

RESEARCH THAT MATTERS

WORKPLACE EXPERIENCES of Latinx LGBTQ Employees

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EXECUTIVE SUMMARY

This report examines experiences of employment discrimination and harassment against Latinx¹ LGBTQ adults using a survey of 1,902 LGBTQ adults in the workforce, including 338 Latinx LGBTQ adults, conducted in the summer of 2023. We compare the experiences of Latinx LGBTQ employees with those of White, Black, and Asian LGBTQ employees.

The majority of Latinx LGBTQ adults in the workforce were under age 35 (65%), and over one-tenth identified as transgender or nonbinary (12%). Nearly half (48%) of Latinx LGBTQ employees in the workforce were making less than \$50,000 a year.

Our analysis indicates that employment discrimination against Latinx LGBTQ employees is persistent and widespread. More than half of Latinx LGBTQ employees (58%) reported experiencing discrimination or harassment at work (including being fired, not hired, not promoted, or verbally, physically, or sexually harassed) because of their sexual orientation or gender identity at some point in their lives.

Many Latinx LGBTQ employees reported recent experiences of discrimination and harassment. Within the past year, 16% of Latinx LGBTQ employees reported that they had been fired, not hired, or not promoted because of their sexual orientation or gender identity, and 20% reported experiencing at least one form of harassment at work.

Many Latinx LGBTQ employees also reported engaging in actions to avoid discrimination and harassment, including hiding their LGBTQ identity and changing their appearance or behaviors. Nearly half (46%) of Latinx LGBTQ employees were not out to their current supervisor, and 18% were not out to any of their co-workers. More than two-thirds (69%) of Latinx LGBTQ employees reported downplaying their LGBTQ status at work by doing one or more of the following: changing their speech, mannerisms, appearance, or how they dress at work; avoiding work social events; or not talking about their outside activities at work.

More than 40% of Latinx LGBTQ employees have looked for another job because of how they were treated based on their sexual orientation or gender identity at work (44%), and 41% reported leaving a job because of such treatment. Due to the workplace environment for LGBTQ people in general at their current job, one in five Latinx LGBTQ employees (21%) reported they considered leaving, with three-fourths (75%) of these employees taking steps towards finding another job.

¹ The current report is focused on the employees who we categorize as Latinx. Several races and nationalities often defined as being “of Hispanic, Latino, or Spanish origin” are commonly analyzed as a single ethnic group using that label. The term “Latinx” is an emerging, gender-neutral alternative to Latino or Latina, and is used by LGBTQ people, young people, and others as an inclusive term that embraces “a wide variety of racial, national, and even gender-based identifications.” ED MORALES, *LATINX: THE NEW FORCE IN AMERICAN POLITICS AND CULTURE* (2019).

We acknowledge that LGBTQ and non-LGBTQ people whom we refer to as Latinx in this report may be unfamiliar with that term or may describe themselves or their communities using other terms, such as Latino, Latina, Latine, Chicano/a, or Hispanic, or by their family’s country of origin. We encourage those using this report to use the terminology that best fits them, their communities, and their experiences. See BIANCA D.M. WILSON ET AL., *WILLIAMS INST., LATINX LGBT ADULTS IN THE US: LGBT WELL-BEING AT THE INTERSECTION OF RACE* (2021).

Along most measures of adverse workplace experiences, Latinx LGBTQ employees reported higher rates of adverse experiences than White LGBTQ employees. While the key findings of the report are summarized below, the full report includes quotes from Latinx LGBTQ employees to provide more detail about their experiences of discrimination and harassment in the workplace.

KEY FINDINGS

Demographics

- About two-thirds (65%) of Latinx LGBTQ adults in the workforce were under the age of 35, and 82% were under the age of 45.
- Twelve percent of Latinx LGBTQ adults in the workforce identified as transgender (5%) or nonbinary (7%).
- Sixty-two percent of Latinx LGBTQ adults in the workforce identified as bisexual, and 34% identified as lesbian or gay. Less than 4% selected either something else, “not sure,” or straight to describe their sexual orientation.
- Almost six in 10 Latinx LGBTQ adults in the workforce did not have a bachelor’s degree (59%), and nearly half were making less than \$50,000 a year (48%), with 16% making less than \$25,000 a year.

Lifetime Experiences of Discrimination and Harassment

- More than half (58%) of Latinx 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:** Nearly half (46%) of Latinx LGBTQ employees reported experiencing at least one form of employment discrimination (including being fired, not hired, not promoted, or other unequal treatment in workplace benefits or opportunities) because of their sexual orientation or gender identity at some point in their lives.
 - Latinx LGBTQ employees were more likely to experience discrimination based on their sexual orientation or gender identity than White LGBTQ employees at some point in their lives (46% v. 27%).
 - About three in 10 Latinx LGBTQ employees reported being fired (31%), not hired (33%), and/or not promoted (30%) 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.
 - Latinx LGBTQ employees also described other types of unfair treatment based on their sexual orientation and gender identity. Some of these experiences included having their shifts changed or their hours reduced, being isolated from other employees or customers, and being excluded from company events.

- **Harassment:** Forty-five percent of Latinx 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.
 - Latinx 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 (45% v. 33%).
 - Over one-third (36%) of Latinx LGBTQ employees, compared to 26% of White LGBTQ employees, reported experiencing verbal harassment from supervisors or co-workers because of their sexual orientation or gender identity, citing examples of name-calling, being misgendered, or harassed for not conforming to traditional binary gender or gender stereotypes.
 - Over one in five (22%) Latinx LGBTQ employees, compared to 13% of White LGBTQ employees, reported experiencing physical harassment at work because of their sexual orientation or gender identity, including being “abused,” “attacked,” and “choked.”
 - One-quarter (26%) of Latinx LGBTQ employees reported experiencing sexual harassment at work, compared to 19% of White LGBTQ employees.
- Beyond how they have been personally treated, three-fourths of Latinx LGBTQ employees (75%) 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 or gender identity, many Latinx LGBTQ employees described intersectional discrimination based on their multiple marginalized identities. In addition to discrimination based on their sexual orientation and/or gender identity and their race/ethnicity, they described discrimination related to or based on a disability, pregnancy, religion, and gender expression.

Recent Experiences of Discrimination and Harassment

- One in four (26%) Latinx LGBTQ employees reported experiencing some form of discrimination or harassment in the past year, and 44% reported discrimination or harassment in the past five years.
 - **Discrimination:** One in six (16%) Latinx 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 gender identity in the past year and one-third (33%) reported these experiences in the past five years.
 - Latinx LGBTQ employees were more likely to experience discrimination based on their sexual orientation or gender identity than White LGBTQ employees in the past year (16% v. 7%) and in the past five years (33% v. 15%).
 - In the past year, Latinx LGBTQ employees were more likely than White LGBTQ employees to report being fired (9% vs. 3%), not being hired (10% vs. 4%), and being denied a promotion or other workplace opportunities (9% vs. 4%).

- **Harassment:** One in five (20%) Latinx LGBTQ employees reported experiencing harassment (including verbal, physical, or sexual harassment) in the workplace based on their sexual orientation or gender identity in the past year, and one-third (33%) reported these experiences in the past five years.
 - Latinx LGBTQ employees were more likely to experience harassment based on their sexual orientation or gender identity than White LGBTQ employees in the past year (20% v. 9%) and in the past five years (33% v. 19%).
 - In the past year, Latinx LGBTQ employees were more likely than White LGBTQ employees to report verbal harassment (14% vs. 7%), physical harassment (8% vs. 3%), and sexual harassment (9% vs. 4%).
- **Negative comments:** About half (46%) of Latinx LGBTQ employees reported hearing negative comments about LGBTQ people in the workplace in the past year, and about two-thirds (65%) reported hearing negative comments in the past five years.

Experiences at Current Job

- Employees were asked specifically about their experiences at their current jobs. Less than two-thirds (62%) of Latinx LGBTQ employees felt that their current workplace environment was somewhat or very supportive of LGBTQ employees. In comparison, 16% felt the environment was somewhat or very unsupportive. These percentages mirrored those who expressed job satisfaction (67%) and dissatisfaction (18%) with their current jobs.
- About one-third (32%) of Latinx LGBTQ employees reported one or more adverse workplace experiences related to their sexual orientation or gender identity at their current jobs.
 - Latinx LGBTQ employees were more likely to report adverse workplace experiences at their current job than White LGBTQ employees (32% v. 20%).
 - Compared to White LGBTQ employees, Latinx LGBTQ employees were more likely to report being treated unfairly (22% vs. 13%) or sexually harassed (8% vs. 5%), more than twice as likely to report being verbally harassed (18% vs. 8%) or being denied a promotion (14% vs. 5%), and five times as likely to report being physically harassed or assaulted (5% vs. 1%).

Out at Work

- Nearly half (46%) of Latinx LGBTQ employees reported that they were not open about being LGBTQ to their current supervisor, and 18% reported that they were not out to any of their co-workers.
- Less than one-third (31%) of Latinx LGBTQ employees reported that they were out to all their co-workers.

Covering

- Nearly 70% of Latinx LGBTQ employees (69%) reported engaging in covering behaviors at their current jobs in order to avoid discrimination or harassment related to their sexual orientation or gender identity.
 - Over one-quarter of Latinx LGBTQ employees reported changing how they dressed (28%), changing their physical appearance (27%), or changing their voice or mannerisms (33%) at work in order to avoid discrimination or harassment.
 - Latinx LGBTQ employees also reported avoiding work events and travel (28%) and avoiding work-related social events (42%) in order to avoid discrimination or harassment.
 - Many Latinx LGBTQ employees have not involved their families in their professional lives in order to avoid discrimination and harassment. One-third (33%) avoided talking about their family at work, 35% have not displayed photos of their partner or family, and 30% have not brought family to work events.
 - Latinx LGBTQ employees (69%) were more likely to engage in covering behaviors than White LGBTQ employees (54%), Black LGBTQ employees (58%), and Asian LGBTQ employees (48%).

Retention

- About 40 percent of Latinx LGBTQ employees (41%) 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. Forty-four percent reported looking for other jobs because of how they were personally treated by their employer based on their LGBTQ status, and 46% reported looking for other jobs due to their workplace environment being unsupportive of LGBTQ people in general.
- Latinx LGBTQ employees were more likely to say they had left a job or considered leaving than White LGBTQ employees. Among White LGBTQ employees, around one-third said they had left a job due to personal treatment based on their LGBTQ status (30%), looked for another job due to personal treatment (32%), or looked for another job due to the workplace environment for LGBTQ people in general (36%).
- Due to the workplace environment for LGBTQ people at their current job, one in five Latinx LGBTQ employees (21%) reported they considered leaving. Of those, three-fourths (75%) reported taking steps towards finding another job. By comparison, only one in ten (11%) White LGBTQ employees said they considered leaving their current jobs due to the workplace environment for LGBTQ people. Among them, 61% had taken steps towards leaving.

INTRODUCTION

There are approximately 2.3 million Latinx LGBT adults in the United States.² Prior Williams Institute research indicates that the Latinx LGBT adult population is younger than the population of Latinx non-LGBT adults, with 65% of Latinx LGBT adults being under age 35, compared to 45% of non-LGBT adults.³ The vast majority of Latinx LGBT adults (91%) live in urban areas.⁴ More than half of Latinx LGBT adults (60%) are living with low incomes (below 200% of the federal poverty level), with 37% living with a household income below \$24,000 per year and 32% having been food insecure in the past year.⁵ In terms of employment, Latinx LGBT adults are more likely to be unemployed compared to non-LGBT Latinx adults.⁶

PRIOR RESEARCH ON WORKPLACE DISCRIMINATION AND HARASSMENT AGAINST LATINX LGBTQ EMPLOYEES

Though a number of studies have examined workplace experiences among LGBTQ people of color, fewer studies have focused specifically on Latinx LGBTQ people. Emerging research focused specifically on Latinx LGBTQ people has found that they experience high rates of employment discrimination. Furthermore, Latinx LGBTQ people may face additional social stigma because of racism within the LGBTQ community and homophobia within their Latinx communities.⁷

Over the past decade, several studies have focused on the workplace experiences of Latinx LGBTQ employees. For example, a 2020 nationally representative survey of over 1,500 LGBTQ people found that Latinx employees faced discriminatory hiring practices and microaggressions, with 52% of Latinx LGBTQ respondents reporting that discrimination negatively affected their ability to be hired. Over half (54%) of Latinx LGBTQ respondents reported that discrimination negatively impacted their salary or ability to be promoted.⁸ A 2014 survey of almost 4,000 LGBTQ individuals found that Latinx respondents reported significantly higher rates of anti-LGBTQ workplace discrimination compared to other racial groups.⁹ In terms of being out at work, a Williams Institute study published in 2021 based on data from the Gallup Sharecare Well-Being Index Survey, the Generations Study, the TransPop Study, and the California Health Interview Survey found that over three-quarters (77%) of Latinx LGBTQ employees were out to co-workers and one-third (34%) reported having trouble with a boss or co-worker.¹⁰

Some studies have specifically focused on the experiences of transgender and nonbinary Latinx employees. These studies have found that, in addition to high rates of employment discrimination,

² *Id.*

³ *Id.*

⁴ *Id.*

⁵ *Id.*

⁶ *Id.*

⁷ Rafael M. Diaz, *The Impact of Homophobia, Poverty, and Racism on the Mental Health of Gay and Bisexual Latino Men: Findings from 3 US Cities*, 91 AM. J. PUB. HEALTH 927 (2001).

⁸ Lindsay Mahowald, *Hispanic LGBTQ Individuals Encounter Heightened Discrimination*, americanprogress.org, July 29, 2021.

⁹ Darren L. Whitfield, *Queer Is the New Black? Not So Much: Racial Disparities in Anti-LGBTQ Discrimination*, 26 J. GAY & LESBIAN SOC. SCVS. 426 (2014).

¹⁰ BIANCA D.M. WILSON ET AL., *supra* note 1.

transgender and nonbinary Latinx employees also face higher rates of unemployment and a greater concentration in low-paying jobs. For example, the 2015 U.S. Transgender Survey (USTS) report found that about one-fifth (21%) of Latinx respondents were unemployed, compared to 15% in the overall USTS sample.¹¹ Among Latinx transgender employees, half (50%) were not out to their current supervisors, and 42% were not out to their co-workers. Almost three in 10 (29%) Latinx transgender respondents who either held a job or applied for a job in the past year reported being fired, not hired, or denied a promotion due to their transgender status. Of Latinx transgender employees who had a job in the past year, 14% reported being verbally harassed at work due to being transgender, 2% reported being sexually assaulted, 1% reported being physically attacked, and more than a quarter (27%) reported some other form of mistreatment, including being told to present as the wrong gender to maintain employment, being forced to use a restroom that did not match their gender identity, or being outed to others without permission by their supervisor or co-worker.

A 2021 study conducting semi-structured interviews of Latinx transgender immigrants found that two-thirds (66%) of interviewees reported experiences of discrimination while searching for employment, including narrow employment opportunities and a lack of jobs congruent to their education.¹² Twenty-eight percent reported concealing their gender identity by acutely de-transitioning when seeking employment.

