four (24%) reported these experiences in the past five years.
 - **Harassment:** Eight percent of Asian American LGBTQ employees reported experiencing at least one form of harassment (including verbal, physical, or sexual harassment) in the workplace based on their sexual orientation or gender identity within the past year, and about one-fifth (22%) reported these experiences in the past five years.
- **Negative Comments:** About one-third (32%) of Asian American LGBTQ employees reported hearing negative comments about LGBTQ people in the workplace in the past year, and 44% reported hearing negative comments in the past five years.

Experiences at Current Job

- Respondents were also asked specifically about their experiences at their current jobs. About two-thirds of Asian American LGBTQ employees (67%) felt that their current workplace environment was somewhat or very supportive of LGBTQ employees, while 4% felt their workplace environment was somewhat or very unsupportive. Similarly, most Asian American LGBTQ employees (79%) were very or somewhat satisfied with their current job, while about one in ten (9%) were very or somewhat dissatisfied with their current job.

- Approximately one in four Asian American LGBTQ employees (24%) reported one or more adverse workplace experiences related to their sexual orientation or gender identity at their current job, including 13% who reported unfair treatment, 12% who reported verbal harassment, 11% who felt they had not been promoted or were denied other opportunities in the workplace, 5% who reported sexual harassment, and 2% who reported physical harassment.

Out at Work

- More than half (55%) of Asian American LGBTQ employees reported that they are not out to their current supervisor about their LGBTQ status, and approximately one in six (17%) reported that they are not out to any of their coworkers.
- Only 38% of Asian American LGBTQ employees reported that they were out to most or all of their coworkers.

Covering

- Almost half of Asian American LGBTQ employees (48%) reported engaging in covering behaviors at their current jobs to avoid harassment or discrimination related to their sexual orientation or gender identity.
- One-fourth to one-third of Asian American LGBTQ employees have engaged in the following covering behaviors at work to avoid discrimination or harassment:
 - avoided talking about outside social activities (37%)
 - avoided work-related social events (29%)
 - avoided talking about their families at work (26%)
 - not brought family to work events (26%)
 - not displayed photos of their partner or family at work (24%)
 - changing their voice or mannerisms at work (23%)
- About one-fifth of Asian American LGBTQ employees reported avoiding work-related events or travel (21%) or changing their physical appearance (19%) to cover their LGBTQ status.
- Some Asian American LGBTQ employees also reported changing how they dressed (15%) and where, when, or how frequently they used the bathroom (12%) in order to avoid discrimination and harassment.

Retention

- Over the course of their careers, one-third of Asian American LGBTQ employees reported that they had left a job (34%) or looked for other jobs (33%) because of how their employer treated them based on their LGBTQ status. A similar percentage of Asian American LGBTQ employees said that they had looked for another job because the workplace environment was not supportive of LGBTQ people in general (37%).
- Due to the workplace environment for LGBTQ people at their current job, more than one in ten Asian American LGBTQ employees (12%) have considered leaving. Of those, almost two-thirds (64%) have taken steps towards finding another job.

INTRODUCTION

There are more than a half million Asian American LGBT adults in the United States.² Prior Williams Institute research indicates that as a population, Asian American LGBT adults are young – 75% are under age 35, and 42% are between the ages of 18 and 24. The Asian American LGBT adult population is younger than the population of Asian American non-LGBT adults, with 58% of Asian American non-LGBT adults under age 35 and only 30% between ages 18 and 24.³

Asian American LGBT adults are more likely to experience economic insecurity than Asian American non-LGBT adults.⁴ Almost one-fifth (18%) of Asian American LGBT adults have an annual household income below \$24,000, compared to 14% of Asian American non-LGBT adults.⁵ More Asian American LGBT adults live in households below 200% of the federal poverty level than Asian American non-LGBT adults (32% vs. 27%).⁶ Less than one in 10 Asian American LGBT adults are unemployed (8%) and have experienced food insecurity in the past year (8%).⁷

PRIOR RESEARCH ON WORKPLACE DISCRIMINATION AND HARASSMENT AGAINST ASIAN AMERICAN LGBTQ EMPLOYEES

While existing research has examined workplace experiences among LGBTQ people of color and experiences of discrimination more broadly among Asian American LGBTQ people, very little research has focused specifically on Asian American LGBTQ people's experiences of discrimination within the workplace. Existing research indicates that Asian American LGBTQ people may experience multiple forms of oppression, facing racial discrimination within the LGBTQ community and homophobic discrimination within Asian communities, adding additional stress to their lives.⁸

Over the past decade, a few studies have focused on the workplace experiences of Asian transgender and nonbinary employees. These studies have found that in addition to high rates of employment discrimination, transgender and nonbinary Asian American employees also face higher rates of unemployment and a greater concentration in low-paying jobs.

² SOON KYU CHOI, BIANCA D.M. WILSON, LAUREN J.A. BOUTON, & CHRISTY MALLORY, WILLIAMS INST., AAPI LGBT ADULTS IN THE US (2021), <https://williamsinstitute.law.ucla.edu/publications/lgbt-aapi-adults-in-the-us/>

³ *Id.*

⁴ *Id.*

⁵ *Id.*

⁶ *Id.*

⁷ *Id.*

⁸ Hyeouk C. Hahm & Chris Adkins, *A Model of Asian and Pacific Islander Sexual Minority Acculturation* 6 J. LGBT YOUTH 155 (2009), <https://doi.org/10.1080/19361650903013501>; Anthony C. Ocampo & Daniel Soodjinda, *Invisible Asian Americans: The Intersection of Sexuality, Race, and Education among Gay Asian Americans*, 19 RACE ETHNICITY & EDUC. 480 (2015), <https://doi.org/10.1080/13613324.2015.1095169>; Mi Ra Sung, Dawn M. Szymanski & Christy Henrichs-Beck, *Challenges, Coping, and Benefits of Being an Asian American Lesbian or Bisexual Woman*, 2 PSYCH. OF SEXUAL ORIENTATION & GENDER DIVERSITY 52 (2015), <https://doi.org/10.1037/sgd0000085>

For example, the 2015 U.S. Transgender Survey (USTS) report found that one in ten (10%) Asian and Native Hawaiian/Pacific Islander (NH/PI) respondents were unemployed, compared to 5% of Asian and NH/PI respondents in the general U.S. population.⁹ Among Asian and NH/PI transgender employees, 40% were out to all or most of their supervisors, and 32% were out to all or most of their coworkers. About one in five (22%) Asian transgender respondents who either held a job or applied for a job in the past year reported being fired, not hired, or denied a promotion due to their transgender status. Of Asian and NH/PI transgender employees who had a job in the past year, 12% reported being verbally harassed at work due to being transgender, 3% reported being sexually assaulted, 1% reported being physically attacked, and about one in five (19%) reported some other form of mistreatment, including being told to present as the wrong gender to maintain employment, being forced to use a restroom that did not match their gender identity, or being outed to others without permission by their supervisor or coworker.

Additionally, a study using 2020 data from the California Civil Rights Department (CRD), the first state or federal agency to systematically collect comprehensive quantitative data on nonbinary employees' employment, showed that over one-third (35%-40%) of Asian nonbinary workers worked in the lowest paying jobs, earning \$19,239 or less.¹⁰

CURRENT STUDY

The current study examines experiences of employment discrimination and harassment against Asian American LGBTQ adults using a survey of 1,902 LGBTQ adults in the workforce, including 75 Asian American adults, conducted in the summer of 2023. We compare the experiences of Asian American LGBTQ employees with those of Black, Latinx, and White LGBTQ employees. The study updates and expands upon a series of reports published by the Williams Institute in 2021 focused on employment discrimination against LGBTQ people. The current study is part of a larger series of reports that examine the employment experiences of LGBTQ employees, transgender employees, nonbinary employees, and other subpopulations of LGBTQ people.

⁹ SANDY E. JAMES & BAMBY SALCEDO, NATIONAL CENTER FOR TRANSGENDER EQUALITY & TRANSLATIN@ COALITION, 2015 U.S. TRANSGENDER SURVEY: REPORT ON THE EXPERIENCES OF LATINO/A RESPONDENTS (2017), <https://transequality.org/sites/default/files/docs/usts/USTS-Latinoa-Report.pdf>.

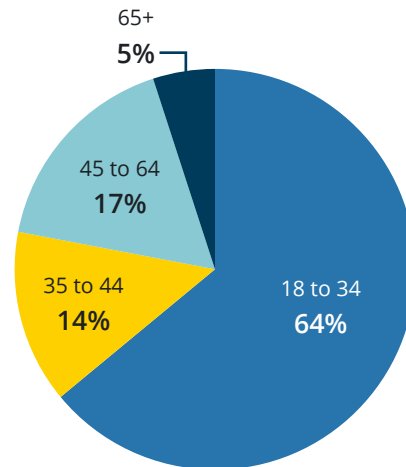
¹⁰ Press Release, Cal. Civ. Rights Dept., Civil Rights Department Releases Groundbreaking Data on Nonbinary Employees: Pay Data Reports Show Nonbinary Employees Concentrated in Lowest-Paying Jobs (Mar. 6, 2023), <https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2023/03/2023.03.06-NonbinaryDataPR.pdf>.

RESULTS

DEMOGRAPHICS

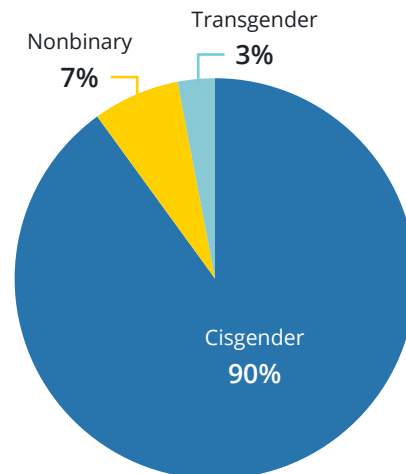
Seventy-five (75) Asian American LGBTQ adults in the workforce responded to our survey conducted in July 2023. Asian American LGBTQ adults were young, with almost two-thirds (64%) under the age of 35. By comparison, 46% of White LGBTQ adults in the workforce were under the age of 35.

Figure 1. Asian American LGBTQ adults in the workforce by age cohort



One in 10 Asian American LGBTQ adults identified as nonbinary (7%) or transgender (3%). In terms of sexual orientation, most Asian American LGBTQ adults identified as bisexual (70%). Twenty-eight percent identified as lesbian or gay, and 2% identified as something else.

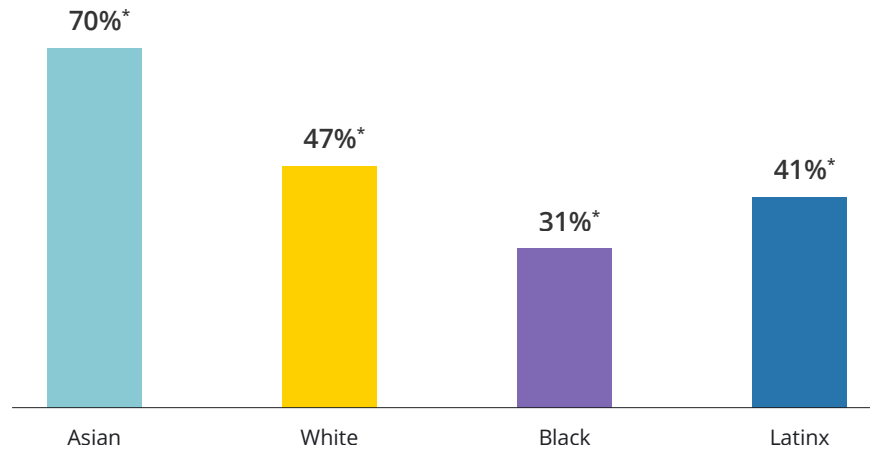
Figure 2. Asian American LGBTQ adults in the workforce by gender identity



Over half of Asian American LGBTQ adults were single (57%), with the rest cohabiting with a married (24%) or unmarried partner (19%).

Though 44% of Asian American LGBTQ adults were making less than \$50,000 a year, they were more likely to have a bachelor's degree or post-bachelor's education (70%) than White (47%), Latinx (41%), and Black (31%) LGBTQ adults.

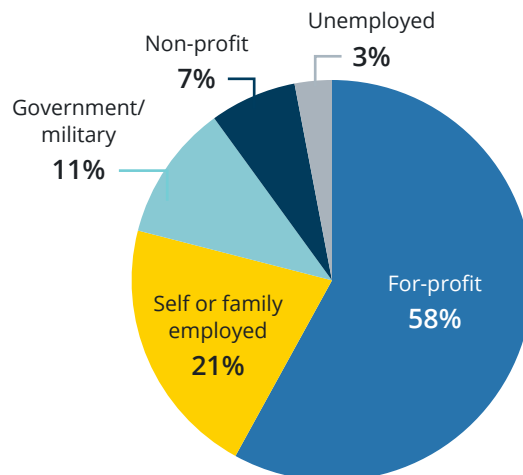
Figure 3. LGBTQ adults in the workforce with a bachelor's degree or post-bachelor's education by race/ethnicity



Note: *p-value less than 0.05 when comparing Asian employees to White employees, Black employees, and Latinx employees

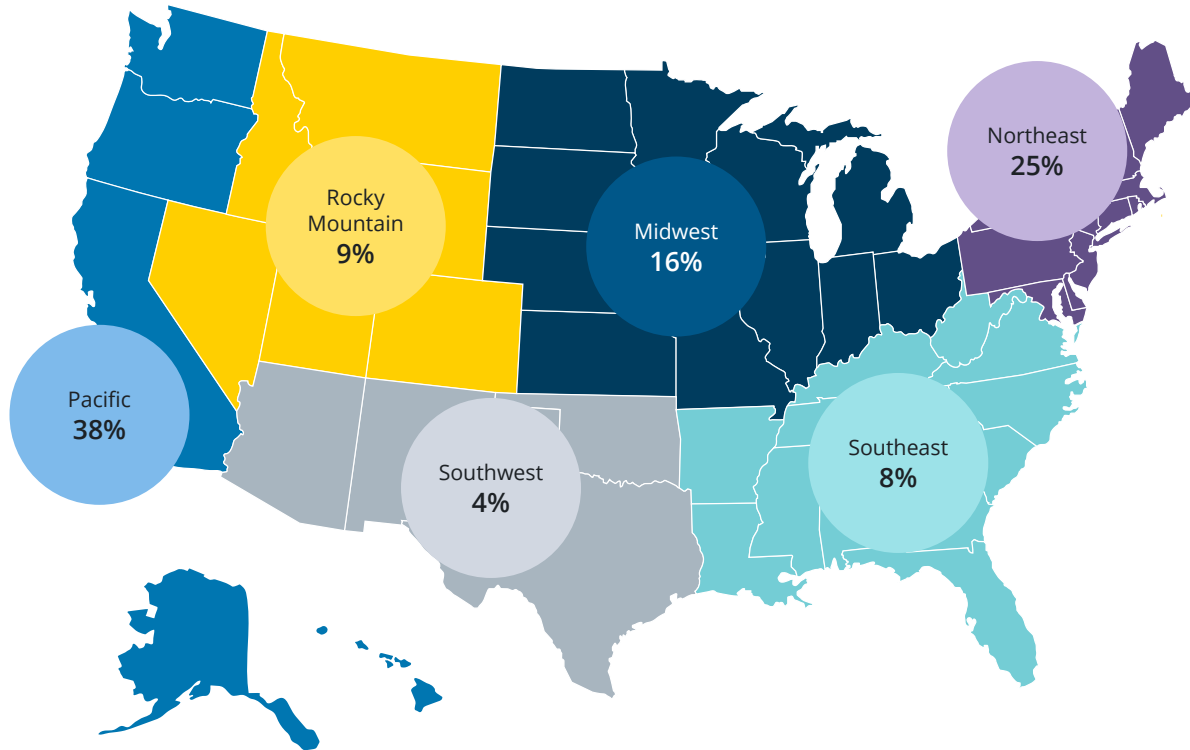
Over one in five Asian American LGBTQ adults were self-employed or employed by their family (21%). While not statistically significant, this was higher than White (12%), Latinx (10%), and Black (9%) LGBTQ adults.

