



# **State LGBT+ Business Climate Index**



## Purpose

Multinational companies face operational and reputation risks when they do business in places where the legal and/or social atmosphere makes it difficult for LGBT+ people to live openly. Discrimination against LGBT+ people creates serious challenges for talent mobility, retention, and development.

Out Leadership's State LGBT+ Business Climate Index and CEO Business Briefs seek to help C-Suite leaders understand and respond to these risks. Secondly, we seek to inform and empower corporate executives to engage in conversations with economic development officials and other local stakeholders about why discrimination against LGBT+ people negatively impacts their ability to do business.

## How to use the State LGBT+ Business Climate Index

As a business leader, you have the opportunity to create change for LGBT+ people wherever you work – both within your company, and in the states where you do business. The State LGBT+ Business Climate Index and CEO Briefs provide valuable information to inform conversations with:

**Staff:** Ensure that staff at your company are aware of the laws and attitudes impacting LGBT+ people wherever they work, and that they've adopted the appropriate internal policies for their location.

**Government Leaders:** In meetings with government leaders, particularly those focused on economic development, we encourage business leaders to bring up a state's performance on the State Business Climate Index, and the details shared in the CEO Briefs, in an appropriate way. We hope that these tools will help executives explain how LGBT+ inclusive policies are part of their companies' best practices, and acknowledged as global standards. Please note that you are the best person to judge whether you have the ability to have such a conversation with a local leader in an appropriate way. Your Government Affairs officer, Diversity & Inclusion head, or equivalent may be appropriate to include in these conversations.

**Business Partners:** In conversations with business partners, when appropriate, ask them what they're doing to address LGBT+ inclusion, and help explain why inclusion positively impacts your ability to conduct business.

## Introduction

Dear Out Leaders,

I'm proud to introduce Out Leadership's new LGBT+ Business Climate Index for the 50 U.S. States.

Four years ago, at Davos, Out Leadership introduced our CEO Business Briefs, which changed the landscape for how global business leaders can leverage their economic power and influence to drive LGBT+ equality. We launched with six briefs, and now maintain them for 21 countries.

Based on that same principle, when we began speaking with the Gill Foundation about building out the CEO Business Briefs to include the 50 United States, I knew that we had the opportunity to expand upon and complicate the Business Climate Score system the briefs feature.

For the country briefs, the Business Climate Score is based on a number of simple binary measures assessing the legal system. But as we all know, policy does not equal culture. As we planned to evaluate the 50 states on a more granular level, we wanted to create a more meaningful measurement – one that accounted for the various ways in which laws, policies and cultural attitudes create economic stresses for LGBT+ people, to help business leaders and policymakers understand the steps they can and should take in order to integrate LGBT+ people more fully into states' economies.

The world's smartest businesses evaluate markets and economies in terms of human capital. We've conceived of this index as a lens – one which will help stakeholders properly weigh the economic impact of policies that are often thought of as primarily social or cultural – to see how harmful discrimination is, and how beneficial inclusive policies can be.

Creating cultures where LGBT+ people are safe, supported, and able to rise to their highest potential is powerfully transformative. We're grateful to Out Leadership's 68 member companies (and counting!) for partnering with us every day in service of that vision.

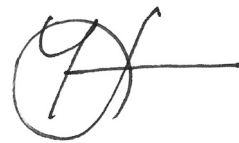
We're also incredibly grateful to the Gill Foundation for funding this work, and to our partners at the Williams Institute, the Movement Advancement Project, and the United States Transgender Survey, who generously gave us access to data forming the foundation of this Index. And finally, thanks to our Senior Researcher Rachel Golden and our Head of Communications Dave Hughes, who have worked tirelessly

over the last six months to realize this project.

Please share this Index and report widely within your organizations. This is just the beginning – this Index is a tactical and proactive, living tool, which will grow stronger from your engagement and feedback.

We look forward to using it with you to drive equality forward.

Thank you for your leadership.




Todd Sears

## Data Sources & Standards

In creating this index, we required that data inputs be independently verifiable, as recent as possible, and available for each state<sup>1</sup>. We also required that data be based on sufficient sample for statistical analysis<sup>2</sup>.

Data partners included The Movement Advancement Project (MAP), The United States Transgender Survey (USTS), and The Williams Institute. Other data not used in the index were sourced from available online datasets tracking statewide economic data markers such as those from the Bureau of Labor Statistics (BLS), and a report published by the United States Treasury<sup>3</sup>.

All data used in the scale are published online. USTS data are from the largest national survey of transgender individuals in the United States (2015). MAP data reflect current policies and practices as of March, 2019. Williams data are from no earlier than 2017. BLS data are from May, 2018<sup>4</sup>.

The index was built so that the data can be updated as laws and attitudes measurably change.

<sup>1</sup> The USTS was missing state-level data for 7 of 50 states. To address these missing data, we used regional averages to estimate what we believe are reasonable scores for each state. We have specifically called out where averages were used in the report.

<sup>2</sup> We utilized some data from the Williams Institute that is published online with a caveat that their sample sizes were small in some cases. The data affected by small sample sizes related to food insecurity of LGBT+ individuals, and unemployment of LGBT+ individuals, these data are indicated in the State Index Scores tables on pages 10-13 of this report.

<sup>3</sup> <https://www.treasury.gov/resource-center/tax-policy/tax-analysis/Documents/WP-108.pdf>

<sup>4</sup> May 2018 State Occupational Employment and Wage Estimates: Bureau of Labor Statistics <https://www.bls.gov/oes/current/oesrcst.htm> (last visited April 11, 2019).



## Rationale

Out Leadership's new LGBT+ Business Climate Index for the 50 United States is an assessment of states' performance on LGBT+ inclusion. It goes beyond an assessment of legal frameworks to measure the impact government policies and prevalent attitudes have on the LGBT+ people residing in each state, quantifying the economic imperatives for inclusion and the costs of discrimination.