Finally, a study using 2020 data from the California Civil Rights Department (CRD), the first state or federal agency to systematically collect comprehensive quantitative data on nonbinary employees' employment, showed that nearly half (45-50%) of Latinx nonbinary workers (45-50%) were in the lowest paying jobs earning \$19,239 and under.¹³

CURRENT STUDY

The current study examines experiences of employment discrimination and harassment against Latinx LGBTQ adults using a survey of 1,902 LGBTQ adults in the workforce, including 338 Latinx adults, conducted in the summer of 2023. We compare the experiences of Latinx LGBTQ employees with those of Black, 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.

¹¹ SANDY E. JAMES & BAMBY SALCEDO, NATIONAL CENTER FOR TRANSGENDER EQUALITY & TRANSLATIN@ COALITION, 2015 U.S. TRANSGENDER SURVEY: REPORT ON THE EXPERIENCES OF LATINO/A RESPONDENTS (2017), <https://transequality.org/sites/default/files/docs/usts/USTS-Latinoa-Report.pdf>.

¹² Robert L. Abreu et al., "Why can't I Have the Office Jobs?": Immigrant Latinx Transgender Peoples' Experiences with Seeking Employment, 50 J. CAREER DEV. 20 (2023).

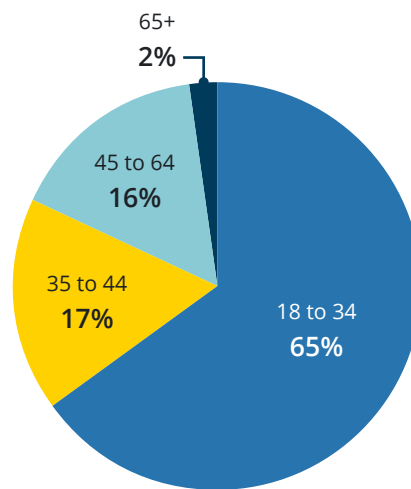
¹³ Press Release, Cal. Civ. Rights Dept., Civil Rights Department Releases Groundbreaking Data on Nonbinary Employees: Pay Data Reports Show Nonbinary Employees Concentrated in Lowest-Paying Jobs (Mar. 6, 2023), <https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2023/03/2023.03.06-NonbinaryDataPR.pdf>.

RESULTS

DEMOGRAPHICS

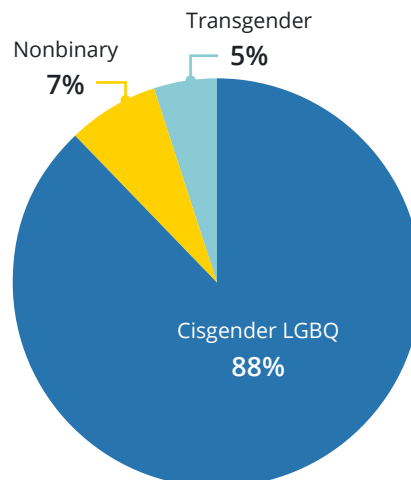
Over three hundred (338) Latinx LGBTQ adults in the workforce responded to our survey conducted in July 2023. Latinx LGBTQ adults were young, with 65% under the age of 35 and 82% under the age of 45. By comparison, 46% of White LGBTQ adults in the workforce were under the age of 35, and 61% were under 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 18% of Latinx LGBTQ adults.

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



Twelve percent of Latinx LGBTQ adults identified as transgender (5%) or nonbinary (7%). In terms of sexual orientation, most Latinx LGBTQ adults identified as bisexual (62%). Thirty-four percent identified as lesbian or gay. Less than 4% identified as something else, "not sure," or straight.

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



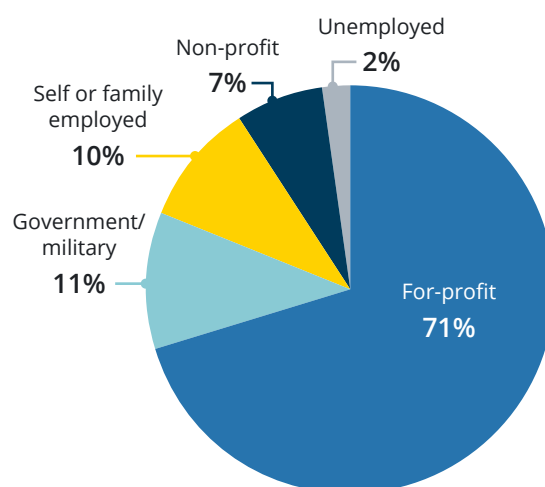
About four in 10 Latinx LGBTQ adults in the workforce were currently single (43%), and 57% reported living with a partner. Latinx LGBTQ adults were less likely to report being single (43%) than Black LGBTQ adults (55%) and Asian LGBTQ adults (57%).

Almost six in 10 Latinx LGBTQ adults in the workforce did not have a bachelor's degree (59%), and less than half were making less than \$50,000 a year (48%), with 15% making less than \$24,000 a year. Only 15% were making \$100,000 or more a year.

Latinx adults in the workforce reported less education than Asian adults and more annual income than Black adults. While 70% of Asian LGBTQ adults in the workforce had a bachelor's degree or more, only 41% of Latinx LGBTQ adults had a bachelor's degree or more. Over half of Latinx LGBTQ adults in the workforce (52%) had annual incomes of \$50,000 or greater, compared to only 41% of Black LGBTQ adults in the workforce.

Almost all Latinx LGBTQ adults in the workforce were currently working (98%), with 71% working in the private sector. Approximately 7% worked in the non-profit sector, and 11% worked for the government or military.

Figure 3. Latinx LGBTQ adults in the workforce by employment sector

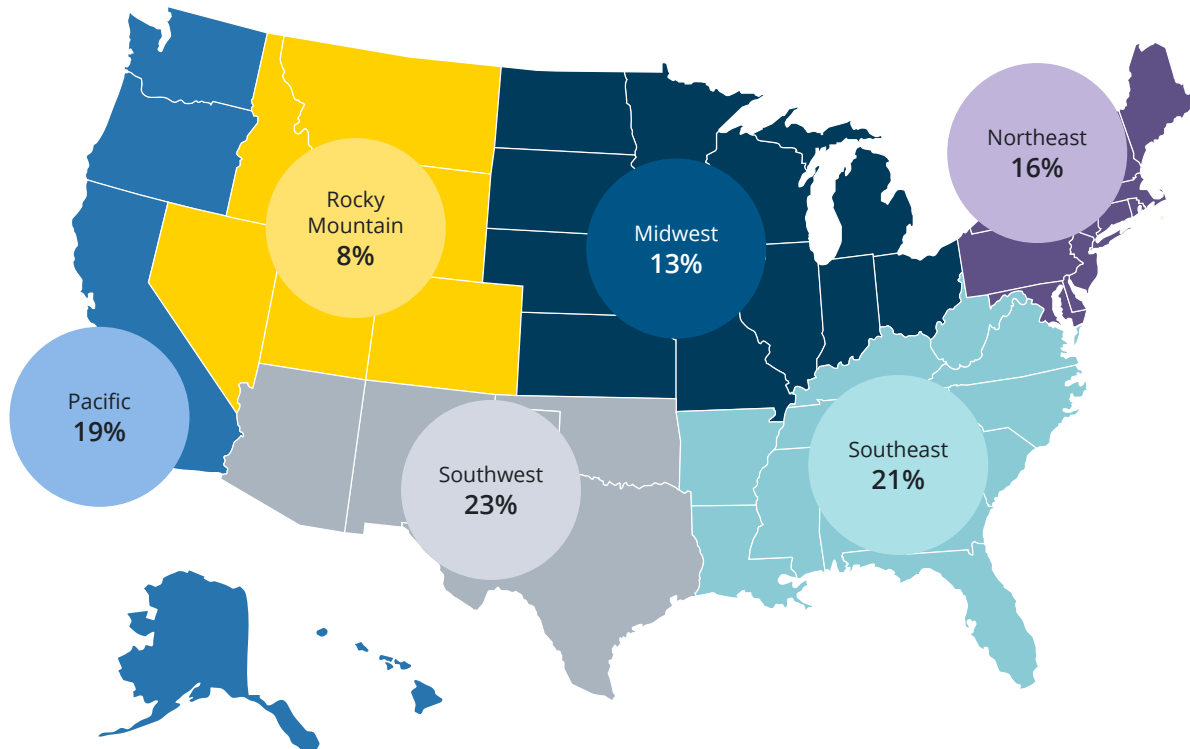


In terms of geography, our sample of Latinx LGBTQ adults in the workforce reflected the general population of Latinx people in the United States, with the exception of the West.¹⁴

¹⁴ For regional distribution of the Hispanic or Latino population, see U.S. Census Bureau, 2020 Decennial Census: Hispanic or Latino, and Not Hispanic or Latino by Race, Table P9, <https://data.census.gov/table/DECENNIALDHC2020.P9?q=race&g=020XX00US1,2,3,4> (last visited Sept. 19, 2024).

As compared to other race-ethnicity groups, Latinx LGBTQ adults were more likely to live in the Southwest region as compared to all other groups (23% v. 3% - 10%). They were less likely to live in the Southeast as compared to Black LGBTQ adults (21% v. 43%) and less likely to live in the Midwest as compared to White LGBTQ adults (13% v. 24%). Latinx LGBTQ adults were more likely to live in the Pacific region than Black LGBTQ adults (19% v. 7%) and more likely to live in the Southeast than Asian LGBTQ adults (21% v. 8%).

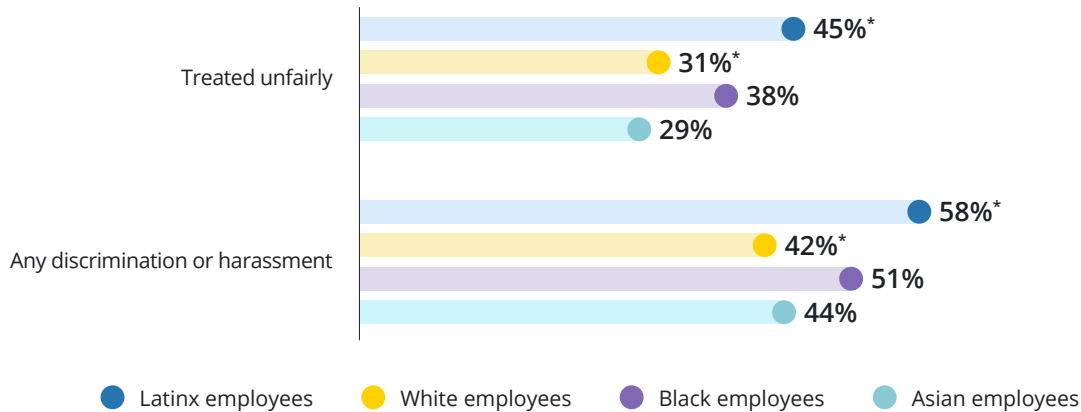
Figure 4. Latinx LGBTQ adults in the workforce by region



LIFETIME EXPERIENCES OF DISCRIMINATION AND HARASSMENT

Employment discrimination against Latinx LGBTQ employees is persistent and widespread. At some point in their lives, nearly six in 10 (58%) Latinx 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. Latinx LGBTQ employees were more likely to have had these experiences than White LGBTQ employees (42%). This pattern persists when looking at different types of discrimination and harassment employees experience in the workplace. Latinx LGBTQ employees were more likely to report experiencing each specific form of discrimination and harassment than White LGBTQ employees. Latinx LGBTQ employees (45%) were also more likely than White LGBTQ employees (31%) to report that they had been treated unfairly at work because of their sexual orientation or gender identity at some point in their lives.

Figure 5. Lifetime adverse workplace experiences based on LGBTQ status among LGBTQ employees by race/ethnicity

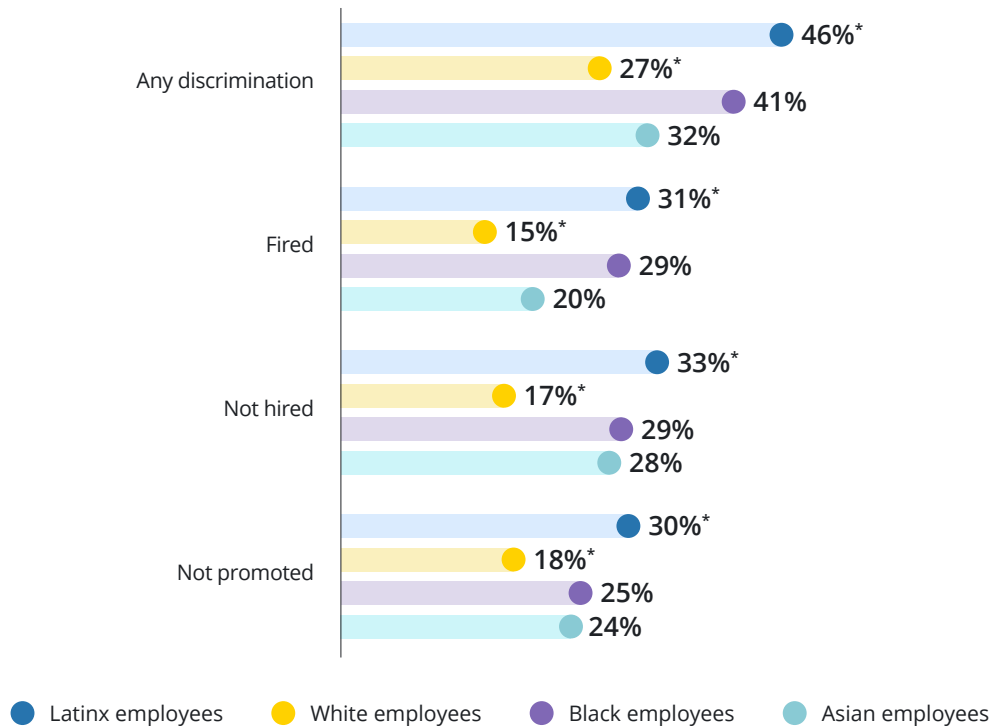


Note: *p-value less than 0.05 when comparing Latinx employees to White employees, Black employees, and Asian employees

Discrimination

Nearly half (46%) of Latinx 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. Latinx LGBTQ employees were more likely than White LGBTQ employees (27%) to report experiencing discrimination based on their sexual orientation or gender identity.

Figure 6. Lifetime experiences of discrimination based on LGBTQ status among LGBTQ employees by race/ethnicity



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

More specifically, about one-third of Latinx LGBTQ employees reported being fired (31%) and/or not hired (33%) 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 Latinx LGBTQ employees reported being fired for being LGBTQ. Other employees reported they had no choice but to leave because of harassment related to their LGBTQ identity that went unaddressed. As respondents explained:

My boss was extremely homophobic, and when he found out I was a part of the LGBTQ+ [community], he found a reason to fire me.

— Latinx cisgender bisexual woman from New York

They didn't hire me because of my expression.

— Latinx cisgender lesbian from Maryland

I was fired because everybody was uncomfortable with me being transgender. Everyone made fun of me every single day and laughed at me and made so many jokes about me and would also hit me as I walked by and steal my uniforms and stuff. When I got fired, it was so difficult to find a new job, and I knew I got fired just because [I'm] transgender.

