

RESEARCH THAT MATTERS

WORKPLACE EXPERIENCES of Black LGBTQ Employees

February 2025

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EXECUTIVE SUMMARY

This report examines experiences of employment discrimination and harassment against Black LGBTQ adults using a survey of 1,902 LGBTQ adults in the workforce, including 218 Black LGBTQ adults, conducted in the summer of 2023. We compare the experiences of Black LGBTQ employees with those of White, Latinx, and Asian LGBTQ employees.

Almost 60% of Black LGBTQ adults in the workforce were under age 35 (59%), 60% identified as bisexual, and 9% were transgender or nonbinary. Almost seven in ten (69%) do not have a Bachelor's degree, and six in ten (59%) were making less than \$50,000 a year. Like the general population of Black adults in the U.S., Black LGBTQ adults were more likely to live in the Southeast (44%), a region with some of the least protective laws and levels of social support for LGBTQ people.

Our analysis indicates that employment discrimination against Black LGBTQ employees is persistent and widespread. About half of Black LGBTQ employees (51%) 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 during their lifetime.

Many Black LGBTQ employees reported recent experiences of discrimination and harassment. Within the past year, 15% of Black LGBTQ employees reported that they had been fired, not hired, or not promoted because of their sexual orientation or gender identity, and 14% reported they experienced at least one form of harassment at work. More than one in four Black LGBTQ employees (27%) reported some type of adverse workplace experience related to their sexual orientation or gender identity at their current job.

Black LGBTQ employees also reported engaging in actions to avoid discrimination and harassment, including hiding their LGBTQ identity and changing their appearance or behaviors. Over one-third (38%) of Black LGBTQ employees were not out to their current supervisors, and 19% were not out to any of their coworkers. Over half (58%) of Black LGBTQ employees reported engaging in some form of covering behavior, including changing their speech, mannerisms, appearance, or how they dress at work; avoiding work social events; or not talking about their outside activities at work.

Over a third of Black LGBTQ employees reported looking for another job because of how they were treated based on their sexual orientation or gender identity at work (36%) or leaving a job because of such treatment (35%). Due to the workplace environment for LGBTQ people in general, almost one in five Black LGBTQ employees (18%) reported they considered leaving their current job, with two-thirds (67%) of these employees taking steps towards finding another job.

Along most measures, Black LGBTQ employees reported higher rates of adverse workplace experiences compared to White LGBTQ employees. In general, they reported similar levels of adverse workplace experiences as LGBTQ Latinx and Asian employees, with a few differences noted below. While the key findings of the report are summarized below, the full report includes quotes from Black LGBTQ respondents to provide more detail about their experiences of discrimination and harassment in the workplace.

KEY FINDINGS

Demographics

- Approximately 59% of Black LGBTQ adults in the workforce are under the age of 35, and 81% are under the age of 45.
- Nine percent of Black LGBTQ adults identified as transgender (3%) or nonbinary (5%).¹
- Sixty percent of Black LGBTQ adults identified as bisexual, and 38% identified as lesbian or gay.
- Almost half of Black LGBTQ adults reported living with a partner (45%).
- Almost seven in 10 Black LGBTQ adults in the workforce did not have a Bachelor's degree (69%), and six in 10 (59%) were making less than \$50,000 a year, with one in four (25%) making less than \$25,000 a year. Black LGBTQ adults were less likely to have a Bachelor's or post-Bachelor's education than White and Asian LGBTQ adults and more likely to make under \$25,000 than those who were White, Latinx, and Asian.
- Black LGBTQ adults are more likely to live in the Southeast (44%) than LGBTQ adults of other races and ethnicities (8% to 26%) and less likely to live in the Pacific region (7% vs. 14%-38%).

Lifetime Experiences of Discrimination and Harassment

- More than half (51%) of Black LGBTQ employees reported experiencing some form of discrimination or harassment, including being fired, not hired, not promoted, or verbally, physically, or sexually harassed because of their sexual orientation or gender identity.
 - **Discrimination:** Forty-one percent of Black LGBTQ employees reported experiencing at least one form of employment discrimination (including being fired, not hired, not promoted, or denied other opportunities in the workplace) because of their sexual orientation or gender identity at some point in their lives.
 - Black LGBTQ employees were more likely to experience discrimination based on their sexual orientation or gender identity at some point in their lives compared to White LGBTQ employees (41% v. 27%).
 - Over one in four Black LGBTQ employees reported being fired (29%), not hired (29%), and/or not promoted (25%) because of their sexual orientation or gender identity. By comparison, among White LGBTQ employees, 15% had been fired, 17% had not been hired, and 18% had not been promoted because of their LGBTQ status at some point in their lives.
 - Thirty-eight percent of Black LGBTQ employees reported that they had been treated unfairly at work because of their sexual orientation or gender identity at some point in their lives. Some of these experiences included having their hours reduced, being given less work, having to work in worse conditions, and being ostracized by their coworkers.

¹ Percentages are represented in whole numbers in the text of this report. Accordingly, sometimes the sum of percentages in the text will be more than the separate percentages added together. Percentages are presented in the tables at the end of this report to the tenth decimal place. For example, in this case 3.3% of Black LGBTQ employees identified as transgender and 5.2% identified as nonbinary. Added together, the 8.5% is rounded to 9%.

- **Harassment:** Forty percent of Black LGBTQ employees reported experiencing at least one form of harassment (verbal, physical, or sexual harassment) at work because of their sexual orientation or gender identity at some point in their lives.
 - Black LGBTQ employees were more likely to report experiencing harassment because of their sexual orientation or gender identity at some point in their lives than White LGBTQ employees (40% v. 33%)
 - Over one-third (35%) of Black LGBTQ employees reported experiencing verbal harassment because of their sexual orientation or gender identity, citing examples of name-calling, being misgendered, or being harassed for not conforming to traditional binary gender or gender stereotypes.
 - One in five (20%) Black LGBTQ employees reported experiencing physical harassment because of their sexual orientation or gender identity.
 - About one-quarter (24%) of Black LGBTQ employees reported experiencing sexual harassment at work because of their sexual orientation or gender identity.
- Beyond how they have been personally treated, two-thirds of Black LGBTQ employees (66%) had heard negative comments about LGBTQ people in the workplace.

Intersectional Discrimination and Harassment

- When asked to describe their worst experiences of discrimination and harassment based on sexual orientation and gender identity, many Black LGBTQ employees described intersectional discrimination based on their multiple marginalized identities. In addition to discrimination based on their sexual orientation or gender identity and their race/ethnicity, they described experiences of discrimination related to or based on their gender, gender expression, and religion.

Recent Experiences of Discrimination and Harassment

- Almost one in four (23%) Black LGBTQ employees reported experiencing some form of discrimination or harassment in the past year.
 - **Discrimination:** One in seven (15%) Black LGBTQ employees reported experiencing employment discrimination (including being fired, not hired, or being denied a promotion or other workplace opportunities) based on their sexual orientation or their gender identity in the past year and almost one-third (31%) of Black LGBTQ employees reported experiencing discrimination in the past five years.
 - Black LGBTQ employees were twice as likely as White LGBTQ employees to report experiencing employment discrimination in the past year (15% vs. 7%) and the past five years (31% vs. 15%).
 - More specifically, in the past year, 7% of Black LGBTQ employees reported being fired, 8% reported not being hired, and 7% reported not being promoted or being denied other workplace opportunities. In the past five years, 21% reported being fired, 22% reported not being hired, and 19% reported not being promoted.
 - **Harassment:** One in seven (14%) Black LGBTQ employees reported experiencing some form of harassment (including verbal, physical, or sexual harassment) in the workplace

based on their sexual orientation or gender identity in the past year, and over one-fourth (28%) reported these experiences in the past five years.

- Black LGBTQ employees were more likely to experience harassment based on their sexual orientation or gender identity than White LGBTQ employees in the past year (14% v. 9%) and in the past five years (28% v. 19%).
- More specifically, in the past year, 8% of Black LGBTQ employees reported verbal harassment, 6% reported physical harassment, and 7% reported sexual harassment. In the past five years, 24% reported verbal harassment, 13% reported physical harassment, and 16% reported sexual harassment.
- **Negative comments:** Thirty percent of Black LGBTQ employees reported hearing negative comments in the workplace in the past year.

Experiences at Current Job

- Respondents were asked specifically about their experiences at their current job. Over two-thirds of Black LGBTQ employees (69%) felt that their current workplace environments were somewhat or very supportive of LGBTQ employees, while 12% felt the environment was somewhat or very unsupportive. These percentages mirrored those who expressed job satisfaction (71%) and dissatisfaction (14%) with their current jobs.
- Over one-fourth of Black LGBTQ employees (27%) reported some type of adverse workplace experience related to their sexual orientation or gender identity at their current job.
 - Black LGBTQ employees were more likely to report adverse workplace experiences at their current job than White LGBTQ employees (27% v. 20%).
 - More specifically, 19% of Black LGBTQ employees reported being treated unfairly, 10% reported being verbally harassed, 9% reported not being promoted or being denied other opportunities, 8% reported being sexually harassed, and 3% reported being physically harassed or assaulted in the workplace.

Out at Work

- Over one-third (38%) of Black LGBTQ employees reported that they are not open about being LGBTQ to their current supervisor, and 19% reported that they are not out to any of their coworkers.
- One-third (36%) of Black LGBTQ employees reported being out to all their coworkers.

Covering

- Nearly six in 10 Black LGBTQ employees (58%) reported engaging in covering behaviors at their current job in order to avoid discrimination or harassment related to their sexual orientation or gender identity.
 - More specifically, Black LGBTQ employees took steps to change how they presented themselves at work, including changing their voice or mannerisms (23%); changing how they dressed (17%) or their physical appearance (16%); and changing where, when, or how frequently they used the bathroom (9%).

- Additionally, 23% of Black LGBTQ employees reported avoiding work events and travel, and 32% reported avoiding work-related social events in order to avoid discrimination or harassment. Thirty-two percent reported avoiding sharing their activities outside of work and talking about their family at work. Twenty-two percent of Black LGBTQ employees reported not displaying photos of their partner or family at work, and 26% of Black LGBTQ employees reported not bringing family to work events in order to avoid discrimination or harassment.

Retention

- Thirty-five percent (35%) of Black LGBTQ employees reported that they left a job at some point in their lives because of how their employer treated them based on their sexual orientation or gender identity. A similar percentage (36%) reported looking for other jobs due to how they were personally treated at their workplace or because the general workplace environment was not supportive of LGBTQ people.
- Black LGBTQ employees are more likely to have left a job (35% vs. 30%) or looked for a job (36% vs. 32%) because of how their employer treated them than White LGBTQ employees.
- Due to the workplace environment for LGBTQ people at their current job, almost one in five Black LGBTQ employees (18%) reported they considered leaving. Of those, two-thirds (67%) reported taking steps toward finding another job. By comparison, only one in 10 (11%) White LGBTQ employees said they considered leaving their current job.

INTRODUCTION

There are approximately 1.2 million Black LGBT adults in the United States.² Prior Williams Institute research indicates that the Black LGBT adult population is younger than the population of Black non-LGBT adults, with 57% of Black LGBT adults being under age 35, compared to 34% of Black non-LGBT adults.³

Black LGBT adults are more likely to experience economic insecurity than Black non-LGBT adults.⁴ Compared to one-third (33%) of Black non-LGBT adults, almost 40% of Black LGBT adults have an annual household income below \$24,000.⁵ Over half (56%) of Black LGBT adults live in households with incomes below 200% of the federal poverty level.⁶ Black LGBT adults are also more likely to be unemployed (14% vs. 10%) and to experience food insecurity (37% vs. 27%) than Black non-LGBT adults.

PRIOR RESEARCH ON WORKPLACE DISCRIMINATION AND HARASSMENT AGAINST BLACK LGBTQ EMPLOYEES

Though there have been various studies on workplace discrimination among LGBTQ people that have examined the experiences of people of color, fewer studies have focused specifically on Black LGBTQ people. Emerging research focused specifically on Black LGBTQ people has found that they experience high rates of employment discrimination, harassment, and unemployment, engage in behaviors to cover or conceal their LGBTQ status, and are more concentrated in the lowest-paying jobs than the highest-paying.

Several studies highlight the prevalence of employment discrimination and harassment experienced by Black LGBTQ people. A nationally representative survey of LGBTQ adults found that Black LGBTQ adults were more likely to report that discrimination affected their ability to be hired than White LGBTQ adults, with more than three-quarters (78%) of Black LGBTQ individuals reporting this compared to 55% of White LGBTQ adults.⁷ Black LGBTQ adults were also more likely to report discrimination affecting their ability to retain employment than White LGBTQ adults (56% vs. 46%).

The 2020 Black LGBTQ Community Survey, which surveyed a total of 1,815 Black LGBTQ adults, found that about a quarter (26%) of Black LGBTQ adults experienced sexual orientation-based discrimination, and 40% of Black transgender adults experienced gender identity-based discrimination while applying to a job or at work in the prior three years.⁸

² Soon Kyu Choi, Bianca D.M. Wilson, & Christy Mallory, Williams Inst., Black LGBT Adults in the US (2021), <https://williamsinstitute.law.ucla.edu/publications/black-lgbt-adults-in-the-us/>

³ *Id.*

⁴ *Id.*

⁵ *Id.*

⁶ *Id.*

⁷ Mahowald, L. (2021). Black LGBTQ Individuals Experience Heightened Levels of Discrimination. Center for American Progress and NORC at the University of Chicago. <https://www.americanprogress.org/article/black-lgbtq-individuals-experience-heightened-levels-discrimination/>

⁸ Mahowald, L. (2021). Black LGBTQ Individuals Experience Heightened Levels of Discrimination. Center for American Progress and

Similarly, data from the 2015 U.S. Transgender Survey (USTS) found that 37% of Black transgender respondents who held or applied for a job during the past year reported workplace discrimination (being fired, denied a promotion, or not hired) due to being transgender, compared to 27% of the USTS sample overall, and nearly a quarter (22%) of Black respondents who have ever been employed reported losing a job at some point in their lives because of their gender identity.⁹ Additionally, respondents who were employed in the past year reported that they had been verbally harassed (14%) and sexually assaulted (2%) at work based on their gender identity during the past year, and one in four (25%) respondents reported some form of mistreatment due to their gender identity or expression, including being outed by a boss or coworker without their consent, forced to use a restroom that did not match their gender identity, or being told to present in the wrong gender in order to keep their job.

