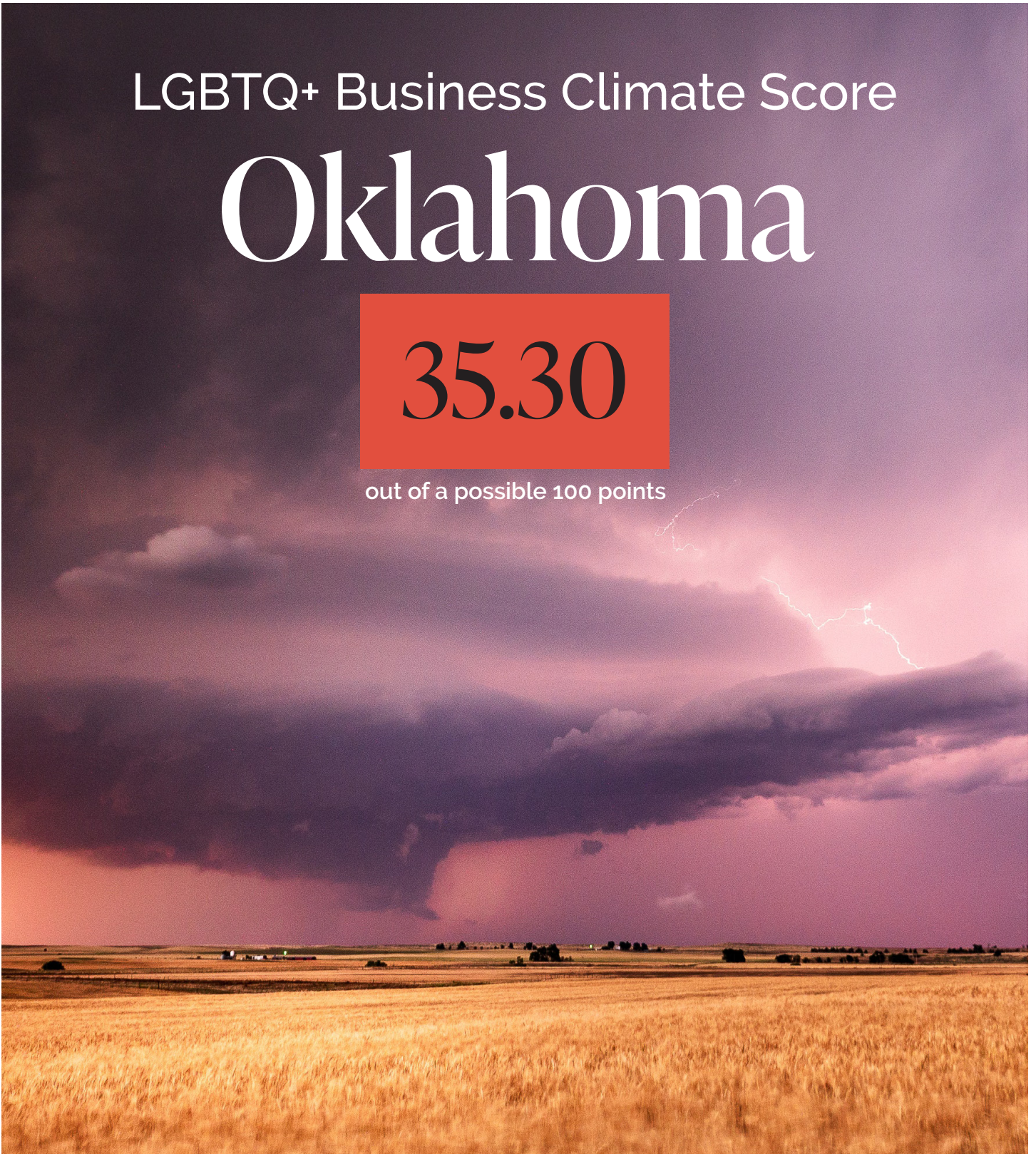


LGBTQ+ Business Climate Score

Oklahoma

35.30

out of a possible 100 points



Out Leadership's Business Climate Index for the 50 United States is an assessment of states' performance on LGBTQ+ inclusion. It measures the impact government policies and prevalent attitudes have on the LGBTQ+ people residing in each state, quantifying the economic imperatives for inclusion and the costs of discrimination. It equips business leaders and policy makers with a clear sense of the most impactful steps states can take to make themselves more hospitable to forward-thinking, innovative, inclusive businesses.

