

The Price of Exclusion:

A research guide to accompany the
The Price of Exclusion Video by Free
& Equal, narrated by Zachary Quinto



the
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On December 10, 2015, in commemoration of International Human Rights day, the United Nations released The Price of Exclusion, a video by Free & Equal, the United Nations Campaign for Lesbian, Gay, Bisexual and Transgender Equality, available at <https://www.unfe.org/en/actions/the-price>. The video reviews data concerning discrimination against LGBTI people and the impact of that discrimination on economies of the world. The narrator, Zachary Quinto, says the following:

For the individuals in question, these are personal tragedies. For the wider community, they represent an enormous waste of human potential, of talent, or creativity, of productivity, that weighs heavily on society and on the economy.

This research guide provides briefly annotated bibliographical references to the research findings presented in The Price of Exclusion, as well as citations to other selected, relevant research findings.

1. The Economic Impact of Discrimination

A study of economic growth in 39 countries over the past two decades reveals a correlation between economic growth and higher levels of inclusion of LGBT people. The report also includes a review of research concerning employment, education and health.

M.V.L. Badgett, et al., *LGBT Inclusion and Economic Development: An Analysis of Emerging Economies* (Los Angeles: The Williams Institute, 2014).
<http://williamsinstitute.law.ucla.edu/wp-content/uploads/lgbt-inclusion-and-development-november-2014.pdf>.

In a pilot study of the effects of stigma and exclusion on the Indian economy, economist Lee Badgett finds that exclusion of LGBT people could be associated with as much as \$32 billion worth of lost economic output. These costs arise from the impact of violence and employment discrimination on the ability of LGBT people to contribute to the economy, the impact of bullying and exclusion on the educational attainment of LGBT people, the limitations imposed on LGBT people due to health disparities, and the burden on social and health services.

Badgett, M.V. Lee, Ph.D., *The Economic Cost of Stigma and the Exclusion of LGBT People : A Case Study of India* (Washington, DC : World Bank Group, 2014).

<http://documents.worldbank.org/curated/en/2014/10/23952131/economic-cost-stigma-exclusion-lgbt-people-case-study-india>

2. The Impact of Discrimination On Businesses

The ‘business case for diversity’ examines, from the point of view of business, the impact of diversity on productivity and profits. The analysis proposes that businesses open to diversity can attract and retain a broader scope of workers and business partnerships, thereby more efficiently utilizing human capital. The restrictions, stressors, and distractions caused by discrimination are viewed as a business cost and a burden on profit.

M.V. Lee Badgett, Laura E. Durso, Angeliki Kastanis & Christy Mallory, *The Business Impact of LGBT-Supportive Workplace Policies* (Los Angeles: The Williams Institute, May 2013). <http://williamsinstitute.law.ucla.edu/research/workplace/business-impact-of-lgbt-policies-may-2013/>.

The theory of ‘strategic modernization’ suggests that economies which ease the burdens of doing business will attract new investment and donors. Non-discrimination laws ease the ability of companies to recruit and maintain LGBT workers and their families.

Weiss, Meredith L. “We know who you are. We’ll employ you: Non-discrimination and Singapore’s Bohemian Dreams,” In M.V. Lee Badgett and J. Frank (Eds.), *Sexual Orientation Discrimination: An International Perspective* (New York, NY: Routledge, 2007).

3. Impact of Discrimination On LGBT Workers

One in five LGBT people in Europe report employment discrimination at their workplace. One in eight report discrimination when looking for a job. That number rose to one in three for transgender people.

European Union Agency for Fundamental Rights, *European Union Lesbian, Gay, Bisexual And Transgender Survey, Results at a Glance*, May 2013.
http://fra.europa.eu/sites/default/files/eu-lgbt-survey-results-at-a-glance_en.pdf.

A meta-analysis of studies of wage differences in seven countries, show that gay men make 11% less than their heterosexual counterparts.