A few studies have specifically examined unemployment rates for Black LGBTQ adults. The 2020 Black LGBTQ Community Survey found that the unemployment rate was 14% among Black LGBTQ respondents who experienced sexual orientation-based discrimination and 23% among Black transgender respondents who experienced gender identity-based discrimination either at work or when applying for employment in the last three years.¹⁰ The 2015 U.S. Transgender Survey found similar rates of unemployment among their respondents. One-fifth of Black transgender respondents were unemployed, more than the USTS sample overall (20% vs. 15%).¹¹

Some studies have also documented how Black LGBTQ employees avoid or address discrimination. A 2008 qualitative study of workplace stress and coping strategies among middle-class Black lesbians found that while most interviewees reported being out at work, a third reported that they attempted to cover or conceal their sexual orientation at work, including by self-monitoring speech and behavior relevant to sexual orientation, or sharing little or no information about their personal lives in workplace conversations.¹² A 2020 survey found that Black LGBTQ respondents were more likely than White LGBTQ respondents to make specific decisions about where to work to avoid discrimination (40% vs. 33%).¹³

NORC at the University of Chicago. <https://www.americanprogress.org/article/black-lgbtq-individuals-experience-heightened-levels-discrimination/>

⁹ James, S. E., Brown, C., & Wilson, I. (2017). 2015 U.S. Transgender Survey: Report on the Experiences of Black Respondents. Washington, DC and Dallas, TX: National Center for Transgender Equality, Black Trans Advocacy, & National Black Justice Coalition. <https://nbjc.org/wp-content/uploads/2020/11/USTS-Black-Respondents-Report-Rev2-1017.pdf>

¹⁰ HRC Foundation. (2021). Black LGBTQ People and Compounding Discrimination. <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/Black-LGBTQ-Survey.pdf>

¹¹ James, S. E., Brown, C., & Wilson, I. (2017). 2015 U.S. Transgender Survey: Report on the Experiences of Black Respondents. Washington, DC and Dallas, TX: National Center for Transgender Equality, Black Trans Advocacy, & National Black Justice Coalition. <https://nbjc.org/wp-content/uploads/2020/11/USTS-Black-Respondents-Report-Rev2-1017.pdf>

¹² Bowleg, L., Brooks, K., & Ritz, S. F. (2008). “Bringing Home More Than a Paycheck”: An Exploratory Analysis of Black Lesbians’ Experiences of Stress and Coping in the Workplace. *Journal of Lesbian Studies*, 12(1), 69–84. <https://doi.org/10.1300/10894160802174342>

¹³ Mahowald, L. (2021). Black LGBTQ Individuals Experience Heightened Levels of Discrimination. Center for American Progress and NORC at the University of Chicago. <https://www.americanprogress.org/article/black-lgbtq-individuals-experience-heightened-levels-discrimination/>

Finally, research demonstrates that more Black LGBTQ employees are concentrated in the lowest-paying jobs than the highest-paying jobs. 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 patterns, found that more than a third (35%-40%) of Black nonbinary workers work in the lowest paying jobs, earning \$19,239 and under and that less than 5% work in the highest paying jobs, earning \$208,000 or more¹⁴.

CURRENT STUDY

The current study examines experiences of employment discrimination and harassment against Black LGBTQ adults using a survey of 1,902 LGBTQ adults in the workforce, including 218 Black adults, conducted in the summer of 2023. We compare the experiences of Black LGBTQ employees with those of Latinx, Asian, 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.

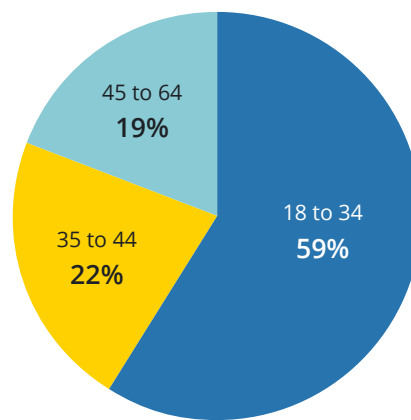
¹⁴ Rondinone, R. (2023). Civil Rights Department Releases Groundbreaking Data On Non-Binary Workers: Pay Data Reports Show Non-Binary Workers Concentrated in Lowest-Paying Jobs. Civil Rights Department; State of California. <https://civildrights.ca.gov/wp-content/uploads/sites/32/2023/03/2023.03.06-NonbinaryDataPR.pdf>

RESULTS

DEMOGRAPHICS

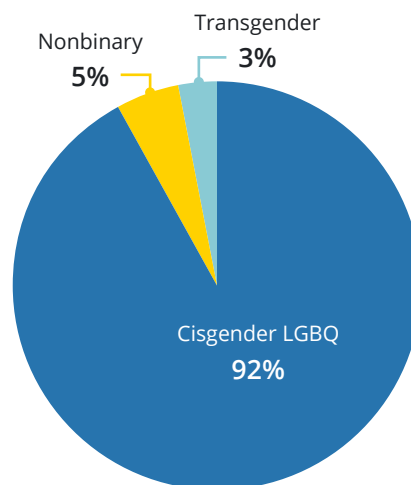
Over two hundred (218) Black LGBTQ adults in the workforce responded to our survey conducted in July 2023. Black LGBTQ adults in the workforce were young, with 59% under the age of 35 and 81% under the age of 45. By comparison, 46% of White LGBTQ adults in the workforce were under the age of 35, and 61% were under the age of 45. Put differently, while almost 40% of White LGBTQ adults were over the age of 44 (39%), that was true for only 19% of Black LGBTQ adults.

Figure 1. Black LGBTQ adults in the workforce by age cohort



Nine percent of Black LGBTQ employees identified as transgender (3%) or nonbinary (5%).¹⁵ In terms of sexual orientation, most Black LGBTQ respondents identified as bisexual (60%). Thirty-eight percent identified as lesbian or gay. Approximately 2% identified as either “not sure” or straight.

Figure 2. Black LGBTQ adults in the workforce by gender identity

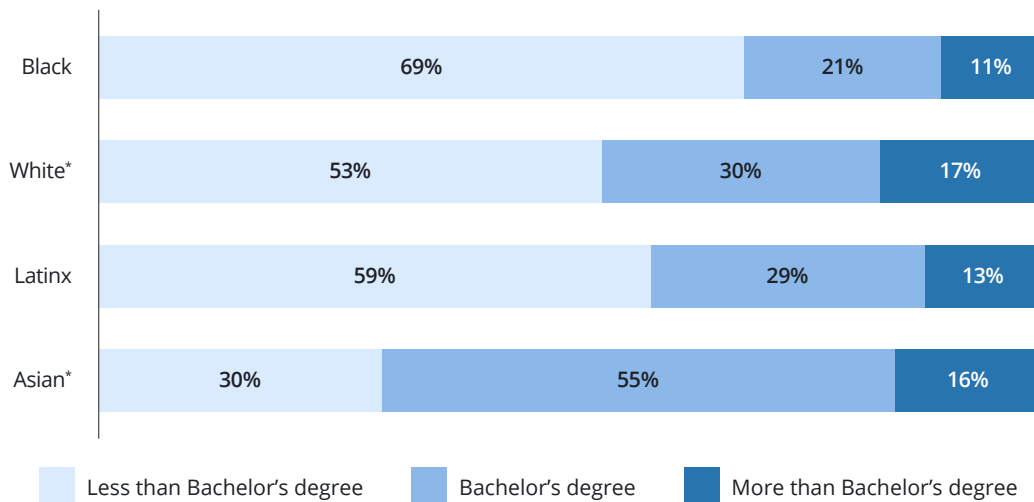


¹⁵ Individual percentages add to 9% due to rounding.

Almost half (45%) of Black LGBTQ adults in the workforce reported living with a partner, married or unmarried. Black LGBTQ adults were more likely to report being single (55%) than Latinx LGBTQ employees (43%). While 37% of Latinx LGBTQ employees were married or in a non-marital legally recognized partnership, that was true of only 27% of Black LGBTQ adults in the workforce.

Almost seven in 10 Black LGBTQ adults in the workforce had less than a Bachelor's degree (69%). Black LGBTQ adults reported less education than White and Asian LGBTQ adults. Seventy percent of Asian LGBTQ adults and 47% of White LGBTQ adults had a Bachelor's or post-Bachelor's education, compared to only 31% of Black LGBTQ respondents.

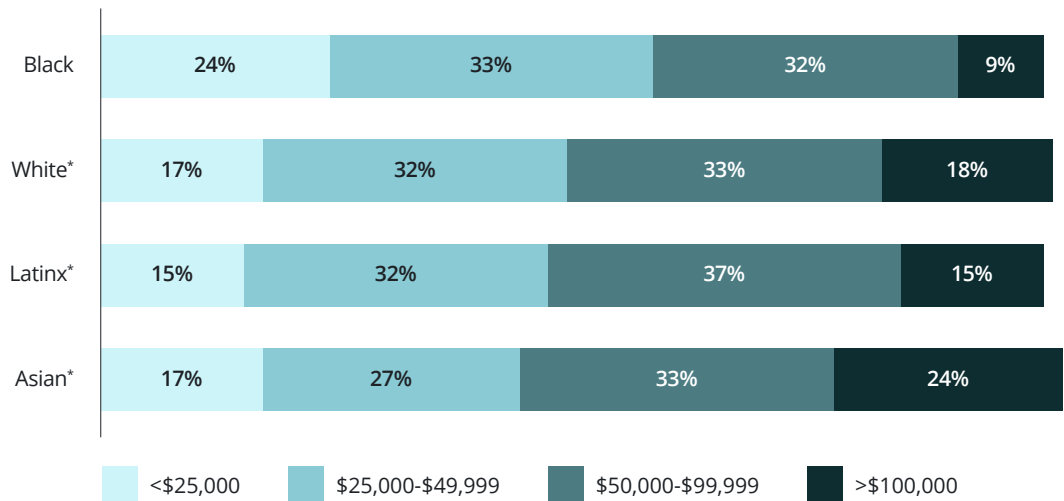
Figure 3. LGBTQ adults in the workforce by education level



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

Almost 60% of Black LGBTQ adults were making less than \$50,000 a year (59%), with 25% making less than \$25,000 a year. Only 9% were making \$100,000 or more a year. Black LGBTQ adults reported less annual income than White, Latinx, and Asian LGBTQ adults in the workforce. While one in four (25%) Black LGBTQ adults in the workforce had annual incomes of less than \$25,000, that was true of only 16%–18% of Latinx, Asian, and White LGBTQ adults in the workforce.

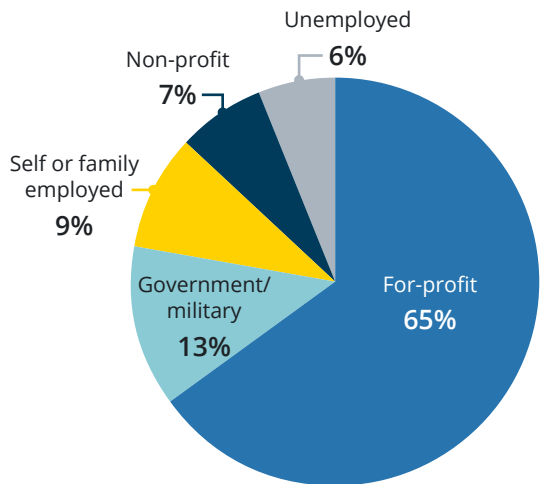
Figure 4. LGBTQ adults in the workforce by income level



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

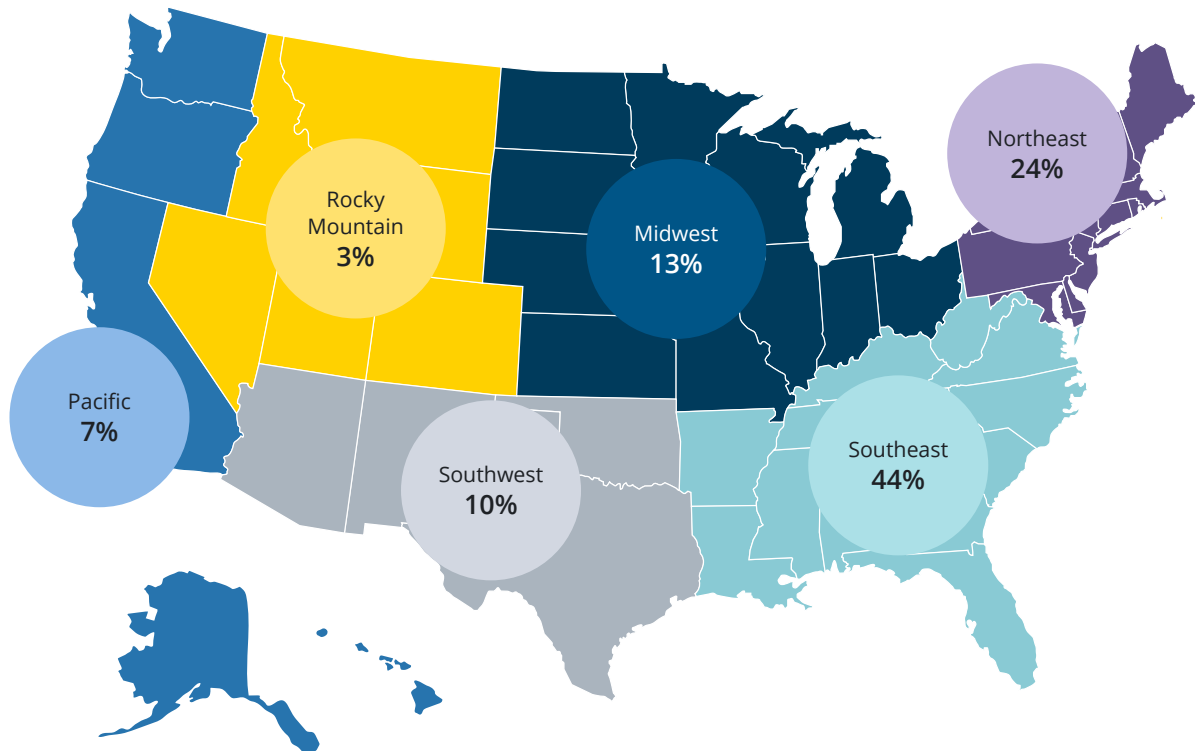
Almost all Black LGBTQ adults in the workforce were currently working (94%), with 65% working in the private sector. Approximately 7% worked in the non-profit sector, and 13% worked for the government or military.

Figure 5. Black LGBTQ adults in the workforce by employment sector



In terms of geography, Black LGBTQ adults in the workforce reflected the general population of Black people in the United States, with the exception of the Midwest.¹⁶ Black LGBTQ adults in the workforce were more likely to live in the Southeast region (44% vs. 8%-26%) and less likely to live in the Pacific region (7% vs. 14%-8%) as compared to all LGBTQ adults in the workforce of all other race-ethnicity groups. Black LGBTQ adults in the workforce were less likely to live in the Southwest as compared to Latinx LGBTQ adults (10% vs. 23%) and less likely to live in the Midwest as compared to White LGBTQ adults (13% vs. 24%).

