



## **Chapter 1: Estimates of LGBT Public Employees**

According to data from the 2007 American Community Survey, over 6.2 million Americans are state employees. In every state, the state government is the largest employer.<sup>1</sup> On average, state governments have six times as many employees as the next largest employer in each state, and three times as many employees as the combined workforce of the next four largest employers in the state.

For example, the State of North Carolina government employs over a quarter million people. The next four employers in the state are Duke University, Nortel Networks, Wake Forest Baptist University Medical Center, and Duke University Hospital. Combined, these four employers employ just fewer than 40,000 people. Similarly, the State of Alabama employs over 113,000 people, while the next four largest employers in the state, Honda, UAB Hospital, UAB Healthfinder, and the Alabama Power Company employ approximately 22,000 people. Table 3-B summarizes these comparisons for each state.

Using data from the 2000 Census and the 2002 National Survey of Family Growth, the Williams Institute estimates that as of September 2009, there are approximately 418,000 LGBT state government employees in the United States and 585,000 local government employees, totaling slightly more than 1 million state and local LGBT employees. There are just under 7 million LGBT private employees and just over 200,000 LGBT people working for the federal government.

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<sup>1</sup> According to [www.careeronestop.org](http://www.careeronestop.org) as of August 6, 2009

While no existing surveys provide precise estimates of the size of the LGBT workforce in the public and private sectors, estimates of the employment patterns of the LGBT population can be derived by extrapolating information from two nationally representative data sources. The National Survey of Family Growth, conducted in 2002, asked the sexual orientation of men and women aged 18-44 and found that 4.1 percent identified as gay, lesbian, or bisexual.<sup>2</sup> Applying the 4.1 percent figure to all adults implies that there are approximately 9 million LGBT adults in the United States. Note that because the National Survey of Family Growth does not ask questions about transgender status, it is not possible to estimate the size of the transgender population. As such, these numbers conservatively estimate the size of the LGBT workforce. Data from the US Census Bureau provides employment information about same-sex “unmarried partners.” These are same-sex couples who identified one partner as either a “husband/wife” or an “unmarried partner.” Data from the American Community Survey (2005-2007) provides a state-level distribution of individuals in same-sex couples by their type of employment: private or public (local, state, and federal).<sup>3</sup> Assuming that the estimated 9 million LGBT adults share similar employment patterns to and distribute across states in the same pattern as do same-sex couples, then an estimate can be made for the size of the LGBT workforce employed in the private sector along with those in local, state, and federal government employment. The results of these analyses are presented in Table 3-A.

These estimates help to explain why this report includes many documented examples of discrimination by state and local employers against LGBT people in California and New York,

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<sup>2</sup> Mosher, William D., Anjani Chandra, and Jo Jones, Division of Vital Statistics, CDC. 2005. “Sexual Behavior and Selected Health Measures: Men and Women 15–44 Years of Age, United States, 2002.” Advance Data from Vital and Health Statistics 362.

<sup>3</sup> Special analyses conducted by Gary J. Gates, PhD, Williams Institute, UCLA School of Law, using the United States Census American Community Survey (2005-2007) Public Use Microdata Sample files.

but fewer examples in states like Montana, North Dakota, and Wyoming. Over 30 percent of all estimated LGBT state and local employees in the United States live in California and New York, while under one half of one percent live in Montana, North Dakota, and Wyoming combined.

Table 3-A. Estimated lesbian, gay, bisexual, and transgender workforce					
	Private	Local	State	Local & State	Federal
Alabama	65,426	2,556	1,289	3,844	2,508
Alaska	12,476	4,360	1,650	6,010	444
Arizona	164,051	12,402	10,417	22,819	2,637
Arkansas	34,452	1,634	4,070	5,704	1,681
California	1,099,035	130,489	62,496	192,985	27,383
Colorado	155,046	13,873	6,476	20,349	3,889
Connecticut	88,928	5,988	3,477	9,464	879
Delaware	21,301	1,098	1,534	2,632	1,030
District of Columbia	44,124	976	999	1,975	9,009
Florida	530,009	31,052	20,705	51,758	12,412
Georgia	245,912	13,247	15,244	28,490	7,666
Hawaii	28,449	937	1,182	2,120	3,278
Idaho	15,193	254	1,750	2,003	576
Illinois	304,475	20,618	14,487	35,105	7,843
Indiana	141,662	9,503	10,253	19,756	1,462
Iowa	48,265	931	2,030	2,961	61
Kansas	42,847	3,275	2,816	6,091	509
Kentucky	68,855	5,538	4,553	10,091	972
Louisiana	61,608	6,145	4,611	10,756	2,231
Maine	57,838	1,483	2,607	4,090	2,135
Maryland	134,441	10,505	7,888	18,393	25,023
Massachusetts	186,004	10,749	7,166	17,915	4,990