Figure 4. Asian American LGBTQ adults in the workforce by employment sector



Almost four in ten Asian American LGBTQ employees live in the Pacific region (38%), consistent with the Asian American population overall.¹¹

Figure 5. Asian American LGBTQ respondents by region

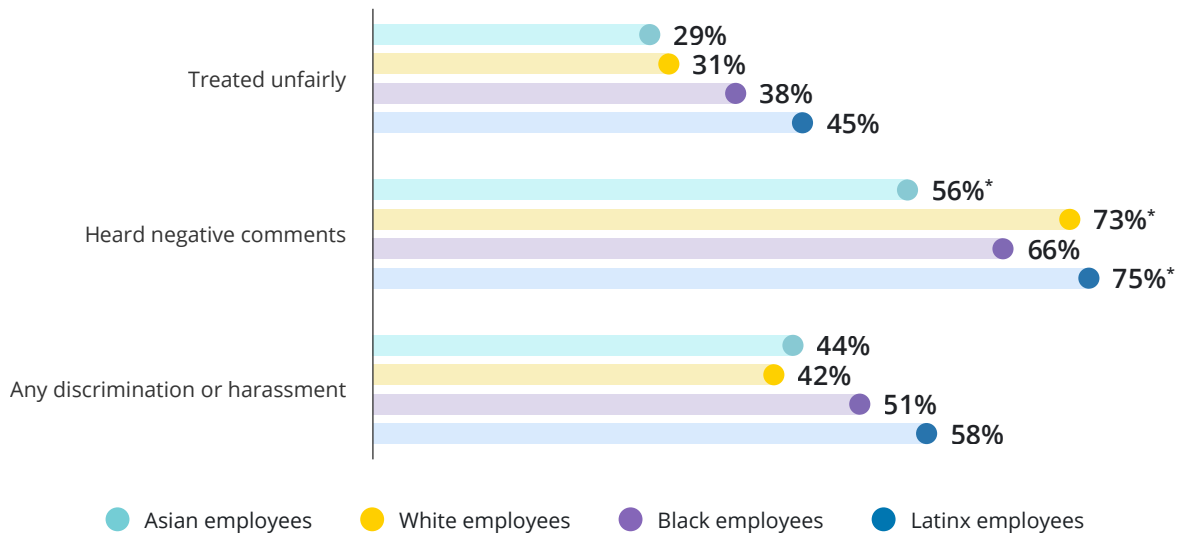


LIFETIME EXPERIENCES OF DISCRIMINATION AND HARASSMENT

Employment discrimination against Asian American LGBTQ employees is persistent and widespread. About four in 10 Asian American LGBTQ employees (44%) reported experiencing discrimination or harassment at work, including being fired, not hired, not promoted, or verbally, physically, or sexually harassed because of their sexual orientation or gender identity at some point in their lives. Twenty-nine percent of Asian American LGBTQ employees also reported being treated unfairly at work at some point in their lives due to their LGBTQ status. Further, over half (56%) reported hearing negative comments about LGBTQ people in the workplace. However, Asian American LGBTQ employees were less likely to report hearing negative comments in the workplace than Latinx (75%) and White (73%) LGBTQ employees.

¹¹ For regional distribution of the general population, see U.S. Census Bureau, *United States Population Growth by Region*, https://www.census.gov/popclock/data_tables.php?component=growth (2023 data) (last visited July 25, 2023).

Figure 6. Lifetime adverse workplace experiences based on LGBTQ status among LGBTQ employees by race/ethnicity

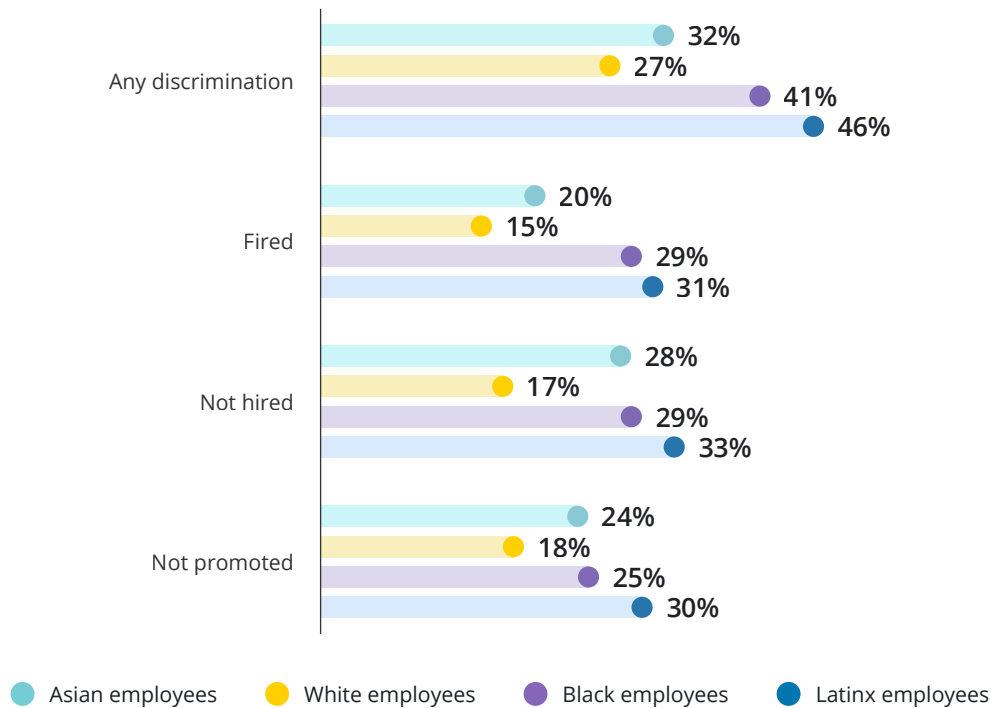


Note: *p-value less than 0.05 when comparing Asian employees to White employees and Latinx employees

Discrimination

Almost one-third (32%) of Asian American LGBTQ employees reported experiencing at least one form of employment discrimination (being fired, not hired, not promoted, or being denied other workplace opportunities) because of their sexual orientation or gender identity at some point in their lives. More specifically, one in five Asian American LGBTQ employees reported being fired (20%), and about one in four reported not being hired (28%) or being denied a promotion or other opportunities at work (24%) because of their sexual orientation or gender identity.

Figure 7. Lifetime experiences of discrimination based on LGBTQ status among LGBTQ employees by race/ethnicity



Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

Respondents were asked to describe their worst experiences of discrimination or harassment. Reports provided by Asian American LGBTQ respondents included:

I was fired because one of the managers didn't like that I was gay.

— Asian American cisgender gay man from Ohio

I got name-called and didn't get pay bonuses and promotions because I was too feminine. They said that being gay is a sin and I didn't belong there.

— Asian American cisgender bisexual man from Illinois

My boss wouldn't let me and my other LGBTQ coworkers serve customers of the same sex if they were the same age or younger than us because she said it was inappropriate.

— Asian American cisgender bisexual woman from Oregon

I feel like the most unfair treatment was while being on Active Duty in the Air Force. I was encouraged to keep quiet about my sexual orientation because it could affect my promotion.

— Asian American cisgender lesbian woman from Nevada

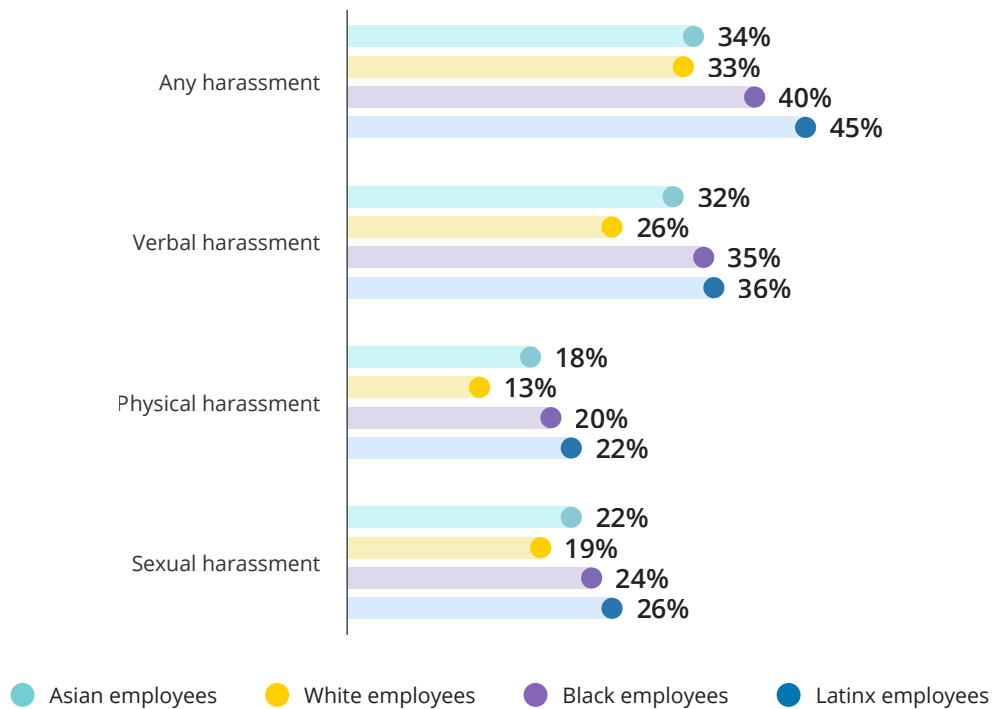
I worked for the Catholic Church, and they have their own set of social rules that are not inclusive of the LGBTQ community. I and other colleagues who identified with the LGBTQ community had issues with the same colleague.

— Asian American cisgender bisexual woman from Washington

Harassment

About one-third (34%) of Asian American LGBTQ employees reported experiencing at least one form of harassment (verbal, physical, or sexual) at work because of their sexual orientation or gender identity at some point in their lives.

Figure 8. Lifetime experiences of harassment based on LGBTQ status among LGBTQ employees by race/ethnicity



Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

Verbal Harassment

About one-third (32%) of Asian American LGBTQ employees reported experiencing verbal harassment from supervisors or coworkers because of their sexual orientation or gender identity. For example, an Asian American cisgender bisexual man from Hawai'i shared how the "slurs and harassment" he experienced were "emotionally and mentally draining." Other reports of verbal harassment by Asian American LGBTQ respondents included:

They found out that I was pansexual, and they would constantly make little off-handed jokes under their breath that made me very uncomfortable,

— Asian American cisgender bisexual woman from New Jersey

A coworker commented that I just haven't found the right guy to settle down with yet and invalidated my orientation.

— Asian American cisgender bisexual woman from New York

I was deemed as less trustworthy than heterosexual coworkers because I was choosing a "not normal" lifestyle.

— Asian American cisgender sexual minority women from Colorado

A coworker who eventually got fired made numerous comments about me.

— Asian American cisgender bisexual woman from Idaho

My boss would always make comments about me and others in the LGBTQIA community.

— Asian American cisgender lesbian from Florida

In some cases, reports of verbal harassment came from customers or clients:

I think really the worst experience I've had was not with coworkers but customers who would say slurs at me. It hurts more when you can't do anything about it because "customers are always right."

— Asian American cisgender bisexual woman from Illinois

I've had comments made in a professional staffing setting in which a colleague laughed about my story of a client commenting on my sexual orientation.

— Asian American cisgender bisexual woman from Washington

I experienced discrimination while working at a museum. It came from a visitor who was being inappropriate on multiple accounts. He harassed me by aggressively threatening to destroy exhibits and pretending it was a joke when confronted afterward. He was very insistent about making assumptions about my race and gender. He eyed my rainbow button given by the museum, which I wore after pride month ... it was very clear he was targeting me.

— Asian American nonbinary bisexual from California

Several Asian American LGBTQ respondents reported that the verbal harassment was linked to the religious beliefs of their coworkers or supervisors. Examples of religiously motivated verbal harassment included:

They would poke fun about the discriminatory legislation across [the country] when I told them that I was a lesbian. They yelled at me and told me I was wrong and going to hell and disgusting.

— Asian American nonbinary lesbian from Texas

I was called slurs that I don't want to repeat by my coworkers, and I was often made fun of. They told me that my identity was against God and that I was going to hell.

— Asian American nonbinary sexual minority from California

I knew they were Christian, and my sexuality went against what they believed in, and they made it their mission to remind me.