Figure 6. Black LGBTQ adults in the workforce by region



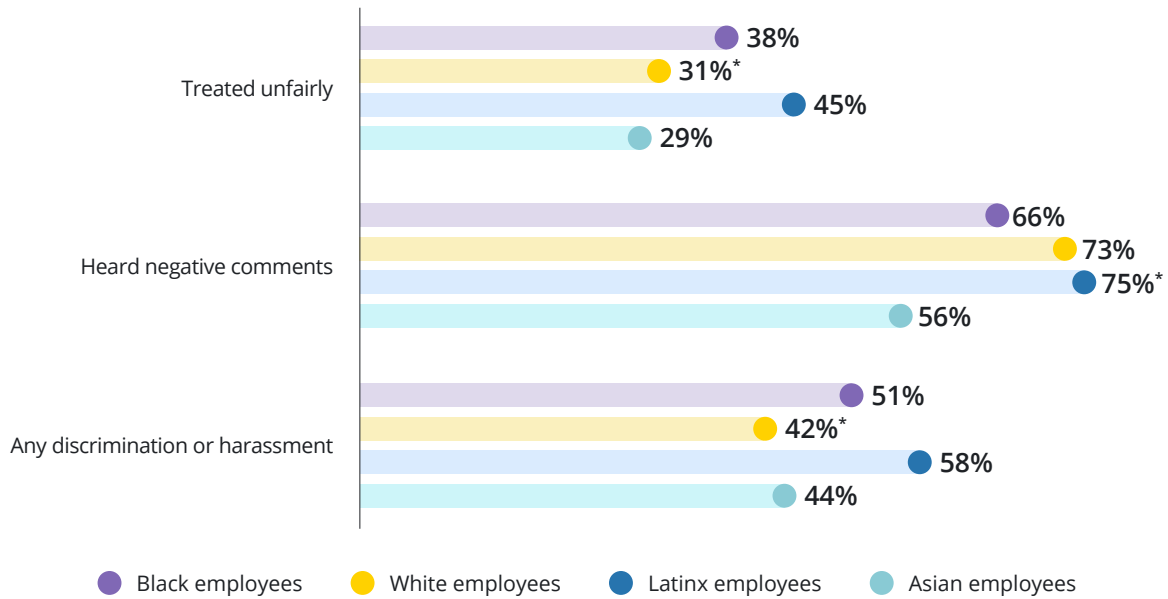
LIFETIME EXPERIENCES OF DISCRIMINATION AND HARASSMENT

Employment discrimination against Black LGBTQ employees is persistent and widespread. At some point in their lives, more than half (51%) of Black LGBTQ employees reported experiencing some form of discrimination or harassment, including being fired, not hired, not promoted, or verbally, physically, or sexually harassed because of their sexual orientation or gender identity, compared to 42% of White LGBTQ employees.

Thirty-eight percent of Black LGBTQ employees reported that they had been treated unfairly at work because of their sexual orientation or gender identity at some point in their lives, compared to 31% of White LGBTQ employees. Two-thirds of Black LGBTQ employees (66%) reported hearing negative comments about LGBTQ people in the workplace, less than Latinx LGBTQ employees (75%).

¹⁶ For regional distribution of the Black population, see [The Growing Diversity of Black America | Pew Research Center](#) (last visited August 29, 2024).

Figure 7. Lifetime adverse workplace experiences based on LGBTQ status among LGBTQ employees by race/ethnicity

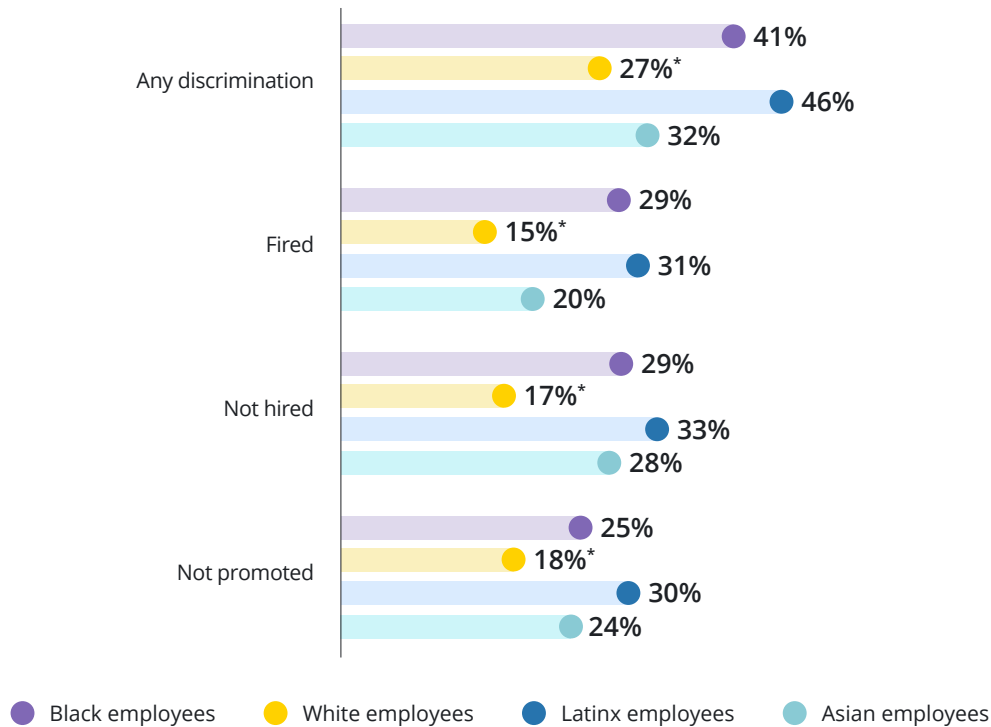


Note: *p-value less than 0.05 when comparing Black employees to White employees or Latinx employees

Discrimination

Forty-one percent of Black LGBTQ employees reported experiencing at least some form of employment discrimination (including 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. Black LGBTQ employees were more likely than White LGBTQ employees (27%) to have experienced discrimination based on their sexual orientation or gender identity.

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



*p-value less than 0.05 when comparing Black employees to White employees

About thirty percent of Black LGBTQ employees reported being fired (29%) and/or not hired (29%) because of their sexual orientation or gender identity, compared to 15% and 17% of White LGBTQ employees, respectively. In response to a question asking respondents to describe their worst experiences of discrimination or harassment, some Black LGBTQ respondents reported being fired for being LGBTQ or in retaliation after making a complaint about discrimination or harassment at work:

I was fired when my employer found out I was in a lesbian relationship.

— Black cisgender bisexual women from Maryland

My worst experience was ... when a supervisor ... went into my open cell phone and showed members of the crew very personal pictures and messages and then fired me when I made a fuss about it. Everything leaked all over the internet!!!

— Black cisgender gay man from Georgia

I was fired because I had a girlfriend.

— Black cisgender bisexual woman from Louisiana

I was once targeted and nearly assaulted because of my personal sexual preference, and once I complained to the higher authorities at my job about the experience, I was terminated.

— Black cisgender gay man from Georgia

I was fired because I reported sexual advances from the boss.

— Black cisgender bisexual woman from Pennsylvania

Twenty-five percent of Black LGBTQ employees also reported not being promoted or denied other opportunities at work because of their sexual orientation or gender identity. By contrast, 18% of White LGBTQ employees had these experiences. Examples of these experiences among Black LGBTQ respondents included:

I was denied a pay raise and promotion despite having excellent performance and years of experience.

— Black cisgender lesbian from Pennsylvania

I was passed up on a promotion that I had worked really hard for and was most definitely qualified for.

— Black cisgender bisexual woman from Florida

I was overlooked for a management position at a restaurant because of my sexual orientation. Management felt they had to have someone that fit their heterosexual model.

— Black cisgender bisexual man from Indiana

An older, devout Christian coworker suggested that I shouldn't receive a merit-based promotion because I was "sinful" and wouldn't be "a good example for other workers to follow" because I'm openly queer.

— Black cisgender bisexual woman from California

In addition to not receiving promotions, Black LGBTQ respondents described other workplace experiences where they were treated differently. For example, a Black cisgender bisexual woman from Missouri described how she was given "less work" and worse "working conditions." Other examples included:

When I worked in the kitchen, I was the only girl cook on the job. They used to put me doing the dishes because they felt I couldn't handle the floor/line. They also used to say, "I just dressed like a guy. I wasn't one of the guys." Even when eventually I did show I can handle the line, they never wanted me to run window even when they knew I could handle it.

— Black cisgender lesbian from Florida

I was working for a Catholic organization, and they found out I was a lesbian and started reducing my hours and barely speaking [to me].

— Black cisgender lesbian from Mississippi

I use the family (unisex) restrooms so that I feel more comfortable, and the people around me do too. However, it is very far away from my office and ... makes my breaks to the restroom longer than they should be. My supervisor began to tell me that I needed to hurry up ... The female coworkers of mine were the ones that expressed their concern with me using the female restrooms, and that's why I switched to the unisex one. My supervisor also told me that I wouldn't be allowed to use his guy's restrooms. I didn't have a choice, but I got in trouble every day, every time I went.

— Black nonbinary bisexual employee from North Carolina

Other Black LGBTQ respondents reported being ostracized by their coworkers once they found out that they were LGBTQ:

Because of my sexual orientation, I [was treated as] an outcast working in the public school system.

— Black cisgender sexual minority from Virginia

I told my coworker I was bisexual, and they never talked to me again.

— Black cisgender bisexual woman from Massachusetts

It was an uncomfortable environment because I was constantly left out of things and singled out.

— Black cisgender lesbian from Massachusetts

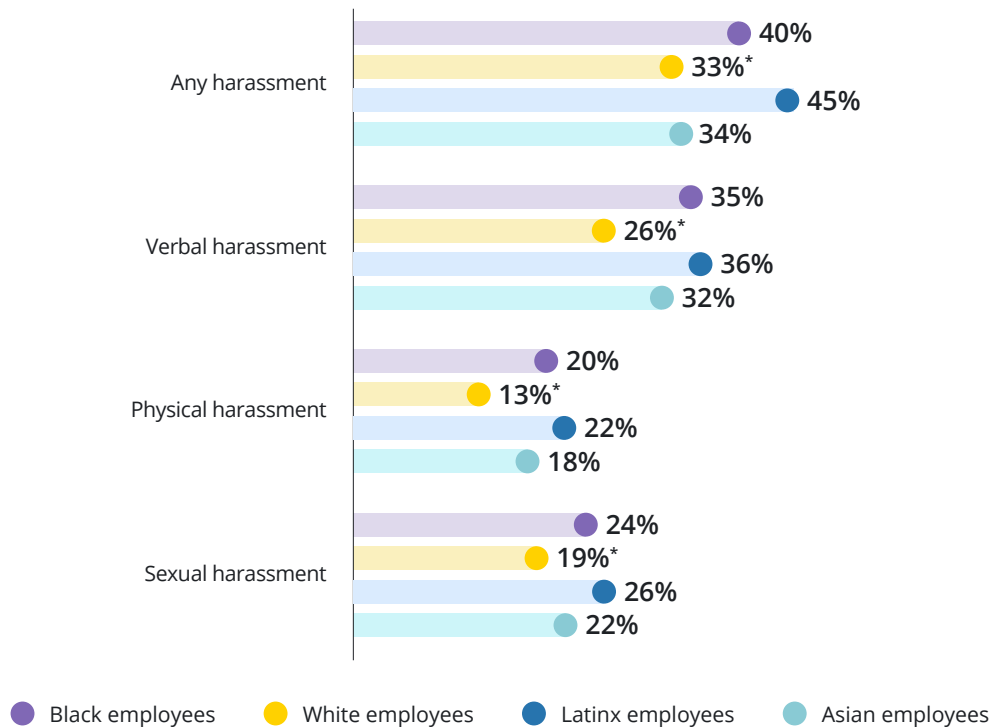
No one talked to me there because I was nonbinary and masculine presenting.

— Black nonbinary bisexual employee from North Carolina

Harassment

Forty percent of Black LGBTQ employees reported experiencing at least one form of harassment (verbal, physical, or sexual) at work at some point in their lives because of their sexual orientation or gender identity. By comparison, only 33% of White LGBTQ employees reported such harassment.

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



Note: *p-value less than 0.05 when comparing Black employees to White employees

Verbal Harassment

More than one-third (35%) of Black LGBTQ employees reported experiencing verbal harassment at work because of their sexual orientation or gender identity, compared with 26% of White LGBTQ employees.

Black LGBTQ respondents reported being called “f*g,” “f*gg*t,” “punk,” “dyke,” “bull dyke,” “tranny,” and other anti-LGBTQ slurs at work. Reports of verbal harassment by Black LGBTQ respondents included:

Everyone would make fun of me because I am bisexual.

— Black cisgender bisexual woman from Tennessee

I was harassed for liking women and supporting my trans coworker.

— Black cisgender bisexual woman from Ohio

One night at work, I tried to help my pregnant coworker because she wanted to get off early ... I attempted to help her, and she called me a lesbian.

— Black cisgender bisexual woman from Florida

*I was called a f*g by several male coworkers. They influenced my female coworkers not to mess with me because I like guys (although I like women as well).*

— Black cisgender bisexual man from Indiana

Some Black LGBTQ respondents cited examples of being misgendered by management, coworkers, and customers:

My boss wasn't very fond of my preferred pronoun choices and chose to call me by my dead name.

— Black nonbinary questioning employee from Virginia

A worker who was higher up than me jokingly said my dead name aloud, got mad when I didn't respond, and repeated it louder where others could hear.

— Black transgender bisexual employee from Ohio

[I was] constantly being called sir or referred to with masculine pronouns

— Black cisgender lesbian employee from Texas

Black LGBTQ respondents also described verbal harassment focused on other ways that they did not conform to binary gender or traditional gender norms:

Most people stare and tell me there's only two genders, and I need to grow up.

— Black nonbinary questioning employee from California

I was in the breakroom, and I heard a manager talking to another manager that I'm kind of feminine [and] a "she-him ..." I felt disrespected.

— Black cisgender bisexual man from California

My worst experience at work was due to my identifying as nonbinary and presenting as more masculine even though I am biologically female. My supervisor would also talk about my body and how big I was for a girl. He also said that I'm not masculine enough for my position in the company. No one said anything to defend me.

— Black nonbinary bisexual employee from North Carolina

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

A customer continuously questioned my gender (e.g., “sir, ma’am, whatever you are”).

— Black nonbinary employee from Washington

I have a lot of customers that come into our store and disrespect me because of my sexual orientation.

— Black cisgender bisexual man from California

A number of Black LGBTQ respondents reported that the verbal harassment was based on religious beliefs. Respondents reported that they were told that their sexual orientation was a “sin” and that they were “going to hell,” needed to pray, or should “go to church,” in addition to having Bible verses quoted to them. Examples of religiously motivated verbal harassment included:

They kept reciting scriptures from the Bible and said that my girlfriend and I will be going to hell.

— Black cisgender bisexual woman from Colorado

I overheard my manager talking disparagingly about me to the rest of my bosses because of my gender expression. My manager is very religious and has tried to convert me multiple times.

— Black nonbinary bisexual employee from Connecticut

I was told that it was wrong for me to have a sexual orientation because it was against the Bible and against God [and] that I was going to hell.

— Black cisgender sexual minority employee from Virginia

Physical Harassment and Assault

About one in five (20%) Black LGBTQ employees have experienced physical harassment at work because of their sexual orientation or gender identity, compared with 13% of White LGBTQ employees. Reports of physical harassment against Black LGBTQ respondents included a bisexual woman from Nebraska who reported being “gay bashed,” a bisexual man from California who reported having his phone “smashed,” and a bisexual woman from Virginia who reported being “physically harassed” at work after she was inadvertently outed.

Sexual Harassment

Almost one in four (24%) Black LGBTQ employees have experienced sexual harassment at work because of their sexual orientation or gender identity, compared with 19% of White LGBTQ employees. Some of the reports of sexual harassment were severe. For example, a Black cisgender bisexual woman from Illinois reported being sexually assaulted after her boss invited her to his house for a party to which he had invited no one else; and a Black cisgender gay man from Georgia reported that his manager threatened him with rape. Other examples of sexual harassment and assault included:

I have been [subjected to] sexual advances ... and have been physically touched.