Michigan	158,533	12,300	8,036	20,336	3,567
Minnesota	126,071	11,641	9,953	21,595	3,133
Mississippi	17,160	1,242	1,743	2,986	167
Missouri	130,068	10,739	7,250	17,989	2,862
Montana	14,882	1,766	1,292	3,058	-
Nebraska	25,029	2,019	1,437	3,456	518
Nevada	61,277	3,692	2,326	6,018	705
New Hampshire	44,977	5,779	1,672	7,451	71
New Jersey	193,781	16,345	13,961	30,306	2,315
New Mexico	61,996	8,132	5,671	13,803	5,174
New York	512,939	57,440	34,750	92,190	8,413
North Carolina	167,317	13,003	10,224	23,226	1,996
North Dakota	256	109	-	109	148
Ohio	232,043	24,172	15,827	39,999	4,466
Oklahoma	48,340	3,178	7,791	10,970	3,796
Oregon	114,018	13,597	11,271	24,868	2,511
Pennsylvania	248,510	16,268	8,146	24,413	6,294
Rhode Island	29,938	2,941	1,495	4,436	663
South Carolina	78,842	3,130	6,351	9,481	1,858
South Dakota	4,251	1,021	380	1,401	-
Tennessee	105,327	3,968	4,073	8,041	3,210
Texas	483,181	39,923	25,864	65,787	7,927
Utah	45,545	2,495	7,730	10,224	1,130
Vermont	22,248	844	870	1,714	267
Virginia	149,006	13,645	4,379	18,024	17,328
Washington	206,324	14,402	21,150	35,552	6,166

West Virginia	18,472	2,873	818	3,692	1,436
Wisconsin	93,984	9,943	15,582	25,525	1,359
Wyoming	4,014	645	-	645	-
TOTAL	6,948,729	584,866	417,740	1,002,606	206,098

**Table 3-B. Number of State Employees Compared to Next Largest Employers (by number of employees) in State**

State	Total State Employees 2007 <sup>4</sup>	2nd Largest Employer in State <sup>5</sup>	Number of Employees	3rd Largest Employer in State	Number of Employees	4th Largest Employer in State	Number of Employees	5th Largest Employer in State	Number of Employees	Ratio of State Employees to Employees of Next 4 Employers
Alabama	113,356	Honda	6,000	UAB Hospital	6,000	UAB Healthfinder	5,520	Alabama Power Company	5,000	5
Alaska	28,822	Anchorage International Airport	9,000	Fort Wainwright	6,100	Uni Sea Inc.	5,000	US Army National Guard	4,000	1
Arizona	120,242	Phoenix Sky Harbor International Airport	9,618	Intel Corp	8,000	General Dynamics C4 Systems	7,000	Pulte Building Systems	6,000	4
Arkansas	85,857	Wal-Mart Stores	13,300	Baptist Health Medical Center	10,001	Baptist Health	7,500	O K Industries Inc	5,500	2

<sup>4</sup> Data from 2007 American Community Survey, analysis by the Williams Institute at UCLA School of Law, September 5, 2009.

<sup>5</sup> Data for the next four largest employers from www.careeronestop.org as of August 6, 2009.