It incorporates 20 carefully selected and nuanced markers assessing LGBT+ people's lived experiences - such as their performance in the labor market compared to their non-LGBT+ peers, their comparative levels of food insecurity, their access to health care, and the efforts they must make in order to properly represent themselves in official documentation.

Societal marginalization of LGBT+ people – which can often be subtle and hard to measure - has real and serious economic costs. Major legislative efforts to extend further legal discrimination, such the Religious Freedom Restoration (RFRA) law Mike Pence signed in Indiana in 2016<sup>5</sup>, and North Carolina's passage of the HB2<sup>6</sup> "Bathroom Bill," damaged those states' reputations for being business-friendly and harmed tourism, resulting in significant economic losses.

But discrimination doesn't need to be headline news to be harmful, or to create real economic hardship for LGBT+ people. The Out Leadership LGBT+ Business Climate Index combines verifiable data on LGBT+ people's lived experiences with economic data to help business leaders and policymakers understand the costs created by policies that create minority stress.

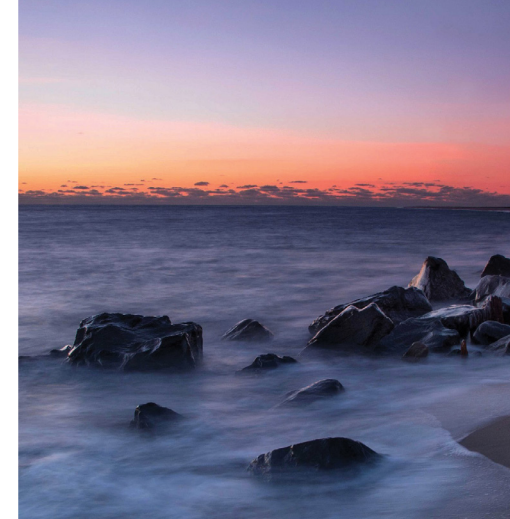
Research demonstrates that companies where LGBT+ people are supported enjoy increased profitability and stock prices as well as increased employee productivity . Our index suggests that a similar relationship exists on a state policy level, and that states that aim to make LGBT+ people more welcome and included legally and culturally will experience significant rewards for doing so, particularly in terms of residents' well-being and productivity<sup>7</sup>.

This Index, and the associated state-level CEO Business Briefs, provide both a comparative and a categorical assessment of states' performance on LGBT+ inclusion. We hope they will equip business leaders and policymakers with a clear sense of the most impactful steps states can take to make themselves more hospitable to forward-thinking, innovative, inclusive businesses, and help drive equality forward.

<sup>5</sup> <https://www.indystar.com/story/news/politics/2016/01/25/official-rfra-cost-indy-up-12-conventions-and-60m/79328422>

<sup>6</sup> <https://williamsinstitute.law.ucla.edu/research/discrimination-diversity-and-development-the-legal-and-economic-implications-of-north-carolinas-hb2/>

<sup>7</sup> CREDIT SUISSE ESG RESEARCH, LGBT: THE VALUE OF DIVERSITY (2016), <http://www.slideshare.net/creditsuisse/lgbt-the-value-of-diversity>. And: <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Arizona-Impact-Discrimination-March-2018.pdf>



## Measures

The index consists of 5 sections: Legal and Nondiscrimination Protections, Youth and Family Support, Political and Religious Attitudes, Health Access and Safety, Work Environment and Employment. Each section totaled 20 points and accounted for 1/5 of the index total.



### Legal and Nondiscrimination Protections

The Legal and Nondiscrimination Protections section includes two subsections:

*The Personal Legal* scale assesses the state's laws directly impacting LGBT+ individuals. This scale includes: How difficult is it for transgender people to change their gender markers on birth certificates and driver's licenses?

Two *Nondiscrimination Protections* scales assess the extent to which LGBT+ people are protected under state law. One evaluates nondiscrimination laws related to employment (including any protections specific to state employees). The other evaluates any nondiscrimination laws related to housing, public accommodations, credit and lending, and includes an assessment of whether state law preempts cities from passing non-discrimination laws – a significant, growing, troubling trend.



### Youth and Family Support

The Youth and Family Support section contains three subsections:

*The Family Support Scale* measures how supportive the state is of LGBT+ people who are in or wish to start families. Elements of this scale include: the percentage of LGBT+ families raising children, and whether state family leave laws cover same gender couples and allow workers to care for children they are raising. In addition, it measures whether states allow second parent adoption, if they provide adoption and foster care non-discrimination protections, and if state law allows recognition for parents using assisted reproduction.

*The Children and Youth Scale* assesses the resources available to LGBT+ children and youth in the state. It includes whether the state has non-discrimination laws and policies for LGBT+ students, whether anti-bullying laws and policies cover LGBT+ students, and whether the state has any laws preventing schools or school districts from actively protecting LGBT+ students through non-discrimination or anti-bullying policies.

*The Targeted Laws* section evaluates states on whether they ban discussion of same gender marriage in schools, and whether they ban conversion therapy for minors.



**Political and Religious Attitudes**

The Political and Religious Attitudes section contains two scales, the *Religious Protections Scale* and the *State Leadership Scores*. Taken together, these scales assess the tone of the state's conversation around LGBT+ rights.

The *Religious Protections Scale* assess the extent and impacts of a state's constitutional or statutory religious exemption laws, and whether state law provides for targeted religious exemption from laws governing child welfare services, private wedding services, and the provision of medical care. Finally, the scale assesses whether state law allows for state and local officials to claim a religious exemption in the provision of marriage licenses.

The *State Leadership Scores* are Out Leadership original measures evaluating the state's most senior elected officials' – the Governor and the two U.S. Senators – assessing how they've represented their views of LGBT+ people in speeches and in their political platforms, and in terms of how they've acted with regard to laws impacting LGBT+ equality.