Color Coding

NO RISK	LOW RISK	MODERATE RISK	NOTABLE RISK	HIGH RISK
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For more context around these scores, and to learn more about the criteria we used to assess how state laws, actions and attitudes toward LGBTQ+ people create business and talent risks, please visit www.outleadership.com/staterisk

Oklahoma



Legal & Nondiscrimination Protection

Gender confirmation surgery is required to change gender markers on birth certificates and driver's licenses in Oklahoma. There are no statewide nondiscrimination protections for the LGBTQ+ community.

3_{/20}



Youth & Family Support

Conversion therapy remains legal in Oklahoma. Adoption agencies are allowed to discriminate against LGBTQ+ adoptive parents on the basis of religious beliefs or morals. There are no laws protecting LGBTQ+ youths in foster care from discrimination.

6.4_{/20}





Political & Religious Attitudes

The Governor and both U.S. Senators are conservatives with extensive records of speaking out and voting against LGBTQ+ equality and inclusion. The state has a religious exemptions law.

9.4_{/20}



Health Access & Safety

There are no protections in state employee healthcare mandating transgender healthcare coverage. Hate crimes protections don't cover sexual orientation or gender identity. Exposing someone to HIV without informing them of a positive status or via prostitution are both prosecuted as crimes.*

6.5_{/20}



Work Environment & Employment

18% of transgender employees in Oklahoma reported being harassed in the past year due to their gender identity, and 23% report mistreatment such as being forced to use a restroom not matching gender. 36% of LGBTQ+ individuals in Oklahoma reported food insecurity, almost double the rate for non-LGBTQ+ people (19%). Up to 28% of LGBTQ+ individuals in Oklahoma reported making less than \$24,000 per year. 9% of LGBTQ+ individuals report unemployment in Oklahoma, almost double the rate for non-LGBTQ+ people (5%).