— Asian American cisgender bisexual woman from New Jersey

They said something [that] in their religion being LGBTQIA+ was a "sin," and therefore, it made it okay to be shitty [towards me].

— Asian American cisgender sexual minority woman from Texas

My boss treated me unfairly and harassed me for being gay. They were conservative and religious and told me God didn't approve of me and that I was going to hell.

— Asian American cisgender bisexual woman from Maryland

Physical Harassment

Almost one in five (18%) Asian American LGBTQ employees reported experiencing physical harassment at work because of their sexual orientation or gender identity. Reports of physical harassment against Asian American LGBTQ respondents included:

I got emails and death threats ... it was very bad [when] I was harassed.

— Asian American cisgender gay man from Pennsylvania

It was when dealing with my Muslim coworker ... they would say their religion doesn't accept that [my identity], and I would be killed in their country.

— Asian American nonbinary bisexual from California

I've had my car broken into [and was] verbally harassed publicly while management stood by without [saying anything].

— Asian American nonbinary bisexual from California

Sexual Harassment

Over one in five (22%) Asian American LGBTQ employees reported experiencing sexual harassment at work because of their sexual orientation or gender identity. Some examples of these experiences included:

Working in a warehouse with only men, they either treated me too nice and try and ask for my number, or they treated me poorly because I refused ... a coworker I thought was a friend groped me.

— Asian American cisgender bisexual woman from Nevada

A sexual advance was made toward me due to my gender expression.

— Asian American cisgender sexual minority man from Oregon

My manager made me kneel in front of him and forced me to sniff his foot and his crotch.

— Asian American cisgender gay man from Washington

When I worked for HR at a transportation company, a supervisor of another department commented on photos of my partner that were lewd and inappropriate.

— Asian American cisgender bisexual woman from New York

I was sexually harassed by someone who was of the same gender, older, and more senior. He was reprimanded, but I didn't get an official apology -- although HR apologized to me.

— Asian American cisgender gay man from California

Intersectional Discrimination

Several Asian American LGBTQ employees reported incidents of discrimination and harassment that related to their multiple marginalized identities or intersectional discrimination. “Intersectionality” was originally defined by UCLA Law Professor Kimberlé Crenshaw, who used the term to refer to the double discrimination of racism and sexism by Black women and as a critique of the “single-axis framework that is dominant in anti-discrimination law.” Crenshaw defined intersectionality as a tool to understand “the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles that often are not understood” by thinking about one identity in isolation.¹²

One respondent described in general terms the unique discrimination that Asian American LGBTQ people face because of their race, ethnicity, and LGBTQ status:

I think a lot of times, Asian American queers face discrimination and microaggression from others in the workplace, but people do not seem to understand it. Another colleague of

¹² Kimberlé Crenshaw, *Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics*, 1989 U. CHI. L FORUM 139 (1989).

mine, who is also a person of color, has made inappropriate, racist jokes about both my race and my sexual orientation before. Another time, a white female joked about bisexual people having a better time when it comes to sex because they can enjoy both sides of the play, which is bi-phobic.

— Asian American cisgender bisexual man from Indiana

Others reported verbal harassment in the workplace that was based on stereotypes about Asian American women:

I was called a Thai prostitute by a former boss that I had to sue.

— Asian American cisgender bisexual woman from California

She said that because I'm Asian, "I should be patient."

— Asian American cisgender bisexual woman from Wisconsin

I was asked invasive questions about my relationships, family reactions, religious status, and had assumptions made about my abilities and my level of "submissiveness."

— Asian American cisgender lesbian woman from Massachusetts

Several reports were focused on the intersection of LGBTQ status and religion. Some of these reports came from respondents who belonged to inclusive denominations and felt that the harassment they faced targeted both their LGBTQ status and their religious identity. Other reports came from employees who felt targeted because they were not religious:

I am a Christian myself, and a lot of other Christians say that God or the higher-up would not love anybody who is a part of the LGBTQ community. This made me doubt my own religion and even my own identity.

— Asian American cisgender bisexual woman from Illinois

Non-Muslims behave poorly because of culture and religion.

— Asian American cisgender bisexual woman from Georgia

I think Christianity and Islam are very much against LGBTQ [people]. I think it is sad, but real that religion has stigmatized anything that is not straight, and LGBTQ has been highlighted in negative ways due to right-wing rhetoric and religious bigotry.

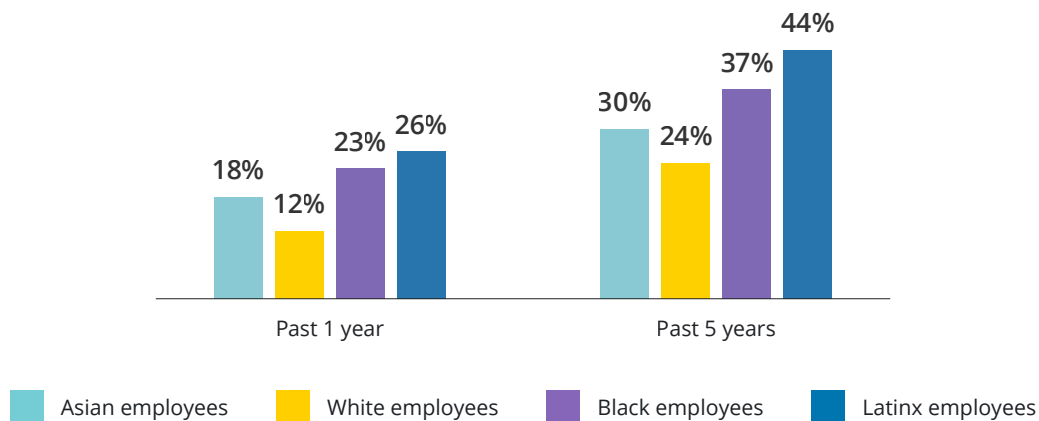
— Asian American cisgender bisexual man from Indiana

RECENT EXPERIENCES OF DISCRIMINATION AND HARASSMENT

LGBTQ employees continue to experience discrimination even after the U.S. Supreme Court held in *Bostock v. Clayton County* that discrimination based on sexual orientation and gender identity are forms of sex discrimination prohibited by Title VII.¹³ This decision extended federal non-discrimination protections to LGBTQ employees nationwide as of June 2020.

Over one in six (18%) Asian American LGBTQ employees reported experiencing some form of discrimination or harassment based on their sexual orientation or gender identity in the past year. Thirty percent of Asian American LGBTQ employees reported experiencing discrimination or harassment because of their LGBTQ status within the past five years.

Figure 9. Recent experiences of discrimination or harassment based on LGBTQ status among LGBTQ employees by race/ethnicity



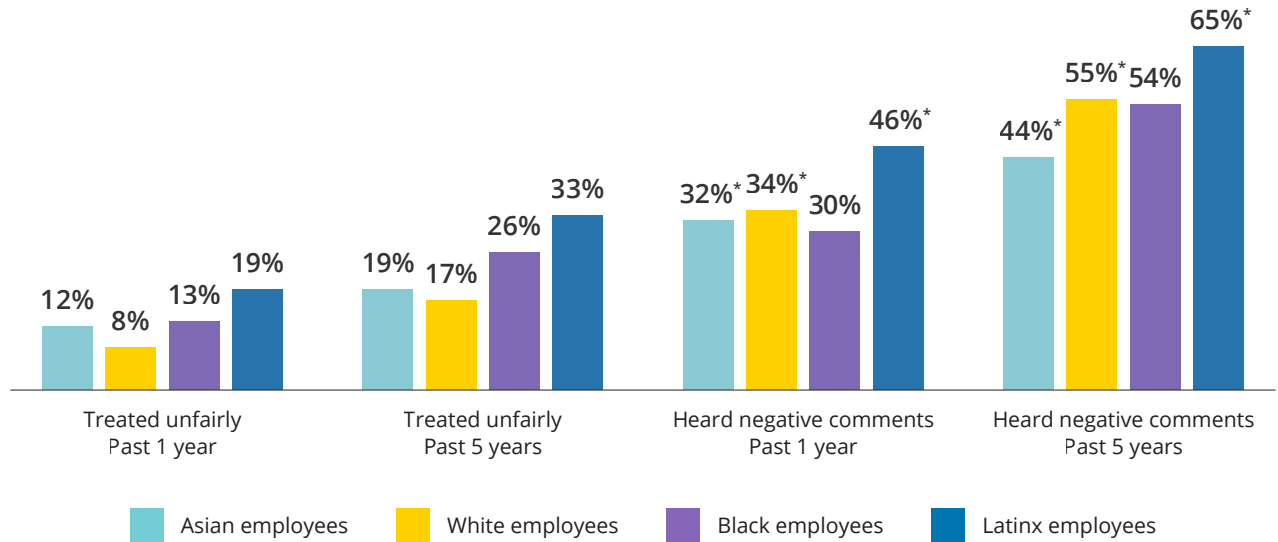
Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

About one in ten (12%) Asian American LGBTQ employees reported being treated unfairly at work because of their sexual orientation or gender identity in the past year, and almost one-fifth (19%) reported being treated unfairly within the past five years.

The percentages of Asian American LGBTQ employees who experienced recent discrimination, harassment, or unfair treatment were not statistically different from the percentages of Black, Latinx, and White employees who reported these experiences. However, Asian American LGBTQ employees were less likely to report hearing negative comments about LGBTQ people in the workplace in the past year than Latinx LGBTQ employees (32% vs. 46%) and less likely to report hearing negative comments in the past five years than White LGBTQ employees and Latinx LGBTQ employees (Asian, 44%; White, 55%; Latinx, 65%).

¹³ 140 S. Ct. 1731 (2020).

Figure 10. Recent adverse workplace experiences based on LGBTQ status among LGBTQ employees by race/ethnicity

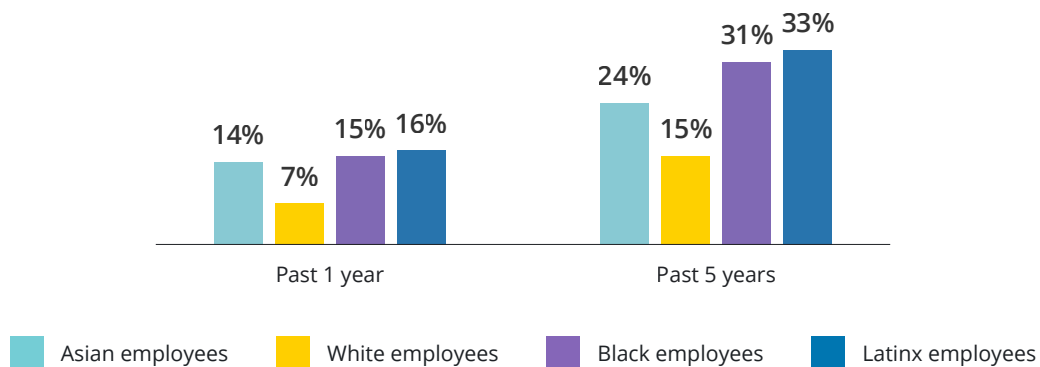


Note: *p-value less than 0.05 when comparing Asian employees to White employees and Latinx employees

Recent Discrimination

One in seven (14%) Asian American LGBTQ employees reported experiencing at least one form of employment discrimination (including being fired, not hired, or being denied a promotion or other workplace opportunities) based on their sexual orientation or gender identity within the past year and about one in four (24%) reported these experiences in the past five years.

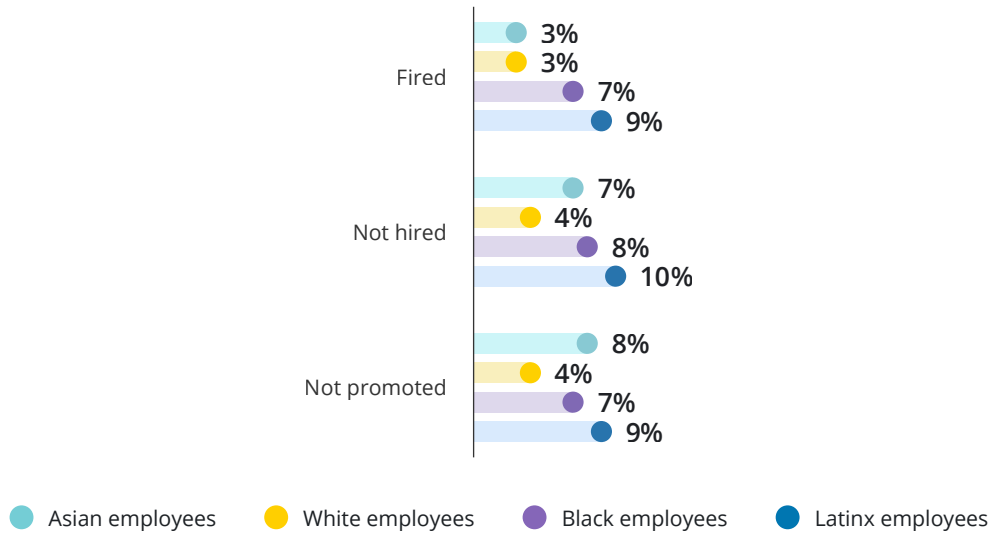
Figure 11. Recent experiences of workplace discrimination based on LGBTQ status among LGBTQ employees by race/ethnicity



Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

In terms of the specific forms of discrimination experienced in the past year, 3% of Asian American LGBTQ employees reported being fired, 7% reported being not hired, and 8% reported being denied a promotion or being denied other workplace opportunities based on their sexual orientation or gender identity.

Figure 12. Past year experiences of workplace discrimination based on LGBTQ status by race/ethnicity

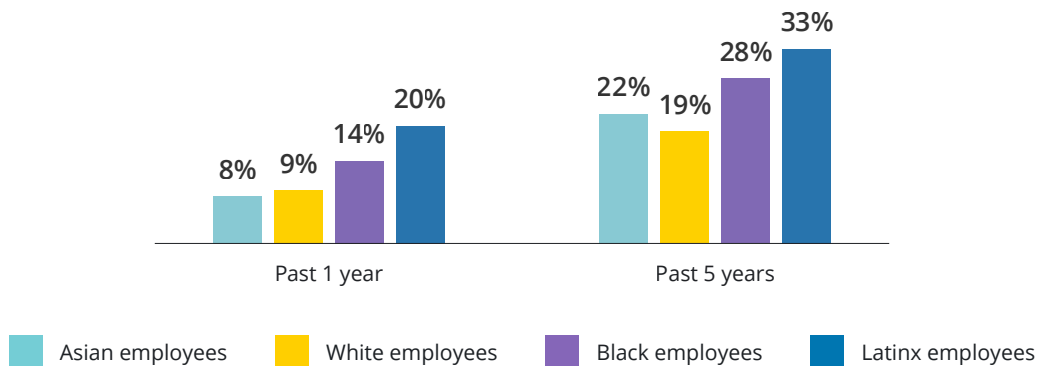


Note: Statistical significance is not reported when n is less than 10.