**Health Access and Safety**

The Health Access and Safety section contains two scales:

The *Health Scale* assesses LGBT+ people's access to insurance and medical care in each state, giving particular emphasis to the most economically precarious and vulnerable members of the community. It considers whether private insurance is covered by state non-discrimination protections, whether transgender care is covered by Medicaid, and whether health insurance providers are banned from excluding coverage for transgender-specific care. It also assesses whether state employees receive transgender inclusive health benefits.

The *Safety Scale* is based on two significant laws protecting or criminalizing behaviors affecting LGBT+ people. It asks whether the state protects LGBT+ people in its hate crime laws. It also assesses whether the state criminalizes exposure to or transmission of HIV.



**Work Environment and Employment**

The Work Environment and Employment section contains two scales:

The *Work Environment Scale* assesses transgender individuals' experiences at work, including incidence of verbal harassment, sexual assault, and other mistreatment (such as being forced to use a restroom not matching gender, told to present in the wrong gender in order to keep a job, having someone at work share private information about their gender).

The *Employment Scale* is based on assessments of LGBT+ employment in the state. This scale includes the percentage of LGBT+ people making less than \$24,000 annually (approximately the current Federal poverty line), and the differences in unemployment rates and food insecurity between LGBT+ and non-LGBT+ identified individuals.



**Scoring**

Our scoring process is transparent and meaningful. We gave high scores to policies that provided protections or equal treatment for LGBT+ individuals; we gave low scores to direct legislation or policy marginalizing or discriminating against LGBT+ people, as well as to instances where protections excluded LGBT+ people. We gave credit to states for not enacting or approving discriminatory laws and regulations. For all components of the scale, 5 represented the top score, 1 represented the low score. The maximum score a state could receive is 100 points and the minimum score is 25.