— Latinx transgender bisexual employee from California

I was an excellent and responsible worker, however, [I was] eventually fired because “I did not fit the corporate image.”

— Latinx cisgender gay man from Florida

I’m there to work, but work can be like high school, and people get personal, and it’s not good because it makes work a miserable experience ... [they] bullied me until I quit because I couldn’t take it anymore.

— Latinx cisgender bisexual man from Michigan

I had to leave without notice from a really well-paying job because I was being harassed and threatened by a fellow co-worker because of my gender expression and gender orientation. I felt threatened [and] had a boss who clearly did not care or understand.

— Latinx nonbinary employee from Texas

[I was] fired after doing all the work for myself and my boss ... My job was normally a job for women and they didn’t like me taking over.

— Latinx cisgender bisexual man from Missouri

Thirty percent of Latinx LGBTQ employees reported not being promoted or having been 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 Latinx LGBTQ respondents include:

I had a boss who actively refused to engage with or promote me because he disapproved of my sexual orientation. He was very religious and ... openly told me that I would never succeed there.

— Latinx cisgender lesbian from Illinois

I was denied opportunities to grow in the company due to being gay.

— Latinx cisgender gay man from Nevada

I was held back from a promotion due to my sexual orientation. In a company mostly run by men, they were worried that if I were promoted, I wouldn’t have the “allure” that was “necessary” to work amongst these men and be taken seriously since it was common knowledge that I am not attracted to men.

— Latinx cisgender sexual minority woman from New Jersey

[My] boss found out I did not have a husband or boyfriend and withdrew an offer for promotion, saying I didn’t fit the company values ... that I was an abomination and did not align with family values and God’s vision.

— Latinx transgender employee from South Carolina

Some Latinx LGBTQ respondents indicated that they were not promoted because they did not conform to broader traditional gender norms, which was expected of employees who advanced to senior positions:

Oftentimes, I was passed up for a promotion because I wasn't "manly" enough, and they doubted my ability to lead a team.

— Latinx nonbinary employee from California

I was not promoted for being a different guy than the alpha males in the management team ... [they] didn't want to hang out with [me].

— Latinx cisgender gay man from New York

I was up for a promotion and was with the company the longest. The promotion was given to a younger woman who had not only just started with the company less than six months prior, but she came from a background that had nothing to do with her current job or her promotion. I was told in so many words that she "looked more professional" because she dressed up, wore makeup, and styled her hair. She would be a "better face for the company."

— Latinx cisgender bisexual woman from Florida

In addition to not receiving promotions, respondents described other workplace experiences that impacted their wages and benefits:

I was given less hours than I was supposed to work in a week, and it resulted in getting kicked out of my apartment for being unable to pay the rent on time.

— Latinx cisgender bisexual woman from Pennsylvania

I learned that I was getting paid less even though I was doing the same job.

— Latinx cisgender bisexual woman from Arizona

I had to out myself at work because when I was signing up for health benefits, my spouse was denied coverage for being the same sex as me. This was in 2020. I brought this up to HR and they were not kind about it.

— Latinx cisgender lesbian from Florida

Others reported having their responsibilities changed because they were LGBTQ, including having their contact with students and clients limited:

I was never allowed to talk to clients ... of the company.

— Latinx cisgender bisexual woman from Arizona

Once they found out I was bisexual, they didn't want me to work with the older kids.

— Latinx nonbinary bisexual employee from Kansas

Some Latinx LGBTQ respondents also mentioned being ostracized by co-workers:

I applied for a job at a retail location, and when they hesitantly employed me, all of my co-workers would avoid me like I was a disease and look at me funny. And I assume that is because I am openly bi and I'm a bit masculine.

— Latinx cisgender bisexual woman from Maine

I received numerous hateful notes. [I was] purposely not invited to department and company events.

— Latinx cisgender gay man from Georgia

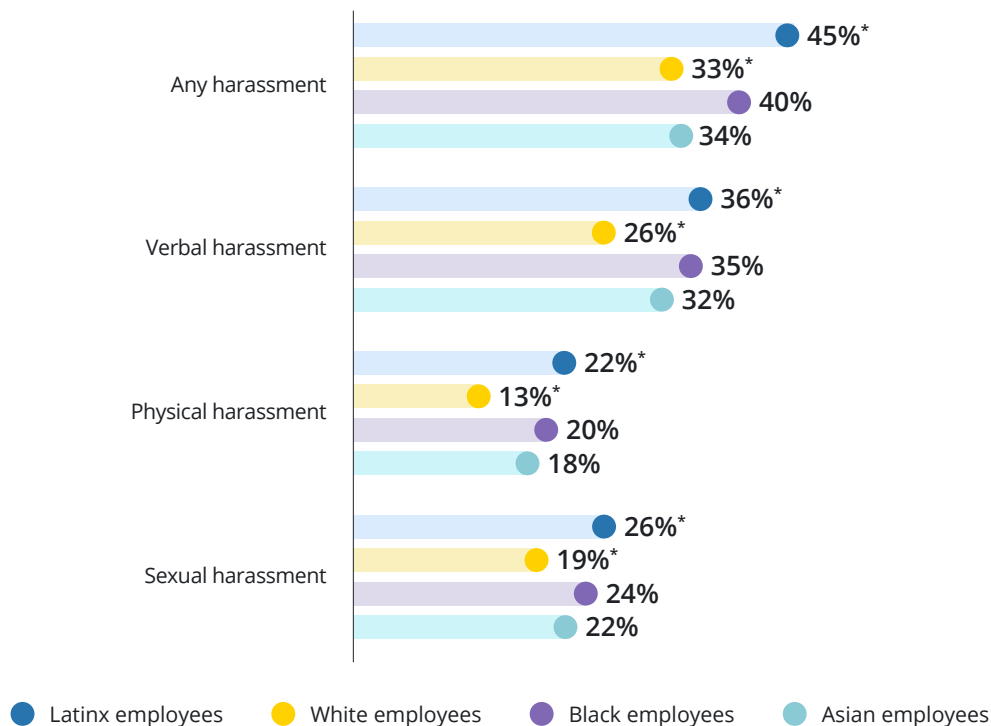
I was never invited to any of my workplace events. In fact, no one ever cared to tell me. I never did anything wrong. I used to wear a pin on my apron that said my pronouns and a pride flag, and I remembered co-workers looking at me weirdly. I'm guessing they figured out I was a part of the community like that and never wanted to interact with me.

— Latinx cisgender bisexual woman from Oklahoma

Harassment

Forty-five percent of Latinx 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 7. Lifetime experiences of harassment based on LGBTQ status among LGBTQ employees by race/ethnicity



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

Verbal Harassment

Over one-third (36%) of Latinx LGBTQ employees reported experiencing verbal harassment at work because of their sexual orientation or gender identity. Latinx LGBTQ employees were more likely to report experiencing verbal harassment than White LGBTQ employees (26%). Reports of verbal harassment from Latinx LGBTQ respondents include:

I was harassed and called names because I am a transgender person.

— Latinx transgender questioning employee from Utah

One day, a few of the guys I worked with were standing around talking. I could literally hear them calling me a faggot and a gay piece of shit and that the world would be a better place if I was dead.

— Latinx cisgender gay man from North Carolina

One of my co-workers verbally harassed me, and when I walked away, he continued to call me names to my boss.

— Latinx transgender sexual minority employee from Oregon

Due to the rising political climate and the influx of confident Trump-supporting Republicans, the last six years have been the most difficult in terms of homophobia in the workplace. Usually, cis straight white men making jokes about lesbians.

— Latinx cisgender bisexual woman from California

During the monkey pox situation, a co-worker who knew I was gay said that only gay people can get it because it's a sexually transmitted disease. She, of course, was wrong but she was clearly pointing me out.

— Latinx cisgender gay man from Texas

Some Latinx LGBTQ respondents cited examples of being misgendered by management, co-workers, and customers:

I was laughed at and constantly misgendered by management. They told me that I have a mental illness due to the fact that I am transgender ... They were Christian and said that God intended for me to be a male because that's what I was born as.

— Latinx transgender bisexual woman from Texas

There are customers who will openly refer to me by the wrong pronouns, make targeted comments about the gender they assume I am, and, when confronted, declare that I am wrong.

— Latinx transgender sexual minority employee from Texas

I observed a lot of comments and behaviors directed toward ... other co-workers who were more publicly LGBTQIA+. A big instance is when people would misgender a trans man consistently.

— Latinx cisgender bisexual woman from Illinois

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

I was told that I was childish for not being cisgender and straight.

— Latinx nonbinary employee from Texas

They told me they didn't believe me that I was bisexual. That was actually really rough to hear. It was honestly really scarring and traumatizing.

— Latinx cisgender bisexual woman from Kentucky

[I was told] that gay men are overly sensitive and that some cannot be taken seriously in a business setting.

— Latinx cisgender gay man from Louisiana

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

We worked with many Christian organizations, and I was often put down internally and externally. The sentiment internally was to suck it up because there are good people on both sides, and those who discriminate are allowed to have those opinions.

— Latinx cisgender lesbian from Florida

I was a cashier, and I got harassed by a middle-aged woman for being "too gay," and she wouldn't let me touch her money because she didn't want the "gay touch."

— Latinx transgender bisexual employee from New York

My job was in customer service, and women who I would help would ask for a different associate and say it was against their beliefs to work with someone like me.

— Latinx cisgender lesbian from California

Some Latinx LGBTQ respondents tied their harassment and other forms of discrimination to their co-workers' reactions to learning that they were dating or that they had a spouse or partner:

My co-workers had seen me on a date with someone of the same sex and had made it into a joke just because of who I loved. Yet they would never joke about each other loving women, only when I loved men.

— Latinx cisgender gay man from Illinois

When I started forming that relationship with another woman, a religious co-worker of mine at the time would tell me that “this wasn’t what God had planned for me” and that I was “meant to have a family” and that one day I would find a husband “who loves me.”

— Latinx cisgender bisexual woman from Texas

I worked at [national coffee chain], and when I started to form a romantic relationship with another woman, many of my co-workers basically shunned me and automatically started to treat me differently. The disrespect was high, and it got so uncomfortable that I ended up leaving.

— Latinx cisgender bisexual woman from Texas

I was slandered constantly by a co-worker because I’m a lesbian and have a wife. My boss didn’t take it seriously. This went on for about a year.

— Latinx cisgender lesbian from Alabama

As shown by the examples above, some respondents indicated that the verbal harassment they were subjected to was based on religion. Many reported that they were told that being LGBTQ was a “sin,” against “God’s plan,” that they were an “abomination,” that “God doesn’t love gay people,” and that they would “go to hell.” Respondents also reported being told to pray and to go to church:

Male co-workers found out that I was queer and put derogatory sticky notes in my locker. The co-workers that were responsible for this treatment were “Christian” and said that being gay or trans is a sin.

— Latinx cisgender bisexual woman from Oklahoma

I was constantly questioned about my sexuality, why I like women, why don’t I just like men, how I knew, how my parents let it happen, why I couldn’t just find a nice man and ignore those feelings, telling me I was just confused and should pray about it and go to church. They were very openly religious and wanted me to go to their church because they felt like I needed Jesus and needed to pray about it.

— Latinx cisgender bisexual woman from Texas

Physical Harassment

About one in five (22%) Latinx LGBTQ employees reported experiencing physical harassment because of their sexual orientation or gender identity. By comparison, 13% of White LGBTQ employees reported experiencing physical harassment. Reports of physical harassment against Latinx LGBTQ employees included being “bullied,” “abused,” “assaulted,” “attacked,” “choked,” “hit,” and “strangled.” Examples included:

The worst? The military, still under Don’t Ask, Don’t Tell—harassed, court marshaled, physically and mentally abused, locked up for months.

— Latinx cisgender lesbian from Michigan

They choked me and said I was disgusting.

— Latinx cisgender bisexual woman from Washington

I was physically assaulted by a co-worker and verbally abused due to my sexuality. They were talking about how I was an abomination of God.

— Latinx cisgender bisexual man from Colorado

Sexual Harassment

One in four (26%) Latinx LGBTQ employees reported experiencing sexual harassment because of their sexual orientation or gender identity. By comparison, 19% of White employees reported experiencing sexual harassment. Some reports of sexual harassment were severe. In their write-in responses, Latinx LGBTQ respondents reported being “raped,” “sexually assaulted,” “sexually harassed,” “groped,” “grabbed,” “harassed romantically,” “aggressively pursued,” and “forced,” “pressured,” and “coerced” into “sexually degrading activity” by supervisors or co-workers. They also reported being “hit on ... inappropriately,” subjected to “sexual jokes,” “sexual comments,” and “inappropriate” and “invasive” questions about their sex lives because of their sexual orientation and gender identity. Specific examples of sexual harassment provided by respondents included the following:

I've been sexually harassed at almost every job I've had.

— Latinx nonbinary sexual minority employee from Nevada

When I first got into a real estate office as an admin, plenty of the older male employees tried to make sexual comments and talk about my body. Some started trying to contact me out of work, even after asking them not to contact me on my personal phone unless it was work-related. So then they just started sending me fake work questions at all times of night to see if I was up.

— Latinx cisgender bisexual woman from Delaware

I had an older boss make comments to me about my appearance and proceed to hit on me inappropriately. She would offer to give me rides home from work and tell me about her sex life. Once, she kept me with her for three hours when I just wanted to go home.

— Latinx cisgender bisexual woman from Hawai'i

In the men's bathroom, I was harassed by other men showing their genitals.

— Latinx cisgender gay man from Illinois

A number of bisexual women linked the sexual harassment they experienced at work with their bisexual identity:

One of my co-workers found out I was bisexual. I was underage, and he was an older man. He started asking me questions about threesomes with him and if I would want to have a baby with him.

— Latinx cisgender bisexual woman from California

I had a conservative boss while working my first job. He would regularly make indirect comments about my sexuality as a bisexual woman—derogatory, invalidating, sometimes sexual comments.

— Latinx cisgender bisexual woman from North Carolina

The worst is co-workers who think your sexuality will automatically make you attracted to them.

— Latinx cisgender bisexual woman from California

Several respondents reported that supervisors or co-workers suggested that they could “turn them straight” through either consensual or nonconsensual sex:

I had a boss at my last job tell me that he believed he could “turn me straight” and that I was “too cute to [perform oral sex on women].”

— Latinx cisgender bisexual woman from Georgia

I had a co-worker who used to make jokes about knowing that two or more girls were bisexual ... about being able to turn them straight.

— Latinx cisgender bisexual woman from Texas

Intersectional Discrimination

Some Latinx LGBTQ employees reported incidents of discrimination and harassment that related to multiple marginalized identities or “intersectional” discrimination.¹⁵

Some Latinx LGBTQ respondents reported incidents of discrimination and harassment that were also based on their race and/or ethnicity:

[I was] told I needed to go back to my country where I belong because I am stealing jobs.

— Latinx cisgender bisexual woman from California

[I was] called things like gorilla or monkey and have memes made of me with my face on a monkey.

— Latinx cisgender gay man from New York

¹⁵ Kimberlé Crenshaw, *Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics*, 1989 U. CHI. L. FORUM 139 (1989).