— Black transgender straight woman from New York

I have had male coworkers make comments on how I just need to “spend one night with them” to “straighten out.” I have been repeatedly bombarded with questions from older women at my job about “if something has happened to me to make me this way.”

— Black cisgender lesbian from Mississippi

A boss tried to rape me about six years ago after a work Christmas party.

— Black cisgender bisexual woman from Texas

I was harassed by my supervisor while I was cleaning, and he said he liked how I did stuff on my knees.

— Black cisgender bisexual man from North Carolina

Consistent with prior Williams Institute research, many of the incidents involving sexual harassment were reported by bisexual women. To others in the workplace, their bisexual identity was misread as signaling their sexual availability and promiscuity. Put succinctly by one Black cisgender bisexual employee from Indiana: “Overall, I was looked at as a sexual person.” Reports of sexual harassment by Black bisexual women included:

I was sexually harassed by a coworker because of my sexual orientation. The coworker would ask me uncomfortable questions about having a threesome and asked if I was willing to be intimate with him and his wife because I am bisexual.

— Black cisgender bisexual woman from Texas

[I was] always being singled out if a new female coworker comes to the job, “What do you think about her?” or “You like her, don’t you?”

— Black cisgender bisexual woman from New York

I was trying to go to the bathroom and then one of my coworkers starts to push me in there and started saying things like, “You’re hot. How could you have a girlfriend? You look straight,” and then he started to get mad when I tried to push him off me. Luckily, I got away.

— Black cisgender bisexual woman from Maryland

Several respondents reported quid pro quo sexual harassment or retaliation after they turned down sexual advances:

My boss tried to sleep with me so I could get a promotion that I was well qualified for.

— Black cisgender lesbian from Nevada

A cisgender male coworker sexually harassed me and suggested I have a threesome with him and his wife, then retaliated against me in the form of verbal attacks and threats of sexual violence when I flatly turned him down and reported him to management

— Black cisgender bisexual woman from California

A very sexist male coworker who fetishized lesbians and bisexual women was mad that I wasn't attracted to him and began to make the work environment difficult for me by antagonizing me, not helping me with crowds, etc.

— Black cisgender lesbian from North Carolina

Intersectional Discrimination

Some Black LGBTQ employees reported incidents of discrimination and harassment related to their multiple marginalized identities or “intersectional” discrimination.¹⁷

A number of Black LGBTQ respondents reported incidents of discrimination and harassment that were also based on their race. For example, Black gay men from Florida and North Carolina both reported verbal harassment that combined both the n-word and the f-word. Other examples included:

I used to get singled out from my other male coworkers. They used to say things like dyke, bull dagger, and more that I can't quite remember everything ... [They] always said you're going to hell because God hates gays a lot ... It was worst because I'm African American as well.

— Black Latinx cisgender lesbian from Georgia

I had a girlfriend that was not allowed into the building [because of] our relationship and skin color.

— Black cisgender bisexual woman from Illinois

Several Black LGBTQ women mainly discussed race and gender as motivating the adverse workplace treatment they faced:

I was told Black women are not as smart as white people and that women should always listen to men.

— Black cisgender bisexual woman from North Carolina

¹⁷Crenshaw, Kimberle' Williams (1989) “Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics.” University of Chicago Legal Forum 1989:139–67.

I had a senior manager who went out of her way every day to make me uncomfortable and not allow me to do my job. She would micromanage and nitpick me all day to the point where I would have anxiety attacks in the bathroom. I believe she was doing this because I was the only Black woman.

— Black cisgender lesbian from California

One time, I worked for this company. It was a small company and the owner, he was a much older man, showed up often and would walk around where the majority of the girls worked and make very sexual jokes and tell very inappropriate stories. Also, since the majority of the women that worked there were Black, he told racial stories. But he was the owner, so there wasn't much you could do, or you would lose your job.

— Black cisgender bisexual woman from Georgia

Many Black LGBTQ employees reported incidents where race, LGBTQ identity, and gender were all explicitly implicated in the discrimination they faced. Put succinctly by a Black cisgender bisexual woman from D.C., “It was because of my gender, my race, and my being LGBTQ,” and by a Black cisgender bisexual woman from Ohio, “My boss was racist, sexist, and homophobic.” Some of these examples include:

I was treated badly as a gay black male [and] because I was feminine. And I felt attacked and threatened.

— Black cisgender gay man from Georgia

One of my coworkers repeatedly called me racial slurs and called me the f-slur because I am Black and gay femme.

— Black cisgender bisexual woman from Georgia

[I was] belittled every day to the point of excusing myself to cry in the guest bathroom. After being told I'm a little girl, my boss asked coworkers if I'm anorexic, my boss telling me I have a tight ass and proceeding to grab and touch my lower back for the duration of employment ... To put it as simply as possible, I'm a young African American woman who has been sexualized, belittled, harassed, made fun of, stereotyped, and made to feel unsafe by superiors thinking I don't belong solely off of my skin color and gender and have done everything in their power to break me down so bad that I'd have no choice but to leave ... I left that place a shell of a person.

— Black Latinx cisgender bisexual woman from North Carolina

Several reports were focused on the intersection of sexual orientation, gender, race, and religion:

I identify as Christian, and people call me a hypocrite because of my sexual identification. They said I deserve to go to hell, and I'm the reason they don't go to church.

— Black cisgender gay man from Indiana

[They] told me that I couldn't wear anything on my head. That's my Muslim nationality ... It was terrible ... and I got fired the next week without an actual explanation as to why ... basically, my ... religion was compromised ... that was wrong.

— Black cisgender bisexual woman from New Jersey

Sometimes my supervisor at the company I worked at would say things such as, "God would be ashamed of you." I am nonbinary and masculine presenting, so people act like I worship the devil. Whenever my supervisor ate, he would force me to pray with him before he ate. I'm an atheist, and I always felt uncomfortable worshipping a religion that I don't believe in, but I was forced. Every Friday, my supervisor would write the address of his church on a sticky note and give it to me. He would say, "If you really want to be saved and forgiven, please meet me there for 10 AM service this Sunday."

— Black nonbinary bisexual employee from North Carolina

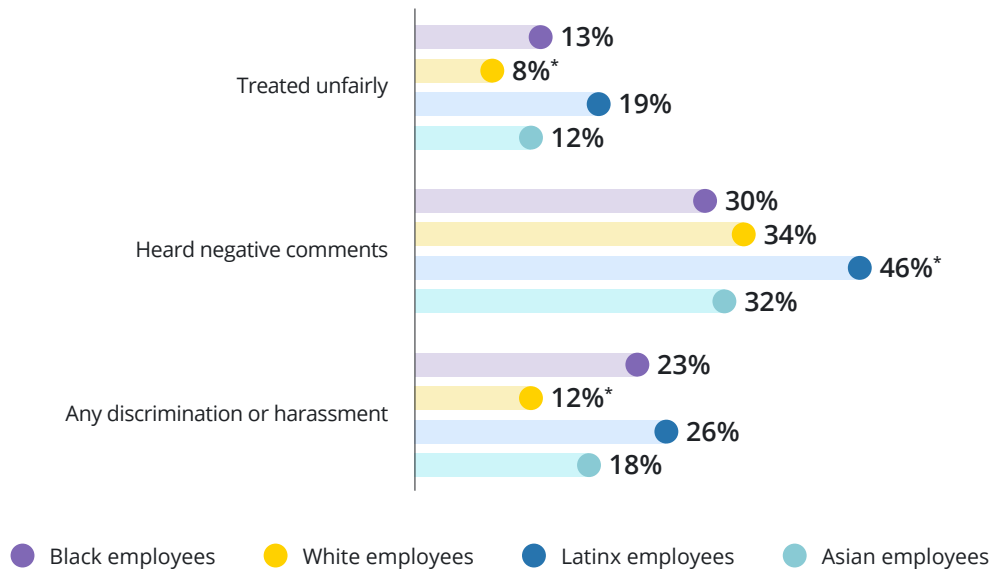
RECENT EXPERIENCES OF DISCRIMINATION AND HARASSMENT

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.¹⁸ This decision extended non-discrimination protections to LGBTQ employees nationwide as of June 2020.

Black LGBTQ employees were more likely to report recent experiences of employment discrimination and harassment based on their sexual orientation or gender identity than White LGBTQ employees. About a quarter (23%) of Black LGBTQ employees reported experiencing some form of discrimination or harassment based on their sexual orientation or gender identity in the past year, compared to about one-tenth of White LGBTQ employees (12%). In the past year, 13% of Black LGBTQ employees reported being treated unfairly at work, compared with 8% of White LGBTQ employees. Thirty percent of Black LGBTQ employees reported hearing negative comments in the workplace in the past year.

¹⁸ 140 S. Ct. 1731 (2020).

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

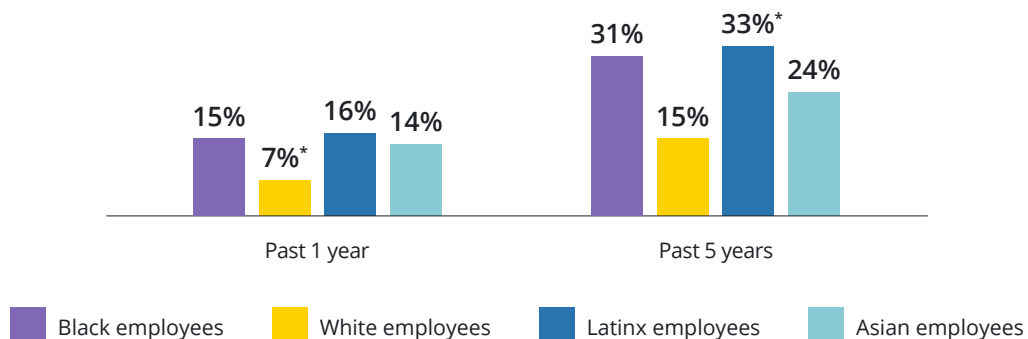


Note: *p-value less than 0.05 when comparing Black employees to White employees and Latinx employees

Recent Discrimination

One in seven (15%) Black LGBTQ employees reported experiencing at least one form of employment discrimination based on their sexual orientation or gender identity in the past year, and 31% reported such experiences in the past five years. Black LGBTQ employees were twice as likely as White LGBTQ employees to report experiencing employment discrimination in the past year (15% vs. 7%) and the past five years (31% vs. 15%).

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

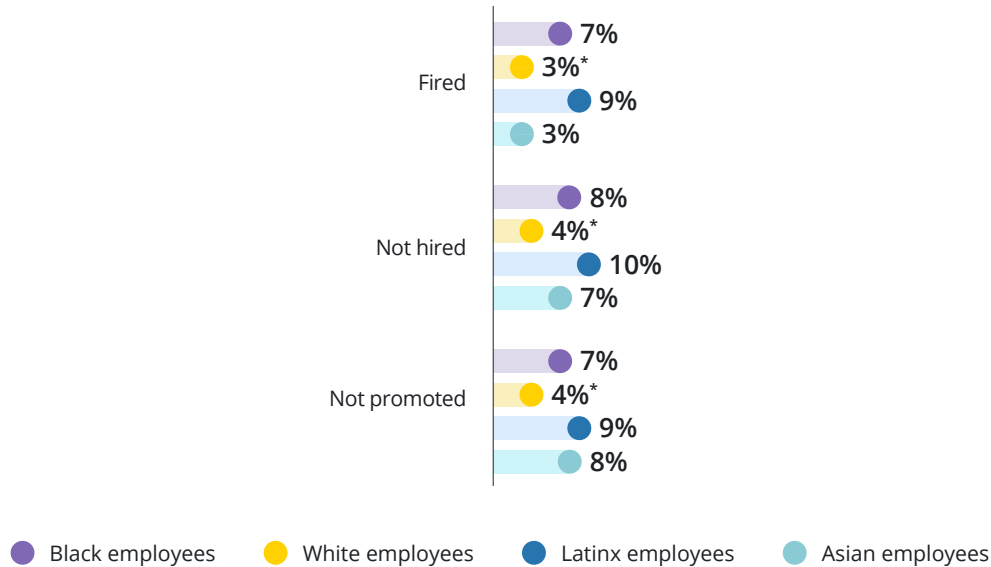


Note: *p-value less than 0.05 when comparing Black employees to White employees

More specifically, 7% of Black LGBTQ employees reported being fired, 8% reported not being hired, and 7% reported being denied a promotion or other workplace opportunities based on their sexual orientation or gender identity in the past year. Black LGBTQ employees were twice as likely as White LGBTQ employees to report being fired (7% vs. 3%), not being hired (8% vs. 4%), or not being

promoted (7% vs. 4%) in the past year. In the past five years, approximately one in five Black LGBTQ employees reported being fired (21%), not being hired (22%), and/or not being promoted (19%), compared to one in ten White LGBTQ employees (8%, 10%, and 9%, respectively).

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

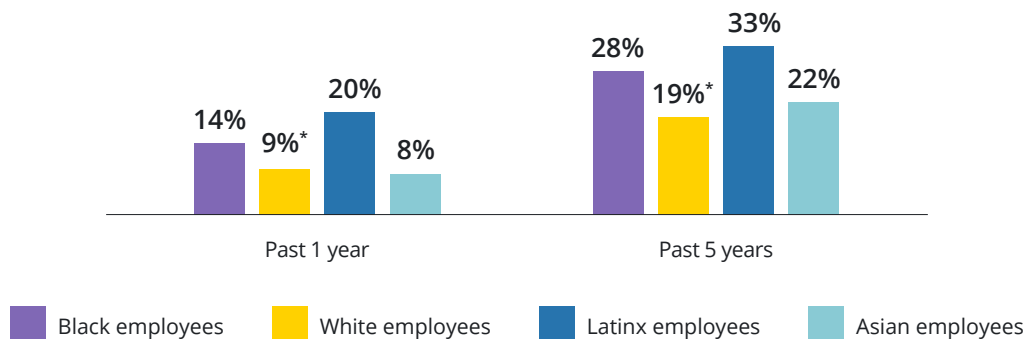


Note: Statistical significance is not reported when n is less than 10; *p-value less than 0.05 when comparing Black employees to White employees

Recent Harassment

Fourteen percent of Black LGBTQ employees reported experiencing at least one form of harassment in the workplace based on their sexual orientation or gender identity in the past year, and 28% reported these experiences in the past five years. By comparison, 9% of White LGBTQ employees had such experiences in the past year and 19% in the past five years.