# State Index Scores

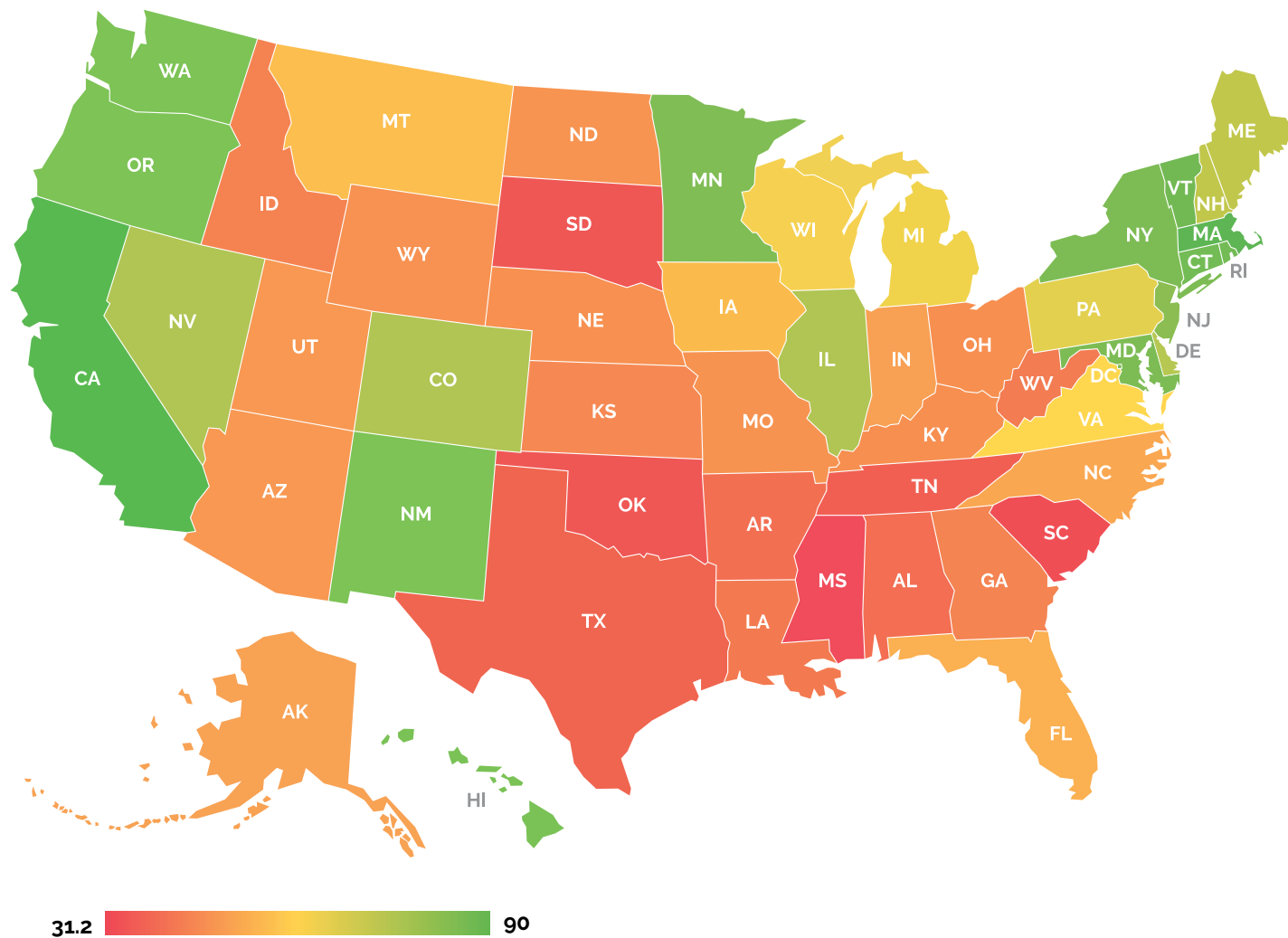
| State       | Total | Legal and Nondiscrimination Protections |                         |                        |                          | Youth and Family Support |               |                        |                   | Political and Religious Attitudes |                  |                  |                      | Health Access and Safety |                         |                         |                     | Work Environment and Employment |                           |                              |                  |
|-------------|-------|---|-------------------------|------------------------|--------------------------|--------------------------|---------------|------------------------|-------------------|-----------------------------------|------------------|------------------|----------------------|--------------------------|-------------------------|-------------------------|---------------------|---------------------------------|---------------------------|------------------------------|------------------|
|             |       | Change Birth Certificate                | Change Driver's License | Emp Non-discrimination | Other Non-discrimination | Family Support           | Youth Support | Conversion Therapy Ban | Discuss LGBT+ Ban | Governor Rating                   | Senator 1 Rating | Senator 2 Rating | Religious Exemptions | Health Support           | State Employee Coverage | Hate Crimes Protections | HIV Criminalization | Work Safety                     | Unemployment Differential | Food Insecurity Differential | Income Under 24k |
| Alabama     | 39.8  | 2.5                                     | 1.0                     | 1.00                   | 2.00                     | 1.67                     | 2.33          | 1.00                   | 1.00              | 2.00                              | 4.00             | 1.00             | 2.60                 | 1.67                     | 2.00                    | 1.00                    | 1.00                | 3.00                            | 3.00                      | 5.00                         | 1.00             |
| Alaska      | 51.0  | 5.0                                     | 3.0                     | 3.00                   | 3.00                     | 1.67                     | 2.33          | 1.00                   | 5.00              | 1.00                              | 5.00             | 2.00             | 5.00                 | 1.00                     | 2.00                    | 1.00                    | 1.00                | 3.00                            | 1.00                      | 3.00                         | 2.00             |
| Arizona     | 53.9  | 3.0                                     | 3.0                     | 2.50                   | 2.50                     | 1.67                     | 2.33          | 1.00                   | 5.00              | 2.00                              | 2.00             | 5.00             | 4.20                 | 1.67                     | 1.00                    | 3.00                    | 2.00                | 3.00                            | 3.00                      | 3.00                         | 3.00             |
| Arkansas    | 40.2  | 3.0                                     | 5.0                     | 1.00                   | 1.00                     | 1.67                     | 3.67          | 1.00                   | 5.00              | 1.00                              | 1.00             | 1.00             | 4.20                 | 1.67                     | 1.00                    | 1.00                    | 1.00                | 1.00                            | 3.00                      | 1.00                         | 2.00             |
| California  | 89.7  | 5.0                                     | 5.0                     | 5.00                   | 4.00                     | 4.67                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 5.00                     | 5.00                    | 5.00                    | 1.00                | 3.00                            | 3.00                      | 5.00                         | 4.00             |
| Colorado    | 75.7  | 5.0                                     | 4.0                     | 5.00                   | 5.00                     | 2.67                     | 5.00          | 1.00                   | 5.00              | 4.00                              | 2.00             | 5.00             | 5.00                 | 5.00                     | 2.00                    | 5.00                    | 1.00                | 3.00                            | 3.00                      | 3.00                         | 5.00             |
| Connecticut | 87.5  | 5.0                                     | 3.0                     | 5.00                   | 5.00                     | 2.33                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 4.20                 | 3.00                     | 5.00                    | 5.00                    | 2.00                | 3.00                            | 5.00                      | 5.00                         | 5.00             |
| Delaware    | 73.2  | 5.0                                     | 3.0                     | 5.00                   | 4.00                     | 2.00                     | 3.67          | 5.00                   | 5.00              | 4.00                              | 4.00             | 5.00             | 5.00                 | 4.50                     | 5.00                    | 5.00                    | 1.00                | 3.00                            | 1.00                      | 1.00                         | 2.00             |
| Florida     | 53.2  | 5.0                                     | 3.0                     | 2.00                   | 3.00                     | 5.00                     | 2.33          | 1.00                   | 5.00              | 2.00                              | 2.00             | 1.00             | 4.20                 | 1.67                     | 1.00                    | 3.00                    | 1.00                | 2.00                            | 3.00                      | 3.00                         | 3.00             |
| Georgia     | 45.3  | 3.0                                     | 2.0                     | 1.00                   | 2.00                     | 1.67                     | 2.67          | 1.00                   | 5.00              | 1.00                              | 1.00             | 2.00             | 5.00                 | 1.00                     | 2.00                    | 1.00                    | 1.00                | 2.00                            | 3.00                      | 5.00                         | 3.00             |
| Hawaii      | 85.0  | 5.0                                     | 3.0                     | 5.00                   | 4.00                     | 1.67                     | 4.33          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 5.00                     | 5.00                    | 5.00                    | 5.00                | 2.00                            | 5.00                      | 1.00                         | 4.00             |