I had a boss ask me if I had done something wrong because they couldn't trust my "kind." I feel they were Christian and white, and I just didn't fit their mold, so they took it out on me.

— Latinx cisgender bisexual woman from Ohio

This white lady always ... talks negatively about people of color and makes jokes ... I feel like, as a person of color, I can't speak up for myself without people assuming I'm aggressive, so I just stay to myself.

— Latinx cisgender bisexual woman from California

My worst experience was my second job. Co-workers would laugh at me and be mean, treat me very poorly because of the way I dressed, my sexual orientation, and because of my ethnicity. I had to leave. I couldn't take it anymore. I would cry before I went to work and never had the courage to leave until one day, I had a long talk with my mother, and I finally left that job. Now, I have a better job with the best co-workers. They don't care how I look or what I am.

— Latinx nonbinary bisexual employee from Alabama

Several Latinx LGBTQ respondents reported experiences that included discriminatory treatment based on gender identity and disability:

I am disabled and bisexual, so especially the girls were very mean to me when they found out. It wasn't anything violent, but they distanced themselves and started rumors, generally just making me feel uncomfortable or unwelcome.

— Latinx cisgender bisexual woman from California

I had to take time off for disability due to being HIV positive. My boss was really pissed. Luckily, she was gone by the time I got back to work.

— Latinx cisgender gay man from Kansas

I worked at a screen-printing business ... I was yelled at by my boss on multiple occasions for being too feminine, too emotional, too liberal, and "not choosing" [a sexuality or a gender]. When her verbal assault made me cry, she yelled at me to toughen up and further belittled me for having rejection sensitivity, autism, and an autoimmune disease.

— Latinx nonbinary employee from Florida

Several respondents also reported experiences at the intersection of their LGBTQ identity and gender, including failure to conform to gender stereotypes beyond their sexual orientation and gender identity:

[I was] looked down upon for being a woman and with a woman. Two separate issues.

— Latinx cisgender bisexual woman from New Jersey

I was not allowed to teach color guard because I'm male.

— Latinx cisgender bisexual man from Texas

My manager told me that I need to look feminine because I was born as a girl.

— Latinx cisgender sexual minority woman from California

They didn't like that I was a female and would treat me poorly and would not include me in activities.

— Latinx cisgender bisexual woman from Arkansas

Several respondents gave examples specifically at the intersection of their LGBTQ identity and pregnancy discrimination:

I identify as bisexual, and when it became known there that I was pregnant, I heard rumors that I am lying about my sexuality. To the point where people would make little comments and remarks that would make me feel uncomfortable, especially when my belly started showing. An older woman told me that what I was doing would get me sent to hell because, one, I am bisexual, and two, I was pregnant without being married.

— Latinx cisgender bisexual woman from California

I was bullied because I'm honest about my sexuality when asked, and because I was pregnant and these people were religious, they acted like I was doing something to my unborn child by being who I am.

— Latinx cisgender bisexual woman from Florida

Someone called me a slur because I was pregnant and looked masculine.

— Latinx cisgender bisexual woman from New York

Latinx LGBTQ respondents also mentioned discrimination and harassment that involved their LGBTQ identity and other characteristics protected by non-discrimination laws, such as religion and age:

I was being hit by my co-workers for being an open bisexual. They called me a "bomber" because I am a part Muslim. I eventually reported it to my boss, but he ended up firing me for "vicious accusations."

— Latinx cisgender bisexual woman from Texas

On top of calling me a fag, [my] manager said that her religious beliefs (a staunch Catholic) were pretty clear on gay people and that she "totally understood why I left the church to become a filthy Jew."

— Latinx cisgender gay man from Texas

My sexual orientation and my religion got me fired and disqualified for many opportunities ... [including] a promotion for a high-level job, disqualified from getting a supervisor and management position job. I have many degrees and qualifications, but I always get discrimination.

— Latinx cisgender lesbian from Connecticut

I've been overlooked for job positions and raises ... due to my age and sexual orientation.

— Latinx cisgender bisexual woman from Texas

Of course, some respondents have more than two marginalized identities, and the harassment and barriers they face in the workplace can compound accordingly. Here are two examples from Black Latinx LGBTQ women:

I used to get singled out from my other male co-workers. 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 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 co-workers 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 because 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

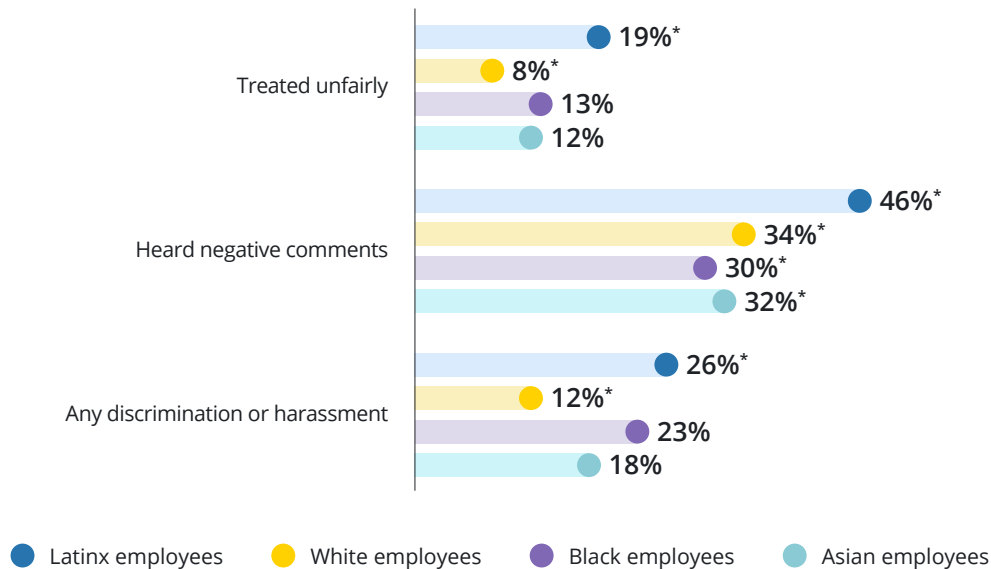
RECENT EXPERIENCES OF DISCRIMINATION AND HARASSMENT

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.¹⁶ This decision extended non-discrimination protections to LGBTQ employees nationwide as of June 2020.

Patterns of recent experiences by race mirror those of lifetime experiences. Latinx LGBTQ employees were more likely to report recent experiences of discrimination and harassment than White LGBTQ employees. About one-quarter (26%) of Latinx LGBTQ employees reported experiencing some form of discrimination or harassment in the past year, compared to one-tenth (12%) of White LGBTQ employees. In the past year, almost one in five (19%) Latinx LGBTQ employees reported being treated unfairly at work, compared with 8% of White LGBTQ employees. Latinx LGBTQ employees were also more likely than employees in all other race-ethnicity groups to have heard negative comments about LGBTQ people in the workplace in the past year.

¹⁶ 140 S. Ct. 1731 (2020).

Figure 8. Past year adverse workplace experiences based on LGBTQ status among LGBTQ employees by race/ethnicity

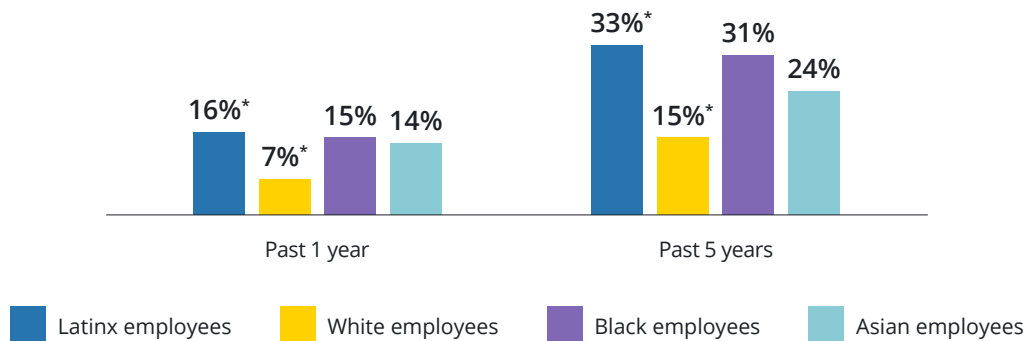


Note: *p-value less than 0.05 when comparing Latinx employees to White employees, Black employees, and Asian employees

Recent Discrimination

One in six (16%) Latinx LGBTQ employees reported experiencing at least one form of employment discrimination based on their sexual orientation or gender identity in the past year, and one-third (33%) reported such experiences in the past five years. By comparison, 7% of White LGBTQ employees reported experiencing discrimination in the past year and 15% in the past five years.

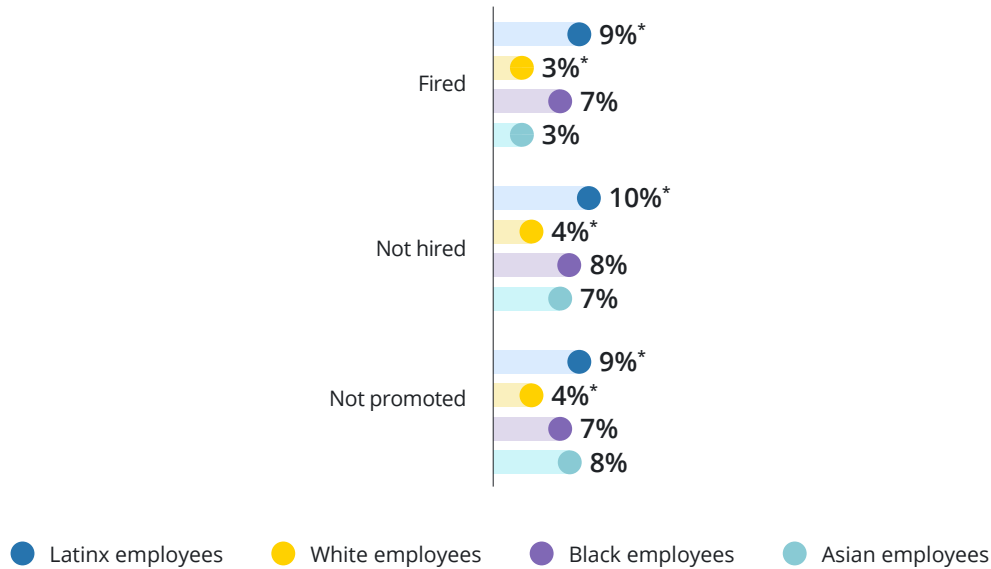
Figure 9. Recent experiences of workplace discrimination based on LGBTQ status among LGBTQ employees by race/ethnicity



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

In terms of the specific forms of discrimination experienced in the past year, 9% of Latinx LGBTQ employees reported being fired, 10% reported not being hired, and 9% reported being denied a promotion or other workplace opportunities. Latinx LGBTQ employees were two to three times as likely to report being fired, not hired, and denied a promotion as White LGBTQ employees (3%, 4%, and 4%, respectively).

Figure 10. Past year experiences of workplace discrimination based on LGBTQ status by race/ethnicity

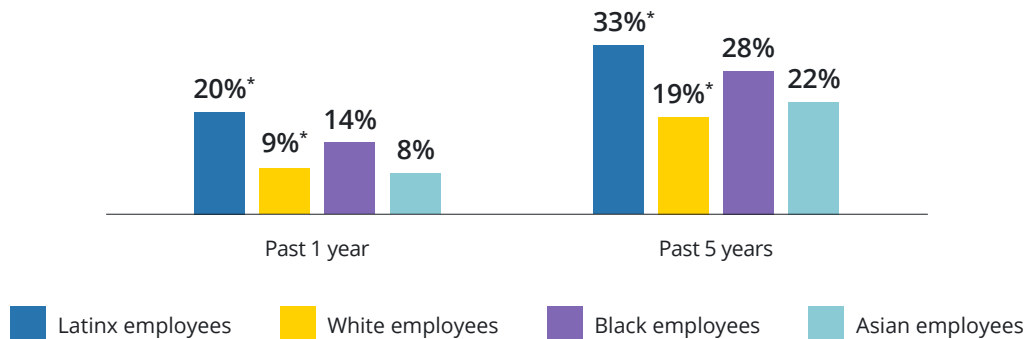


Note: Statistical significance is not reported when n is less than 10; *p-value less than 0.05 when comparing Latinx employees to White employees

Recent Harassment

One in five (20%) Latinx 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 one-third (33%) 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.

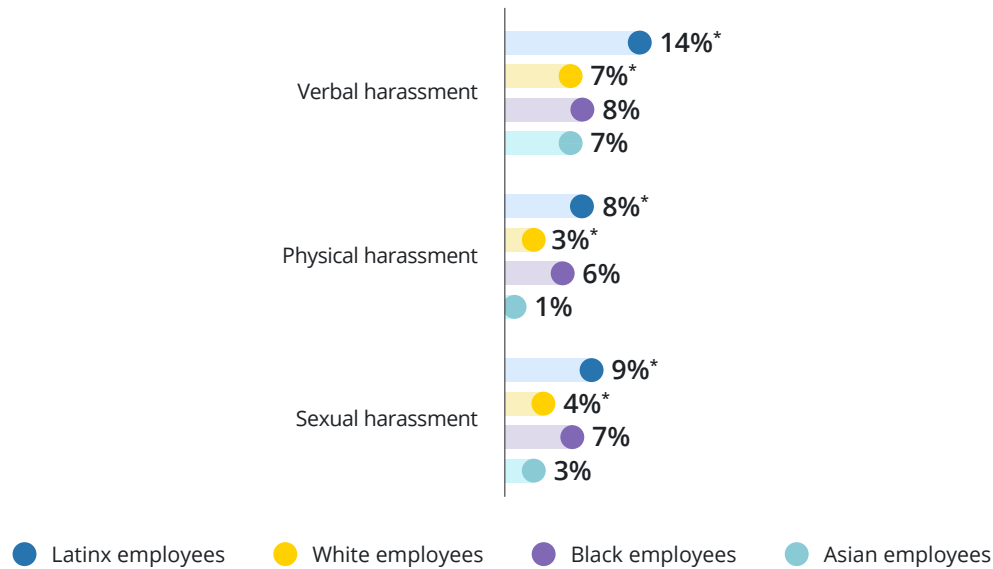
Figure 11: Recent experiences of workplace harassment based on LGBTQ status among LGBTQ employees by race/ethnicity



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

In terms of specific forms of harassment experienced in the past year, 14% of Latinx LGBTQ employees reported verbal harassment, 8% reported physical harassment, and 9% reported sexual harassment. Latinx LGBTQ employees were twice as likely to report verbal, physical, and sexual harassment (7%, 3%, and 4%, respectively).