Harassment

Eight percent of Asian American LGBTQ employees reported experiencing at least one form of harassment (including verbal, physical, or sexual harassment) in the workplace based on their sexual orientation or gender identity within the past year, and 22% reported these experiences in the past five years.

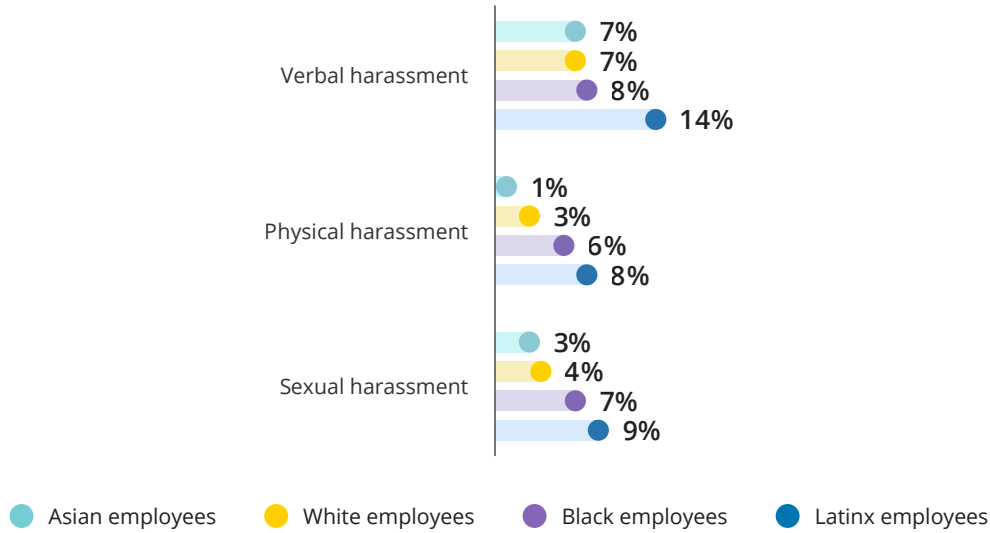
Figure 13. Recent experiences of workplace harassment based on LGBTQ status among LGBTQ employees by race/ethnicity



Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

In terms of the specific forms of harassment experienced in the past year, 7% of Asian American LGBTQ employees reported being verbally harassed, 3% reported being sexually harassed, and 1% reported being physically harassed.

Figure 14. Past year experiences of workplace harassment based on LGBTQ status by race/ethnicity



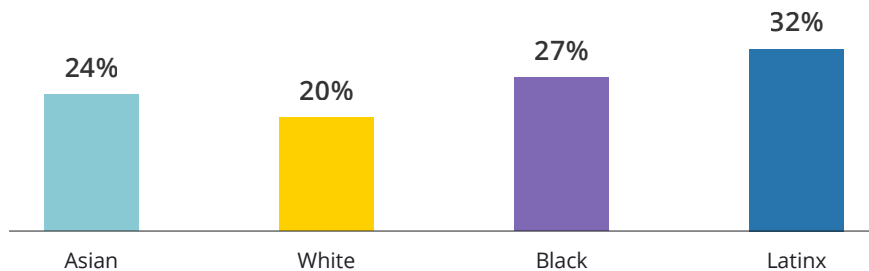
Note: Statistical significance is not reported when n is less than 10.

EXPERIENCES AT CURRENT JOB

Respondents were also asked specifically about their experiences at their current jobs. About two-thirds of Asian American LGBTQ employees (67%) felt that their current workplace environment was somewhat or very supportive, while 4% felt their workplace environment was somewhat or very unsupportive of LGBTQ people. Similarly, about eighty percent (79%) of Asian American LGBTQ employees felt somewhat or very satisfied with their current job, and 9% were somewhat or very dissatisfied with their current job.

Approximately one in four Asian American LGBTQ employees (24%) reported one or more adverse workplace experiences related to their sexual orientation or gender identity at their current job.

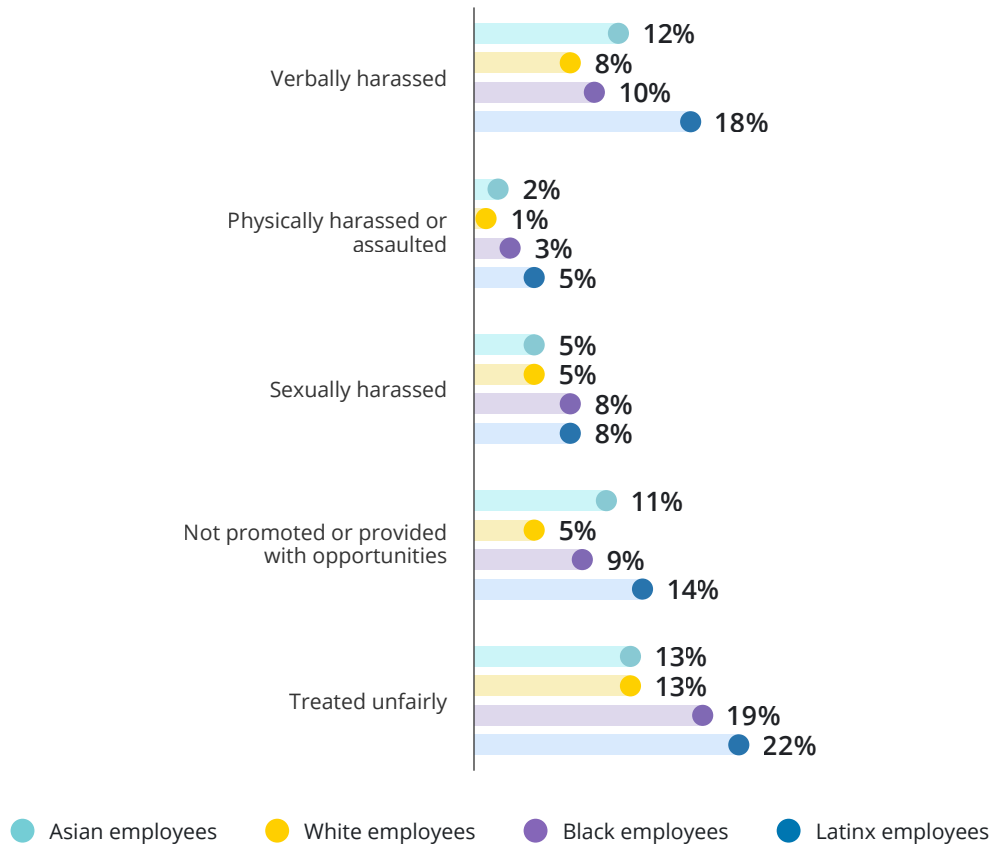
Figure 15. Adverse workplace experience based on LGBTQ status among LGBTQ employees at current job by race/ethnicity



Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

More specifically, 13% of Asian American LGBTQ employees reported being treated unfairly, 12% reported verbal harassment, 11% felt they had been denied a promotion or other opportunities in the workplace, 5% reported sexual harassment, and 2% reported physical harassment at their current job.

Figure 16. Adverse workplace experiences at current job based on LGBTQ status by race/ethnicity



Note: Statistical significance is not reported when n is less than 10.

AVOIDING AND ADDRESSING DISCRIMINATION AND HARASSMENT

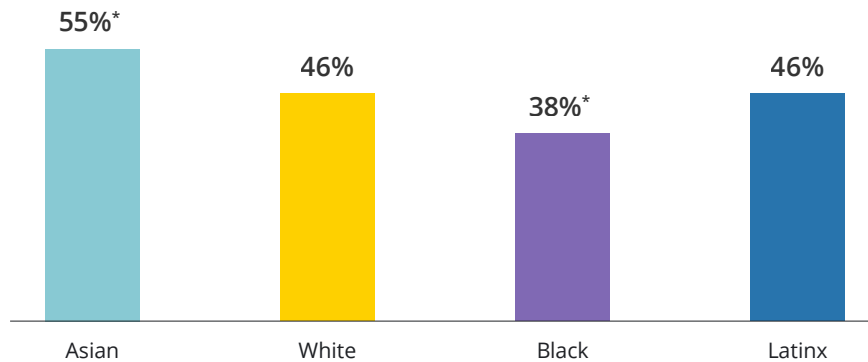
LGBTQ employees often take steps to avoid experiencing discrimination and harassment.¹⁴ For example, LGBTQ employees may conceal their sexual orientation or gender identity at work, avoid talking about their personal lives with coworkers, or change their appearance to conform to gender norms. Engaging in these behaviors, sometimes referred to as “covering,” can be a source of stress for LGBTQ people and negatively impact their health and well-being.¹⁵

More than half (55%) of Asian American LGBTQ employees reported that they are not open about being LGBTQ to their current supervisor. Asian American LGBTQ employees were more likely to not be out to their supervisor than Black LGBTQ employees (38%).

¹⁴ See Christy Mallory & Brad Sears, *LGBTQ Discrimination, Subnational Public Policy, and Law in the United States*, in Oxford Res. Encyc. Pol. (2020), doi:10.1093/acrefore/9780190228637.013.1200.

¹⁵ Ilan H. Meyer, *Prejudice, Social Stress, and Mental Health in Lesbian, Gay, and Bisexual Populations: Conceptual Issues and Research Evidence*, 129 PSYCH. BULL. 674 (2003), doi:10.1037/0033-2909.129.5.674; Kenji Yoshino, *Covering*, 111 YALE L.J. 769 (2001), <https://digitalcommons.law.yale.edu/ylj/vol111/iss4/1>.

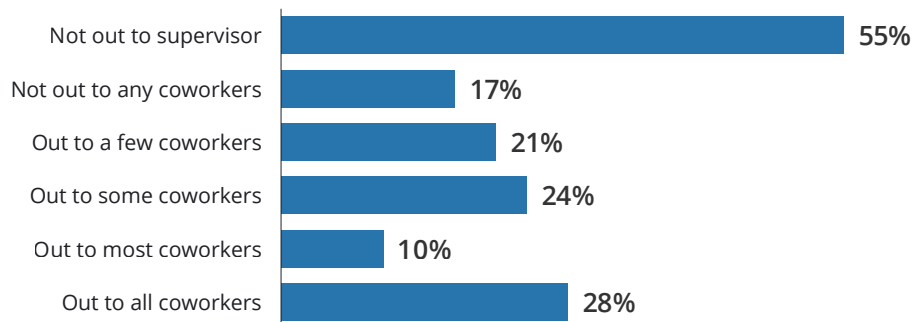
Figure 17. Not out to supervisor at work at current job by race/ethnicity



Note: *p-value less than 0.05 when comparing Asian employees to White employees and Latinx employees

One in six (17%) Asian American LGBTQ employees reported that they are not out to any of their coworkers, while more than one quarter (28%) reported that they were out to all of their coworkers.

Figure 18. Out at work at current job among Asian American LGBTQ employees



Not being out, in full or in part, is a way that many LGBTQ employees protect themselves from discrimination and harassment. Williams Institute research has shown that those who are out to at least some people in the workplace are twice as likely to have experienced discrimination or harassment because of their sexual orientation or gender identity as those who are not out to anyone at work (54% vs. 21%).¹⁶

Some Asian American LGBTQ respondents shared experiences of being outed at work, and others shared why they remain in the closet at work, including fears of discrimination and seeing the harassment that their out LGBTQ coworkers have experienced:

I personally do not experience harassment or discrimination because I present as straight and cisgender to cis straight people. I always hide my gender identity and sexuality. No one has yet found out or outed me. I used to be open about my pronouns, but I have since

¹⁶ BRAD SEARS ET AL., WILLIAMS INST., LGBTQ PEOPLE'S EXPERIENCES OF WORKPLACE DISCRIMINATION AND HARASSMENT (2024), <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>.

learned that people never respect them, especially when there are much older people in the company, so I have resigned myself to hiding them.

— Asian American nonbinary bisexual employee from California

I didn't have much open harassment because I didn't feel comfortable coming out at work, but I think they definitely knew. Some coworkers also made "subtle" attempts to get me to confirm my sexuality. I never felt safe doing it because of the environment and the treatment of others who had come out.

— Asian American cisgender bisexual woman from North Carolina

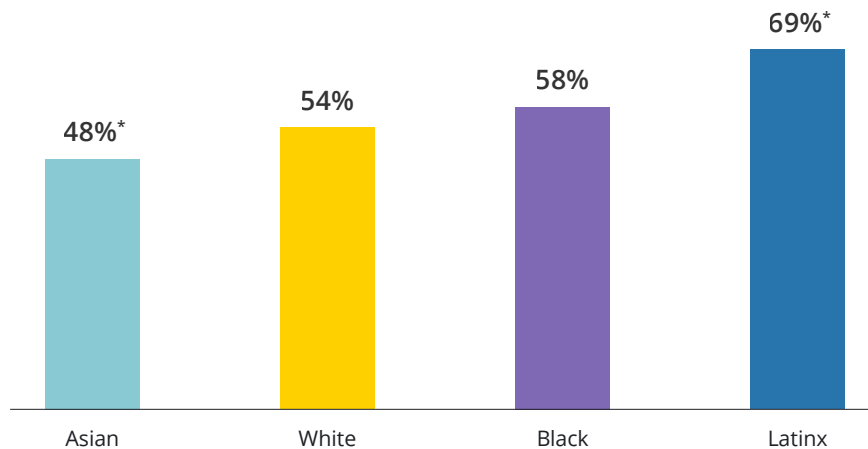
My employer did not know that I was bisexual and made comments about same-sex marriage that included the idea that women didn't actually love each other and that it was all for male attention.