Marieka Klawitter, “Meta-Analysis of the Effects of Sexual Orientation on Earnings, Industrial Relations,” *Industrial Relations*, 54, no. 1 (Jan. 2014): 4 – 32.
<http://onlinelibrary.wiley.com/doi/10.1111/irel.12075/epdf>.

An international review of 52 scholarly articles revealed that LGBT employees face formal discrimination (firing, barriers to promotion, and unequal wages) as well as verbal harassment, loss of credibility, and lack of acceptance and respect by colleagues. Workers who faced discrimination experienced higher levels of anxiety and negative attitudes. Multiple studies identified recruitment and retention advantages for firms with inclusive policies.

Ozeren Emir, "Sexual Orientation Discrimination in the Workplace: A Systematic Review of Literature," *Procedia, Sexual and Behavioral Sciences* 109 (2014): 1203-1215.

A 2011 study of sexual minorities in Hong Kong, finds that discrimination based on sexual orientation in the workplace was negatively correlated with life satisfaction and positively correlated with internalized homophobia. Individuals who conceal their sexual orientation and believe their employers thought that they were straight experienced less discrimination than individuals who made clear their sexual orientation or did not take efforts to conceal it.

Holning Lau, Stotzer, R., "Employment Discrimination Based on Sexual Orientation: A Hong Kong Study," *Employee Responsibilities and Rights Journal* 23, no. 1 (2011): 17-35. <http://williamsinstitute.law.ucla.edu/research/workplace/employment-discrimination-based-on-sexual-orientation-a-hong-kong-study/>.

4. Poverty Among LGBT people

In a survey of sexual and gender minorities in Nepal, over one-quarter of respondents have not worked in the past year, and one-half of respondents said that their income is less than that necessary to meet their needs.

United Nations Development Programme, The Williams Institute, *Surveying Nepals's Sexual and Gender Minorities: An Inclusive Approach* (Bangkok: UNDP, 2014). <http://williamsinstitute.law.ucla.edu/research/international/surveying-nepals-sexual-and-gender-minorities/>.

According to US Census data, 7.6 percent of lesbian couples, compared to 5.7% of married different sex couples, are in poverty. Almost one in four children living with a male same-sex couple and 19.2 percent of children living with a female same-sex couple are in poverty, compared to 12.1% of children living with married different-sex couples. African American children in gay male households have the highest poverty rate (52.3%) of any children in any household type.

M.V. Lee Badgett, Laura E. Durso, Alyssa Schneebaum, *New Patterns of Poverty in the Lesbian, Gay, and Bisexual Community*, (Los Angeles: The Williams Institute, May 2013). <http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/lgbt-poverty-update-june-2013/>.

5. Impact of Bullying and Educational Attainment.

Between half and two-thirds of LGBT youth experience bullying in childhood, forcing on in three to skip school.

Kosciw, J. G., Greytak, E. A., Palmer, N. A., & Boesen, M. J. *The 2013 National School Climate Survey: The experiences of lesbian, gay, bisexual and transgender youth in our nation's schools*, (New York: GLSEN, 2014).

April Guasp, *The School Report: The experiences of gay young people in Britain's schools in 2012*, (London: Stonewall, Centre for Family Research, 2012).

Pimpawun Boonmongkon, Timo T. Ojanen, Chet Ratchadapunnathikul, Nattharat Samoh, Thasaporn Damri, Mudjalin Cholratana and Thomas E. Guadamuz, *Bullying targeting secondary school students who are or are perceived to be transgender or same-sex attracted: Types, prevalence, impact, motivation and preventive measures in 5 provinces of Thailand*, (Bangkok: UNESCO Bangkok Office, 2014).

6. Homelessness Amongst LGBT Youth.

According to service providers, 43% of homeless youth served identify as LGBT or queer.

Durso, L.E., & Gates, G.J. *Serving Our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth who are Homeless or At Risk of Becoming Homeless*. (Los Angeles: The Williams Institute with True Colors Fund and The Palette Fund, 2012). <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Durso-Gates-LGBT-Homeless-Youth-Survey-July-2012.pdf>

Estimates of LGBT homeless youth range from 10 to 43%.