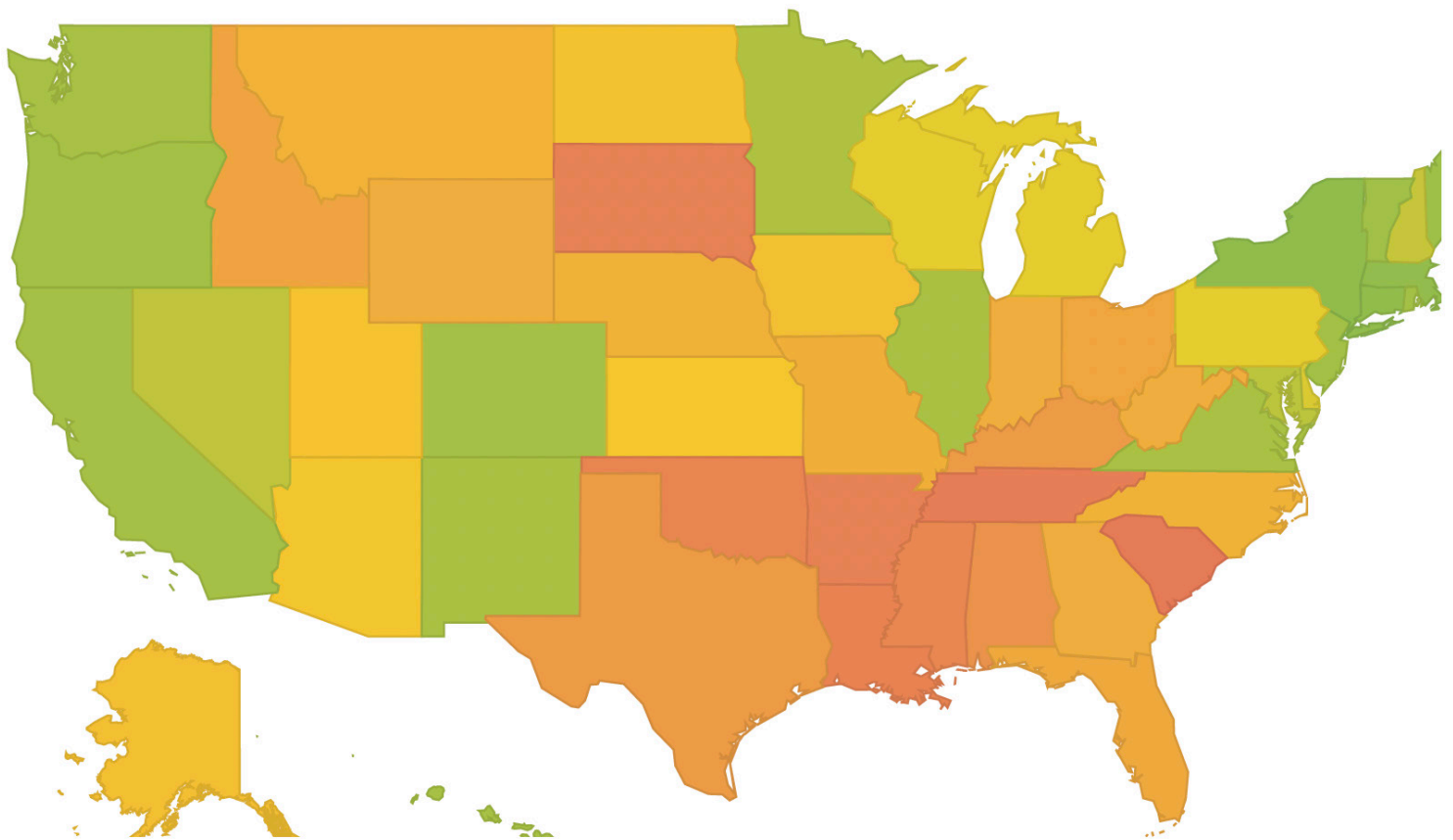
10_{/20}

A Note on Methodology

Download this report to learn how and why Out Leadership created the LGBTQ+ Business Climate Index for the 50 U.S. States, with important details about our methodology, including our data standards and practices. NOTE: *HIV criminalization laws are discriminatory and ineffective. These laws fail to account for advances made in treating and controlling HIV, may deter people from getting tested and seeking treatment, and can exacerbate the stigma targeting people living with HIV and LGBTQ+ people.

United States Heat Map

The legal and cultural situation for LGBTQ+ people varies widely across the country. This map, based on each state's total Business Climate Score, illustrates the states where LGBTQ+ people are empowered to participate more fully and openly in the economy, and the states that are lagging behind.





Oklahoma Talking Points

3.8% of Oklahomans identify as LGBTQ+. Conservatively, that's LGBTQ+ personal income of \$6.9 billion – it's a market my business can't afford to ignore.

When LGBTQ+ employees don't feel welcome at work, they're less likely to stay, and employee turnover is a drag on the state economy and business competitiveness. It costs companies an average of \$8,668 to replace an employee in Oklahoma, and it can cost up to \$335,560 to replace senior executives. Oklahoma and the businesses operating there have strong financial incentives to create inclusive workplaces in the interest of keeping these costs down.

Nondiscrimination policies allow LGBTQ+ people to participate more fully in the economy.

Millennial and Gen Z consumers prefer to do business with companies with LGBTQ+ friendly advertising and policies – 54% say they're more likely to choose an LGBTQ+ inclusive brand over a competitor – which is why it's important that Oklahoma continue to foster a business environment where being inclusive is supported.

State leaders should set a welcoming, not a stigmatizing tone.

Regional Context

The Southwest

Out Leadership and FCB partnered on original market research into the attitudes of American workers on LGBTQ+ inclusion, which fielded in 2019 and 2020. These briefs as a whole will be updated on an ongoing basis by Out Leadership because we recognize the ever-changing nature of policy on the local, state, and national level.