— Asian American cisgender bisexual woman from Oregon

LGBTQ people and others with marginalized identities often adjust their behavior and conduct in order to avoid bringing attention to a stigmatized trait. This process has been called "covering" by law professor Kenji Yoshino.¹⁷ LGBTQ people who are open about their sexual orientation and gender identity may still engage in covering behaviors to minimize their LGBTQ identity.¹⁸

Almost half of Asian American LGBTQ employees (48%) reported engaging in covering behaviors at their current jobs to avoid harassment or discrimination related to their sexual orientation or gender identity. Overall, Asian American LGBTQ employees were less likely to report engaging in covering behaviors than Latinx LGBTQ employees (69%).

Figure 19. Covering behaviors among LGBTQ employees by race/ethnicity



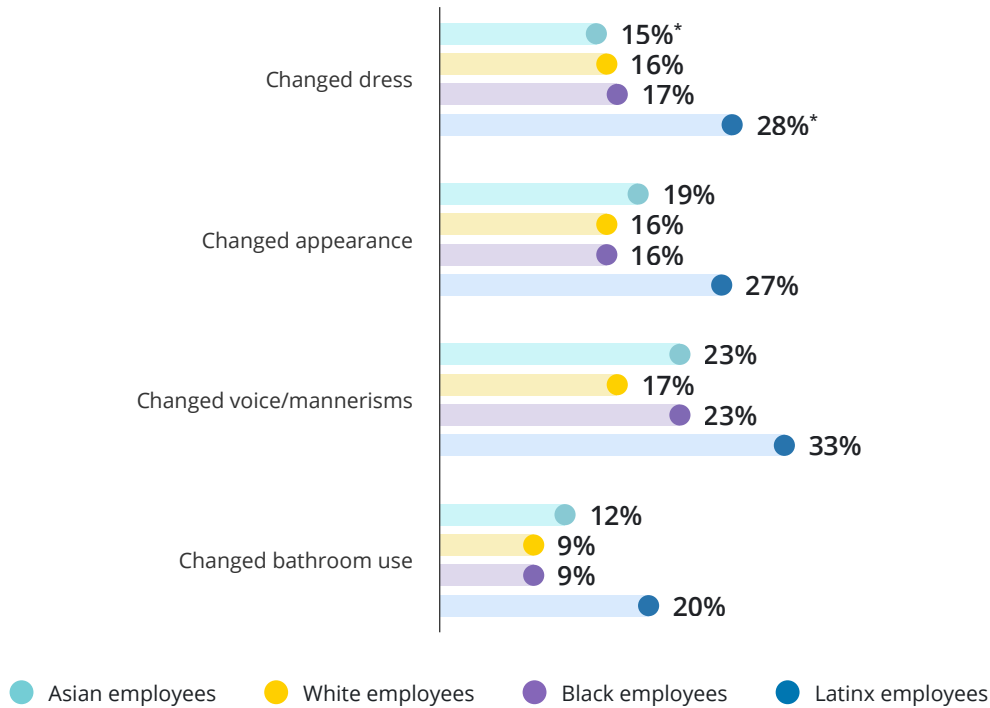
Note: *p-value less than 0.05 when comparing Asian employees to Latinx employees

¹⁷ Kenji Yoshino, *Covering*, 111 YALE L. J. 837(2001). Covering is not necessarily the same as concealing LGBTQ status.

¹⁸ *Id.* at 838.

Some Asian American LGBTQ employees have engaged in covering behaviors related to how they present themselves at work to avoid discrimination and harassment, including changing their voice or mannerisms (23%), changing their physical appearance (19%), changing how they dressed (15%), and changing where, when, or how frequently they used the bathroom (12%). Asian American LGBTQ employees were less likely to report changing how they dressed compared to Latinx LGBTQ employees (15% vs. 28%).

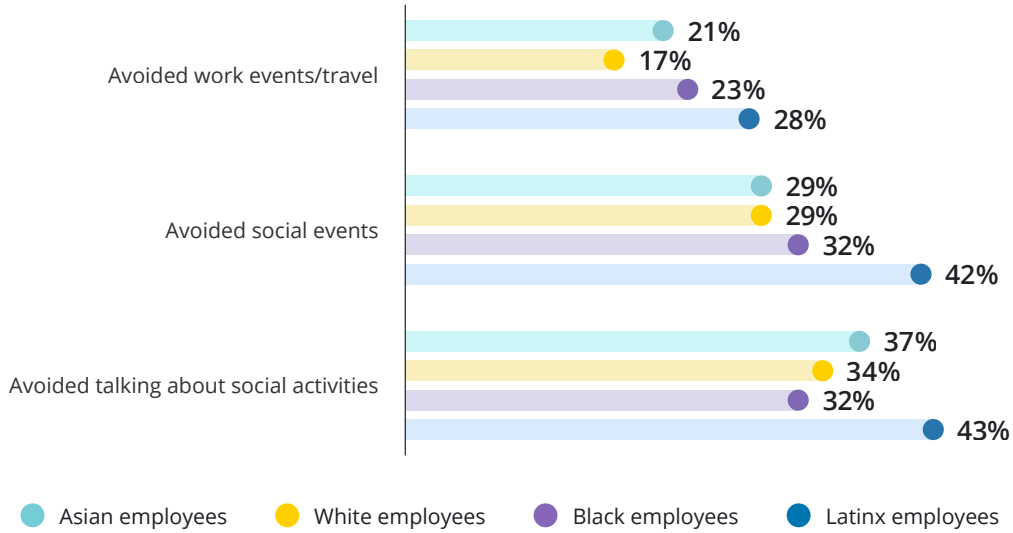
Figure 20. Covering behaviors related to appearance and bathroom use at work among LGBTQ employees by race/ethnicity



Note: *p-value less than 0.05 when comparing Asian employees to Latinx employees

Some Asian American LGBTQ employees also reported that they avoided work events and travel (21%) or social events (29%) in order to avoid discrimination and harassment. Thirty-seven percent reported that they avoided talking about their social activities outside of work with coworkers to avoid discrimination and harassment.

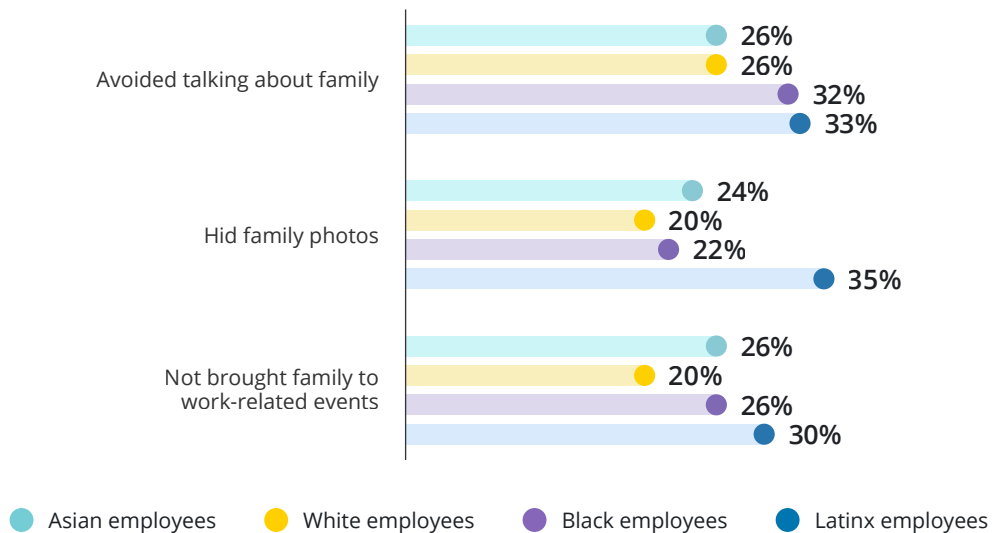
Figure 21. Covering behaviors among LGBTQ employees related to attending work activities and talking about outside activities at work by race/ethnicity



Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities.

Asian American LGBTQ employees also avoided talking about their families and bringing them to work events in order to avoid discrimination and harassment. About one in four have avoided talking about their family at work (26%), have not brought family to work events (26%), or have not displayed photos of their partner or family at work (24%) to avoid discrimination and harassment based on their LGBTQ status.

Figure 22. Covering behaviors related to hiding personal lives and family at work by race/ethnicity



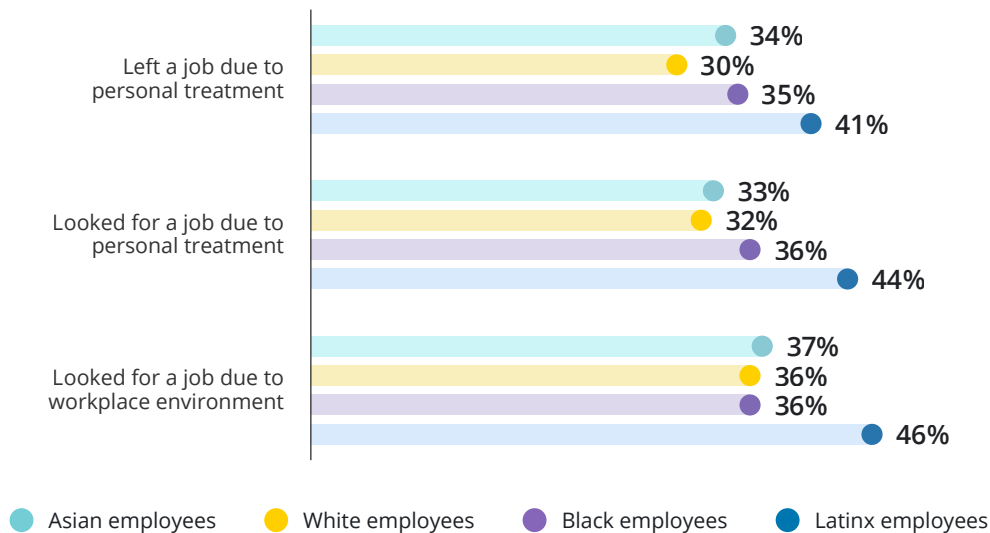
Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

IMPACT OF DISCRIMINATION AND HARASSMENT ON EMPLOYEE RETENTION

Discrimination and harassment, or fear of those experiences, negatively affect the well-being of employees, which, in turn, can negatively impact employers.¹⁹ Decades of research have linked unsupportive workplace environments for LGBTQ people to poorer health, decreased job satisfaction, and reduced job commitment, among other adverse outcomes.²⁰

One-third of Asian American LGBTQ employees reported that at some point in their lives, they have left a job (34%) or have looked for another job (33%) because of how their employer personally treated them based on their sexual orientation or gender identity. Thirty-seven percent reported that they have looked for another job due to the workplace environment not being supportive of LGBTQ people in general.

Figure 23. Impact of discrimination and unsupportive environments for LGBTQ people on lifetime employee retention among LGBTQ employees by race/ethnicity



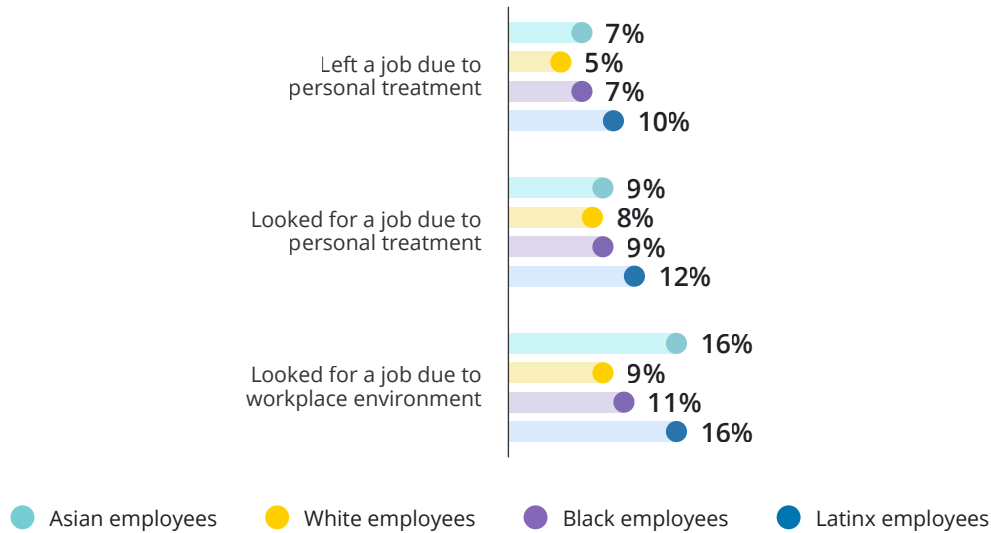
Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

Many Asian American LGBTQ employees had these experiences recently—even while in their current jobs. In the past year, 7% of Asian American LGBTQ employees reported that they left a job because of how they were treated due to their LGBTQ status, 9% reported looking for another job because of how they were treated due to their LGBTQ status, and 16% reported looking for another job due to their workplace being unsupportive of LGBTQ people in general.

¹⁹ See, e.g., M.V. LEE BADGETT ET AL., WILLIAMS INST., THE BUSINESS IMPACT OF LGBT-SUPPORTIVE WORKPLACE POLICIES (2013), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Impact-LGBT-Support-Workplace-May-2013.pdf>. These employee outcomes can have economic consequences for employers.

²⁰ *Id.*

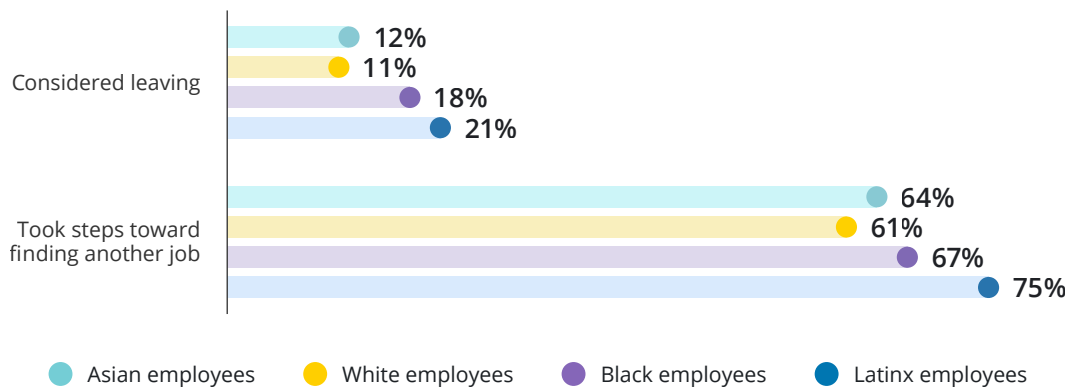
Figure 24. Impact of discrimination and unsupportive environments for LGBTQ people on past year employee retention by race/ethnicity



Note: Statistical significance is not reported when n is less than 10.