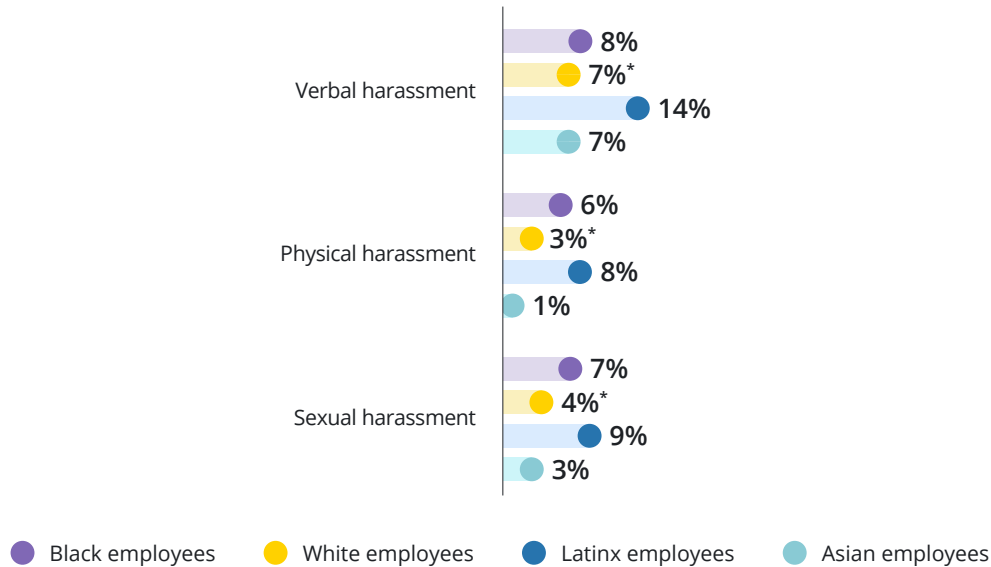
Figure 13. Recent experiences of workplace harassment based on LGBTQ status among LGBTQ employees by race/ethnicity



Note: *p-value less than 0.05 when comparing Black employees to White employees

More specifically, 8% of Black LGBTQ employees reported verbal harassment, 6% reported physical harassment, and 7% reported sexual harassment in the past year. Black LGBTQ employees were more likely than White LGBTQ employees to report sexual harassment (7% vs. 4%) and physical harassment (6% vs. 3%) in the past year. In the past five years, Black LGBTQ employees reported higher rates than White LGBTQ employees of being verbally harassed (24% vs. 15%), physically harassed (13% vs. 7%), and sexually harassed (16% vs. 9%).

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



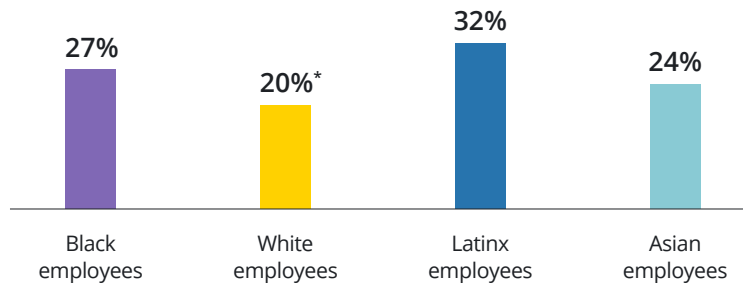
Note: Statistical significance is not reported when n is less than 10; *p-value less than 0.05 when comparing Black employees to White employees

EXPERIENCES AT CURRENT JOB

Respondents were asked specifically about their experiences at their current job. Approximately seven in ten Black LGBTQ employees (69%) felt that their current workplace environment was somewhat or very supportive, while 12% felt the environment was somewhat or very unsupportive of LGBTQ people. These percentages mirrored those who expressed job satisfaction (71%) and dissatisfaction (14%) with their current job. Black LGBTQ employees were somewhat less likely to find their current workplace environment unsupportive than Latinx LGBTQ employees (12% vs. 16%).

At their current job, about one-fourth (27%) of Black LGBTQ employees reported one or more adverse workplace experiences related to their sexual orientation or gender identity, compared to one-fifth (20%) of White LGBTQ employees.

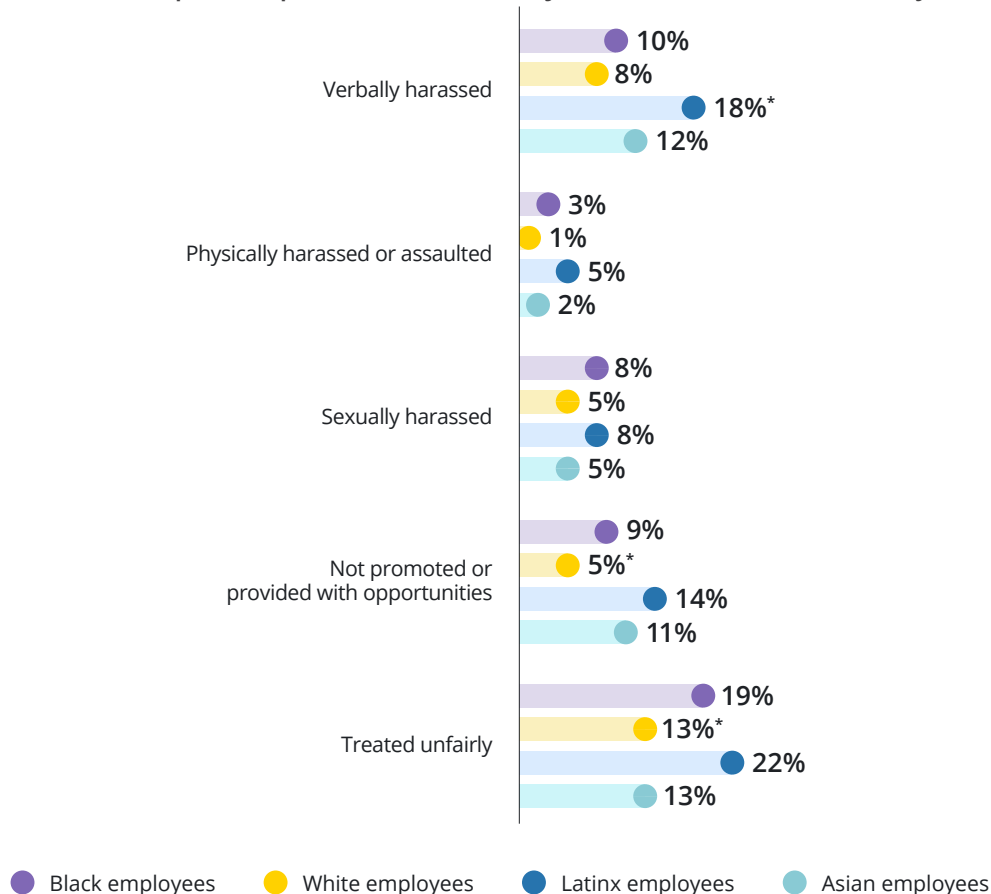
Figure 15. Adverse workplace experiences based on LGBTQ status among LGBTQ employees at current job, by race/ethnicity



Note: *p-value less than 0.05 when comparing Black employees to White employees

More specifically, 19% of Black LGBTQ employees reported being treated unfairly, 10% reported being verbally harassed, 9% reported not being promoted or being denied other opportunities, 8% reported being sexually harassed, and 3% reported being physically harassed or assaulted at their current job. Compared to White LGBTQ employees, Black LGBTQ employees were more likely to report being treated unfairly (19% vs. 13%) and not being promoted or denied other opportunities (9% vs. 5%) at their current job. In contrast, Black LGBTQ employees were less likely to report being verbally harassed than Latinx LGBTQ employees (10% vs. 18%).

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



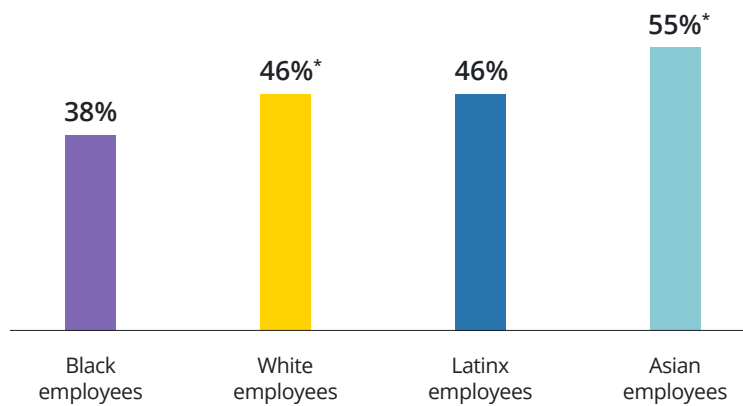
Note: Statistical significance is not reported when n is less than 10; *p-value less than 0.05 when comparing Black employees to White employees or Latinx employees

AVOIDING AND ADDRESSING DISCRIMINATION AND HARASSMENT

LGBTQ employees often take steps to avoid experiencing discrimination and harassment.¹⁹ They may conceal their sexual orientation or gender identity at work, avoid talking about their personal lives with coworkers, and 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.

More than a third (38%) of Black LGBTQ employees reported that they are not out about being LGBTQ to their current supervisor. Black LGBTQ employees were less likely than White LGBTQ employees (38% vs. 46%) and Asian LGBTQ employees (38% vs. 55%) to report not being out to their supervisor. Put differently, Black LGBTQ employees (63%) were more likely to be out to their supervisors than White (54%) and Asian LGBTQ employees (45%). This may, in part, explain why they report higher rates of discrimination and harassment than White employees on most measures included in the survey.

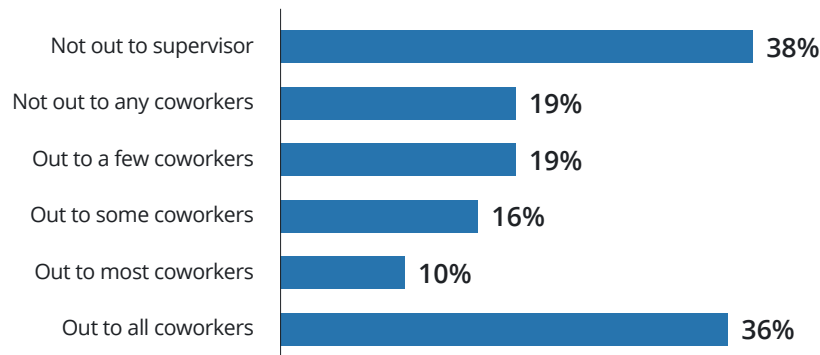
Figure 17. Not being out to supervisors among LGBTQ employees by race/ethnicity



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

Almost one-fifth (19%) of Black LGBTQ employees reported that they are not out to any of their coworkers. More than one-third (36%) reported being out to all their coworkers.

Figure 18. Out at work at current job among Black LGBTQ employees



¹⁹See Christy Mallory & Brad Sears, *LGBTQ Discrimination, Subnational Public Policy, and Law in the United States*, in OXFORD RES. ENCYC. POL. (2020).

Not being out, in full or in part, is a way that many respondents protect themselves from discrimination and harassment. Prior Williams Institute research has shown that LGBTQ employees who were out to at least a few coworkers and/or their supervisor were three times as likely to report experiencing discrimination (39% vs. 12%) and more than twice as likely to report harassment (42% vs. 17%) because of their sexual orientation or gender identity compared to LGBTQ employees who were not out to anyone at work.²⁰

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

There was one time I was working this job, and I thought I had made a friend. I disclosed to this worker that I was bisexual, and he ended up telling other people, and they started talking about me behind my back.

— Black cisgender bisexual man from Wisconsin

Someone I worked with kept telling me, “I know WHAT you are,” and when I would ask for clarification, he wouldn’t give me any. He would just make sure that I knew he knew, and it was very uncomfortable for me.

— Black cisgender bisexual man from New York

I witnessed a coworker being bullied by other staff because he was a gay man.

— Black cisgender gay man from Arizona

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.²¹ LGBTQ people who are open about their sexual orientation and gender identity may still engage in covering behaviors in order to minimize their LGBTQ identity.²²

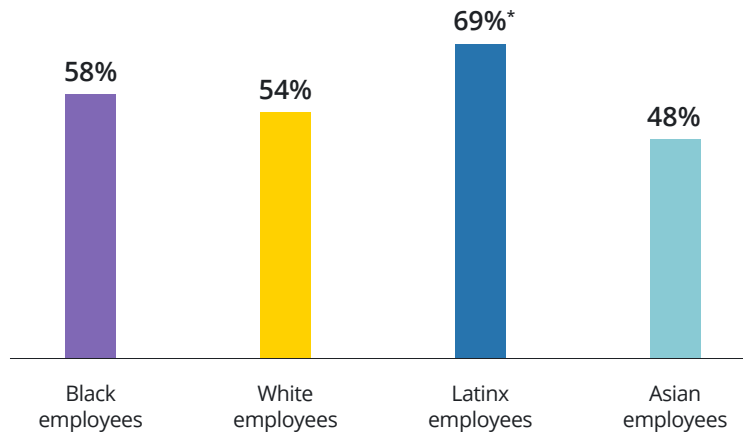
Many Black LGBTQ employees reported engaging in covering behaviors at their current jobs to avoid harassment or discrimination related to their sexual orientation or gender identity. Fifty-eight percent of Black LGBTQ employees reported that they engaged in covering behaviors. Black LGBTQ employees were less likely to report engaging in covering behaviors at work compared to Latinx LGBTQ employees (58% vs. 69%).

²⁰ BRAD SEARS ET AL., WILLIAMS INST., LGBT PEOPLE’S EXPERIENCES OF WORKPLACE DISCRIMINATION AND HARASSMENT (2024), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Workplace-Discrimination-Aug-2024.pdf>.

²¹ Kenji Yoshino, *Covering*, Yale L. J. 837(2001). Covering is not necessarily the same as concealing LGBTQ status.

²² *Id.* at 838.

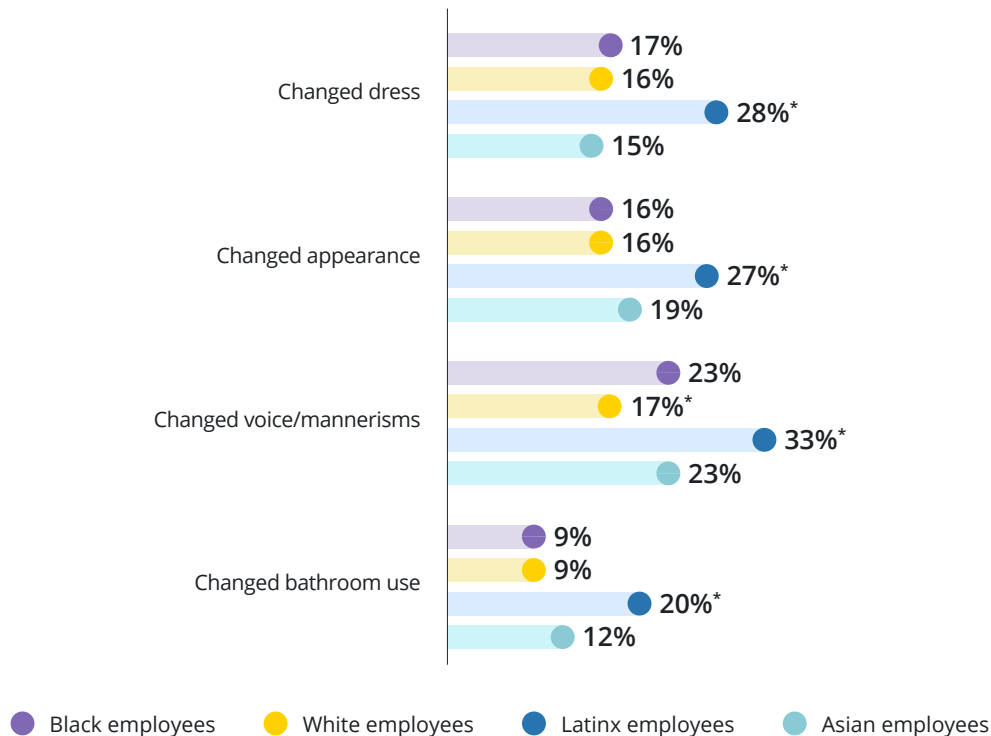
Figure 19. Covering behaviors among LGBTQ employees by race/ethnicity



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

More specifically, Black LGBTQ employees took steps to change how they presented themselves at work, including 23% who reported changing their voice or mannerisms; 17% who reported changing how they dressed; 16% who changed their physical appearance; and 9% who reported changing where, when, or how frequently they used the bathroom. Black LGBTQ employees were less likely than Latinx LGBTQ employees to report changing their voice and mannerisms (23% vs. 33%), how they dressed (17% vs. 28%), their appearance (16% vs. 27%), and their bathroom usage (9% vs. 20%) at work. Conversely, Black LGBTQ employees were more likely to report that they changed their voice or mannerisms at work than White LGBTQ employees (23% vs. 17%).