The Southwest region had the lowest percent of non-LGBTQ+ respondents being willing to self-identify as an ally (44%), but, surprisingly, had the highest percentage of respondents classifying as LGBTQ+ friendly (slightly over 90%). Over half of the of LGBTQ+ workers in the Southwest are out at work (54.4%, second behind the Southeast region) and LGBTQ+ workers in this region are also 14% less likely to feel they need to engage in covering behaviors around their sexual orientation at work to be successful. However, state leadership in this region is not seen as very inclusive, and workers were 36% more likely to say that their leadership speaks about LGBTQ+ in predominantly negative terms.

This region was also 43% more likely to list "including visibly LGBTQ+ people in advertising and communications" as one of the top ways that business could demonstrate their support. However, the non-LGBTQ+ respondents in this region were the least likely to list public demonstrations of support as one of the top ways that businesses could express their commitment to the LGBTQ+ community. Particularly around marketing to LGBTQ+ customers and public advocacy (77% and 50% less likely respectively).

Unless otherwise noted, all comparisons for more or less likely are compared to the National results. Regional results are based off of 1,500 respondents (LGBTQ+ and Non-LGBTQ+ responses have been weighted to be age-representative for each audience in each region). National results are based of 600 respondents representative of each audience (LGBTQ+ vs Non-LGBTQ+).

States in the Southwest region included: Arizona, New Mexico, Oklahoma, Texas.



Current Legal Status of LGBTQ+ People in Oklahoma

Legal status of the Lesbian, Gay and Bisexual Community

There are currently no explicit, comprehensive statewide protections against discrimination based on gender identity or sexual orientation in Oklahoma, including for state employees and foster children.

The cities of Norman, Oklahoma City, and Tulsa have local non-discrimination laws that at least partially protect against discrimination based on sexual orientation and gender identity.

After marriage equality became national law, the Oklahoma legislature passed laws protecting religious officials from civil liability based on their refusal to solemnize "any marriage that violates the official's conscience or religious beliefs." The statute also allows the religious officials to refuse individuals the opportunity to participate in religious services that are designed for married couples or couples engaged to marry, such as religious counseling programs, courses, retreats, and workshops.

Oklahoma law provides wide exemptions for discrimination against LGBTQ+ parents by private child-placement agencies. It provides that no private child-placing agency is required to assist in the placement of a child for foster care or adoption where the placement would violate the agency's written religious or moral convictions or policies.

Oklahoma allows parents to choose the personal parental title to appear on the birth certificate (Mother, Father, or Parent).

Oklahoma has a broad religious exemption law, the Oklahoma Religious Freedom Act, which provides that a governmental entity may not substantially burden a person's free exercise of religious (even if the burden results from a rule of general applicability), unless it can demonstrate that the burden is essential to furthering a compelling governmental interest and the least restrictive means of furthering it.

Oklahoman statute provides that all public schools must teach AIDS prevention education, and that such education must include specifically teaching students that "engaging in homosexual activity, promiscuous sexual activity, intravenous drug use or contact with contaminated blood products is now known to be primarily responsible for contact with



the AIDS virus," and that avoiding such activities is the only method of preventing the spread of the virus.

Exposing another person to HIV without their consent is a crime punishable by up to five years in prison. That is, if a person has consensual sex with someone living with HIV and the partner is aware of their status, it's not considered a crime.

It's considered a crime to engage in prostitution with an HIV-positive status, punishable by up to five years in prison. This is true even if the acts engaged in hold no risk of HIV transmission. This is a much heavier punishment than is levied on people convicted of prostitution without an HIV-positive status – they are typically charged with a misdemeanor, punishable by 30 days to a year and up to \$2,500 in fines.

Oklahoma also has a general transmission statute stating that people with "any contagious disease" who willfully expose themselves to others in "any public place or thoroughfare" may be charged with a misdemeanor and be sentenced to one year in jail and a \$500 fine.

There are no hate crimes protections covering sexual orientation or gender identity.

Conversion therapy is currently legal in Oklahoma.

Legal Status of the Transgender Community

It requires a court order to change the name on a birth certificate in Oklahoma. And, other than in the context of marriage, adoption, or divorce, it is not possible to change a name on a driver's license without a court order.

To get a reissued birth certificate with updated gender markers in Oklahoma, an applicant must get a court order certifying a gender change.