Due to the workplace environment at their current job, twelve percent (12%) of Asian American LGBTQ employees have considered leaving. Of those, about two-thirds (64%) had taken steps towards finding another job.

Figure 25. Impact of current unsupportive workplace environment for LGBTQ people on LGBTQ employees by race/ethnicity



Note: No statistically significant differences between Asian American LGBTQ employees and LGBTQ employees of other races/ethnicities

Some Asian American LGBTQ respondents who left their jobs or thought about leaving because of harassment and discrimination shared these experiences in their write-in responses:

My worst [experience] has to be when I had a lot of coworkers that made my life hell for me just being me. I don't bring my identity or gender or sexual orientation into the workplace since it is not the place for it. However, they found out about it and began to treat me differently, harassed me, wouldn't give me work, or dumped everything on me. Got so bad I left.

— Asian American nonbinary bisexual employee from California

CONCLUSION

Asian American LGBTQ employees continue to face high levels of discrimination and harassment in the workplace because of their sexual orientation and gender identity. Many Asian American LGBTQ employees also reported engaging in behaviors to avoid discrimination and harassment, including hiding their LGBTQ identity and changing their appearance or behaviors at work. Experiences of discrimination and harassment, as well as unsupportive workplace environments, have led many Asian American LGBTQ employees to leave or consider leaving their jobs.

The lifetime experiences of discrimination and harassment of Asian American LGBTQ employees are particularly high when considering that almost two-thirds are under the age of 35, meaning they have fewer years of workplace experience to encounter discrimination and harassment and have worked for most of their careers during a time where there has been more support for LGBTQ rights and people.

One considerable limitation of the current study is the small sample size of Asian American LGBTQ employees. Our national sample included 1,195 White LGBTQ employees, 338 Latinx LGBTQ employees, 218 Black LGBTQ employees, and 75 Asian American LGBTQ employees. Future research should oversample Asian American LGBTQ employees to support further comparisons with LGBTQ employees of other races and ethnicities. For example, although not a statistically significant difference compared to LGBTQ workers of other races and ethnicities, 21% of Asian American LGBTQ employees in our sample worked for themselves or their families, compared to 12% of White LGBTQ employees, 9% of Black LGBTQ employees, and 10% of Latinx LGBTQ employees. It could be that those who are self-employed or employed by family members report less discrimination and harassment. Understandably, people do not discriminate or harass themselves as those terms are understood to apply to the workplace, and employees might not view the actions of family members through the legal lens of prohibited workplace conduct. A larger sample size would help explore these and other differences between Asian American and LGBTQ employees of other races and ethnicities.

While this study finds that along most measures, Asian American LGBTQ employees report similar levels of discrimination and harassment as LGBTQ employees of other races and ethnicities, as a group, Asian American LGBTQ employees have several characteristics that could be associated with lower levels of discrimination and harassment than LGBTQ employees of other race and ethnicities. For example, like the Asian American population in the United States overall, Asian American LGBTQ employees are concentrated on the Pacific Coast, which has a more supportive social and policy environment for LGBTQ people. In addition, they are less likely to live and work in the Southeast, a region with fewer legal protections for LGBTQ people and less social support. Asian American LGBTQ employees also tend to have more education than other LGBTQ employees of color, and they are less likely to be out in the workplace, both factors which would indicate a lower risk of experiencing discrimination and harassment based on LGBTQ status in the workplace. A larger sample size might reveal how some of these differences impact rates of discrimination and harassment against Asian American LGBTQ employees. The finding that Asian American LGBTQ employees are less likely to report hearing negative comments about LGBTQ people in the workplace may be one indicator that with a larger sample size, more significant differences might emerge.

A larger sample size of Asian American LGBTQ employees would also allow for intragroup comparisons that we know are relevant when considering Asian American employees more generally in the United States. There is a great deal of diversity within the Asian American community that correlates with socioeconomic status and vulnerability to discrimination and harassment in the workplace, including differences based on immigration status, English proficiency, and country of origin.²¹ A full understanding of the experiences of Asian American LGBTQ employees would require a sample large enough to consider these intragroup differences.

The findings in this report suggest that employers must pay specific attention to the workplace experiences of Asian American LGBTQ employees, in particular, to retain younger employees and ensure Asian American LGBTQ employees feel comfortable being out in the workplace. Policymakers and employers should consider issuing explicit guidance stating that federal and state non-discrimination policies that prohibit sex and gender identity discrimination include protections from intersectional discrimination based on multiple marginalized identities, including race and ethnicity, gendered and sexual stereotypes about Asian American women and men, and religious beliefs.

²¹ See M VALLE PEASE, RUBEEN GUARDADO & KERITH J. CONRON, WILLIAMS INST., ASIAN LGBT NON-CITIZEN IMMIGRANTS IN CALIFORNIA 16-19 (2023), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Asian-LGBT-Immigrants-Nov-2023.pdf>.

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ABOUT THE WILLIAMS INSTITUTE

The Williams Institute is dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy. A think tank at UCLA Law, the Williams Institute produces high-quality research with real-world relevance and disseminates it to judges, legislators, policymakers, media, and the public. These studies can be accessed at the Williams Institute website.

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RESEARCH THAT MATTERS



APPENDIX

METHODS

The Employment Experiences Survey Wave II was an anonymous cross-sectional survey conducted between July 12 and July 21, 2023, with 1,902 LGBTQ adults ages 18 and up currently in the workforce. Participants were selected by Morning Consult from the Lucid and Pure Spectrum survey panels.²² Using screening questions provided by the Williams Institute, panelists were screened on sex assigned at birth, gender identity, sexual orientation identity, workforce participation, and job type to recruit sexual and gender minority participants. In addition, we aimed to survey at least 100 LGBTQ people in each of the six regions identified in Figure 5 above (response numbers by region ranged from 107 in the Rocky Mountain region to 517 in the Southeast). Eligible panelists reviewed an information sheet before opting to participate in an online English language survey.

The Employment Experiences Survey Wave II was largely based on the Employment Experiences Survey Wave I.²³ This survey was developed primarily to gather data about experiences of harassment and discrimination among LGBTQ workers. Where possible, survey questions were modeled on prior questions used to assess employment discrimination and efforts to avoid discrimination. For example, some employment discrimination questions were informed by the Williams Major Lifetime Discrimination Scale.²⁴ Some questions about concealment and avoidance are from a survey developed by the Center for American Progress.²⁵ Questions about outness at work were informed by the 2008 General Social Survey and questions about job commitment were informed by the Human Rights Campaign's 2018 "A Workplace Divided" survey.²⁶ Two open-ended questions were also included in the survey to gather information about the participant's worst experience of unfair treatment, harassment, or discrimination at work because of their sexual orientation or gender identity, as well as experiences where the religious beliefs of others were believed to be a factor in how the respondent was treated.

²² Prior to selecting the Lucid and Pure Spectrum panels for this study, and others, Morning Consult examined European Society for Opinion and Marketing Research (ESOMAR) documents that contain a uniform set of roughly 30 questions for survey panel providers on topics such as sample sources and recruitment, respondent profiling data, respondent privacy and data security, data quality and validation, and survey incentives. Non-probability panels are formed by recruiting panelists through loyalty and rewards programs, publisher partnerships, advertisements on mobile, tablet and desktop websites, and outreach to online gaming communities; snowball sampling or river sampling are excluded. In addition, Morning Consult examines panels for quality based on average survey completion time and correlations between dozens of variable pairs known to have high correlations (e.g., party identification and political ideology, education and income, country headed in the right direction and leader approval, vote and political party, and consumer confidence variables). In general, only panels that meet Morning Consult's quality requirements are approved as sample providers.

²³ Sears et al., *supra* note 3.

²⁴ David R. Williams, Measuring Discrimination Resource (2016), https://scholar.harvard.edu/files/davidrwilliams/files/measuring_discrimination_resource_june_2016.pdf.

²⁵ Sejal Singh & Laura E. Durso, L. E., Widespread Discrimination Continues to Shape LGBTQ People's Lives in Both Subtle and Significant Ways, Center for American Progress (May 2, 2017), <https://www.americanprogress.org/issues/lgbtq-rights/news/2017/05/02/429529/widespread-discrimination-continues-shape-lgbt-peoples-lives-subtle-significant-ways/>.

²⁶ NORC at the University of Chicago, The General Social Survey: GSS Questionnaire 2008, <https://gss.norc.uchicago.edu/get-documentation/questionnaires> (last visited July 25, 2024); Human Rights Campaign, A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide (2018), <https://www.hrc.org/resources/a-workplace-divided-understanding-the-climate-for-lgbtq-workers-nationwide>.

In addition to questions included in the 2021 survey, the 2023 survey included questions about intersectional discrimination (discrimination based on multiple marginalized characteristics), as well as coworkers' perceptions of respondents' perceived masculinity and femininity and employer-level policies and practices that support LGBTQ people. The intersectional discrimination questions were informed by the Generations Study. The question about perceived masculinity and femininity was informed by the recommended measure for assessing gender conformity in the GenIUSS guide to Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys.²⁷

A total of 1,902 participants who self-identified as lesbian, gay, bisexual, transgender, or nonbinary (as determined by responses to questions about sex assigned at birth and current gender identity) were included in the analytic sample for this report. Participants who selected gender identity options that were the same as their sex assigned at birth were classified as cisgender. Participants who selected gender identity response options, including male, female, and transgender, which differed from their sex assigned at birth, were classified as transgender. Participants who selected the nonbinary gender identity response option were classified as nonbinary.

Cisgender participants who reported "something else" as their sexual orientation identity (n=98) were excluded from empirical analyses, given uncertainty about whether they were sexual minorities or not. Descriptive analyses were conducted using the survey package in R v4.3.2 statistical software and included design-based F-tests (Rao-Scott chi-square tests) of differences in proportions to assess whether outcomes vary across demographic groups at an alpha of 0.05.²⁸ Confidence intervals (95% CI) were included in Appendix tables to communicate the degree of uncertainty around an estimate due to sampling error.

All analyses were weighted using sampling weights developed by Morning Consult. To construct the sampling weights for the entire sample, Morning Consult used the 2018 Population Assessment of Tobacco and Health (PATH) Public Use File.²⁹ The 2018 PATH survey was conducted with a large nationally representative sample of U.S. adults and included measures of sexual orientation identity and transgender status. The PATH data were a subset of LGBTQ respondents in the workforce (full-time employed, part-time employed, self-employed, or looking for work). This subset was used to establish weighting targets for age (4 categories), sex assigned at birth (2 categories), race/ethnicity (5 categories), education (3 categories), and region (6 categories). Iterative proportional fitting (or "raking") was then used to create the weight variable. Weights were trimmed at 6 to avoid over-weighting a small number of respondents, and they were normalized to sum to the sample size, which is common practice.

²⁷ GenIUSS Group, Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys (2014), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Survey-Measures-Trans-GenIUSS-Sep-2014.pdf>.

²⁸ J. N. K. Rao & A. J. Scott, On Chi-Squared Tests for Multiway Contingency Tables with Cell Proportions Estimated from Survey Data, 12 J. Ann. Stat. 12 46 (1984).

²⁹ Nat'l Inst. of Health, U.S. Dep't of Health & Hum. Scvs., 2018 Population Assessment of Tobacco and Health (PATH) Study Wave 4 [United States] Public Use Files.

While selection probabilities for non-probability samples are unknown, in practice, probability panels face the same methodological challenges as non-probability panels³⁰ that need to be addressed using statistical adjustment. While most non-probability panels are not representative per se, statistical adjustments can be used to create unbiased and representative samples independently of the initial recruitment process.

The quotes from the respondents in this report were collected through one open-ended question: “Tell us about your worst experience of unfair treatment, harassment, or discrimination at work.” Responses were selected for inclusion in this report to illustrate certain points while avoiding duplication in the content of the quotes and representing the full diversity of the sample in terms of sexual orientation, gender identity, sex, race, ethnicity, occupation, and current state of residence. The responses were edited to correct typos, spelling, grammar, missing words, and other issues not impacting their substance. Where words were otherwise changed (for verb tense, pronouns, clarity, to change information that could be used to identify the respondent, etc.), the changes are noted with brackets. Where words were cut (primarily to reduce the length of the quote or cut personally identifying information), the omission is marked with ellipses. Names of employers were removed and replaced with language describing the type of employment in brackets.

Participants who selected “White,” “Black,” or “Asian American” and did not self-identify as being of Hispanic origin or descent when asked about their racial identity were classified as their self-identified racial identity. Participants who self-identified as “being of Hispanic origin or descent” were classified as Latinx. Participants who did not self-identify as being of Hispanic origin or descent and selected “American Indian” or “Other” when asked about their racial identity were classified as Other. They were aggregated into this category due to small sample sizes. Because we do not know enough about whether the workplace experiences of these two groups are similar, we do not include them in the chart or text analyses.

The study protocol was reviewed and approved by the Institutional Review Board at UCLA.

³⁰ Courtney Kennedy et al., Evaluating Online Nonprobability Surveys, Pew Research Center (2016), <https://www.pewresearch.org/methods/2016/05/02/evaluating-online-nonprobability-surveys/>.