Figure 12: Past year experiences of workplace harassment based on LGBTQ status by race/ethnicity



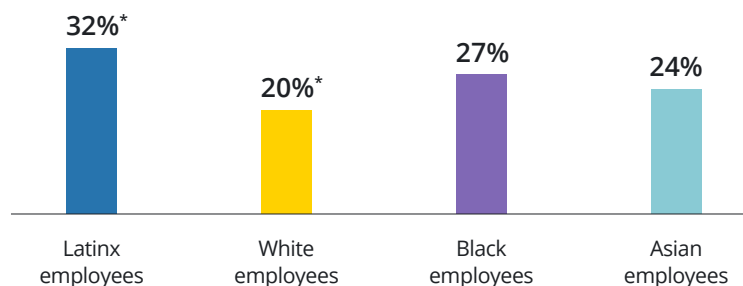
Note: Statistical significance is not reported when n is less than 10; *p-value less than 0.05 when comparing Latinx employees to White employees

EXPERIENCES AT CURRENT JOB

Respondents were asked specifically about their experiences at their current job. Less than two-thirds of Latinx LGBTQ employees (62%) felt that their current workplace environment was somewhat or very supportive. In comparison, 16% felt the environment was somewhat or very unsupportive of LGBTQ people. These percentages mirrored those who expressed job satisfaction (67%) and dissatisfaction (18%) with their current job.

About one-third (32%) of Latinx LGBTQ employees reported one or more adverse workplace experiences related to their sexual orientation or gender identity at their current jobs. Latinx LGBTQ employees were more likely to report these experiences than White LGBTQ employees.

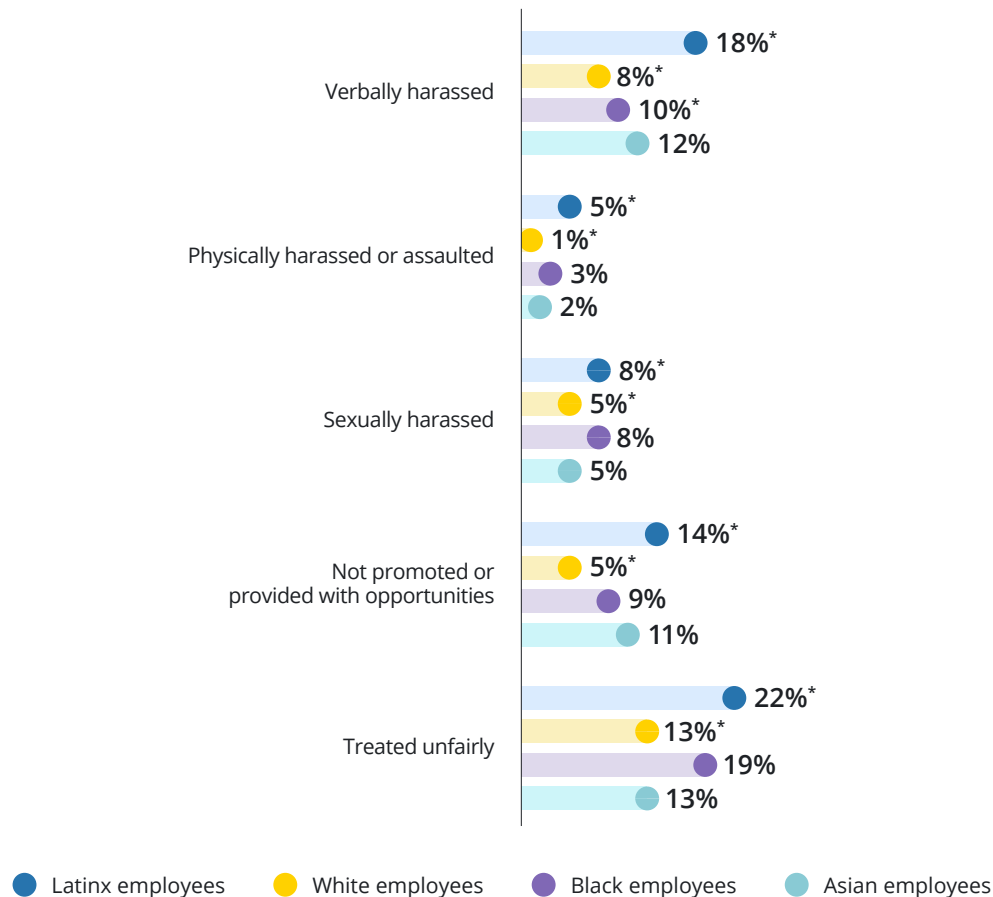
Figure 13: Adverse workplace experiences based on LGBTQ status among LGBTQ employees at current job by race/ethnicity



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

More specifically, 22% of Latinx LGBTQ employees reported being treated unfairly, 18% reported being verbally harassed, 10% reported being denied a promotion or other opportunities, 8% reported being sexually harassed, and 5% reported being physically harassed or assaulted at their current job. Latinx LGBTQ employees were more likely to report adverse workplace experiences at their current jobs than White LGBTQ employees. Compared to White LGBTQ employees, Latinx LGBTQ employees were more likely to report being treated unfairly (22% vs. 13%) or sexually harassed (8% vs. 5%), more than twice as likely to report being verbally harassed (18% vs. 8%) or being denied a promotion (14% vs. 5%), and five times as likely to report being physically harassed or assaulted (5% vs. 1%).

Figure 14: Adverse workplace experiences at current job based on LGBTQ status by race/ethnicity



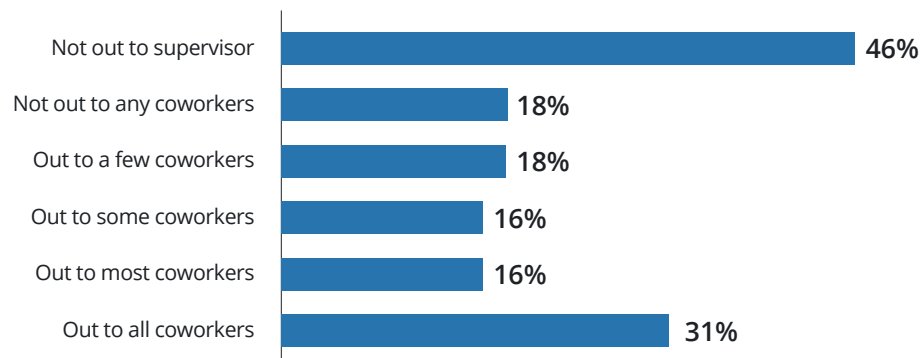
Note: Statistical significance is not reported when n is less than 10; *p-value less than 0.05 when comparing Latinx employees to White employees and Black employees

AVOIDING AND ADDRESSING DISCRIMINATION AND HARASSMENT

LGBTQ employees often take steps to avoid experiencing discrimination and harassment.¹⁷ They may conceal their sexual orientation or gender identity at work, avoid talking about their personal lives with co-workers, 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.¹⁸

Nearly half (46%) of Latinx LGBTQ employees reported that they are not out about being LGBTQ to their current supervisor, and 18% reported that they are not out to any of their co-workers. Less than one-third (31%) of Latinx LGBTQ employees reported that they were out to all their co-workers. No statistically significant differences in being out were found between Latinx LGBTQ employees and LGBTQ employees of other races.

Figure 15. Out at work at current job among Latinx LGBTQ employees



Not being out, in full or in part, is a way that many LGBTQ employees protect themselves from discrimination and harassment. Williams Institute research has shown that those who are out to at least some people in the workplace are twice as likely to have experienced discrimination or harassment because of their sexual orientation or gender identity as those who are not out to anyone at work (54% vs. 21%).¹⁹

¹⁷See Christy Mallory & Brad Sears, *LGBTQ Discrimination, Subnational Public Policy, and Law in the United States*, in OXFORD RES. ENCYC. POL. (2020).

¹⁸Ilan H. Meyer, *Prejudice, Social Stress, and Mental Health in Lesbian, Gay, and Bisexual Populations: Conceptual Issues and Research Evidence*, 129 PSYCH. BULL. 674 (2003), doi:10.1037/0033-2909.129.5.674; Kenji Yoshino, *Covering*, 111 YALE L.J. 769 (2001).

¹⁹Brad Sears et al., Williams Inst., *LGBTQ People’s Experiences of Workplace Discrimination and Harassment* (2024), <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>.

Some LGBTQ Latinx respondents shared experiences of being outed at work and the consequences that followed:

One of my co-workers outed me to my manager without my consent. My manager immediately changed with me and began to harass me on a daily basis when things were just fine before.

— Latinx cisgender lesbian from Indiana

My manager was a very Christian woman and said that I was an abomination for being bisexual and therefore decided to tell all my co-workers that I was bisexual before I was ready [and] without my permission...All of my co-workers stopped speaking to me because of this.

— Latinx cisgender bisexual woman from Michigan

Respondents also shared why they remain in the closet at work, including fearing discrimination and seeing the harassment that their out LGBTQ co-workers have experienced:

I'm straight passing and in the closet at work. If my work found out I was bi, I might be fired.

— Latinx cisgender bisexual woman from Florida

I just never felt comfortable telling my workplace I'm nonbinary because I always hear how my co-workers talk behind peoples' backs about the way others may present themselves outside. A lot of people who work in this retail place who present differently never make it past the first year hired, and it makes me nervous to be myself.

— Latinx nonbinary sexual minority employee from Texas

A lot of people where I worked seemed to not be so fond of people whose gender roles or orientation don't fit with their views ... I never told them I was bisexual, but if I did, it would be safe to assume they'd probably try [to do] anything to try and make me want to quit.

— Latinx cisgender bisexual man from New Mexico

My boss at a job told me if I kept up with this "gay act" that it would ruin any chance I had at keeping my job.

— Latinx cisgender bisexual woman from Wisconsin

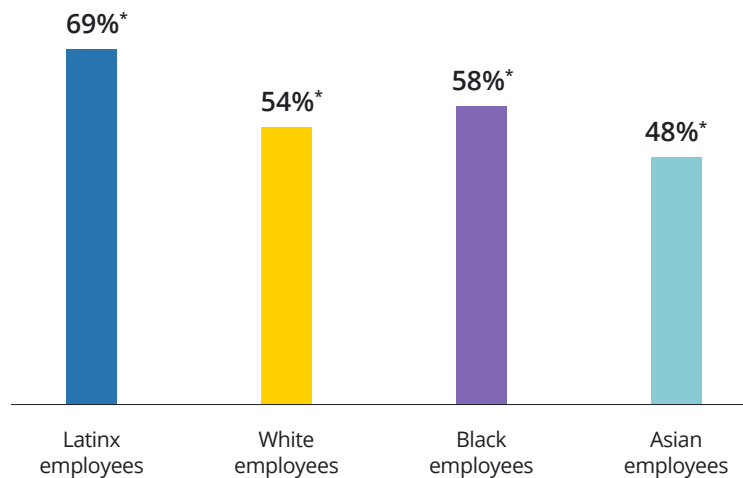
LGBTQ people and others with marginalized identities often adjust their behavior and conduct in order to avoid bringing attention to a stigmatized trait—a process that has been called “covering” by law professor Kenji Yoshino.²⁰ LGBTQ people who are open about their sexual orientation and gender identity may still engage in covering behaviors in order to minimize their LGBTQ identity.²¹

²⁰ Kenji Yoshino, *Covering*, 111 YALE L. J. 837 (2001). Covering is not necessarily the same as concealing LGBTQ status.

²¹ *Id.* at 838.

Many Latinx LGBTQ employees reported engaging in covering behaviors at their current jobs to avoid harassment or discrimination related to their sexual orientation or gender identity. Latinx LGBTQ employees were more likely to report engaging in covering behaviors than LGBTQ employees in other race-ethnicity groups. Over two-thirds (69%) of Latinx LGBTQ employees reported that they engaged in covering behaviors, compared to 58% of Black LGBTQ employees, 54% of White LGBTQ employees, and 48% of Asian LGBTQ employees.

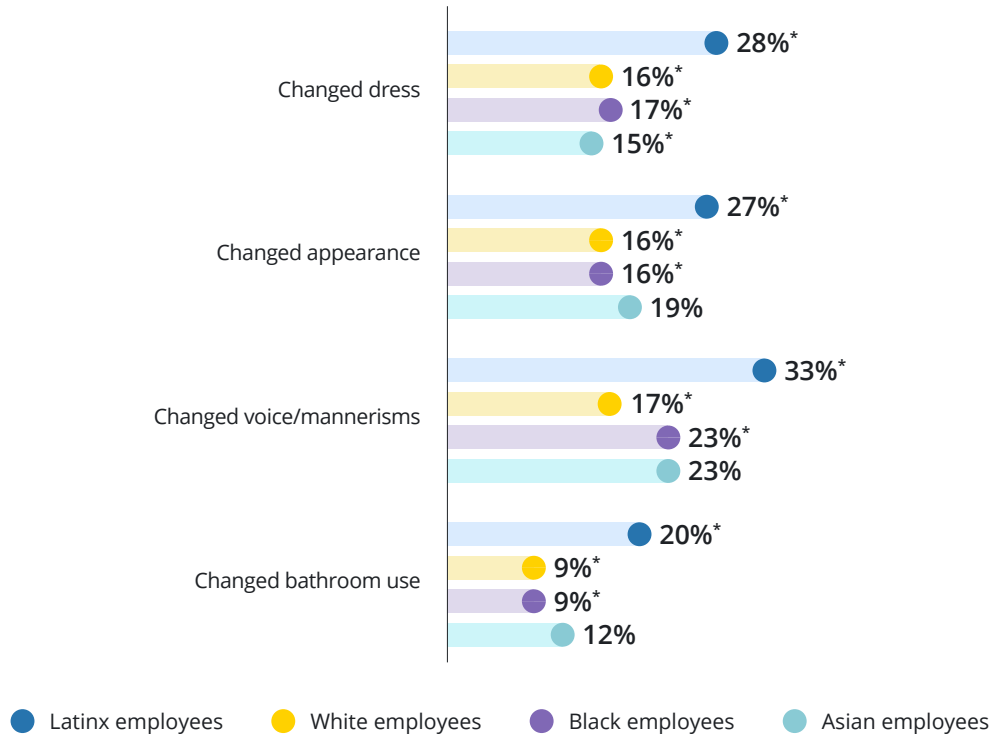
Figure 16. Covering behaviors among LGBTQ employees by race/ethnicity



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

More specifically, Latinx LGBTQ employees took steps to change how they presented themselves at work, including over one-quarter who reported changing how they dressed (28%) or their physical appearance (27%); one-third who reported changing their voice or mannerisms (33%); and one-fifth who have changed where, when, or how frequently they used the bathroom (20%). All four of these covering behaviors were significantly more common among Latinx LGBTQ employees than among White and Black LGBTQ employees.

Figure 17. 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 Latinx employees to White employees, Black employees, and Asian employees

While covering strategies related to dress, voice, and mannerisms are often initiated by LGBTQ people to prevent discrimination and harassment, some respondents also indicated that they were directly told to change their appearance or mannerisms by their supervisors:

My current boss says I should act more straight in some of our meetings.

— Latinx cisgender gay man from Arkansas

My boss called me and a customer “fairy fags” because I’m very fluid and can have the “gay voice.”

— Latinx cisgender bisexual man from Texas

I was sent home because I had painted nails and a “Flamboyant” outfit.