<b>California</b>	630,562	32nd Naval Station	42,951	Riverside City Council	39,001	Cintas The Uniform People	28,000	Nestle Confection & Snacks	20,000	5
<b>Colorado</b>	93,848	Allstate Insurance Corporation	17,000	Lockheed Martin Space Systems	10,000	Peterson Air Force Base	9,286	Alpine Access Inc	7,500	2
<b>Connecticut</b>	69,690	Foxwoods Resort Casino	11,000	Aetna Inc.	10,000	Pratt & Whitney	9,000	Yale University	9,000	2
<b>Delaware</b>	29,417	Christiana Health Care System (Newark)	7,000	US 436 Military Airlift Wing	7,000	Christina Health System (Wilmington)	3,800	Mountaire Farms-Delaware Inc	3,310	1
<b>Florida</b>	251,358	Pensacola NAS	15,000	Florida Hospital Orlando	14,000	Orlando Regional Healthcare	14,000	Baptist Health South Florida	10,000	5
<b>Georgia</b>	211,100	Fort Benning	32,000	Fort Stewart	20,000	Robins Air Force Base	19,000	Emory University	15,001	2
<b>Hawaii</b>	63,001	Queen's Medical Center	3,500	Tripler Army Medical Center	2,826	Bank of Hawaii	2,500	Bank of Hawaii Corp	2,100	6
<b>Idaho</b>	37,924	Micron Technology	10,000	US Air Force Base	5,231	Mountain Home Air Force Base	5,000	St. Luke's Regional Medical Center	4,533	2
<b>Illinois</b>	211,985	Abbott Laboratories	18,000	MR Refund CPA	15,000	Allstate Corp	13,000	Allstate Insurance Co.	13,000	4



<b>Indiana</b>	102,735	Delphi Electronics & Safety	8,000	Peyton Manning Children's Hospital	7,000	St. Vincent Hospital	7,000	Clarian Health Partners Inc	6,500	4
<b>Iowa</b>	79,170	Principal Financial Group	10,000	Rockwell Collins Inc	7,000	Blank Children's Hospital	6,000	Mercy Medical Center	5,600	3
<b>Kansas</b>	80,775	Spirit Aero Systems	21,000	Fort Riley	12,500	Van Enterprises	6,000	Via Christi St. Joseph Hospital	5,000	2
<b>Kentucky</b>	123,790	Fort Campbell City Offices	23,227	Norton Psychiatric Center	10,000	Cincinnati International Airport	7,050	Army National Guard	7,000	3
<b>Louisiana</b>	118,541	Ochsner Clinic Foundation	10,000	Northrop Grumman Ship Systems	6,000	Tulane University	5,000	W K Pierremont Health Center	4,001	5
<b>Maine</b>	24,414	Children's Miracle Network	6,000	Maine Medical Center	5,000	Maine General Health Medical Center	3,200	Eastern Maine Medical Center	2,800	1
<b>Maryland</b>	121,145	US Goddard Space Flight Center	15,000	Godard Space Flight Center	11,000	National Aeronautics Space ADM	9,600	Northrop Grumman Electronic Systems	9,500	3
<b>Mass.</b>	118,892	Massachu setts General Hospital	14,000	Brigham & Women's Hospital	10,000	Technical Futures Inc	9,000	Laboratory for Nuclear Science	8,540	3

<b>Michigan</b>	173,314	Rehabilitation Institute of Michigan	19,000	General Motors Technical Center	17,096	Detroit Receiving Hospital	16,400	Spectrum Health Rehabilitation & Sports	15,000	3
<b>Minnesota</b>	100,143	3M Company	12,200	Fairview University Medical Center	8,000	Ameriprise Financial	7,000	Fairview University Medical	7,000	3
<b>Mississippi</b>	96,566	Northrop Grumman Ship Systems	10,000	Blair E. Batson Hospital-Child	8,000	Nissan North America	6,300	Beau Rivage Resort & Casino	4,000	3
<b>Missouri</b>	130,819	Barnes-Jewish Hospital	9,000	St. John's Hospital	8,000	St. Louis University	7,500	ABM Industries Inc.	7,000	4
<b>Montana</b>	28,875	Aageson Farm	3,000	Heart Center-St. Vincent	3,000	Malmstrom Air Force Base	3,000	St. Vincent Healthcare	2,400	3
<b>Nebraska</b>	46,985	First Data Corp	7,000	Mutual of Omaha Insurance Company	5,233	BryanLGH Medical Center	5,000	Cabela's	4,675	2
<b>Nevada</b>	37,190	Bellagio Hotel	10,000	US Air Force Base	9,185	MGM Grand Las Vegas	9,000	Pulte Homes	8,000	1
<b>New Hampshire</b>	23,288	Dartmouth Hitchcock Medical Center	6,000	Gang of Printers	4,500	Dartmouth College	3,500	UA Local 788 Marine Pipefitter	3,500	1
<b>New Jersey</b>	175,735	Virtua Health	70,001	Sanofi-Aventis US LLC	11,000	Continental Airlines	8,000	Hackensack Medical Center	7,999	2