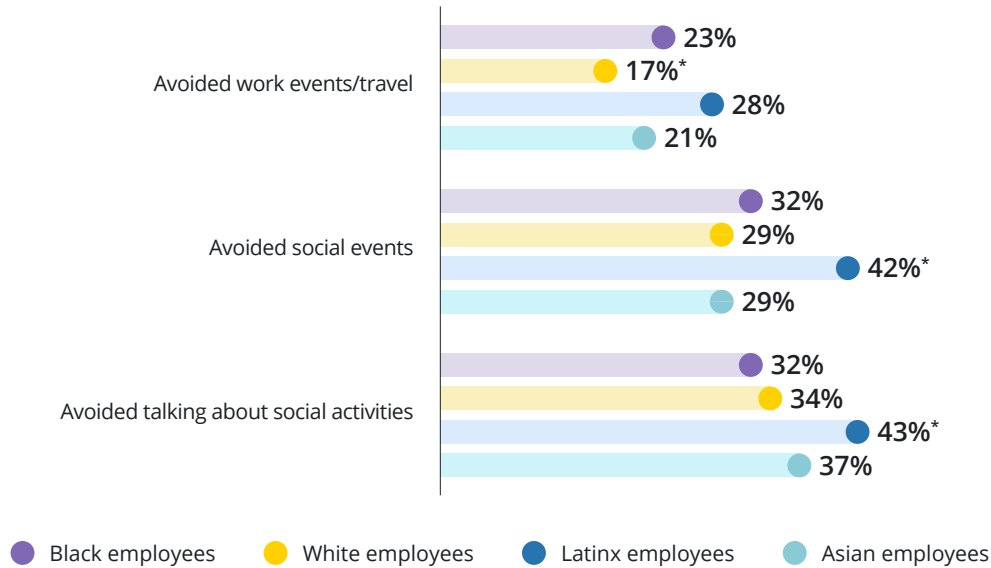
Figure 20. Covering behaviors related to appearance and bathroom use at work among LGBTQ employees by race/ethnicity



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

To avoid discrimination and harassment based on their sexual orientation and gender identity, almost one-fourth (23%) of Black LGBTQ employees reported avoiding work events and travel, and one-third (32%) reported avoiding work-related social events and talking about their social activities outside of work with coworkers. Black LGBTQ employees were more likely to avoid workplace events and travel than White LGBTQ employees (23% vs. 17%) but less likely to avoid work-related social events (32% vs. 42%) or talking about social activities at work (32% vs. 43%) than Latinx LGBTQ employees.

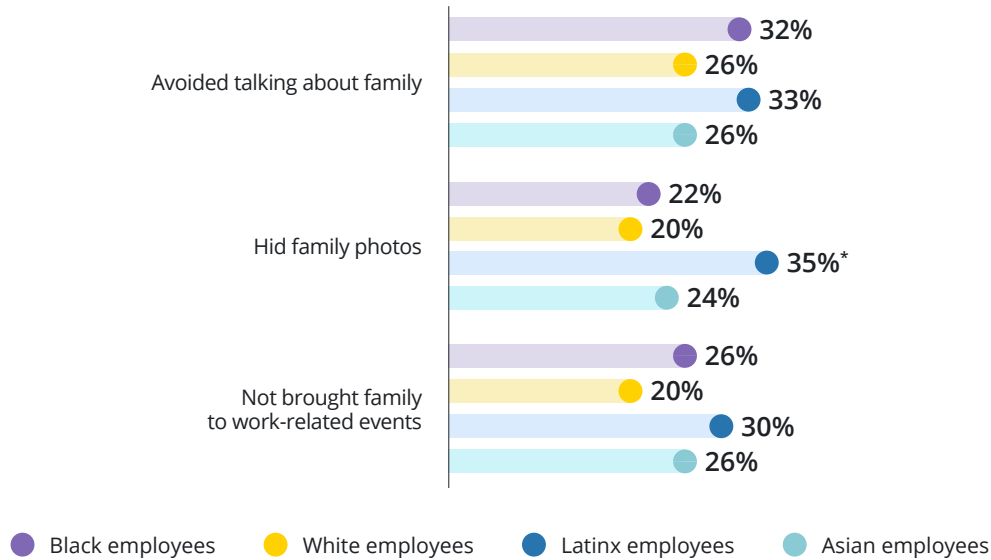
Figure 21. Covering behaviors among LGBTQ employees related to attending work activities and talking about outside activities at work by race/ethnicity



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

Many Black LGBTQ employees also avoided talking about their families and bringing them to work events to avoid discrimination and harassment. Almost one-third of Black LGBTQ employees reported avoiding talking about their family at work (32%). Over one-fifth (22%) reported hiding family photos, and over one-fourth (26%) reported not bringing family members to work-related events. While similar to White and Asian LGBTQ employees, Black LGBTQ employees were less likely than Latinx LGBTQ employees to report hiding family photos at work (22% vs. 35%).

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



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

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.²³ Decades of research have linked unsupportive workplace environments for LGBTQ people to poorer health, decreased job satisfaction, and reduced job commitment, among other negative outcomes.²⁴

Over one-third of Black LGBTQ employees have left a job at some point in their lives because of how their employer treated them based on their sexual orientation or gender identity (35%); have looked for other jobs because of how they were personally treated by their employer based on their LGBTQ status (36%); or have looked for other jobs due to their workplace environment being unsupportive of LGBTQ people (36%). Black LGBTQ employees are more likely to have left a job (35% vs. 30%) or looked for a job (36% vs. 32%) because of how their employer treated them than White LGBTQ employees.

²³ 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.

²⁴ *Id.*

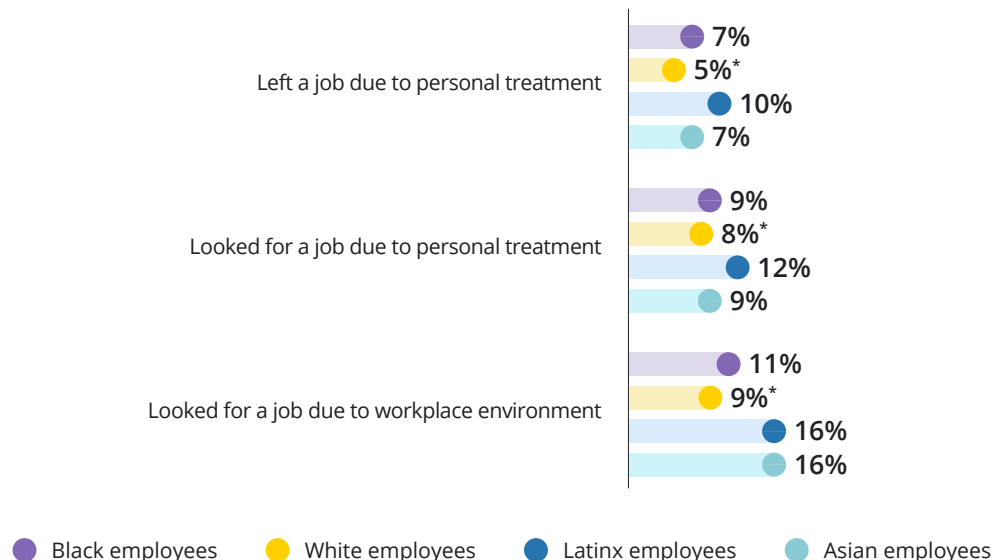
Figure 23. Impact of discrimination and unsupportive environments for LGBTQ people on lifetime employee retention among LGBTQ employees by race/ethnicity



Note: *p-value less than 0.05 when comparing Black employees to White employees

In the past year, 7% of Black LGBTQ employees reported that they left a job because of how they were treated due to their LGBTQ status; 9% reported looking for a job because of how they were treated due to their LGBTQ status; and 11% reported looking for a job due to their workplace being unsupportive of LGBTQ people in general. In the past year, Black LGBTQ employees were also more likely to report leaving a job due to personal mistreatment, looking for a job due to personal mistreatment, or looking for a job due to the workplace environment for LGBTQ people in general than White LGBTQ employees (5%, 8%, and 9%, respectively).

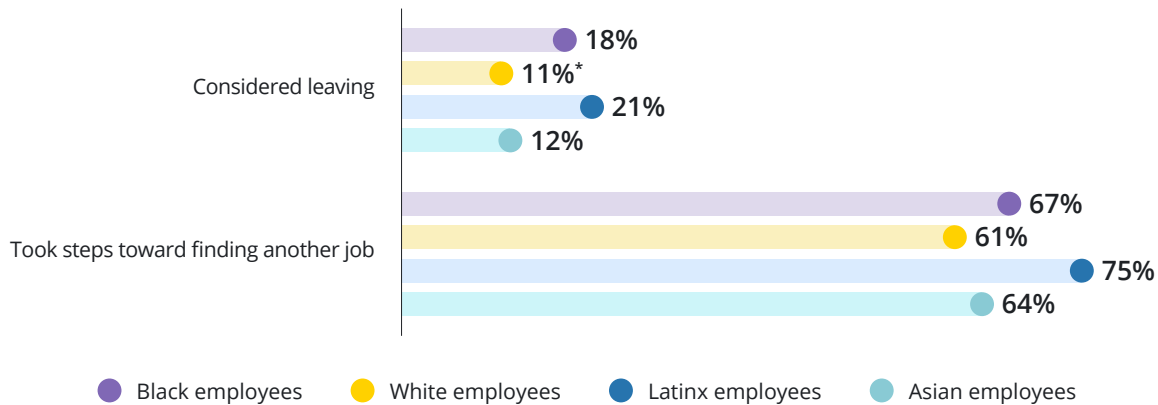
Figure 24. Impact of discrimination and unsupportive environments for LGBTQ people on past year employee retention by race/ethnicity



Note: Statistical significance is not reported when n is less than 10.; *p-value less than 0.05 when comparing Black employees to White employees

When asked about their current jobs, Black LGBTQ employees were more likely than White LGBTQ employees to report that they considered leaving their jobs due to an unsupportive workplace environment (18% vs. 11%). Of Black LGBTQ employees who were considering leaving their current jobs, two-thirds (67%) reported that they had already taken steps toward finding another job.

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



Note: *p-value less than 0.05 when comparing Black employees to White employees

Some Black LGBTQ respondents who left their jobs or thought about leaving because of harassment and discrimination provided more detail about these experiences:

A boss told me that I either had to 'toughen up and stop acting like a tranny twink' or leave. I quit on the spot.

— Black nonbinary bisexual employee from Pennsylvania

My worst experience was probably when a coworker wasn't having his way and started calling me a name in front of all my other coworkers. It was really embarrassing to hear him call me all the bad gay slang. I wanted to quit and not come back.

— Black cisgender gay man from Georgia

When I lived in Kentucky, I was an intern, and every morning, I would ... clock in, and I would hear slurs about my skin color or my sexual orientation. It got to the point where I was super depressed, and I just had to quit early in my internship.

— Black cisgender bisexual woman from Texas

RESPONSES TO EXPERIENCES OF DISCRIMINATION AND HARASSMENT

The survey did not ask respondents whether they had attempted to address the discrimination and harassment they experienced by telling their supervisor, filing a formal complaint with their company, or taking legal action. However, some respondents described doing so in their write-in responses. When asked to describe their worst workplace experience, some Black LGBTQ respondents focused on a lack of responsiveness to their complaints:

*Every day I came into work, I would hear gay slurs: "She thinks she is a man" and also "that black b*tch." She is "a woman and needs to dress like one and not like a man." After reporting to the manager, they didn't do anything either but told me that I need to come to work [dressed] like a girl."*

— Black cisgender lesbian from New York

My boss allowed coworkers to call me "her or him" and laughed about it.

— Black nonbinary employee from New Jersey

Walking into work, I got called gay because of the way I dressed ... not thinking anything of it, I proceeded to work, and all of a sudden, I see the person that called me that following me, harassing me, and telling me I was not worth anything cause I was gay ... He kept that up until the end of the day. I went to my manager and told her I was being harassed, and they just said something to him but didn't fire him.

— Black bisexual cisgender woman from Florida

They would tell me that I am the devil in sheep's clothing because being a lesbian is a sin—and that I should repent my sins, ... go to church, and make them pray for me. I told my manager, but he was religious too, so therefore I was stuck in a hard place.

— Black cisgender lesbian from New York

CONCLUSION

Black LGBTQ employees face high levels of discrimination and harassment in the workplace. Fifty-one percent of Black LGBTQ employees reported experiencing some form of employment discrimination or harassment based on their sexual orientation or gender identity at some point in their lives. This discrimination is ongoing. Within the past year, 15% of Black LGBTQ employees reported that they had been fired, not hired, or not promoted because of their sexual orientation or gender identity, and 14% reported they experienced at least one form of harassment at work.

Many Black LGBTQ employees are not fully out in the workplace, and many are actively engaged in covering behaviors (such as changing their dress or appearance) to hide or downplay their sexual orientation or gender identity. Over one-third (38%) of Black LGBTQ employees reported that they are not open about being LGBTQ to their current supervisor, and 19% reported that they are not out to any of their coworkers. Over half (58%) of Black LGBTQ employees reported changing how they presented themselves at work or avoiding discussions about their lives and their families in the workplace to avoid discrimination and harassment.

Experiences of discrimination and harassment, as well as unsupportive workplace environments, are leading many Black LGBTQ employees to leave or consider leaving their jobs. More than a third (35%) of Black LGBTQ employees reported that they left a job at some point in their lives because of how their employer treated them based on their sexual orientation or gender identity. Due to the workplace environment for LGBTQ people at their current job, almost one in five (18%) Black LGBTQ employees reported they considered leaving, with two-thirds (67%) of these employees taking steps towards finding another job.