TABLES

Table A1. LGBTQ participant demographic characteristics (N=1,902), Employment Experiences Survey, 2023

	ASIAN n=75		WHITE n=1,195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
AGE										
18-34	64.4%	51.0, 77.8	45.6%	42.5, 48.7	59.0%	51.5, 66.4	65.5%	59.6, 71.4	61.7%	48.8, 74.7
35-44	13.8%	5.9, 21.6	15.2%	13.2, 17.2	22.0%	16.4, 27.6	16.8%	12.7, 20.9	12.7%	5.0, 20.5
45-64	17.2%	5.1, 29.3	31.8%	28.4, 35.2	19.1%	11.7, 26.4	15.7%	10.3, 21.1	23.0%	10.2, 35.8
65 and up	4.6%	-4.1, 13.3	7.4%	5.1, 9.7	0.0%	0.0, 0.0	2.0%	-0.3, 4.4	2.6%	-2.4, 7.5
SEX ASSIGNED AT BIRTH										
Male	47.4%	34.6, 60.3	44.2%	40.9, 47.5	41.3%	33.9, 48.8	37.1%	31.2, 43.0	29.0%	16.5, 41.5
Female	52.6%	39.8, 65.4	55.8%	52.5, 59.1	58.7%	51.2, 66.1	62.9%	57.0, 68.8	71.0%	58.5, 83.5
GENDER IDENTITY³¹										
Transgender	3.2%	-0.4, 6.7	3.9%	2.8, 5.0	3.3%	0.4, 6.1	5.5%	3.1, 7.9	5.2%	0.1, 10.2
Nonbinary	7.1%	1.9, 12.4	6.0%	4.8, 7.2	5.2%	2.5, 7.9	6.8%	4.4, 9.2	15.9%	8.1, 23.6
Cisgender LGB	89.7%	83.4, 96.0	90.2%	88.6, 91.8	91.5%	87.7, 95.4	87.7%	84.4, 91.1	79.0%	70.1, 87.9
SEXUAL ORIENTATION³²										
Gay	20.1%	10.1, 36.1	25.5%	22.4, 28.8	22.8%	16.8, 30.2	19.5%	14.7, 25.4	11.3%	5.3, 22.2
Lesbian	7.4%	3.4, 15.1	13.6%	11.7, 15.7	14.3%	10.3, 19.5	14.2%	10.8, 18.4	13.7%	7.2, 24.5
Lesbian or gay and nonbinary ³³	1.0%	0.1, 6.9	1.0%	0.6, 1.6	1.1%	0.4, 3.5	0.7%	0.2, 2.2	2.3%	0.5, 8.9
Straight	0.0%	0.0, 0.0	0.2%	0.1, 0.5	1.5%	0.3, 6.6	0.2%	0.0, 1.7	0.0%	0.0, 0.0
Bisexual	69.6%	55.3, 80.9	58.1%	54.8, 61.3	59.5%	52.2, 66.5	62.1%	56.2, 67.6	64.7%	52.4, 75.4

³¹ Participants who selected gender identity response options, including male, female, transgender, and nonbinary, that differed from their sex assigned at birth, were classified as transgender. Those who selected gender identity options that were the same as their sex assigned at birth were classified as cisgender.

³² Given the high number of cells with zero values, chi-square test could not be computed.

³³ When asked which sexual orientation category best described the respondents, gay and lesbian were one combined answer option, which we separated into gay if the respondent's gender identity was male and lesbian if the respondent's gender identity was female. Given that nonbinary respondents are neither male or female, we cannot differentiate if they identify as lesbian or gay and chose to report their responses as is.

	ASIAN n=75		WHITE n=1,195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Something else	2.0%	0.5, 7.8	1.4%	1.0, 2.1	0.0%	0.0, 0.0	2.9%	1.6, 5.1	6.1%	2.7, 13.3
Not sure/ questioning	0.0%	0.0, 0.0	0.2%	0.1, 0.5	0.7%	0.2, 2.8	0.5%	0.1, 1.9	2.0%	0.5, 7.9
EDUCATION										
Less than Bachelor's degree	30.0%	19.5, 40.5	53.4%	50.2, 56.6	68.5%	61.7, 75.3	58.6%	52.8, 64.3	59.0%	46.6, 71.4
Bachelors degree	54.5%	42.1, 66.9	29.5%	26.6, 32.5	20.9%	14.7, 27.1	29.0%	23.7, 34.3	18.7%	9.9, 27.5
More than Bachelor's degree	15.5%	5.6, 25.5	17.1%	14.5, 19.7	10.6%	6.4, 14.8	12.5%	8.2, 16.7	22.3%	10.6, 33.9
INDIVIDUAL INCOME										
None	0.0%	0.0, 0.0	1.0%	0.5, 1.5	1.9%	0.2, 3.5	0.8%	-0.1, 1.6	1.0%	-1.0, 3.0
\$1 to \$24,999	16.5%	6.1, 26.9	16.7%	14.5, 19.0	23.5%	17.7, 29.3	15.2%	11.5, 19.0	20.9%	11.8, 30.0
\$25,000 to \$49,999	27.0%	16.4, 37.7	31.5%	28.6, 34.4	33.6%	26.5, 40.7	32.1%	26.9, 37.3	34.3%	22.5, 46.2
\$50,000 to \$99,999	32.5%	21.3, 43.8	33.1%	30.0, 36.2	32.0%	25.3, 38.7	37.3%	31.7, 43.0	36.4%	24.2, 48.5
\$100,000+	23.9%	12.4, 35.5	17.6%	14.9, 20.3	9.1%	5.2, 12.9	14.6%	10.0, 19.1	7.4%	1.5, 13.3
CURRENT EMPLOYMENT										
For-profit business	57.7%	44.9, 70.5	67.1%	64.1, 70.1	64.8%	58.1, 71.5	70.7%	65.7, 75.6	55.4%	43.3, 67.4
Non-profit organization	6.6%	1.4, 11.8	8.0%	6.3, 9.7	7.5%	3.8, 11.2	6.7%	4.1, 9.2	8.4%	2.1, 14.6
Government employee, including military	11.4%	4.5, 18.3	10.6%	8.7, 12.5	13.1%	8.7, 17.4	10.5%	7.3, 13.7	10.8%	4.3, 17.4
Self- or family-employed	21.3%	9.1, 33.5	12.2%	10.1, 14.4	8.9%	5.1, 12.6	9.9%	6.7, 13.2	22.7%	12.5, 32.8
Unemployed but looking	3.1%	-2.8, 8.9	2.1%	1.2, 3.1	5.8%	2.4, 9.3	2.2%	0.7, 3.8	2.8%	-1.1, 6.6
REGION										
Pacific	38.1%	26.1, 50.1	13.7%	11.3, 16.0	7.0%	3.7, 10.3	18.8%	14.5, 23.1	28.2%	17.2, 39.2
Rocky Mountain	9.0%	1.7, 16.3	4.6%	3.3, 6.0	2.9%	0.9, 4.8	7.5%	4.4, 10.7	7.2%	0.8, 13.6
Southwest	4.4%	0.1, 8.8	8.7%	6.9, 10.4	10.1%	5.6, 14.5	22.9%	18.2, 27.7	3.0%	-0.4, 6.4
Midwest	15.5%	6.4, 24.6	24.3%	21.6, 26.9	13.2%	8.7, 17.7	13.0%	9.0, 17.0	19.2%	10.5, 28.0
Northeast	25.1%	13.2, 37.0	22.4%	19.5, 25.2	23.5%	17.1, 29.8	16.4%	12.1, 20.6	23.8%	12.0, 35.5
Southeast	7.8%	1.9, 13.7	26.4%	23.7, 29.2	43.5%	36.3, 50.6	21.4%	16.6, 26.2	18.6%	9.6, 27.6
COHABITATING PARTNER										
Married/ Spouse	23.9%	13.5, 34.4	28.2%	25.3, 31.1	22.8%	16.6, 29.0	27.4%	22.2, 32.6	12.8%	5.8, 19.8
Non-marital legally recognized partner	1.0%	-0.9, 2.9	5.8%	4.3, 7.3	4.1%	1.5, 6.6	9.4%	6.0, 12.8	3.0%	-0.4, 6.4

	ASIAN n=75		WHITE n=1,195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Unmarried partner	18.0%	9.2, 26.7	19.6%	17.2, 22.0	17.7%	12.5, 22.9	20.4%	15.9, 24.9	28.0%	16.8, 39.2
Single (No cohabitating partner)	57.1%	44.9, 69.4	46.4%	43.2, 49.6	55.5%	48.3, 62.6	42.9%	37.3, 48.6	56.2%	44.1, 68.3
GENDER IDENTITY OF PARTNER										
Male	38.6%	21.5, 55.8	56.4%	52.2, 60.6	48.4%	37.8, 59.1	53.4%	45.8, 61	57.7%	39.7, 75.7
Female	56.7%	39.3, 74.1	35.5%	31.4, 39.6	45.6%	35.2, 56	38.6%	31.2, 45.9	35.4%	17.3, 53.4
Transgender	2.3%	-2.2, 6.9	3.0%	1.6, 4.4	2.2%	-0.8, 5.2	4.3%	1.7, 7.0	2.3%	-2.2, 6.8
Nonbinary	2.3%	-2.2, 6.9	5.1%	3.4, 6.7	3.8%	0, 7.7	3.8%	1.1, 6.4	4.6%	-1.7, 10.9

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Asian American LGBTQ respondents; Statistical significance is not reported when n is less than 10.

Table A2. Lifetime experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023

	ASIAN n=75		WHITE n=1195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Treated unfairly	28.7%	18.1, 39.3	31.3%	28.3, 34.3	37.7%	30.8, 44.6	45.0%	39.2, 50.8	28.7%	18.0, 39.4
Heard negative comments	56.4%	43.5, 69.3	73.2%	70.4, 76.0	66.2%	59.4, 72.9	74.6%	69.8, 79.4	77.4%	67.3, 87.5
Any discrimination or harassment	43.7%	31.4, 56.1	41.9%	38.7, 45.1	51.3%	44.1, 58.5	57.8%	52.2, 63.4	41.4%	29.6, 53.1
SPECIFIC ADVERSE EXPERIENCES										
Any lifetime discrimination	32.2%	20.8, 43.6	27.2%	24.3, 30.0	40.6%	33.6, 47.5	45.8%	40.0, 51.6	28.4%	18.2, 38.6
Fired	20.3%	10.5, 30.0	15.2%	13.0, 17.5	29.2%	22.8, 35.7	31.1%	25.7, 36.6	17.5%	9.0, 26.0
Not hired	27.5%	16.6, 38.5	16.8%	14.4, 19.2	28.6%	22.3, 34.9	33.5%	27.9, 39.1	14.6%	7.0, 22.3
Not promoted	23.8%	13.8, 33.8	17.6%	15.2, 20.1	24.5%	18.7, 30.3	30.3%	24.8, 35.7	12.7%	5.4, 19.9
Any lifetime harassment	34.5%	23.0, 46.0	33.5%	30.4, 36.5	39.6%	32.6, 46.5	45.3%	39.6, 51.0	32.6%	21.7, 43.6
Verbal harassment	32.0%	20.7, 43.2	26.1%	23.3, 28.9	35.0%	28.3, 41.8	36.2%	30.6, 41.7	28.4%	17.9, 38.8
Physical harassment	18.4%	8.7, 28.2	13.0%	10.9, 15.1	20.4%	14.9, 26.0	22.2%	17.4, 26.9	11.4%	3.8, 18.9
Sexual harassment	21.9%	11.7, 32.1	19.3%	16.8, 21.9	23.8%	17.9, 29.6	26.1%	20.9, 31.3	19.7%	10.4, 29.0

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Asian American LGBTQ respondents.

Table A3. Experiences of sexual orientation- or gender identity-based discrimination and harassment against LGBTQ employees (N=1,902) in past year, one to five years, and over five years by race/ethnicity, Employment Experiences Survey, 2023

	ASIAN n=75		WHITE n=1195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Treated unfairly										
Within the past year	11.5%	4.4, 18.6	7.7%	6.2, 9.3	13.3%	8.7, 17.9	19.3%	14.7, 23.9	9.2%	2.9, 15.5
One to five years	7.9%	2.1, 13.6	8.9%	7.3, 10.6	12.3%	7.7, 16.9	13.7%	9.7, 17.7	7.8%	2.1, 13.5
Over five years ago	9.3%	2.5, 16.2	14.7%	12.2, 17.1	12.1%	7.5, 16.7	12.0%	7.8, 16.2	11.7%	3.6, 19.8
Heard negative comments										
Within the past year	31.8%	21.1, 42.5	33.8%	30.8, 36.7	30.4%	23.9, 37.0	46.0%	40.3, 51.7	31.8%	21.1, 42.6
One to five years	12.3%	5.2, 19.3	21.6%	19.0, 24.2	23.7%	17.3, 30.0	18.6%	14.1, 23.1	28.9%	17.4, 40.4
Over five years ago	12.3%	3.6, 21.0	17.9%	15.1, 20.6	12.1%	7.3, 16.8	10.0%	6.3, 13.7	16.7%	6.3, 27.0
Any discrimination or harassment										
Within the past year	17.6%	9.3, 25.9	11.9%	10.0, 13.8	22.8%	17.3, 28.3	25.9%	20.8, 30.9	10.4%	4.1, 16.6
One to five years	12.4%	4.8, 20.0	12.4%	10.4, 14.3	14.6%	9.6, 19.6	18.4%	14.0, 22.9	18.4%	9.9, 27.0
Over five years ago	13.8%	4.2, 23.4	17.7%	15.0, 20.4	13.9%	8.5, 19.4	13.5%	9.3, 17.8	12.6%	4.4, 20.7
SPECIFIC ADVERSE EXPERIENCES										
Any discrimination										
Within the past year	13.6%	6.1, 21.1	7.1%	5.6, 8.6	14.7%	10.1, 19.2	16.4%	12.1, 20.6	5.3%	0.7, 9.9
One to five years	10.4%	3.2, 17.5	8.3%	6.7, 10.0	16.4%	11.2, 21.6	16.9%	12.5, 21.3	14.7%	7.0, 22.4
Over five years ago	8.2%	0.7, 15.7	11.7%	9.5, 14.0	9.5%	5.1, 13.9	12.5%	8.2, 16.9	8.5%	2.2, 14.7
Fired										
Within the past year	3.2%	-0.4, 6.8	2.7%	1.6, 3.8	6.5%	3.3, 9.7	9.0%	5.7, 12.3	4.3%	0.1, 8.4
One to five years	7.5%	2.0, 12.9	5.5%	4.2, 6.8	14.8%	9.9, 19.7	9.8%	6.6, 13.0	4.5%	0.1, 9.0
Over five years ago	9.6%	1.7, 17.6	7.1%	5.3, 8.8	7.9%	3.7, 12.2	12.3%	7.9, 16.7	8.7%	2.3, 15.1
Not hired										
Within the past year	7.4%	2.0, 12.9	4.0%	2.8, 5.2	8.0%	4.6, 11.4	10.5%	6.8, 14.1	0.0%	0.0, 0.0
One to five years	11.9%	4.3, 19.5	6.0%	4.5, 7.4	14.1%	9.2, 19.1	12.9%	8.9, 16.9	9.4%	3.0, 15.8
Over five years ago	8.2%	0.7, 15.7	6.8%	5.1, 8.6	6.4%	3.0, 9.9	10.1%	6.3, 14.0	5.3%	0.7, 9.8