<b>New Mexico</b>	63,918	Los Alamos National Laboratory	7,200	Presbyterian Hospital	7,000	Lovelace Medical Group	5,000	Intel Corp.	3,600	3
<b>New York</b>	384,657	Lincoln Hospital	35,000	Harris Corp.	20,000	Merrill Lynch & Co. Inc.	15,000	Catholic Health Services	13,500	5
<b>North Carolina</b>	261,774	Duke University	10,000	Nortel Networks	10,000	Wake Forest University Baptist Medical Center	10,000	Duke University Hospital	8,648	7
<b>North Dakota</b>	24,749	Meritcare	6,400	Merit Care Health System	4,300	Altru Clinics	3,200	Children's Hospital Meritcare	3,000	1
<b>Ohio</b>	181,805	Procter & Gamble	15,000	Arcelormittal	12,000	Cleveland Clinic Foundation	10,000	Honda of America Manufacturing Inc.	10,000	4
<b>Oklahoma</b>	112,709	Tinker Air Force Base	22,000	Integris Baptist Medical Center	10,000	Blue Baron Energy	7,500	St. Francis Health System	7,000	2
<b>Oregon</b>	81,351	Harry & David	6,700	Intel Corp	6,300	Parkinson's Disease Association	6,000	Hewlett-Packard	5,500	3
<b>Pennsylvania</b>	196,420	Federal Government General Services	20,000	Philadelphia International Airport	20,000	Motorola Inc.	12,000	Highmark Inc.	11,746	3

<b>Rhode Island</b>	21,260	Rhode Island Hospital	6,000	Met Life	3,200	Women & Infants Hospital of Rhode Island	2,750	Air National Guard- 143 Airlift	2,500	1
<b>South Carolina</b>	133,673	US Department of Energy	14,000	Computer Sciences Corp	11,000	Chest Pain Center of Greenville	7,500	Children's Hospital-Greenville	7,500	3
<b>South Dakota</b>	18,835	Avera McKennan Hospital	4,600	Ellsworth Air Force Base	4,500	Sanford Medical Center	4,000	Citibank South Dakota	3,200	1
<b>Tennessee</b>	110,012	Vanderbilt Eskind Diabetes Clinic	20,000	Vanderbilt University Medical	18,000	Eastman Chemical Co.	8,000	Alluvion Securities	7,000	2
<b>Texas</b>	490,284	Alcon Manufacturing	35,000	Dell Inc.	21,000	Lockheed Martin Corp	10,500	Electronic Data Systems	10,500	6
<b>Utah</b>	67,076	Army National Guard Headquarters	4,000	Discover Financial Services	4,000	Intermountain Medical Center	4,000	C R England Inc.	3,301	4
<b>Vermont</b>	15,666	Fletcher Allen Health Care	5,000	Allen Fletcher Health Care-Pediatrics	5,000	Killington Resort	2,197	Killington Resort Villages	2,000	1
<b>Virginia</b>	160,593	Northrop Grumman Newport News	16,335	VCU Health System	7,001	Philip Morris	6,500	Inova Fairfax Hospital-Children	6,000	4
<b>Washington</b>	182,897	Seattle Tacoma Airport	21,000	Microsoft Corp.	20,000	Boeing Employee Tennis Club	10,000	Tacoma General Hospital	8,500	3

<b>West Virginia</b>	51,186	Charleston Area Medical Center	4,200	FBI	3,000	Charleston Area Medical Center	2,600	Mountaineer Race Track & Resort	2,500	4
<b>Wisconsin</b>	106,441	Kohler Co	8,152	Gundersen Lutheran Inc	6,000	Columbia St. Mary's	5,000	General Mitchell International Airport	5,000	4
<b>Wyoming</b>	15,784	Cheyenne Regional Medical Center	1,800	US Air National Guard	1,500	United Medical Center Home Health	1,400	Wyoming Medical Center	1,200	3
<b>Total</b>	6,210,629		710,184		489,474		380,303		335,654	3