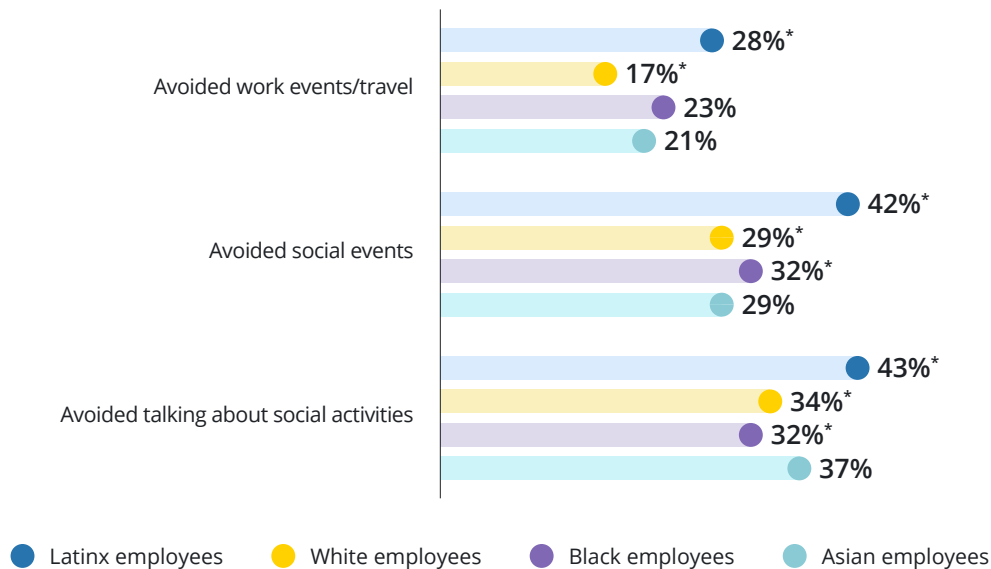
— Latinx cisgender bisexual man from California

I’ve gotten yelled at for being too “gay.”

— Latinx cisgender bisexual woman from Idaho

Latinx LGBTQ employees were also more likely than employees of some other races to report avoiding work events, workplace social events, and discussing their personal lives to avoid discrimination and harassment. Twenty-eight percent of Latinx LGBTQ employees reported avoiding work events and travel, compared to 17% of White LGBTQ employees. Forty-two percent of Latinx LGBTQ employees reported avoiding work-related social events, compared to 32% of Black LGBTQ employees and 29% of White LGBTQ employees. Forty-three percent of Latinx LGBTQ employees avoided sharing their activities outside of work with co-workers, compared to 34% of White LGBTQ employees and 32% of Black LGBTQ employees.

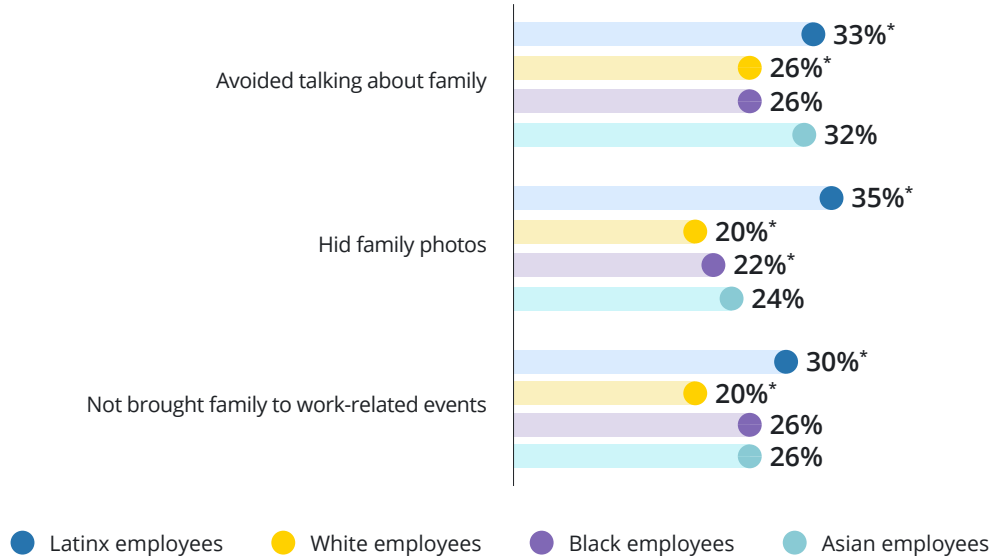
Figure 18. Covering behaviors among LGBTQ employees related to attending work activities and talking about outside activities at work by race/ethnicity



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

Many Latinx LGBTQ employees also avoided talking about their families and bringing them to work events to avoid discrimination and harassment. Latinx LGBTQ employees were more likely to report avoiding talking about their family at work than White LGBTQ employees (33% vs. 26%). Similarly, about one-third (35%) of Latinx LGBTQ employees reported not displaying photos of their partner or family at work, compared to 22% of Black LGBTQ employees and 20% of White LGBTQ employees. Latinx LGBTQ employees were also more likely to report not bringing family to work events than White LGBTQ employees (30% vs. 20%).

Figure 19. Covering behaviors related to hiding personal lives and family at work by race/ethnicity



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

Similar to covering behaviors related to appearance and expression, some Latinx LGBTQ respondents reported that their supervisors had told them not to discuss their personal lives and families at work:

I was called into my boss's office and questioned about my relationship with my roommate and whether we were a couple. I was told to keep my personal life to myself even though I hadn't said anything to anyone at work. They heard it from a client who knew my roommate.

— Latinx cisgender bisexual woman from Colorado

One of the supervisors I had at the time randomly started asking questions about personal things, which I found odd, but when I answered, he started saying how it was so wrong, and I didn't fit in the company.

— Latinx cisgender lesbian from Florida

I do feel like I've been in some places where I have to keep myself from mentioning my girlfriend because of homophobic comments I've heard from co-workers and higher-ups. They would bring up God all the time and how it was bad and immoral and I was going to hell.

— Latinx cisgender lesbian from Utah

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.²² Decades of research have linked unsupportive workplace environments for LGBTQ people to poorer health, decreased job satisfaction, and decreased job commitment, among other negative outcomes.²³

Over forty percent of Latinx 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 (41%); have looked for other jobs because of how they were personally treated by their employer based on their LGBTQ status (44%); or have looked for other jobs due to their workplace environment being unsupportive of LGBTQ people in general (46%). Latinx LGBTQ employees were more likely to report that they had left a job or looked for another job due to personal treatment or an unsupportive workplace environment than White LGBTQ employees (30%, 32%, and 36%, respectively).

Figure 20. 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 Latinx employees to White employees

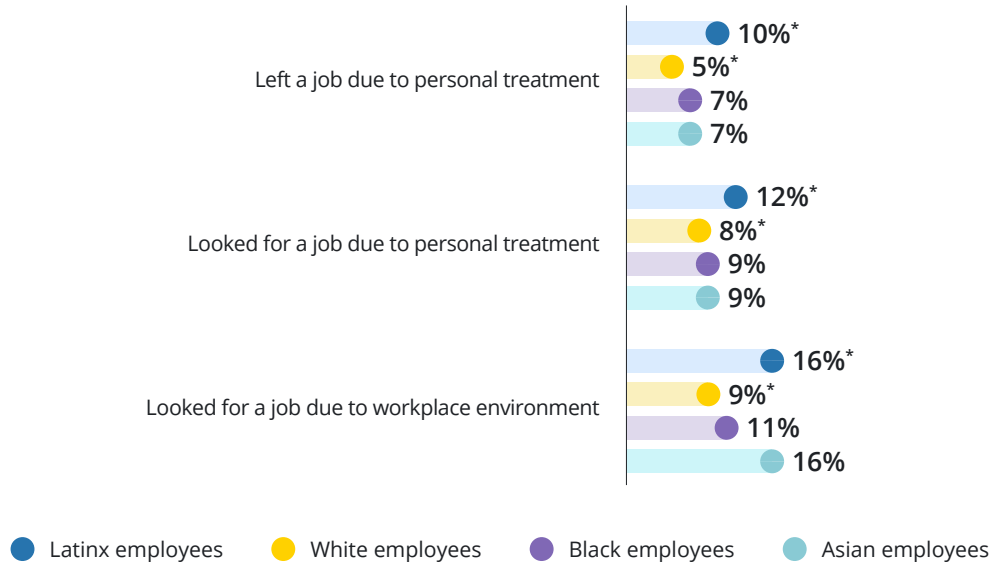
For some Latinx LGBTQ employees, adverse experiences have caused them to consider looking for another job quite recently—even while in their current jobs. In the past year, one in 10 Latinx LGBTQ employees (10%) reported that they left a job because of how they were treated due to their LGBTQ status, 12% reported looking for a job because of how they were treated due to their LGBTQ status, and 16% reported looking for a job due to their workplace being unsupportive of LGBTQ people in

²² 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.

²³ *Id.*

general. Latinx LGBTQ employees were more likely to report that they had left a job or looked for another job due to personal treatment or an unsupportive workplace environment in the past year than White LGBTQ employees (5%, 8%, and 9%, respectively).

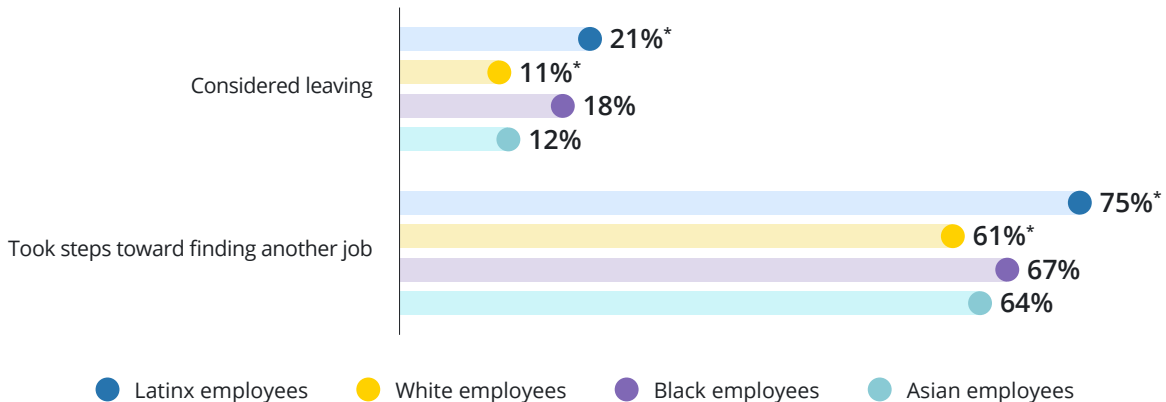
Figure 21. Impact of discrimination and unsupportive environments for LGBTQ people on past year employee retention by race/ethnicity



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

Due to the workplace environment at their current job, about one in five (21%) Latinx LGBTQ employees had considered leaving. Of those, most (75%) had taken steps towards finding another job. By comparison, only 11% of White LGBTQ employees had considered leaving their current jobs, and only 61% of those employees had taken steps to do so.

Figure 22. Impact of current unsupportive workplace environment for LGBTQ people on LGBTQ employees by race/ethnicity



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

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

A co-worker would make inappropriate comments regarding homosexuality ... He was an older person and religious ... This was my first job. I was struggling with my sexuality as well, and I felt I could not bring up my discomfort to a co-worker or superior because I didn't want to and didn't know any better ... so I pretended not to care, but it made me uncomfortable, and I decided to look for another job.

— Latinx cisgender gay man from Texas

An older male at work, an employee of mine ... would make uncomfortable comments about me. He would tell me that he would like to watch me and a girl have sex, that sort of fetishizing disgusting thing. I ended up quitting.

— Latinx cisgender bisexual woman from Virginia

I was called a fag by one of my managers. [I] had a job lined up and quit on the spot.

— Latinx cisgender gay man from Texas

My manager insulted me in front of the whole team due to my gender, causing me to quit.

— Latinx transgender bisexual woman from New York

I was sexually harassed by a co-worker, who is an older man, and asked in the most disgusting tone to come around his location more often to talk and so that he could see me. After I rejected his advances, he would come around to my location to stand behind me when I would bend over or just minding my business. My boss was oblivious and [too] caught up in work to notice my discomfort, and they were also close friends. So, I chose to leave my job for fear of my safety and not wanting to cause problems at my former job.

— Latinx cisgender lesbian from California

RESPONSES TO EXPERIENCES OF DISCRIMINATION AND HARASSMENT

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

A customer started to harass me, and my boss ended up supporting the customer, and I had to take the blame for simply being myself.

— Latinx nonbinary employee from California

I worked in construction and experienced homophobic remarks often, but when I went to HR, they didn't take me seriously, and the harassment continued.

— Latinx cisgender gay man from New York

My co-workers were doing and saying sexual things that made me uncomfortable, but after repeatedly making complaints, it didn't stop.

— Latinx cisgender bisexual woman from California

I was cornered by (of all people) the head of HR and coerced into a sexually degrading act and blackmailed. I reported him and was told [that if] I didn't like it, I should just quit.

— Latinx cisgender bisexual man from Ohio

I was sexually assaulted by a co-worker. He knew I was disabled, and he had a physical advantage over me ... Prior to the assault, he cornered me and described in graphic detail his wish for a threesome with me (a gay woman) and a gay man. When I reported him and took him to court, I received a restraining order. Instead of honoring it, HR brought an attorney into the room and denied the order. They said they would change our schedules so we weren't working together, and that's the best they could do.

— Latinx nonbinary employee from California

The survey also did not specifically ask respondents to describe what they did to overcome discrimination and harassment. Still, several respondents shared that they decided to work even harder to meet unfair challenges that are put in their way or have become advocates for themselves or LGBTQ people more broadly in the workplace. Some noted that this work, too, can take a toll on them. Here are a few of their stories of resilience and resistance:

I was working at the job for more than a month and told how great I was doing, but then when management found out I was gay, they suddenly began piling more work on me that no one could possibly get done in an 8-hour time period ... I was miraculously able to get everything done, [but then] they told me I should have been helping others out too.

— Latinx cisgender gay man from Minnesota

I work for a Christian non-profit that's pretty conservative in its beliefs ... I feel like I've made a real difference in progressing the organization, and change is starting to happen.

— Latinx bisexual woman from North Carolina

In the office, people whispered and laughed at me because of who I loved. They ignored my ideas and skills. Every day felt like a challenge. But I stayed strong, determined to build a workplace where acceptance mattered more than judgment.

— Latinx cisgender gay man from California

During a casual conversation with a few co-workers in the break room, the topic of relationships came up. People were discussing their significant others, sharing stories, and laughing together. Feeling comfortable with my team, I mentioned my partner,

who happened to be of the same gender ... After that moment, things subtly changed ... Invitations to team outings or after-work gatherings seemed to mysteriously stop coming my way. It felt like I was being excluded from the social fabric of the office simply because of my sexual orientation ... I started doubting whether I was truly valued for my contributions ... However, I refused to let this define my experience at work ... Over time, I decided to address the issue by having open conversations with my co-workers, helping them understand the importance of inclusivity and the impact of their behavior. Slowly but surely, I started to see positive changes in the office dynamics, with my colleagues becoming more aware and inclusive. While my experience might have been minor compared to others, it served as a reminder that even subtle acts of discrimination can have a profound impact on an individual's well-being and sense of belonging. It reinforced my commitment to advocate for equality and acceptance, both within and outside the workplace.