	ASIAN n=75		WHITE n=1195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Not promoted										
Within the past year	8.0%	2.1, 13.8	3.7%	2.6, 4.8	6.7%	3.5, 9.9	9.3%	6.0, 12.7	1.0%	-1.0, 3.0
One to five years	7.5%	1.5, 13.5	5.2%	3.9, 6.4	11.9%	7.5, 16.2	13.5%	9.5, 17.4	7.9%	2.1, 13.6
Over five years ago	8.4%	1.8, 15.0	8.8%	6.7, 10.8	5.9%	2.9, 9.0	7.5%	3.9, 11.1	3.8%	-0.5, 8.1
Any harassment										
Within the past year	7.9%	2.5, 13.4	8.5%	6.9, 10.2	13.7%	9.3, 18.1	19.8%	15.1, 24.4	7.1%	1.9, 12.3
One to five years	13.8%	5.9, 21.8	10.2%	8.4, 12.0	14.0%	9.2, 18.9	12.8%	9.1, 16.5	13.6%	6.2, 21.1
Over five years ago	12.7%	4.2, 21.2	14.7%	12.2, 17.2	11.9%	7.0, 16.7	12.8%	8.7, 16.8	11.9%	4.1, 19.8
Verbal harassment										
Within the past year	6.9%	1.9, 12.0	7.0%	5.5, 8.5	8.2%	4.7, 11.8	14.3%	10.1, 18.5	5.1%	0.7, 9.5
One to five years	10.9%	3.8, 17.9	7.8%	6.2, 9.4	15.4%	10.4, 20.3	12.0%	8.6, 15.4	11.1%	4.4, 17.9
Over five years ago	14.2%	5.4, 23.0	11.3%	9.1, 13.5	11.4%	6.7, 16.2	9.9%	6.2, 13.6	12.1%	4.2, 20.1
Physical harassment										
Within the past year	1.0%	-0.9, 2.9	3.1%	2.1, 4.2	6.2%	3.2, 9.2	8.2%	5.1, 11.3	1.0%	-1.0, 3.0
One to five years	7.2%	1.5, 12.9	4.2%	3.1, 5.4	7.3%	3.9, 10.6	7.4%	4.7, 10.1	3.8%	-0.5, 8.0
Over five years ago	10.2%	2.0, 18.5	5.6%	4.1, 7.1	7.0%	3.1, 11.0	6.6%	3.4, 9.7	6.6%	0.4, 12.8
Sexual harassment										
Within the past year	3.0%	-0.4, 6.3	3.8%	2.6, 5.0	6.9%	3.7, 10.0	9.1%	5.7, 12.5	2.0%	-0.8, 4.8
One to five years	6.0%	0.7, 11.2	5.5%	4.2, 6.7	9.4%	5.6, 13.2	8.7%	5.5, 11.8	7.0%	1.5, 12.6
Over five years ago	12.9%	4.1, 21.8	10.0%	8.0, 12.1	7.5%	3.5, 11.6	8.4%	4.8, 11.9	10.7%	3.2, 18.2

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Asian American LGBTQ respondents; Statistical significance is not reported when n is less than 10.

Table A4. Experiences and opinions of LGBTQ employees (N=1,902) at their current job by race/ethnicity, Employment Experiences Survey, 2023

	ASIAN n=75		WHITE n=1195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Any adverse at current job	24.3%	14.3, 34.2	20.1%	17.7, 22.5	26.8%	20.7, 32.9	32.1%	26.7, 37.6	18.0%	9.3, 26.7
SPECIFIC ADVERSE EXPERIENCE AT CURRENT JOB										
Verbally harassed	11.7%	4.6, 18.7	7.9%	6.3, 9.5	10.0%	5.7, 14.4	17.7%	13.2, 22.2	7.3%	2.0, 12.6
Physically harassed or assaulted	2.0%	-1.9, 5.8	1.2%	0.6, 1.8	2.7%	0.7, 4.8	4.7%	2.2, 7.3	0.0%	0.0, 0.0
Sexually harassed	5.0%	0.1, 9.9	4.6%	3.5, 5.8	7.6%	4.2, 11.0	8.5%	5.1, 11.8	4.0%	0.1, 7.9
Not promoted or provided with opportunities	11.3%	4.0, 18.5	5.1%	3.7, 6.4	8.5%	5.0, 12.0	13.9%	9.6, 18.2	5.8%	0.7, 10.9
Treated unfairly at current job	13.2%	5.6, 20.8	13.1%	11.0, 15.2	18.8%	13.6, 24.0	21.8%	16.8, 26.7	8.0%	1.6, 14.4
WORKPLACE ENVIRONMENT										
Very unsupportive	0.0%	0.0, 0.0	3.3%	2.2, 4.4	4.1%	1.7, 6.5	10.0%	6.5, 13.5	5.9%	0.7, 11.2
Somewhat unsupportive	3.7%	-0.5, 7.8	7.1%	5.6, 8.6	7.8%	4.3, 11.2	5.9%	3.3, 8.5	2.5%	-1.0, 6.1
Neither supportive nor unsupportive	29.0%	17.7, 40.2	23.5%	20.7, 26.3	19.6%	14.0, 25.2	21.7%	16.9, 26.4	29.5%	18.0, 41.0
Somewhat supportive	30.2%	19.4, 41.1	25.4%	22.6, 28.1	22.2%	16.0, 28.4	28.2%	22.9, 33.4	25.6%	14.8, 36.4
Very supportive	37.1%	24.4, 49.9	40.8%	37.6, 43.9	46.4%	39.1, 53.6	34.3%	28.9, 39.7	36.5%	24.7, 48.3
JOB SATISFACTION										
Very dissatisfied	1.0%	-1.0, 3.0	3.8%	2.6, 5.0	5.9%	2.6, 9.2	7.3%	4.1, 10.6	4.9%	0.0, 9.8
Somewhat dissatisfied	8.5%	2.3, 14.7	8.5%	6.8, 10.2	8.5%	4.5, 12.6	10.7%	7.2, 14.3	9.8%	2.6, 17.0
Neither satisfied nor dissatisfied	11.7%	3.7, 19.8	14.2%	12.0, 16.4	14.5%	9.3, 19.7	15.2%	11.2, 19.3	15.7%	7.1, 24.3
Somewhat satisfied	47.3%	34.8, 59.9	33.0%	30.0, 36.0	32.2%	25.5, 39.0	32.7%	27.3, 38.0	35.9%	24.0, 47.9
Very satisfied	31.5%	19.4, 43.7	40.5%	37.4, 43.7	38.8%	31.8, 45.9	34.1%	28.6, 39.5	33.7%	22.0, 45.4

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Asian American LGBTQ respondents. Statistical significance is not reported when n is less than 10.

Table A5. Openness about being LGBTQ at work among LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023

	ASIAN n=75		WHITE n=1195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Not out to supervisor	55.1%	42.4, 67.9	45.7%	42.5, 48.9	37.5%	30.5, 44.6	46.3%	40.6, 52.0	50.2%	37.9, 62.5
Not out to any coworkers	17.1%	8.5, 25.6	23.5%	20.7, 26.3	18.6%	12.7, 24.4	17.8%	13.4, 22.3	21.0%	10.7, 31.2
Out to a few coworkers	21.0%	10.6, 31.5	17.4%	15.0, 19.8	18.9%	13.1, 24.8	18.5%	14.2, 22.7	22.2%	11.8, 32.5
Out to some coworkers	24.4%	14.0, 34.9	12.3%	10.2, 14.3	16.3%	11.5, 21.1	16.3%	12.0, 20.5	16.1%	7.6, 24.5
Out to most coworkers	9.6%	3.4, 15.9	13.3%	11.2, 15.5	10.4%	6.2, 14.5	16.0%	11.9, 20.1	10.7%	3.2, 18.2
Out to all coworkers	27.9%	15.5, 40.2	33.5%	30.5, 36.6	35.8%	28.9, 42.8	31.4%	26.0, 36.9	30.1%	18.8, 41.5

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Asian American LGBTQ respondents; Statistical significance is not reported when n is less than 10.

Table A6. Covering behaviors at work among LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023

	ASIAN n=75		WHITE n=1195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Any covering	48.3%	35.7, 60.8	54.3%	51.1, 57.6	57.6%	50.5, 64.8	69.2%	64.0, 74.5	57.4%	45.3, 69.6
SPECIFIC ALTERATION OF PRESENTATION										
Changed dress	15.0%	6.7, 23.2	15.8%	13.6, 17.9	17.0%	11.8, 22.3	28.1%	23.1, 33.1	23.3%	13.5, 33.2
Changed appearance	18.9%	10.0, 27.8	15.7%	13.6, 17.9	16.4%	11.7, 21.1	27.4%	22.4, 32.3	26.0%	15.0, 36.9
Changed voice/ mannerisms	23.4%	13.3, 33.6	16.7%	14.5, 19.0	23.3%	17.4, 29.1	33.0%	27.5, 38.4	22.8%	13.4, 32.2
Changed bathroom use	11.5%	3.2, 19.8	9.3%	7.6, 11.1	9.4%	5.6, 13.2	20.0%	15.4, 24.6	9.3%	3.0, 15.6
HID PERSONAL LIFE										
Avoided work events/travel	20.9%	10.9, 30.9	16.7%	14.3, 19.1	22.8%	16.6, 28.9	28.3%	23.0, 33.6	16.0%	7.4, 24.6
Avoided social events	29.1%	17.8, 40.5	28.8%	25.9, 31.7	32.2%	25.4, 39.0	41.6%	35.9, 47.3	19.3%	10.5, 28.1
Avoided talking about family	26.4%	15.8, 37.1	26.4%	23.6, 29.2	31.6%	25.0, 38.2	33.3%	27.8, 38.8	24.1%	14.1, 34.1
Avoid talking about social activities	37.2%	25.5, 48.9	33.9%	30.9, 36.9	31.8%	25.3, 38.4	43.4%	37.7, 49.1	32.4%	21.0, 43.9
Hid family photos	24.0%	14.3, 33.7	19.7%	17.1, 22.3	22.4%	16.6, 28.3	34.7%	29.1, 40.2	11.4%	4.8, 17.9
Not brought family to work-related events	26.3%	15.7, 37.0	19.9%	17.2, 22.5	25.5%	19.3, 31.8	29.6%	24.3, 35.0	10.2%	3.6, 16.7

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Asian American LGBTQ respondents; Statistical significance is not reported when n is less than 10.

Table A7. Impact of sexual orientation- or gender identity-based discrimination and unsupportive environments on employee retention among LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023

	ASIAN n=75		WHITE n=1195		BLACK n=218		LATINX n=338		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
LIFETIME EMPLOYEE RETENTION										
Left a job personal treatment	34.3%	22.5, 46.1	30.0%	27.1, 32.9	34.6%	27.9, 41.2	41.2%	35.5, 46.9	27.4%	17.0, 37.7
Looked for a job personal treatment	32.8%	21.5, 44.1	32.4%	29.4, 35.4	35.9%	29.2, 42.6	43.7%	38.0, 49.4	29.1%	18.6, 39.6
Looked for a job due to workplace environment	36.9%	25.2, 48.6	36.3%	33.2, 39.3	35.7%	28.9, 42.4	45.6%	39.9, 51.3	43.1%	31.0, 55.2
RECENT EMPLOYEE RETENTION										
Left a job due to personal treatment										
Within the past year	6.8%	1.3, 12.3	4.6%	3.4, 5.9	7.4%	4.0, 10.8	9.5%	6.4, 12.7	7.3%	2.0, 12.6
One to five years	13.0%	5.8, 20.2	10.6%	8.8, 12.3	18.2%	13.1, 23.4	16.7%	12.6, 20.9	8.2%	2.2, 14.1
Over five years ago	14.4%	4.6, 24.3	14.8%	12.4, 17.2	9.0%	4.9, 13.1	14.9%	10.3, 19.5	11.9%	4.1, 19.7
Looked for a job due to personal treatment										
Within the past year	8.9%	3.2, 14.6	8.1%	6.5, 9.7	8.5%	4.9, 12.1	11.5%	8.1, 15.0	9.6%	3.5, 15.7
One to five years	11.8%	4.7, 18.9	10.7%	9.0, 12.5	19.6%	14.1, 25.0	19.5%	15.2, 23.8	6.6%	1.3, 11.8
Over five years ago	12.2%	3.6, 20.7	13.6%	11.2, 15.9	7.8%	4.2, 11.4	12.7%	8.4, 17.0	12.9%	4.9, 20.9
Looked for a job due to workplace environment										
Within the past year	15.6%	7.6, 23.6	9.4%	7.7, 11.1	10.8%	6.8, 14.7	16.1%	12.0, 20.1	11.5%	4.5, 18.6
One to five years	16.1%	7.6, 24.5	11.7%	9.8, 13.5	17.2%	12.0, 22.4	18.2%	14.0, 22.5	13.3%	6.0, 20.6
Over five years ago	5.2%	-1.3, 11.7	15.3%	12.8, 17.7	7.7%	3.6, 11.8	11.3%	7.5, 15.1	18.3%	7.9, 28.6
Employment Retention at Current Job										
Considered Leaving	12.3%	5.2, 19.4	11.3%	9.4, 13.2	18.1%	13.0, 23.3	20.7%	16.0, 25.5	10.4%	3.7, 17.1
Steps toward finding another job	64.4%	36.0, 92.9	60.6%	51.8, 69.4	67.2%	52.8, 81.7	75.5%	65.3, 85.7	80.7%	56.0, 105.3

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Asian American LGBTQ respondents. Statistical significance is not reported when n is less than 10.

Additional analyses presented in this paper are on file with the authors.