Cunningham, M., Pergamit, M., Astone, N., & Luna, J. *Homeless LGBTQ Youth*. (Washington, D.C.: Urban Institute, August 2014). <http://www.urban.org/sites/default/files/alfresco/publication-pdfs/413209-Homeless-LGBTQ-Youth.PDF>.

7. Food Insecurity

One in four LGBT adults have experienced a time in the last year when they did not have enough money to feed themselves or their family.

Gary J. Gates, *Food Insecurity and SNAP (Food Stamps) Participation in LGBT Communities*, (Los Angeles: Williams Institute, February 2014).
<http://williamsinstitute.law.ucla.edu/research/health-and-hiv-aids/lgbt-people-are-disproportionately-food-insecure/>.

A community-based sample of MSM in Chennai found that two-thirds are living on incomes below \$1.50/day.

Newman, P.A. et al., “Determinants of Sexual Risk Behavior Among Men Who Have Sex with Men Accessing Public Sex Environments in Chennai, India,” *Journal of LGBT Health Research* 4 no. 2-3 (2008): 81–87.

8. Impact Of Discrimination On Mental Health Of Gender And Sexual Minorities

A systematic review of 199 studies, each looking at a comparison between heterosexuals and sexual minorities, shows that sexual minorities are at increased risk for depression, anxiety, suicide attempts or suicides. Twenty-six of these studies are based on nationally representative samples using clinical interviews.

Martin Plöderl and Pierre Tremblay, “Mental Health of Sexual Minorities. A Systematic Review,” *International Review of Psychiatry* (November 9, 2015): 1–19.

A qualitative and quantitative study of homosexual men and women in Brazil shows poor mental health outcomes, major depression and risk of suicide. Authors found these results consistent with a hostile social context as well as a worsening of social support.

Ghorayeb DB, Dalgarrondo P. “Homosexuality: mental health and quality of life in a Brazilian socio-cultural context.” *International Journal of Social Psychiatry* 57, no. 5 (September 2011): 496-500.

9. Rates of attempted suicide

The rate of attempted suicide among trans people is 41%, compared to 4.6% in the general population.

Ann P. Haas, Ph.D. and Philip L. Rodgers, PhD. Jody L. Herman, PhD., *Suicide Attempts Among Transgender and Gender Non-Conforming Adults Findings of the National Transgender Discrimination Survey*, (Los Angeles: Williams Institute, January 2014).
<http://williamsinstitute.law.ucla.edu/wp-content/uploads/AFSP-Williams-Suicide-Report-Final.pdf>.

The suicide rate of sexual minority youth is four times higher than heterosexual youth. When considering only serious suicide attempts—defined as attempts that resulted in injury that required treatment by a medical professional—8.3% of sexual minority youth have attempted suicide in the past year compared with two percent for heterosexual youth.

Wendy B. Bostwick, Ilan Meyer, Frances Aranda, Stephen Russell, Tonda Hughes, Michelle Birkett, and Brian Mustanski, "Mental Health and Suicidality Among Racially/Ethnically Diverse Sexual Minority Youths," *American Journal of Public Health* 104, no.6 (June 2014). <http://williamsinstitute.law.ucla.edu/research/safe-schools-and-youth/ajph-jul-2014/#sthash.FUPCQWTS.dpuf>

Young gay and bisexual Filipino men have twice the proportion of suicide ideation compared to other male youth. About 16% of those who have crushes on other men report having thought of suicide, disproportionately higher than 8% of heterosexually attracted male youth. Furthermore, among those reporting suicide ideation, sexual minority youth also have disproportionately higher rates of suicide attempts than heterosexual peers. Young bisexual and gay Filipino men reporting suicide ideation had higher levels of suicide attempt (39%), versus heterosexual male youth reporting suicide ideation (26%).

Manalastas, E., "Sexual Orientation and Suicide Risk in the Philippines: Evidence from a Nationally Representative Sample of Young Filipino Men," *Philippine Journal of Psychology* 46, no. 1 (June 2013): 1-13.