— Latinx cisgender bisexual woman from South Carolina

CONCLUSION

Latinx LGBTQ employees face high levels of discrimination and harassment in the workplace. Forty-six percent of Latinx LGBTQ employees reported experiencing some form of employment discrimination (being fired, not hired, or denied a promotion) based on their sexual orientation or gender identity at some point in their lives. This discrimination is ongoing, with 16% reporting that they experienced discrimination based on their LGBTQ status within the past year and 14% reporting that they were denied promotion and other opportunities at their current job.

Latinx LGBTQ employees were more likely to experience discrimination and harassment based on their sexual orientation and gender identity than White LGBTQ employees. This pattern held when looking across all forms of discrimination and harassment studied. Many Latinx LGBTQ employees wrote about their experiences of discrimination and harassment based on both race/ethnicity and LGBTQ status, as well as other personal characteristics. These findings indicate that Latinx LGBTQ employees experience intersectional and compounded forms of discrimination and harassment.

Many Latinx 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. Almost half of Latinx LGBTQ employees reported that they are not open about being LGBTQ to their current supervisor, and 18% reported that they are not out to any of their co-workers. Sixty-nine percent of Latinx 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. Latinx LGBTQ employees were more likely to report engaging in these covering behaviors than LGBTQ employees in all other race-ethnicity groups.

Experiences of discrimination and harassment, as well as unsupportive workplace environments, are leading many Latinx LGBTQ employees to leave or consider leaving their jobs. Over forty percent of Latinx 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 unsupportive workplace environment for LGBTQ people in general at their current job, one in five Latinx LGBTQ employees reported they considered leaving, with three-fourths of these employees taking steps towards finding another job. Latinx LGBTQ employees were more likely to have left their jobs and looked for other jobs than White LGBTQ employees.

These findings suggest that employers need to pay specific attention to the workplace experiences of Latinx LGBTQ employees. Individual reports of discrimination by Latinx LGBTQ employees indicate that more robust protections, including monitoring and enforcement, are needed to ensure that Latinx LGBTQ people are fully protected from discrimination and harassment in the workplace. Moreover, experiences of discrimination and harassment based on LGBTQ status and race/ethnicity, among other characteristics such as disability and pregnancy, among Latinx LGBTQ employees indicate the need for policies that specifically address intersectional and overlapping forms of discrimination.

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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.²⁴ 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 X 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.²⁵ 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.²⁶ Some questions about concealment and avoidance are from a survey developed by the Center for American Progress.²⁷ 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.²⁸ 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

²⁴ 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.

²⁵ Sears et al., *supra* note 3.

²⁶ David R. Williams, Measuring Discrimination Resource (2016), https://scholar.harvard.edu/files/davidrwilliams/files/measuring_discrimination_resource_june_2016.pdf.

²⁷ 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/>.

²⁸ 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), co-workers' 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.²⁹

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

Cisgender participants who reported "something else" as their sexual orientation identity (n=98) were excluded from empirical analyses, given uncertainty about whether they were sexual minorities or not. Descriptive analyses were conducted using the survey package in R v4.3.2 statistical software and included design-based F-tests (Rao-Scott chi-square tests) of differences in proportions to assess whether outcomes vary across demographic groups at an alpha of 0.05.³⁰ 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.³¹ The 2018 PATH survey was conducted with a large nationally representative sample of U.S. adults and included measures of sexual orientation identity and transgender status. The PATH data were a subset of LGBTQ respondents in the workforce (full-time employed, part-time employed, self-employed, or looking for work). This subset was used to establish weighting targets for age (4 categories), sex assigned at birth (2 categories), race/ethnicity (5 categories), education (3 categories), and region (6 categories). Iterative proportional fitting (or "raking") was then used to create the weight variable. Weights were trimmed at 6 to avoid over-weighting a small number of respondents, and they were normalized to sum to the sample size, which is common practice.

²⁹ 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>.

³⁰ 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).

³¹ 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 panels³² 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, occupation, and current state of residence. The responses were edited to correct for 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 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. Due to limited sample sizes and the lack of information about respondents whose race/ethnicity was categorized as “Other,” we do not include this group in the text or charts. Outcomes for this group are included in the tables.

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

³² 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

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
AGE										
18-34	65.5%	59.6, 71.4	45.6%	42.5, 48.7	59.0%	51.5, 66.4	64.4%	51.0, 77.8	61.7%	48.8, 74.7
35-44	16.8%	12.7, 20.9	15.2%	13.2, 17.2	22.0%	16.4, 27.6	13.8%	5.9, 21.6	12.7%	5.0, 20.5
45-64	15.7%	10.3, 21.1	31.8%	28.4, 35.2	19.1%	11.7, 26.4	17.2%	5.1, 29.3	23.0%	10.2, 35.8
65 and up	2.0%	-0.3, 4.4	7.4%	5.1, 9.7	0.0%	0, 0	4.6%	-4.1, 13.3	2.6%	-2.4, 7.5
SEX ASSIGNED AT BIRTH										
Male	37.1%	31.2, 43.0	44.2%	40.9, 47.5	41.3%	33.9, 48.8	47.4%	34.6, 60.3	29.0%	16.5, 41.5
Female	62.9%	57.0, 68.8	55.8%	52.5, 59.1	58.7%	51.2, 66.1	52.6%	39.8, 65.4	71.0%	58.5, 83.5
GENDER IDENTITY³³										
Transgender	5.5%	3.1, 7.9	3.9%	2.8, 5.0	3.3%	0.4, 6.1	3.2%	-0.4, 6.7	5.2%	0.1, 10.2
Nonbinary	6.8%	4.4, 9.2	6.0%	4.8, 7.2	5.2%	2.5, 7.9	7.1%	1.9, 12.4	15.9%	8.1, 23.6
Cisgender LGB	87.7%	84.4, 91.1	90.2%	88.6, 91.8	91.5%	87.7, 95.4	89.7%	83.4, 96.0	79.0%	70.1, 87.9
SEXUAL ORIENTATION³⁴										
Gay	19.5%	14.7, 25.4	25.5%	22.4, 28.8	22.8%	16.8, 30.2	20.1%	10.1, 36.1	11.3%	5.3, 22.2
Lesbian	14.2%	10.8, 18.4	13.6%	11.7, 15.7	14.3%	10.3, 19.5	7.4%	3.4, 15.1	13.7%	7.2, 24.5
Lesbian or gay and nonbinary ³⁵	0.7%	0.2, 2.2	1.0%	0.6, 1.6	1.1%	0.4, 3.5	1.0%	0.1, 6.9	2.3%	0.5, 8.9
Straight	0.2%	0, 1.7	0.2%	0.1, 0.5	1.5%	0.3, 6.6	0.0%	0, 0	0.0%	0, 0
Bisexual	62.1%	56.2, 67.6	58.1%	54.8, 61.3	59.5%	52.2, 66.5	69.6%	55.3, 80.9	64.7%	52.4, 75.4

³³ 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.

³⁴ Given the high number of cells with zero values, chi-square test could not be computed.

³⁵ 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 identity as lesbian or gay and chose to report their responses as is.

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Something else	2.9%	1.6, 5.1	1.4%	1.0, 2.1	0.0%	0, 0	2.0%	0.5, 7.8	6.1%	2.7, 13.3
Not sure/ questioning	0.5%	0.1, 1.9	0.2%	0.1, 0.5	0.7%	0.2, 2.8	0.0%	0, 0	2.0%	0.5, 7.9
EDUCATION										
Less than bachelor's degree	58.6%	52.8, 64.3	53.4%	50.2, 56.6	68.5%	61.7, 75.3	30.0%	19.5, 40.5	59.0%	46.6, 71.4
Bachelors degree	29.0%	23.7, 34.3	29.5%	26.6, 32.5	20.9%	14.7, 27.1	54.5%	42.1, 66.9	18.7%	9.9, 27.5
More than bachelor's degree	12.5%	8.2, 16.7	17.1%	14.5, 19.7	10.6%	6.4, 14.8	15.5%	5.6, 25.5	22.3%	10.6, 33.9
INDIVIDUAL INCOME										
None	0.8%	-0.1, 1.6	1.0%	0.5, 1.5	1.9%	0.2, 3.5	0.0%	0, 0	1.0%	-1.0, 3.0
\$1 to \$24,999	15.2%	11.5, 19.0	16.7%	14.5, 19.0	23.5%	17.7, 29.3	16.5%	6.1, 26.9	20.9%	11.8, 30.0
\$25,000 to \$49,999	32.1%	26.9, 37.3	31.5%	28.6, 34.4	33.6%	26.5, 40.7	27.0%	16.4, 37.7	34.3%	22.5, 46.2
\$50,000 to \$99,999	37.3%	31.7, 43.0	33.1%	30.0, 36.2	32.0%	25.3, 38.7	32.5%	21.3, 43.8	36.4%	24.2, 48.5
\$100,000+	14.6%	10.0, 19.1	17.6%	14.9, 20.3	9.1%	5.2, 12.9	23.9%	12.4, 35.5	7.4%	1.5, 13.3
CURRENT EMPLOYMENT										
For-profit business	70.7%	65.7, 75.6	67.1%	64.1, 70.1	64.8%	58.1, 71.5	57.7%	44.9, 70.5	55.4%	43.3, 67.4
Non-profit organization	6.7%	4.1, 9.2	8.0%	6.3, 9.7	7.5%	3.8, 11.2	6.6%	1.4, 11.8	8.4%	2.1, 14.6
Government employee, including military	10.5%	7.3, 13.7	10.6%	8.7, 12.5	13.1%	8.7, 17.4	11.4%	4.5, 18.3	10.8%	4.3, 17.4
Self or family-employed	9.9%	6.7, 13.2	12.2%	10.1, 14.4	8.9%	5.1, 12.6	21.3%	9.1, 33.5	22.7%	12.5, 32.8
Unemployed but looking	2.2%	0.7, 3.8	2.1%	1.2, 3.1	5.8%	2.4, 9.3	3.1%	-2.8, 8.9	2.8%	-1.1, 6.6
REGION										
Pacific	18.8%	14.5, 23.1	13.7%	11.3, 16.0	7.0%	3.7, 10.3	38.1%	26.1, 50.1	28.2%	17.2, 39.2
Rocky Mountain	7.5%	4.4, 10.7	4.6%	3.3, 6.0	2.9%	0.9, 4.8	9.0%	1.7, 16.3	7.2%	0.8, 13.6
Southwest	22.9%	18.2, 27.7	8.7%	6.9, 10.4	10.1%	5.6, 14.5	4.4%	0.1, 8.8	3.0%	-0.4, 6.4
Midwest	13.0%	9.0, 17.0	24.3%	21.6, 26.9	13.2%	8.7, 17.7	15.5%	6.4, 24.6	19.2%	10.5, 28.0
Northeast	16.4%	12.1, 20.6	22.4%	19.5, 25.2	23.5%	17.1, 29.8	25.1%	13.2, 37.0	23.8%	12.0, 35.5
Southeast	21.4%	16.6, 26.2	26.4%	23.7, 29.2	43.5%	36.3, 50.6	7.8%	1.9, 13.7	18.6%	9.6, 27.6
COHABITATING PARTNER										
Married/ Spouse	27.4%	22.2, 32.6	28.2%	25.3, 31.1	22.8%	16.6, 29.0	23.9%	13.5, 34.4	12.8%	5.8, 19.8
Non-marital legally recognized partner	9.4%	6.0, 12.8	5.8%	4.3, 7.3	4.1%	1.5, 6.6	1.0%	-0.9, 2.9	3.0%	-0.4, 6.4
Unmarried partner	20.4%	15.9, 24.9	19.6%	17.2, 22.0	17.7%	12.5, 22.9	18.0%	9.2, 26.7	28.0%	16.8, 39.2

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

Note: CI = confidence interval; Bold text indicates a statistically significant difference compared to Latinx 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

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Treated unfairly	45.0%	39.2, 50.8	31.3%	28.3, 34.3	37.7%	30.8, 44.6	28.7%	18.1, 39.3	28.7%	18.0, 39.4
Heard negative comments	74.6%	69.8, 79.4	73.2%	70.4, 76.0	66.2%	59.4, 72.9	56.4%	43.5, 69.3	77.4%	67.3, 87.5
Any discrimination or harassment	57.8%	52.2, 63.4	41.9%	38.7, 45.1	51.3%	44.1, 58.5	43.7%	31.4, 56.1	41.4%	29.6, 53.1
SPECIFIC ADVERSE EXPERIENCES										
Any lifetime discrimination	45.8%	40.0, 51.6	27.2%	24.3, 30.0	40.6%	33.6, 47.5	32.2%	20.8, 43.6	28.4%	18.2, 38.6
Fired	31.1%	25.7, 36.6	15.2%	13.0, 17.5	29.2%	22.8, 35.7	20.3%	10.5, 30.0	17.5%	9.0, 26.0
Not hired	33.5%	27.9, 39.1	16.8%	14.4, 19.2	28.6%	22.3, 34.9	27.5%	16.6, 38.5	14.6%	7.0, 22.3
Not promoted	30.3%	24.8, 35.7	17.6%	15.2, 20.1	24.5%	18.7, 30.3	23.8%	13.8, 33.8	12.7%	5.4, 19.9
Any lifetime harassment	45.3%	39.6, 51.0	33.5%	30.4, 36.5	39.6%	32.6, 46.5	34.5%	23.0, 46.0	32.6%	21.7, 43.6
Verbal harassment	36.2%	30.6, 41.7	26.1%	23.3, 28.9	35.0%	28.3, 41.8	32.0%	20.7, 43.2	28.4%	17.9, 38.8
Physical harassment	22.2%	17.4, 26.9	13.0%	10.9, 15.1	20.4%	14.9, 26.0	18.4%	8.7, 28.2	11.4%	3.8, 18.9
Sexual harassment	26.1%	20.9, 31.3	19.3%	16.8, 21.9	23.8%	17.9, 29.6	21.9%	11.7, 32.1	19.7%	10.4, 29.0

Note: CI = confidence interval; Bold text indicates a statistically significant difference compared to Latinx 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