| Idaho       | 44.2  | 5.0                                     | 3.0                     | 1.50                   | 2.50                     | 2.00                     | 2.33          | 1.00                   | 5.00              | 1.00                              | 1.00             | 1.00             | 4.20                 | 1.67                     | 1.00                    | 1.00                    | 1.00                | 3.00                            | 3.00                      | 1.00                         | 3.00             |
| Illinois    | 79.4  | 5.0                                     | 3.0                     | 5.00                   | 5.00                     | 2.00                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 3.40                 | 5.00                     | 2.00                    | 5.00                    | 1.00                | 2.00                            | 5.00                      | 3.00                         | 3.00             |
| Indiana     | 51.5  | 2.0                                     | 5.0                     | 3.50                   | 2.50                     | 2.33                     | 2.33          | 1.00                   | 5.00              | 1.00                              | 1.00             | 2.00             | 4.20                 | 1.67                     | 5.00                    | 1.00                    | 1.00                | 3.00                            | 3.00                      | 3.00                         | 2.00             |
| Iowa        | 57.3  | 3.0                                     | 2.0                     | 5.00                   | 5.00                     | 2.00                     | 5.00          | 1.00                   | 5.00              | 2.00                              | 2.00             | 1.00             | 5.00                 | 2.33                     | 2.00                    | 3.00                    | 1.00                | 2.00                            | 3.00                      | 3.00                         | 3.00             |
| Kansas      | 46.3  | 1.0                                     | 3.0                     | 3.00                   | 2.00                     | 1.67                     | 2.33          | 1.00                   | 5.00              | 5.00                              | 1.00             | 2.00             | 2.60                 | 1.67                     | 2.00                    | 3.00                    | 1.00                | 3.00                            | 3.00                      | 1.00                         | 2.00             |
| Kentucky    | 44.9  | 3.0                                     | 1.0                     | 3.50                   | 2.50                     | 1.67                     | 2.33          | 1.00                   | 5.00              | 1.00                              | 1.00             | 1.00             | 4.20                 | 1.67                     | 5.00                    | 3.00                    | 1.00                | 2.00                            | 3.00                      | 1.00                         | 1.00             |
| Louisiana   | 40.9  | 3.0                                     | 2.0                     | 1.00                   | 2.00                     | 1.67                     | 2.33          | 1.00                   | 1.00              | 4.00                              | 1.00             | 1.00             | 4.20                 | 1.67                     | 1.00                    | 3.00                    | 1.00                | 2.00                            | 3.00                      | 3.00                         | 2.00             |
| Maine       | 73.2  | 3.5                                     | 4.0                     | 5.00                   | 5.00                     | 1.67                     | 5.00          | 1.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 1.00                     | 1.00                    | 3.00                    | 5.00                | 2.00                            | 3.00                      | 5.00                         | 3.00             |
| Maryland    | 81.7  | 5.0                                     | 4.0                     | 5.00                   | 5.00                     | 3.00                     | 3.67          | 5.00                   | 5.00              | 4.00                              | 5.00             | 5.00             | 5.00                 | 3.00                     | 5.00                    | 5.00                    | 1.00                | 2.00                            | 3.00                      | 3.00                         | 5.00             |
| Mass.       | 90.0  | 5.0                                     | 4.0                     | 5.00                   | 5.00                     | 3.00                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 3.00                     | 5.00                    | 5.00                    | 2.00                | 3.00                            | 5.00                      | 5.00                         | 5.00             |
| Michigan    | 64.7  | 3.0                                     | 3.0                     | 4.50                   | 3.50                     | 4.00                     | 3.00          | 1.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 4.20                 | 2.50                     | 2.00                    | 1.00                    | 1.00                | 3.00                            | 3.00                      | 3.00                         | 3.00             |
| Minnesota   | 84.7  | 5.0                                     | 5.0                     | 5.00                   | 5.00                     | 3.67                     | 5.00          | 1.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 5.00                     | 5.00                    | 5.00                    | 1.00                | 3.00                            | 3.00                      | 3.00                         | 5.00             |
| Mississippi | 31.2  | 1.5                                     | 1.0                     | 1.00                   | 2.00                     | 1.67                     | 2.33          | 1.00                   | 1.00              | 1.00                              | 1.00             | 1.00             | 1.00                 | 1.67                     | 1.00                    | 1.00                    | 1.00                | 2.00                            | 3.00                      | 5.00                         | 1.00             |
| Missouri    | 46.9  | 3.0                                     | 3.0                     | 2.50                   | 2.50                     | 1.67                     | 1.00          | 1.00                   | 5.00              | 1.00                              | 1.00             | 1.00             | 4.20                 | 1.00                     | 2.00                    | 5.00                    | 1.00                | 2.00                            | 3.00                      | 3.00                         | 3.00             |