To change the gender markers on a driver's license, an applicant must submit: a notarized statement from a physician who performed their gender confirmation surgery attesting that the surgery is complete and irreversible.

The state Medicaid program, SoonerCare, has no policy on covering trans-related healthcare, and there's no ban excluding the coverage from private insurance.



Government Statements and Actions

The nation's first openly nonbinary state lawmaker, Mauree Turner, was elected to the state house in 2020. They were also the first Muslim elected to the state legislature.

In April 2022, Gov. Kevin Stitt signed the first law in the U.S. that banned gender neutral birth certificates.

Gov. Kevin Stitt also signed a law in May 2021 that prohibits mandatory diversity training for public university students universities regarding gender identity, sexual orientation, race stereotyping and sex stereotyping.

A bill that would ban trans kids from playing on sports teams aligned with their gender identity passed the state house shortly before the end of the 2021 legislative session, and was signed into law in March 2022.

Bills to ban conversion therapy to minors in the state have failed to gain traction in multiple sessions.

In 2018, former governor Mary Fallin passed a law allowing adoption agencies to discriminate against LGBTQ+ couples on religious grounds. Oklahoma currently has 11 anti-LGBTQ+ bills active in the state legislature.

Impact of LGBTQ+ Discrimination on Business Talent

1 NO RISK

2 LOW RISK

3 MODERATE RISK

4 NOTABLE RISK

5 HIGH RISK

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Brand Risk

5 HIGH RISK

Companies incur high risk to their brands by operating in Oklahoma, where there are no statewide LGBTQ+ inclusive nondiscrimination protections and adoption agencies have specific license to discriminate on religious grounds. The state's governor and senators have negative voting records on LGBTQ+ issues, and stand vocally against LGBTQ+ interests.

Client Risk

5 HIGH RISK

There is notable risk of LGBTQ+ or strong ally clients pulling their business from companies operating in Oklahoma in light of the state's business climate and reputation.

Talent Risk

5 HIGH RISK

LGBTQ+ professionals are very likely to consider Oklahoma's legal and social environment unfriendly. There is no statewide LGBTQ+ inclusive nondiscrimination law, the state has discriminatory policies on gender marker changes and transgender healthcare, and religious organizations can treat a same-sex partnership as illegitimate, all of which make working in Oklahoma unattractive to LGBTQ+ talent.

Marketing Risk

5 HIGH RISK

There is notable risk involved in marketing to the LGBTQ+ community in Oklahoma, where there is no statewide LGBTQ+ inclusive nondiscrimination law, sexual orientation and gender identity are not protected under state hate crimes legislation, no statewide restrictions exist on the practice of conversion therapy, teaching about HIV prevention includes anti-LGBTQ+ sentiment, and religious freedom laws are in place.

Future Risk

4 HIGH RISK

Oklahoma has had dozens of discriminatory bills filed over the past several years, with one such bill becoming law to date. We consider this state to be at high risk of a future negative event.

Socio-cultural Environment of LGBTQ+ People in Oklahoma

Status of LGBTQ+ Organizing and Community

Tulsa Pride, the longest-running pride event in the state, is celebrating its 40th anniversary in June 2022. It's run by the 40-year-old organization Oklahomans for Equality. There is also a pride event in Oklahoma City.

Cultural Views of the LGBTQ+ Community

51% of Oklahomans – less than half of respondents – oppose allowing a religious exemption for small business owners that would legalize LGBTQ+ discrimination.

63% of Oklahomans favor nondiscrimination laws for the LGBTQ+ community.





Partners

Our partnerships make our work possible. The first State LGBTQ+ Business Climate Index released in 2019 was funded by a grant from the Gill Foundation. The Index is based on data graciously shared by the Movement Advancement Project and the Williams Institute. Ropes & Gray is our pro bono legal partner for the CEO Business Briefs globally, and their research informs this Index. FCB partnered with us to conduct original market research into American attitudes toward LGBTQ+ workplace inclusion, informing the Regional Context section of the State CEO Briefs. America Competes supported the development of the scoring for the Risk Assessments, particularly for the Future Risk score.