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Treated unfairly										
Within the past year	19.3%	14.7, 23.9	7.7%	6.2, 9.3	13.3%	8.7, 17.9	11.5%	4.4, 18.6	9.2%	2.9, 15.5
One to five years	13.7%	9.7, 17.7	8.9%	7.3, 10.6	12.3%	7.7, 16.9	7.9%	2.1, 13.6	7.8%	2.1, 13.5
Over five years ago	12.0%	7.8, 16.2	14.7%	12.2, 17.1	12.1%	7.5, 16.7	9.3%	2.5, 16.2	11.7%	3.6, 19.8
Heard negative comments										
Within the past year	46.0%	40.3, 51.7	33.8%	30.8, 36.7	30.4%	23.9, 37.0	31.8%	21.1, 42.5	31.8%	21.1, 42.6
One to five years	18.6%	14.1, 23.1	21.6%	19.0, 24.2	23.7%	17.3, 30.0	12.3%	5.2, 19.3	28.9%	17.4, 40.4
Over five years ago	10.0%	6.3, 13.7	17.9%	15.1, 20.6	12.1%	7.3, 16.8	12.3%	3.6, 21.0	16.7%	6.3, 27.0
Any discrimination or harassment										
Within the past year	25.9%	20.8, 30.9	11.9%	10.0, 13.8	22.8%	17.3, 28.3	17.6%	9.3, 25.9	10.4%	4.1, 16.6
One to five years	18.4%	14.0, 22.9	12.4%	10.4, 14.3	14.6%	9.6, 19.6	12.4%	4.8, 20.0	18.4%	9.9, 27.0
Over five years ago	13.5%	9.3, 17.8	17.7%	15.0, 20.4	13.9%	8.5, 19.4	13.8%	4.2, 23.4	12.6%	4.4, 20.7
SPECIFIC ADVERSE EXPERIENCES										
Any discrimination										
Within the past year	16.4%	12.1, 20.6	7.1%	5.6, 8.6	14.7%	10.1, 19.2	13.6%	6.1, 21.1	5.3%	0.7, 9.9
One to five years	16.9%	12.5, 21.3	8.3%	6.7, 10.0	16.4%	11.2, 21.6	10.4%	3.2, 17.5	14.7%	7.0, 22.4
Over five years ago	12.5%	8.2, 16.9	11.7%	9.5, 14.0	9.5%	5.1, 13.9	8.2%	0.7, 15.7	8.5%	2.2, 14.7
Fired										
Within the past year	9.0%	5.7, 12.3	2.7%	1.6, 3.8	6.5%	3.3, 9.7	3.2%	-0.4, 6.8	4.3%	0.1, 8.4
One to five years	9.8%	6.6, 13.0	5.5%	4.2, 6.8	14.8%	9.9, 19.7	7.5%	2.0, 12.9	4.5%	0.1, 9.0
Over five years ago	12.3%	7.9, 16.7	7.1%	5.3, 8.8	7.9%	3.7, 12.2	9.6%	1.7, 17.6	8.7%	2.3, 15.1
Not hired										
Within the past year	10.5%	6.8, 14.1	4.0%	2.8, 5.2	8.0%	4.6, 11.4	7.4%	2.0, 12.9	0.0%	0, 0
One to five years	12.9%	8.9, 16.9	6.0%	4.5, 7.4	14.1%	9.2, 19.1	11.9%	4.3, 19.5	9.4%	3.0, 15.8
Over five years ago	10.1%	6.3, 14.0	6.8%	5.1, 8.6	6.4%	3.0, 9.9	8.2%	0.7, 15.7	5.3%	0.7, 9.8
Not promoted										
Within the past year	9.3%	6.0, 12.7	3.7%	2.6, 4.8	6.7%	3.5, 9.9	8.0%	2.1, 13.8	1.0%	-1.0, 3.0

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
One to five years	13.5%	9.5, 17.4	5.2%	3.9, 6.4	11.9%	7.5, 16.2	7.5%	1.5, 13.5	7.9%	2.1, 13.6
Over five years ago	7.5%	3.9, 11.1	8.8%	6.7, 10.8	5.9%	2.9, 9.0	8.4%	1.8, 15.0	3.8%	-0.5, 8.1
Any harassment										
Within the past year	19.8%	15.1, 24.4	8.5%	6.9, 10.2	13.7%	9.3, 18.1	7.9%	2.5, 13.4	7.1%	1.9, 12.3
One to five years	12.8%	9.1, 16.5	10.2%	8.4, 12.0	14.0%	9.2, 18.9	13.8%	5.9, 21.8	13.6%	6.2, 21.1
Over five years ago	12.8%	8.7, 16.8	14.7%	12.2, 17.2	11.9%	7.0, 16.7	12.7%	4.2, 21.2	11.9%	4.1, 19.8
Verbal harassment										
Within the past year	14.3%	10.1, 18.5	7.0%	5.5, 8.5	8.2%	4.7, 11.8	6.9%	1.9, 12.0	5.1%	0.7, 9.5
One to five years	12.0%	8.6, 15.4	7.8%	6.2, 9.4	15.4%	10.4, 20.3	10.9%	3.8, 17.9	11.1%	4.4, 17.9
Over five years ago	9.9%	6.2, 13.6	11.3%	9.1, 13.5	11.4%	6.7, 16.2	14.2%	5.4, 23.0	12.1%	4.2, 20.1
Physical harassment										
Within the past year	8.2%	5.1, 11.3	3.1%	2.1, 4.2	6.2%	3.2, 9.2	1.0%	-0.9, 2.9	1.0%	-1.0, 3.0
One to five years	7.4%	4.7, 10.1	4.2%	3.1, 5.4	7.3%	3.9, 10.6	7.2%	1.5, 12.9	3.8%	-0.5, 8.0
Over five years ago	6.6%	3.4, 9.7	5.6%	4.1, 7.1	7.0%	3.1, 11.0	10.2%	2.0, 18.5	6.6%	0.4, 12.8
Sexual harassment										
Within the past year	9.1%	5.7, 12.5	3.8%	2.6, 5.0	6.9%	3.7, 10.0	3.0%	-0.4, 6.3	2.0%	-0.8, 4.8
One to five years	8.7%	5.5, 11.8	5.5%	4.2, 6.7	9.4%	5.6, 13.2	6.0%	0.7, 11.2	7.0%	1.5, 12.6
Over five years ago	8.4%	4.8, 11.9	10.0%	8.0, 12.1	7.5%	3.5, 11.6	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 Latinx LGBTQ respondents; Statistical significance is not reported when n is less than 10.

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

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Any adverse at current job	32.1%	26.7, 37.6	20.1%	17.7, 22.5	26.8%	20.7, 32.9	24.3%	14.3, 34.2	18.0%	9.3, 26.7
SPECIFIC ADVERSE EXPERIENCE AT CURRENT JOB										
Verbally harassed	17.7%	13.2, 22.2	7.9%	6.3, 9.5	10.0%	5.7, 14.4	11.7%	4.6, 18.7	7.3%	2.0, 12.6
Physically harassed or assaulted	4.7%	2.2, 7.3	1.2%	0.6, 1.8	2.7%	0.7, 4.8	2.0%	-1.9, 5.8	0.0%	0, 0
Sexually harassed	8.5%	5.1, 11.8	4.6%	3.5, 5.8	7.6%	4.2, 11.0	5.0%	0.1, 9.9	4.0%	0.1, 7.9
Not promoted or provided with opportunities	13.9%	9.6, 18.2	5.1%	3.7, 6.4	8.5%	5.0, 12.0	11.3%	4.0, 18.5	5.8%	0.7, 10.9
Treated unfairly at current job	21.8%	16.8, 26.7	13.1%	11.0, 15.2	18.8%	13.6, 24.0	13.2%	5.6, 20.8	8.0%	1.6, 14.4
WORKPLACE ENVIRONMENT										
Very unsupportive	10.0%	6.5, 13.5	3.3%	2.2, 4.4	4.1%	1.7, 6.5	0.0%	0, 0	5.9%	0.7, 11.2
Somewhat unsupportive	5.9%	3.3, 8.5	7.1%	5.6, 8.6	7.8%	4.3, 11.2	3.7%	-0.5, 7.8	2.5%	-1.0, 6.1
Neither supportive nor unsupportive	21.7%	16.9, 26.4	23.5%	20.7, 26.3	19.6%	14.0, 25.2	29.0%	17.7, 40.2	29.5%	18.0, 41.0
Somewhat supportive	28.2%	22.9, 33.4	25.4%	22.6, 28.1	22.2%	16.0, 28.4	30.2%	19.4, 41.1	25.6%	14.8, 36.4
Very supportive	34.3%	28.9, 39.7	40.8%	37.6, 43.9	46.4%	39.1, 53.6	37.1%	24.4, 49.9	36.5%	24.7, 48.3
JOB SATISFACTION										
Very dissatisfied	7.3%	4.1, 10.6	3.8%	2.6, 5.0	5.9%	2.6, 9.2	1.0%	-1.0, 3.0	4.9%	0, 9.8
Somewhat dissatisfied	10.7%	7.2, 14.3	8.5%	6.8, 10.2	8.5%	4.5, 12.6	8.5%	2.3, 14.7	9.8%	2.6, 17.0
Neither satisfied nor dissatisfied	15.2%	11.2, 19.3	14.2%	12.0, 16.4	14.5%	9.3, 19.7	11.7%	3.7, 19.8	15.7%	7.1, 24.3
Somewhat satisfied	32.7%	27.3, 38.0	33.0%	30.0, 36.0	32.2%	25.5, 39.0	47.3%	34.8, 59.9	35.9%	24.0, 47.9
Very satisfied	34.1%	28.6, 39.5	40.5%	37.4, 43.7	38.8%	31.8, 45.9	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 Latinx LGBTQ respondents. Statistical significance is not reported when n is less than 10.

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

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Not out to supervisor	46.3%	40.6, 52.0	45.7%	42.5, 48.9	37.5%	30.5, 44.6	55.1%	42.4, 67.9	50.2%	37.9, 62.5
Not out to any co-workers	17.8%	13.4, 22.3	23.5%	20.7, 26.3	18.6%	12.7, 24.4	17.1%	8.5, 25.6	21.0%	10.7, 31.2
Out to a few co-workers	18.5%	14.2, 22.7	17.4%	15.0, 19.8	18.9%	13.1, 24.8	21.0%	10.6, 31.5	22.2%	11.8, 32.5
Out to some co-workers	16.3%	12.0, 20.5	12.3%	10.2, 14.3	16.3%	11.5, 21.1	24.4%	14.0, 34.9	16.1%	7.6, 24.5
Out to most co-workers	16.0%	11.9, 20.1	13.3%	11.2, 15.5	10.4%	6.2, 14.5	9.6%	3.4, 15.9	10.7%	3.2, 18.2
Out to all co-workers	31.4%	26.0, 36.9	33.5%	30.5, 36.6	35.8%	28.9, 42.8	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 Latinx LGBTQ respondents. Statistical significance is not reported when n is less than 10.

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

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
Any covering	69.2%	64.0, 74.5	54.3%	51.1, 57.6	57.6%	50.5, 64.8	48.3%	35.7, 60.8	57.4%	45.3, 69.6
SPECIFIC ALTERATION OF PRESENTATION										
Changed dress	28.1%	23.1, 33.1	15.8%	13.6, 17.9	17.0%	11.8, 22.3	15.0%	6.7, 23.2	23.3%	13.5, 33.2
Changed appearance	27.4%	22.4, 32.3	15.7%	13.6, 17.9	16.4%	11.7, 21.1	18.9%	10.0, 27.8	26.0%	15.0, 36.9
Changed voice/ mannerisms	33.0%	27.5, 38.4	16.7%	14.5, 19.0	23.3%	17.4, 29.1	23.4%	13.3, 33.6	22.8%	13.4, 32.2
Changed bathroom use	20.0%	15.4, 24.6	9.3%	7.6, 11.1	9.4%	5.6, 13.2	11.5%	3.2, 19.8	9.3%	3.0, 15.6
HID PERSONAL LIFE										
Avoided work events/travel	28.3%	23.0, 33.6	16.7%	14.3, 19.1	22.8%	16.6, 28.9	20.9%	10.9, 30.9	16.0%	7.4, 24.6
Avoided social events	41.6%	35.9, 47.3	28.8%	25.9, 31.7	32.2%	25.4, 39.0	29.1%	17.8, 40.5	19.3%	10.5, 28.1
Avoided talking about family	33.3%	27.8, 38.8	26.4%	23.6, 29.2	31.6%	25.0, 38.2	26.4%	15.8, 37.1	24.1%	14.1, 34.1
Avoid talking about social activities	43.4%	37.7, 49.1	33.9%	30.9, 36.9	31.8%	25.3, 38.4	37.2%	25.5, 48.9	32.4%	21.0, 43.9
Hid family photos	34.7%	29.1, 40.2	19.7%	17.1, 22.3	22.4%	16.6, 28.3	24.0%	14.3, 33.7	11.4%	4.8, 17.9
Not brought family to work-related events	29.6%	24.3, 35.0	19.9%	17.2, 22.5	25.5%	19.3, 31.8	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 Latinx LGBTQ respondents. Statistical significance is not reported when n is less than 10.

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

	LATINX n=338		WHITE n=1,195		BLACK n=218		ASIAN n=75		OTHER n=76	
	%	95% CI	%	95% CI	%	95% CI	%	95% CI	%	95% CI
LIFETIME EMPLOYEE RETENTION										
Left a job personal treatment	41.2%	35.5, 46.9	30.0%	27.1, 32.9	34.6%	27.9, 41.2	34.3%	22.5, 46.1	27.4%	17.0, 37.7
Looked for a job personal treatment	43.7%	38.0, 49.4	32.4%	29.4, 35.4	35.9%	29.2, 42.6	32.8%	21.5, 44.1	29.1%	18.6, 39.6
Looked for a job due to workplace environment	45.6%	39.9, 51.3	36.3%	33.2, 39.3	35.7%	28.9, 42.4	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	9.5%	6.4, 12.7	4.6%	3.4, 5.9	7.4%	4.0, 10.8	6.8%	1.3, 12.3	7.3%	2.0, 12.6
One to five years	16.7%	12.6, 20.9	10.6%	8.8, 12.3	18.2%	13.1, 23.4	13.0%	5.8, 20.2	8.2%	2.2, 14.1
Over five years ago	14.9%	10.3, 19.5	14.8%	12.4, 17.2	9.0%	4.9, 13.1	14.4%	4.6, 24.3	11.9%	4.1, 19.7
Looked for a job due to personal treatment										
Within the past year	11.5%	8.1, 15.0	8.1%	6.5, 9.7	8.5%	4.9, 12.1	8.9%	3.2, 14.6	9.6%	3.5, 15.7
One to five years	19.5%	15.2, 23.8	10.7%	9.0, 12.5	19.6%	14.1, 25.0	11.8%	4.7, 18.9	6.6%	1.3, 11.8
Over five years ago	12.7%	8.4, 17.0	13.6%	11.2, 15.9	7.8%	4.2, 11.4	12.2%	3.6, 20.7	12.9%	4.9, 20.9
Looked for a job due to workplace environment										
Within the past year	16.1%	12.0, 20.1	9.4%	7.7, 11.1	10.8%	6.8, 14.7	15.6%	7.6, 23.6	11.5%	4.5, 18.6
One to five years	18.2%	14.0, 22.5	11.7%	9.8, 13.5	17.2%	12.0, 22.4	16.1%	7.6, 24.5	13.3%	6.0, 20.6
Over five years ago	11.3%	7.5, 15.1	15.3%	12.8, 17.7	7.7%	3.6, 11.8	5.2%	-1.3, 11.7	18.3%	7.9, 28.6
Employment Retention at Current Job										
Considered Leaving	20.7%	16.0, 25.5	11.3%	9.4, 13.2	18.1%	13.0, 23.3	12.3%	5.2, 19.4	10.4%	3.7, 17.1
Steps toward finding another job	75.5%	65.3, 85.7	60.6%	51.8, 69.4	67.2%	52.8, 81.7	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 Latinx 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.