Along most measures, Black LGBTQ employees reported higher rates of adverse workplace experiences compared to White LGBTQ employees. The findings in this report suggest that further research should be conducted to understand those differences, including:

- Black LGBTQ employees are more likely to be out to their supervisors (63%) than White LGBTQ employees (54%). Prior Williams Institute research has shown that those who are out in the workplace face much higher levels of discrimination and harassment.²⁵
- Further, like the general population of Black adults, Black LGBTQ adults were more likely than White LGBTQ adults to live in the Southeast of the United States (44%), a region with some of the least protective laws and levels of social support for LGBTQ people.
- Black LGBTQ employees are more likely to have jobs that do not require a college degree and that earn less income. Almost seven in 10 (69%) Black LGBTQ adults in the workforce do not have a Bachelor's degree, and six in 10 (59%) were making less than \$50,000 a year.
- Finally, Black LGBTQ employees face discrimination along multiple marginalized identities, including based on their race and their LGBTQ status.

These findings suggest that employers need to pay specific attention to the workplace experiences of Black LGBTQ employees. Individual reports of discrimination by Black LGBTQ employees indicate that more robust protections, including monitoring and enforcement, are needed to ensure that Black LGBTQ people are fully protected from discrimination and harassment in the workplace.

²⁵ BRAD SEARS ET AL., WILLIAMS INST., LGBT PEOPLE'S EXPERIENCES OF WORKPLACE DISCRIMINATION AND HARASSMENT (2024), <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Workplace-Discrimination-Aug-2024.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 who were currently in the workforce. Participants were selected by Morning Consult from the Lucid and Pure Spectrum survey panels.²⁶ 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.²⁷ 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.²⁸ Some questions about concealment and avoidance are from a survey developed by the Center for American Progress.²⁹ 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.³⁰ 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

²⁶ 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.

²⁷ Sears et al., *supra* note 3.

²⁸ David R. Williams, Measuring Discrimination Resource (2016), https://scholar.harvard.edu/files/davidrwilliams/files/measuring_discrimination_resource_june_2016.pdf.

²⁹ 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/>.

³⁰ NORC at the University of Chicago, The General Social Survey: GSS Questionnaire 2008, <https://gss.norc.uchicago.edu/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>.

identity, as well as experiences where the religious beliefs of others were believed to be a factor in how the respondent was treated.

In addition to questions included in the 2021 survey, the 2023 survey included questions about intersectional discrimination (discrimination based on multiple marginalized characteristics), 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.³¹

A total of 1,902 participants who self-identified as lesbian, gay, bisexual or were 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 0.05.³² 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.³³ 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 subset on LGBTQ respondents in the workforce (full-time employed, part-time employed, self-employed, or looking for work), and 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.

³¹ 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>.

³² 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).

³³ 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 panels³⁴ 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.

³⁴ 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

| | BLACK n=218 | | WHITE n=1195 | | LATINX n=338 | | ASIAN n=75 | | OTHER n=76 | |
|--|-------------|--------------|--------------|--------------|--------------|--------------|------------|--------------|------------|--------------|
| | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI |
| Age | | | | | | | | | | |
| 18-34 | 59.0% | [51.5, 66.4] | 45.6% | [42.5, 48.7] | 65.5% | [59.6, 71.4] | 64.4% | [51.0, 77.8] | 61.7% | [48.8, 74.7] |
| 35-44 | 22.0% | [16.4, 27.6] | 15.2% | [13.2, 17.2] | 16.8% | [12.7, 20.9] | 13.8% | [5.9, 21.6] | 12.7% | [5.0, 20.5] |
| 45-64 | 19.1% | [11.7, 26.4] | 31.8% | [28.4, 35.2] | 15.7% | [10.3, 21.1] | 17.2% | [5.1, 29.3] | 23.0% | [10.2, 35.8] |
| 65 and up | 0.0% | [0, 0] | 7.4% | [5.1, 9.7] | 2.0% | [-0.3, 4.4] | 4.6% | [-4.1, 13.3] | 2.6% | [-2.4, 7.5] |
| Sex Assigned at Birth | | | | | | | | | | |
| Male | 41.3% | [33.9, 48.8] | 44.2% | [40.9, 47.5] | 37.1% | [31.2, 43.0] | 47.4% | [34.6, 60.3] | 29.0% | [16.5, 41.5] |
| Female | 58.7% | [51.2, 66.1] | 55.8% | [52.5, 59.1] | 62.9% | [57.0, 68.8] | 52.6% | [39.8, 65.4] | 71.0% | [58.5, 83.5] |
| Gender Identity³⁵ | | | | | | | | | | |
| Transgender | 3.3% | [0.4, 6.1] | 3.9% | [2.8, 5.0] | 5.5% | [3.1, 7.9] | 3.2% | [-0.4, 6.7] | 5.2% | [0.1, 10.2] |
| Nonbinary | 5.2% | [2.5, 7.9] | 6.0% | [4.8, 7.2] | 6.8% | [4.4, 9.2] | 7.1% | [1.9, 12.4] | 15.9% | [8.1, 23.6] |
| Cisgender LGB | 91.5% | [87.7, 95.4] | 90.2% | [88.6, 91.8] | 87.7% | [84.4, 91.1] | 89.7% | [83.4, 96.0] | 79.0% | [70.1, 87.9] |
| Sexual Orientation³⁶ | | | | | | | | | | |
| Gay | 22.8% | [16.8, 30.2] | 25.5% | [22.4, 28.8] | 19.5% | [14.7, 25.4] | 20.1% | [10.1, 36.1] | 11.3% | [5.3, 22.2] |
| Lesbian | 14.3% | [10.3, 19.5] | 13.6% | [11.7, 15.7] | 14.2% | [10.8, 18.4] | 7.4% | [3.4, 15.1] | 13.7% | [7.2, 24.5] |
| Lesbian or Gay and Nonbinary ³⁷ | 1.1% | [0.4, 3.5] | 1.0% | [0.6, 1.6] | 0.7% | [0.2, 2.2] | 1.0% | [0.1, 6.9] | 2.3% | [0.5, 8.9] |
| Straight | 1.5% | [0.3, 6.6] | 0.2% | [0.1, 0.5] | 0.2% | [0, 1.7] | 0.0% | [0, 0] | 0.0% | [0, 0] |
| Bisexual | 59.5% | [52.2, 66.5] | 58.1% | [54.8, 61.3] | 62.1% | [56.2, 67.6] | 69.6% | [55.3, 80.9] | 64.7% | [52.4, 75.4] |

³⁵ Participants who selected gender identity response options, including male, female, transgender, and non-binary, 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.

³⁶ Given the high number of cells with zero values, chi-square test could not be computed.

³⁷ 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.

| | BLACK n=218 | | WHITE n=1195 | | LATINX n=338 | | ASIAN n=75 | | OTHER n=76 | |
|---|-------------|--------------|--------------|--------------|--------------|--------------|------------|--------------|------------|--------------|
| | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI |
| Something else | 0.0% | [0, 0] | 1.4% | [1.0, 2.1] | 2.9% | [1.6, 5.1] | 2.0% | [0.5, 7.8] | 6.1% | [2.7, 13.3] |
| Not sure/ questioning | 0.7% | [0.2, 2.8] | 0.2% | [0.1, 0.5] | 0.5% | [0.1, 1.9] | 0.0% | [0, 0] | 2.0% | [0.5, 7.9] |
| Education | | | | | | | | | | |
| Less than Bachelor's degree | 68.5% | [61.7, 75.3] | 53.4% | [50.2, 56.6] | 58.6% | [52.8, 64.3] | 30.0% | [19.5, 40.5] | 59.0% | [46.6, 71.4] |
| Bachelors degree | 20.9% | [14.7, 27.1] | 29.5% | [26.6, 32.5] | 29.0% | [23.7, 34.3] | 54.5% | [42.1, 66.9] | 18.7% | [9.9, 27.5] |
| More than Bachelor's degree | 10.6% | [6.4, 14.8] | 17.1% | [14.5, 19.7] | 12.5% | [8.2, 16.7] | 15.5% | [5.6, 25.5] | 22.3% | [10.6, 33.9] |
| Individual Income | | | | | | | | | | |
| None | 1.9% | [0.2, 3.5] | 1.0% | [0.5, 1.5] | 0.8% | [-0.1, 1.6] | 0.0% | [0, 0] | 1.0% | [-1.0, 3.0] |
| \$1 to \$24,999 | 23.5% | [17.7, 29.3] | 16.7% | [14.5, 19.0] | 15.2% | [11.5, 19.0] | 16.5% | [6.1, 26.9] | 20.9% | [11.8, 30.0] |
| \$25,000 to \$49,999 | 33.6% | [26.5, 40.7] | 31.5% | [28.6, 34.4] | 32.1% | [26.9, 37.3] | 27.0% | [16.4, 37.7] | 34.3% | [22.5, 46.2] |
| \$50,000 to \$99,999 | 32.0% | [25.3, 38.7] | 33.1% | [30.0, 36.2] | 37.3% | [31.7, 43.0] | 32.5% | [21.3, 43.8] | 36.4% | [24.2, 48.5] |
| \$100,000+ | 9.1% | [5.2, 12.9] | 17.6% | [14.9, 20.3] | 14.6% | [10.0, 19.1] | 23.9% | [12.4, 35.5] | 7.4% | [1.5, 13.3] |
| Current Employment | | | | | | | | | | |
| For-profit business | 64.8% | [58.1, 71.5] | 67.1% | [64.1, 70.1] | 70.7% | [65.7, 75.6] | 57.7% | [44.9, 70.5] | 55.4% | [43.3, 67.4] |
| Non-profit organization | 7.5% | [3.8, 11.2] | 8.0% | [6.3, 9.7] | 6.7% | [4.1, 9.2] | 6.6% | [1.4, 11.8] | 8.4% | [2.1, 14.6] |
| Government employee, including military | 13.1% | [8.7, 17.4] | 10.6% | [8.7, 12.5] | 10.5% | [7.3, 13.7] | 11.4% | [4.5, 18.3] | 10.8% | [4.3, 17.4] |
| Self or family employed | 8.9% | [5.1, 12.6] | 12.2% | [10.1, 14.4] | 9.9% | [6.7, 13.2] | 21.3% | [9.1, 33.5] | 22.7% | [12.5, 32.8] |
| Unemployed but looking | 5.8% | [2.4, 9.3] | 2.1% | [1.2, 3.1] | 2.2% | [0.7, 3.8] | 3.1% | [-2.8, 8.9] | 2.8% | [-1.1, 6.6] |
| Region | | | | | | | | | | |
| Pacific | 7.0% | [3.7, 10.3] | 13.7% | [11.3, 16.0] | 18.8% | [14.5, 23.1] | 38.1% | [26.1, 50.1] | 28.2% | [17.2, 39.2] |
| Rocky Mountain | 2.9% | [0.9, 4.8] | 4.6% | [3.3, 6.0] | 7.5% | [4.4, 10.7] | 9.0% | [1.7, 16.3] | 7.2% | [0.8, 13.6] |
| Southwest | 10.1% | [5.6, 14.5] | 8.7% | [6.9, 10.4] | 22.9% | [18.2, 27.7] | 4.4% | [0.1, 8.8] | 3.0% | [-0.4, 6.4] |
| Midwest | 13.2% | [8.7, 17.7] | 24.3% | [21.6, 26.9] | 13.0% | [9.0, 17.0] | 15.5% | [6.4, 24.6] | 19.2% | [10.5, 28.0] |
| Northeast | 23.5% | [17.1, 29.8] | 22.4% | [19.5, 25.2] | 16.4% | [12.1, 20.6] | 25.1% | [13.2, 37.0] | 23.8% | [12.0, 35.5] |
| Southeast | 43.5% | [36.3, 50.6] | 26.4% | [23.7, 29.2] | 21.4% | [16.6, 26.2] | 7.8% | [1.9, 13.7] | 18.6% | [9.6, 27.6] |

| | BLACK n=218 | | WHITE n=1195 | | LATINX n=338 | | ASIAN n=75 | | OTHER n=76 | |
|--|--------------|---------------------|--------------|--------------|--------------|---------------------|------------|--------------|------------|--------------|
| | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI |
| Cohabiting Partner | | | | | | | | | | |
| Married/ Spouse | 22.8% | [16.6, 29.0] | 28.2% | [25.3, 31.1] | 27.4% | [22.2, 32.6] | 23.9% | [13.5, 34.4] | 12.8% | [5.8, 19.8] |
| Non-marital legally recognized partner | 4.1% | [1.5, 6.6] | 5.8% | [4.3, 7.3] | 9.4% | [6.0, 12.8] | 1.0% | [-0.9, 2.9] | 3.0% | [-0.4, 6.4] |
| Unmarried partner | 17.7% | [12.5, 22.9] | 19.6% | [17.2, 22.0] | 20.4% | [15.9, 24.9] | 18.0% | [9.2, 26.7] | 28.0% | [16.8, 39.2] |
| Single (No cohabitating partner) | 55.5% | [48.3, 62.6] | 46.4% | [43.2, 49.6] | 42.9% | [37.3, 48.6] | 57.1% | [44.9, 69.4] | 56.2% | [44.1, 68.3] |
| Gender identity of partner | | | | | | | | | | |
| Male | 48.4% | [37.8, 59.1] | 56.4% | [52.2, 60.6] | 53.4% | [45.8, 61.0] | 38.6% | [21.5, 55.8] | 57.7% | [39.7, 75.7] |
| Female | 45.6% | [35.2, 56.0] | 35.5% | [31.4, 39.6] | 38.6% | [31.2, 45.9] | 56.7% | [39.3, 74.1] | 35.4% | [17.3, 53.4] |
| Transgender | 2.2% | [-0.8, 5.2] | 3.0% | [1.6, 4.4] | 4.3% | [1.7, 7.0] | 2.3% | [-2.2, 6.9] | 2.3% | [-2.2, 6.8] |
| Nonbinary | 3.8% | [0, 7.7] | 5.1% | [3.4, 6.7] | 3.8% | [1.1, 6.4] | 2.3% | [-2.2, 6.9] | 4.6% | [-1.7, 10.9] |