# State Index Scores

| State         | Total | Legal and Nondiscrimination Protections |                         |                        |                          | Youth and Family Support |               |                        |                   | Political and Religious Attitudes |                  |                  |                      | Health Access and Safety |                         |                         |                     | Work Environment and Employment |                           |                              |                  |
|---------------|-------|---|-------------------------|------------------------|--------------------------|--------------------------|---------------|------------------------|-------------------|-----------------------------------|------------------|------------------|----------------------|--------------------------|-------------------------|-------------------------|---------------------|---------------------------------|---------------------------|------------------------------|------------------|
|               |       | Change Birth Certificate                | Change Driver's License | Emp Non-discrimination | Other Non-discrimination | Family Support           | Youth Support | Conversion Therapy Ban | Discuss LGBT+ Ban | Governor Rating                   | Senator 1 Rating | Senator 2 Rating | Religious Exemptions | Health Support           | State Employee Coverage | Hate Crimes Protections | HIV Criminalization | Work Safety                     | Unemployment Differential | Food Insecurity Differential | Income Under 24k |
| Montana       | 56.0  | 5.0                                     | 3.0                     | 3.00                   | 2.00                     | 1.67                     | 2.33          | 1.00                   | 5.00              | 5.00                              | 5.00             | 1.00             | 5.00                 | 3.00                     | 5.00                    | 1.00                    | 1.00                | 2.00                            | 3.00                      | 1.00                         | 1.00             |
| Nebraska      | 46.3  | 3.0                                     | 3.0                     | 1.00                   | 2.00                     | 2.00                     | 2.33          | 1.00                   | 5.00              | 1.00                              | 1.00             | 1.00             | 5.00                 | 1.00                     | 1.00                    | 3.00                    | 1.00                | 3.00                            | 3.00                      | 3.00                         | 4.00             |
| Nevada        | 77.8  | 5.0                                     | 3.5                     | 5.00                   | 4.00                     | 1.67                     | 3.67          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 5.00                     | 5.00                    | 5.00                    | 1.00                | 2.00                            | 3.00                      | 1.00                         | 3.00             |
| New Hamp.     | 73.7  | 4.0                                     | 3.0                     | 5.00                   | 4.00                     | 2.67                     | 3.67          | 5.00                   | 5.00              | 4.00                              | 5.00             | 5.00             | 5.00                 | 2.33                     | 5.00                    | 3.00                    | 2.00                | 3.00                            | 3.00                      | 1.00                         | 3.00             |
| New Jersey    | 82.0  | 5.0                                     | 3.0                     | 5.00                   | 5.00                     | 2.00                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 4.00                     | 2.00                    | 5.00                    | 1.00                | 3.00                            | 3.00                      | 5.00                         | 4.00             |
| New Mexico    | 84.7  | 5.0                                     | 4.0                     | 5.00                   | 5.00                     | 4.33                     | 2.67          | 5.00                   | 5.00              | 5.00                              | 5.00             | 4.20             | 3.50                 | 2.00                     | 5.00                    | 5.00                    | 3.00                | 3.00                            | 3.00                      | 5.00                         | 3.00             |
| New York      | 85.0  | 5.0                                     | 3.0                     | 5.00                   | 5.00                     | 2.00                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 2.00                     | 5.00                    | 5.00                    | 1.00                | 3.00                            | 5.00                      | 5.00                         | 4.00             |
| N. Carolina   | 51.2  | 3.0                                     | 3.0                     | 3.00                   | 1.00                     | 4.67                     | 3.67          | 1.00                   | 5.00              | 5.00                              | 1.00             | 2.00             | 4.20                 | 1.67                     | 1.00                    | 1.00                    | 1.00                | 2.00                            | 3.00                      | 3.00                         | 2.00             |
| N. Dakota     | 47.9  | 3.0                                     | 2.0                     | 1.00                   | 2.00                     | 1.67                     | 2.33          | 1.00                   | 5.00              | 2.00                              | 1.00             | 1.00             | 4.20                 | 1.67                     | 1.00                    | 1.00                    | 1.00                | 3.00                            | 5.00                      | 5.00                         | 4.00             |
| Ohio          | 47.3  | 1.0                                     | 3.0                     | 3.50                   | 2.50                     | 2.00                     | 2.33          | 1.00                   | 5.00              | 2.00                              | 5.00             | 5.00             | 5.00                 | 1.00                     | 1.00                    | 1.00                    | 1.00                | 2.00                            | 1.00                      | 1.00                         | 2.00             |
| Oklahoma      | 34.6  | 1.5                                     | 2.0                     | 1.00                   | 2.00                     | 1.67                     | 2.33          | 1.00                   | 1.00              | 1.00                              | 1.00             | 1.00             | 3.40                 | 1.67                     | 2.00                    | 1.00                    | 1.00                | 3.00                            | 3.00                      | 1.00                         | 3.00             |
| Oregon        | 86.0  | 5.0                                     | 5.0                     | 5.00                   | 4.00                     | 2.00                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 5.00                     | 5.00                    | 5.00                    | 2.00                | 3.00                            | 3.00                      | 3.00                         | 4.00             |
| Pennsylvania  | 66.5  | 5.0                                     | 3.0                     | 4.50                   | 3.50                     | 3.00                     | 3.33          | 1.00                   | 5.00              | 5.00                              | 5.00             | 4.00             | 4.20                 | 3.00                     | 5.00                    | 1.00                    | 1.00                | 3.00                            | 1.00                      | 3.00                         | 3.00             |
| Rhode Island  | 86.9  | 5.0                                     | 3.0                     | 5.00                   | 5.00                     | 2.00                     | 3.67          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 4.20                 | 5.00                     | 5.00                    | 5.00                    | 5.00                | 3.00                            | 3.00                      | 5.00                         | 3.00             |
| S. Carolina   | 32.9  | 1.5                                     | 1.0                     | 1.00                   | 2.00                     | 4.00                     | 2.33          | 1.00                   | 1.00              | 1.00                              | 1.00             | 1.00             | 3.40                 | 1.67                     | 2.00                    | 1.00                    | 1.00                | 2.00                            | 1.00                      | 1.00                         | 3.00             |
| S. Dakota     | 34.5  | 1.5                                     | 1.5                     | 1.00                   | 2.00                     | 1.67                     | 1.00          | 1.00                   | 5.00              | 1.00                              | 1.00             | 1.00             | 4.20                 | 1.67                     | 2.00                    | 1.00                    | 1.00                | 3.00                            | 1.00                      | 1.00                         | 2.00             |
| Tennessee     | 36.4  | 1.0                                     | 2.0                     | 1.00                   | 1.00                     | 1.67                     | 2.33          | 1.00                   | 5.00              | 1.00                              | 1.00             | 1.00             | 3.40                 | 1.00                     | 1.00                    | 3.00                    | 1.00                | 1.00                            | 3.00                      | 3.00                         | 2.00             |
| Texas         | 38.1  | 2.0                                     | 1.0                     | 1.00                   | 2.00                     | 1.67                     | 2.33          | 1.00                   | 1.00              | 1.00                              | 1.00             | 1.00             | 3.40                 | 1.67                     | 2.00                    | 3.00                    | 2.00                | 2.00                            | 3.00                      | 3.00                         | 3.00             |
| Utah          | 53.0  | 4.0                                     | 3.0                     | 5.00                   | 3.00                     | 1.67                     | 2.67          | 1.00                   | 5.00              | 2.00                              | 1.00             | 1.00             | 5.00                 | 1.67                     | 2.00                    | 5.00                    | 1.00                | 2.00                            | 1.00                      | 3.00                         | 3.00             |
| Vermont       | 87.0  | 5.0                                     | 4.0                     | 5.00                   | 5.00                     | 3.00                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 5.00                     | 2.00                    | 5.00                    | 5.00                | 4.00                            | 3.00                      | 3.00                         | 3.00             |
| Virginia      | 60.7  | 4.0                                     | 3.0                     | 3.00                   | 2.00                     | 2.33                     | 2.33          | 1.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 3.40                 | 1.67                     | 2.00                    | 1.00                    | 1.00                | 3.00                            | 3.00                      | 3.00                         | 5.00             |
| Washington    | 84.7  | 5.0                                     | 4.0                     | 5.00                   | 5.00                     | 1.67                     | 5.00          | 5.00                   | 5.00              | 5.00                              | 5.00             | 5.00             | 5.00                 | 5.00                     | 5.00                    | 5.00                    | 1.00                | 2.00                            | 3.00                      | 3.00                         | 5.00             |
| West Virginia | 42.2  | 1.5                                     | 3.0                     | 1.00                   | 2.00                     | 2.33                     | 2.67          | 1.00                   | 5.00              | 4.00                              | 2.00             | 1.00             | 5.00                 | 1.67                     | 1.00                    | 1.00                    | 1.00                | 2.00                            | 1.00                      | 3.00                         | 1.00             |
| Wisconsin     | 63.7  | 2.0                                     | 3.0                     | 4.00                   | 3.00                     | 1.67                     | 3.00          | 1.00                   | 5.00              | 5.00                              | 5.00             | 1.00             | 5.00                 | 1.00                     | 5.00                    | 3.00                    | 1.00                | 3.00                            | 3.00                      | 5.00                         | 4.00             |
| Wyoming       | 46.8  | 2.5                                     | 3.0                     | 1.00                   | 2.00                     | 3.00                     | 2.33          | 1.00                   | 5.00              | 2.00                              | 2.00             | 1.00             | 5.00                 | 1.00                     | 2.00                    | 1.00                    | 5.00                | 2.00                            | 1.00                      | 3.00                         | 2.00             |

## Heat Map

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



## State Rankings

| Rank | State         | Total | Rank | State          | Total |
|------|---------------|-------|------|----------------|-------|
| 1    | Massachusetts | 90.00 | 26   | Arizona        | 53.87 |
| 2    | California    | 89.67 | 27   | Florida        | 53.20 |
| 3    | Connecticut   | 87.53 | 28   | Utah           | 53.00 |
| 4    | Vermont       | 87.00 | 29   | Indiana        | 51.53 |
| 5    | Rhode Island  | 86.87 | 30   | North Carolina | 51.20 |
| 6    | Oregon        | 86.00 | 31   | Alaska         | 51.00 |
| 7    | Hawaii        | 85.00 | 32   | North Dakota   | 47.87 |
| 7    | New York      | 85.00 | 33   | Ohio           | 47.33 |
| 9    | New Mexico    | 84.70 | 34   | Missouri       | 46.87 |
| 10   | Minnesota     | 84.67 | 35   | Wyoming        | 46.83 |
| 10   | Washington    | 84.67 | 36   | Nebraska       | 46.33 |
| 12   | New Jersey    | 82.00 | 37   | Kansas         | 46.27 |
| 13   | Maryland      | 81.67 | 38   | Georgia        | 45.33 |
| 14   | Illinois      | 79.40 | 39   | Kentucky       | 44.87 |
| 15   | Nevada        | 77.83 | 40   | Idaho          | 44.20 |
| 16   | Colorado      | 75.67 | 41   | West Virginia  | 42.17 |
| 17   | New Hampshire | 73.67 | 42   | Louisiana      | 40.87 |
| 18   | Delaware      | 73.17 | 43   | Arkansas       | 40.20 |
| 18   | Maine         | 73.17 | 44   | Alabama        | 39.77 |
| 20   | Pennsylvania  | 66.53 | 45   | Texas          | 38.07 |
| 21   | Michigan      | 64.70 | 46   | Tennessee      | 36.40 |
| 22   | Wisconsin     | 63.67 | 47   | Oklahoma       | 34.57 |
| 23   | Virginia      | 60.73 | 48   | South Dakota   | 34.53 |
| 24   | Iowa          | 57.33 | 49   | South Carolina | 32.90 |
| 25   | Montana       | 56.00 | 50   | Mississippi    | 31.17 |



## Regional Rankings

### Midwest

| Regional Rank | State        | Total |
|---------------|--------------|-------|
| 1             | Minnesota    | 84.67 |
| 2             | Illinois     | 79.40 |
| 3             | Michigan     | 64.70 |
| 4             | Wisconsin    | 63.67 |
| 5             | Iowa         | 57.33 |
| 6             | Indiana      | 51.53 |
| 7             | North Dakota | 47.87 |
| 8             | Ohio         | 47.33 |
| 9             | Missouri     | 46.87 |
| 10            | Nebraska     | 46.33 |
| 11            | Kansas       | 46.27 |
| 12            | South Dakota | 34.53 |

### Southeast

|    |                |       |
|----|----------------|-------|
| 1  | Virginia       | 60.73 |
| 2  | Florida        | 53.20 |
| 3  | North Carolina | 51.20 |
| 4  | Georgia        | 45.33 |
| 5  | Kentucky       | 44.87 |
| 6  | West Virginia  | 42.17 |
| 7  | Louisiana      | 40.87 |
| 8  | Arkansas       | 40.20 |
| 9  | Alabama        | 39.77 |
| 10 | Tennessee      | 36.40 |
| 11 | South Carolina | 32.90 |
| 12 | Mississippi    | 31.17 |

### Northeast

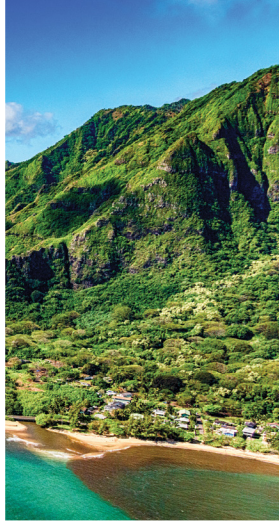
| Regional Rank | State         | Total |
|---------------|---------------|-------|
| 1             | Massachusetts | 90.00 |
| 2             | Connecticut   | 87.53 |
| 3             | Vermont       | 87.00 |
| 4             | Rhode Island  | 86.87 |
| 5             | New York      | 85.00 |
| 6             | New Jersey    | 82.00 |
| 7             | Maryland      | 81.67 |
| 8             | New Hampshire | 73.67 |
| 9             | Delaware      | 73.17 |
| 10            | Maine         | 73.17 |
| 11            | Pennsylvania  | 66.53 |

### Southwest

|   |            |       |
|---|------------|-------|
| 1 | New Mexico | 84.70 |
| 2 | Arizona    | 53.87 |
| 3 | Texas      | 38.07 |
| 4 | Oklahoma   | 34.57 |