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

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

| | BLACK n=218 | | WHITE n=1195 | | LATINX n=338 | | ASIAN n=75 | | OTHER n=76 | |
|-------------------------------------|--------------|---------------------|--------------|---------------------|--------------|---------------------|------------|--------------|--------------|--------------------|
| | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI |
| Treated unfairly | 37.7% | [30.8, 44.6] | 31.3% | [28.3, 34.3] | 45.0% | [39.2, 50.8] | 28.7% | [18.1, 39.3] | 28.7% | [18.0, 39.4] |
| Heard negative comments | 66.2% | [59.4, 72.9] | 73.2% | [70.4, 76.0] | 74.6% | [69.8, 79.4] | 56.4% | [43.5, 69.3] | 77.4% | [67.3, 87.5] |
| Any discrimination or harassment | 51.3% | [44.1, 58.5] | 41.9% | [38.7, 45.1] | 57.8% | [52.2, 63.4] | 43.7% | [31.4, 56.1] | 41.4% | [29.6, 53.1] |
| Specific Adverse Experiences | | | | | | | | | | |
| Any lifetime discrimination | 40.6% | [33.6, 47.5] | 27.2% | [24.3, 30.0] | 45.8% | [40.0, 51.6] | 32.2% | [20.8, 43.6] | 28.4% | [18.2, 38.6] |
| Fired | 29.2% | [22.8, 35.7] | 15.2% | [13.0, 17.5] | 31.1% | [25.7, 36.6] | 20.3% | [10.5, 30.0] | 17.5% | [9.0, 26.0] |
| Not hired | 28.6% | [22.3, 34.9] | 16.8% | [14.4, 19.2] | 33.5% | [27.9, 39.1] | 27.5% | [16.6, 38.5] | 14.6% | [7.0, 22.3] |
| Not promoted | 24.5% | [18.7, 30.3] | 17.6% | [15.2, 20.1] | 30.3% | [24.8, 35.7] | 23.8% | [13.8, 33.8] | 12.7% | [5.4, 19.9] |

| | BLACK n=218 | | WHITE n=1195 | | LATINX n=338 | | ASIAN n=75 | | OTHER n=76 | |
|-------------------------|-------------|--------------|--------------|--------------|--------------|--------------|------------|--------------|------------|--------------|
| | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI |
| Any lifetime harassment | 39.6% | [32.6, 46.5] | 33.5% | [30.4, 36.5] | 45.3% | [39.6, 51.0] | 34.5% | [23.0, 46.0] | 32.6% | [21.7, 43.6] |
| Verbal harassment | 35.0% | [28.3, 41.8] | 26.1% | [23.3, 28.9] | 36.2% | [30.6, 41.7] | 32.0% | [20.7, 43.2] | 28.4% | [17.9, 38.8] |
| Physical harassment | 20.4% | [14.9, 26.0] | 13.0% | [10.9, 15.1] | 22.2% | [17.4, 26.9] | 18.4% | [8.7, 28.2] | 11.4% | [3.8, 18.9] |
| Sexual harassment | 23.8% | [17.9, 29.6] | 19.3% | [16.8, 21.9] | 26.1% | [20.9, 31.3] | 21.9% | [11.7, 32.1] | 19.7% | [10.4, 29.0] |

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Black 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

| | BLACK N=218 | | WHITE N=1195 | | LATINX N=338 | | ASIAN N=75 | | OTHER N=76 | |
|---|-------------|--------------|--------------|--------------|--------------|---------------------|------------|--------------|------------|--------------|
| | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI |
| Treated unfairly | | | | | | | | | | |
| Within the past year | 13.3% | [8.7, 17.9] | 7.7% | [6.2, 9.3] | 19.3% | [14.7, 23.9] | 11.5% | [4.4, 18.6] | 9.2% | [2.9, 15.5] |
| One to five years | 12.3% | [7.7, 16.9] | 8.9% | [7.3, 10.6] | 13.7% | [9.7, 17.7] | 7.9% | [2.1, 13.6] | 7.8% | [2.1, 13.5] |
| Over five years ago | 12.1% | [7.5, 16.7] | 14.7% | [12.2, 17.1] | 12.0% | [7.8, 16.2] | 9.3% | [2.5, 16.2] | 11.7% | [3.6, 19.8] |
| Heard negative comments | | | | | | | | | | |
| Within the past year | 30.4% | [23.9, 37.0] | 33.8% | [30.8, 36.7] | 46.0% | [40.3, 51.7] | 31.8% | [21.1, 42.5] | 31.8% | [21.1, 42.6] |
| One to five years | 23.7% | [17.3, 30.0] | 21.6% | [19.0, 24.2] | 18.6% | [14.1, 23.1] | 12.3% | [5.2, 19.3] | 28.9% | [17.4, 40.4] |
| Over five years ago | 12.1% | [7.3, 16.8] | 17.9% | [15.1, 20.6] | 10.0% | [6.3, 13.7] | 12.3% | [3.6, 21.0] | 16.7% | [6.3, 27.0] |
| Any discrimination or harassment | | | | | | | | | | |
| Within the past year | 22.8% | [17.3, 28.3] | 11.9% | [10.0, 13.8] | 25.9% | [20.8, 30.9] | 17.6% | [9.3, 25.9] | 10.4% | [4.1, 16.6] |
| One to five years | 14.6% | [9.6, 19.6] | 12.4% | [10.4, 14.3] | 18.4% | [14.0, 22.9] | 12.4% | [4.8, 20.0] | 18.4% | [9.9, 27.0] |
| Over five years ago | 13.9% | [8.5, 19.4] | 17.7% | [15.0, 20.4] | 13.5% | [9.3, 17.8] | 13.8% | [4.2, 23.4] | 12.6% | [4.4, 20.7] |
| SPECIFIC ADVERSE EXPERIENCES | | | | | | | | | | |
| Any discrimination | | | | | | | | | | |
| Within the past year | 14.7% | [10.1, 19.2] | 7.1% | [5.6, 8.6] | 16.4% | [12.1, 20.6] | 13.6% | [6.1, 21.1] | 5.3% | [0.7, 9.9] |
| One to five years | 16.4% | [11.2, 21.6] | 8.3% | [6.7, 10.0] | 16.9% | [12.5, 21.3] | 10.4% | [3.2, 17.5] | 14.7% | [7.0, 22.4] |
| Over five years ago | 9.5% | [5.1, 13.9] | 11.7% | [9.5, 14.0] | 12.5% | [8.2, 16.9] | 8.2% | [0.7, 15.7] | 8.5% | [2.2, 14.7] |

| | BLACK N=218 | | WHITE N=1195 | | LATINX N=338 | | ASIAN N=75 | | OTHER N=76 | |
|----------------------------|-------------|--------------|--------------|--------------|--------------|--------------|------------|-------------|------------|-------------|
| | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI |
| Fired | | | | | | | | | | |
| Within the past year | 6.5% | [3.3, 9.7] | 2.7% | [1.6, 3.8] | 9.0% | [5.7, 12.3] | 3.2% | [-0.4, 6.8] | 4.3% | [0.1, 8.4] |
| One to five years | 14.8% | [9.9, 19.7] | 5.5% | [4.2, 6.8] | 9.8% | [6.6, 13.0] | 7.5% | [2.0, 12.9] | 4.5% | [0.1, 9.0] |
| Over five years ago | 7.9% | [3.7, 12.2] | 7.1% | [5.3, 8.8] | 12.3% | [7.9, 16.7] | 9.6% | [1.7, 17.6] | 8.7% | [2.3, 15.1] |
| Not hired | | | | | | | | | | |
| Within the past year | 8.0% | [4.6, 11.4] | 4.0% | [2.8, 5.2] | 10.5% | [6.8, 14.1] | 7.4% | [2.0, 12.9] | 0.0% | [0, 0] |
| One to five years | 14.1% | [9.2, 19.1] | 6.0% | [4.5, 7.4] | 12.9% | [8.9, 16.9] | 11.9% | [4.3, 19.5] | 9.4% | [3.0, 15.8] |
| Over five years ago | 6.4% | [3.0, 9.9] | 6.8% | [5.1, 8.6] | 10.1% | [6.3, 14.0] | 8.2% | [0.7, 15.7] | 5.3% | [0.7, 9.8] |
| Not promoted | | | | | | | | | | |
| Within the past year | 6.7% | [3.5, 9.9] | 3.7% | [2.6, 4.8] | 9.3% | [6.0, 12.7] | 8.0% | [2.1, 13.8] | 1.0% | [-1.0, 3.0] |
| One to five years | 11.9% | [7.5, 16.2] | 5.2% | [3.9, 6.4] | 13.5% | [9.5, 17.4] | 7.5% | [1.5, 13.5] | 7.9% | [2.1, 13.6] |
| Over five years ago | 5.9% | [2.9, 9.0] | 8.8% | [6.7, 10.8] | 7.5% | [3.9, 11.1] | 8.4% | [1.8, 15.0] | 3.8% | [-0.5, 8.1] |
| Any harassment | | | | | | | | | | |
| Within the past year | 13.7% | [9.3, 18.1] | 8.5% | [6.9, 10.2] | 19.8% | [15.1, 24.4] | 7.9% | [2.5, 13.4] | 7.1% | [1.9, 12.3] |
| One to five years | 14.0% | [9.2, 18.9] | 10.2% | [8.4, 12.0] | 12.8% | [9.1, 16.5] | 13.8% | [5.9, 21.8] | 13.6% | [6.2, 21.1] |
| Over five years ago | 11.9% | [7.0, 16.7] | 14.7% | [12.2, 17.2] | 12.8% | [8.7, 16.8] | 12.7% | [4.2, 21.2] | 11.9% | [4.1, 19.8] |
| Verbal harassment | | | | | | | | | | |
| Within the past year | 8.2% | [4.7, 11.8] | 7.0% | [5.5, 8.5] | 14.3% | [10.1, 18.5] | 6.9% | [1.9, 12.0] | 5.1% | [0.7, 9.5] |
| One to five years | 15.4% | [10.4, 20.3] | 7.8% | [6.2, 9.4] | 12.0% | [8.6, 15.4] | 10.9% | [3.8, 17.9] | 11.1% | [4.4, 17.9] |
| Over five years ago | 11.4% | [6.7, 16.2] | 11.3% | [9.1, 13.5] | 9.9% | [6.2, 13.6] | 14.2% | [5.4, 23.0] | 12.1% | [4.2, 20.1] |
| Physical harassment | | | | | | | | | | |
| Within the past year | 6.2% | [3.2, 9.2] | 3.1% | [2.1, 4.2] | 8.2% | [5.1, 11.3] | 1.0% | [-0.9, 2.9] | 1.0% | [-1.0, 3.0] |
| One to five years | 7.3% | [3.9, 10.6] | 4.2% | [3.1, 5.4] | 7.4% | [4.7, 10.1] | 7.2% | [1.5, 12.9] | 3.8% | [-0.5, 8.0] |
| Over five years ago | 7.0% | [3.1, 11.0] | 5.6% | [4.1, 7.1] | 6.6% | [3.4, 9.7] | 10.2% | [2.0, 18.5] | 6.6% | [0.4, 12.8] |
| Sexual harassment | | | | | | | | | | |
| Within the past year | 6.9% | [3.7, 10.0] | 3.8% | [2.6, 5.0] | 9.1% | [5.7, 12.5] | 3.0% | [-0.4, 6.3] | 2.0% | [-0.8, 4.8] |
| One to five years | 9.4% | [5.6, 13.2] | 5.5% | [4.2, 6.7] | 8.7% | [5.5, 11.8] | 6.0% | [0.7, 11.2] | 7.0% | [1.5, 12.6] |
| Over five years ago | 7.5% | [3.5, 11.6] | 10.0% | [8.0, 12.1] | 8.4% | [4.8, 11.9] | 12.9% | [4.1, 21.8] | 10.7% | [3.2, 18.2] |

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

Table A3. Experiences and opinions of LGBTQ employees (N=1,902) at their current job by race/ethnicity, Employment Experiences Survey, 2023

| | BLACK n=218 | | WHITE n=1195 | | LATINX n=338 | | ASIAN n=75 | | OTHER n=76 | |
|---|--------------|---------------------|--------------|---------------------|--------------|---------------------|------------|--------------|-------------|--------------------|
| | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI | % | 95% CI |
| Any adverse at current job | 26.8% | [20.7, 32.9] | 20.1% | [17.7, 22.5] | 32.1% | [26.7, 37.6] | 24.3% | [14.3, 34.2] | 18.0% | [9.3, 26.7] |
| Specific adverse experience at current job | | | | | | | | | | |
| Verbally harassed | 10.0% | [5.7, 14.4] | 7.9% | [6.3, 9.5] | 17.7% | [13.2, 22.2] | 11.7% | [4.6, 18.7] | 7.3% | [2.0, 12.6] |
| Physically harassed or assaulted | 2.7% | [0.7, 4.8] | 1.2% | [0.6, 1.8] | 4.7% | [2.2, 7.3] | 2.0% | [-1.9, 5.8] | 0.0% | [0, 0] |
| Sexually harassed | 7.6% | [4.2, 11.0] | 4.6% | [3.5, 5.8] | 8.5% | [5.1, 11.8] | 5.0% | [0.1, 9.9] | 4.0% | [0.1, 7.9] |
| Not promoted or provided with opportunities | 8.5% | [5.0, 12.0] | 5.1% | [3.7, 6.4] | 13.9% | [9.6, 18.2] | 11.3% | [4.0, 18.5] | 5.8% | [0.7, 10.9] |
| Treated unfairly at current job | 18.8% | [13.6, 24.0] | 13.1% | [11.0, 15.2] | 21.8% | [16.8, 26.7] | 13.2% | [5.6, 20.8] | 8.0% | [1.6, 14.4] |
| Workplace Environment | | | | | | | | | | |
| Very unsupportive | 4.1% | [1.7, 6.5] | 3.3% | [2.2, 4.4] | 10.0% | [6.5, 13.5] | 0.0% | [0, 0] | 5.9% | [0.7, 11.2] |
| Somewhat unsupportive | 7.8% | [4.3, 11.2] | 7.1% | [5.6, 8.6] | 5.9% | [3.3, 8.5] | 3.7% | [-0.5, 7.8] | 2.5% | [-1.0, 6.1] |
| Neither supportive nor unsupportive | 19.6% | [14.0, 25.2] | 23.5% | [20.7, 26.3] | 21.7% | [16.9, 26.4] | 29.0% | [17.7, 40.2] | 29.5% | [18.0, 41.0] |
| Somewhat supportive | 22.2% | [16.0, 28.4] | 25.4% | [22.6, 28.1] | 28.2% | [22.9, 33.4] | 30.2% | [19.4, 41.1] | 25.6% | [14.8, 36.4] |
| Very supportive | 46.4% | [39.1, 53.6] | 40.8% | [37.6, 43.9] | 34.3% | [28.9, 39.7] | 37.1% | [24.4, 49.9] | 36.5% | [24.7, 48.3] |
| Job satisfaction | | | | | | | | | | |
| Very dissatisfied | 5.9% | [2.6, 9.2] | 3.8% | [2.6, 5.0] | 7.3% | [4.1, 10.6] | 1.0% | [-1.0, 3.0] | 4.9% | [0, 9.8] |
| Somewhat dissatisfied | 8.5% | [4.5, 12.6] | 8.5% | [6.8, 10.2] | 10.7% | [7.2, 14.3] | 8.5% | [2.3, 14.7] | 9.8% | [2.6, 17.0] |
| Neither satisfied nor dissatisfied | 14.5% | [9.3, 19.7] | 14.2% | [12.0, 16.4] | 15.2% | [11.2, 19.3] | 11.7% | [3.7, 19.8] | 15.7% | [7.1, 24.3] |
| Somewhat satisfied | 32.2% | [25.5, 39.0] | 33.0% | [30.0, 36.0] | 32.7% | [27.3, 38.0] | 47.3% | [34.8, 59.9] | 35.9% | [24.0, 47.9] |
| Very satisfied | 38.8% | [31.8, 45.9] | 40.5% | [37.4, 43.7] | 34.1% | [28.6, 39.5] | 31.5% | [19.4, 43.7] | 33.7% | [22.0, 45.4] |

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

Table A4. Openness about being LGBTQ at work among LGBTQ employees (N=1,902) by race/ethnicity, Employment Experiences Survey, 2023

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

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

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

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

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

Table A6. 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

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

Note: CI = confidence interval; Bold text indicates statistically significant difference when compared to Black 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.