### West

|    |            |       |
|----|------------|-------|
| 1  | California | 89.67 |
| 2  | Oregon     | 86.00 |
| 3  | Hawaii     | 85.00 |
| 4  | Washington | 84.67 |
| 5  | Nevada     | 77.83 |
| 6  | Colorado   | 75.67 |
| 7  | Montana    | 56.00 |
| 8  | Utah       | 53.00 |
| 9  | Alaska     | 51.00 |
| 10 | Wyoming    | 46.83 |
| 11 | Idaho      | 44.20 |



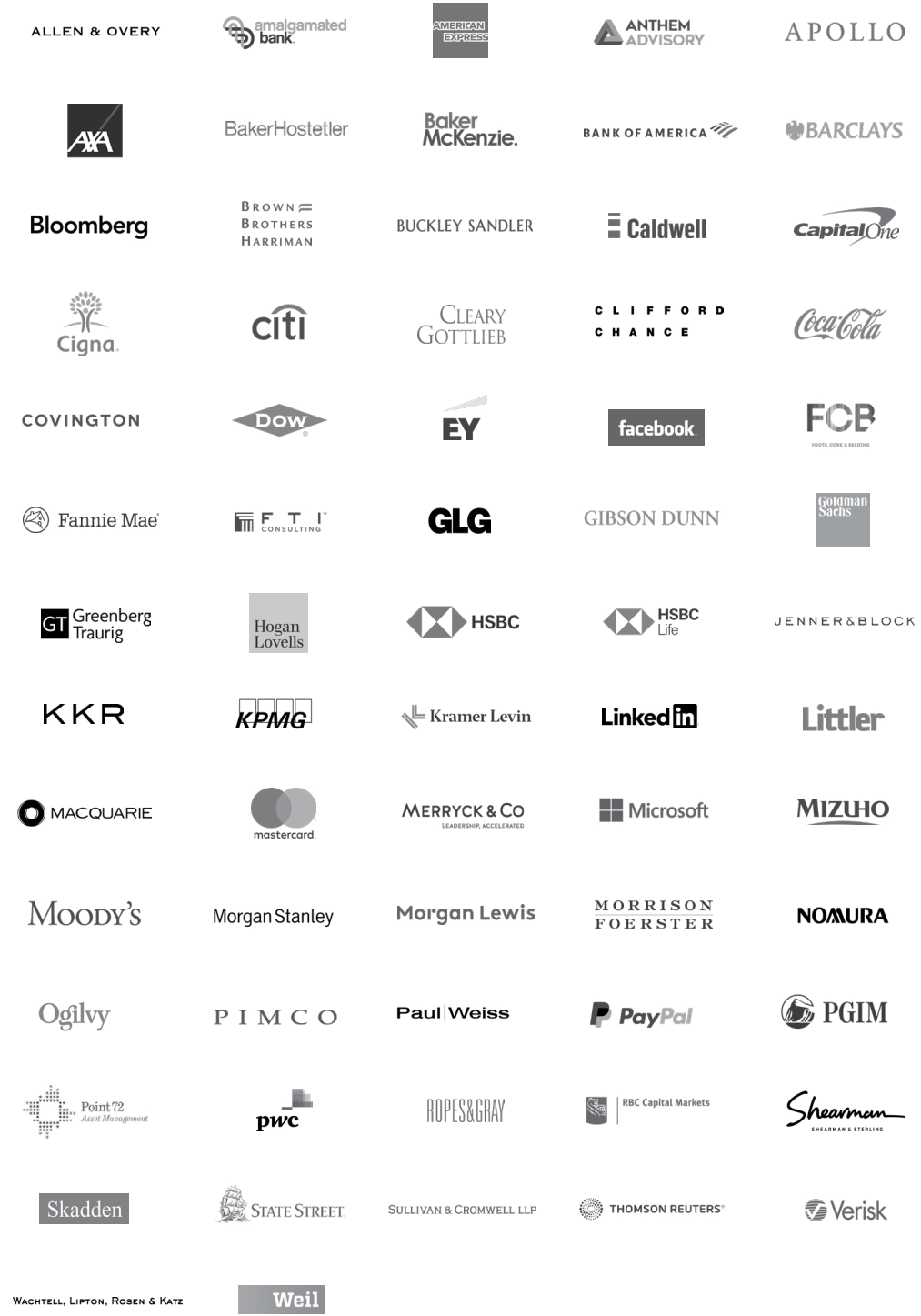
## Business Markers

The LGBT+ Business Climate Index is one part of Out Leadership's larger initiative to create CEO Business Briefs for all 50 U.S. States. As part of this broader project, we have also calculated two additional business markers to represent the business impact of statewide support or marginalization of LGBT+ identities. These markers are reflected in the Talking Points in the CEO Briefs for each state.

The first represents the benefit to state economies of having more inclusive nondiscrimination practices. A Williams Institute report suggests that adding nondiscrimination protections could result in a potential 3% gain in GDP. We reported this potential increase for each state and noted what the effect may have been in states where protections already exist for LGBT+ people.

The second is an assessment of the cost to businesses of employee turnover due to marginalizing state practices or discriminatory environments. Utilizing 2018 average annual salary data, we calculated the cost of replacement of a (general) worker in the state (20% of their salary) and the cost of replacement of an executive (213% of their salary).

# Out Leadership Members



## Partners



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## Special Thanks

Thank you to Out Leadership's Global Advisory Board members, and our member companies' senior leaders, who have committed to using this index.

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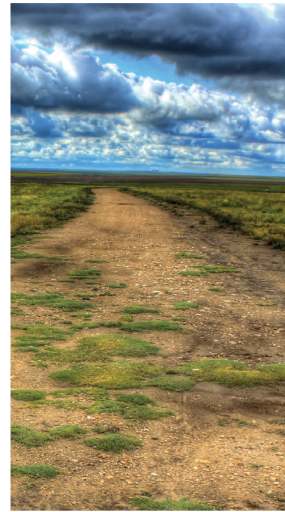
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## Disclaimer

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