

The Workplace Reality for
LGBTQ+ Women

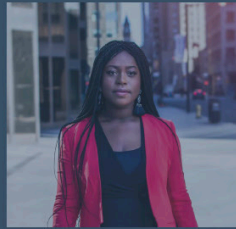
Jane Barry-Moran



Executive Summary



We at Out Leadership have had the opportunity to work with many LGBTQ+ individuals who identify as women through our OutWOMEN Talent Accelerator program. OutWOMEN is the first global network of LGBTQ+ women executives. Its mission: to connect out women in business to one another, call attention to their accomplishments, and leverage their strength to speed progress for all women in the workplace.



In this review of literature, we structured the findings around these themes:

- LGBTQ+ women make more money but also face more discrimination than their straight and cisgender peers.
- LGBTQ+ women are less involved in LGBTQ+ business groups and see their identity as less central to their career
- LGBTQ+ women cover their identity less and in different ways than LGBTQ+ men



LGBTQ+ individuals who identify as women have compounding identities that give them a specific experience in the world and, of course, in the workplace. Decades of past research have addressed the experience of women in the workplace, and Out leadership with its partner organizations in the field have worked to uncover the industry experiences of LGBTQ+ individuals. However, no global research on LGBTQ+ women exists on this topic.

We plan to fill that gap building on the findings from various regional and industry specific data that is existing (and numerated below) as well as through a pulse study on the specific workplace experience for this intersection of LGBTQ+ talent. The full study will then look at the best practices to recruit, retain, promote and realize the full potential of this group of LGBTQ+ leaders. Many say that "the future is female"- We at Out Leadership know that is true and many of those leaders are and will be LGBTQ+ as well! We are looking for a few sponsors to join us in making this important work a reality.

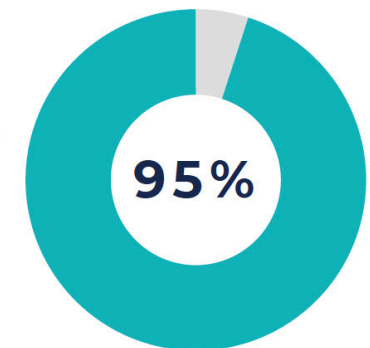


LGBTQ+ women are higher earners than their straight/cisgender peers but face more challenges getting in the door

People who identify both as LGBTQ+ and as women, by nature of those two identities, have compounding challenges tied to discrimination. Many women also hold additional intersectional identities as BIPOC or immigrants or individuals with disabilities, as members of a certain religious identity or many other factors. Women are less likely to be out in the workplace[1] and more likely to be discriminated against because of their LGBTQ+ identity[2]



95% of LGBTQ+ Women agree that the U.S. still has a long way to go to reach complete gender equality, while 74% of straight women agreed. [4]



[1] Sears, T.G. & Barry-Moran, J. (2020) AllyUP: Ally is a Verb. Out Leadership

[2] Badgett, M. V. (2020). The economic case for LGBT equality: Why fair and equal treatment benefits us all. Boston, MA: Beacon Press.

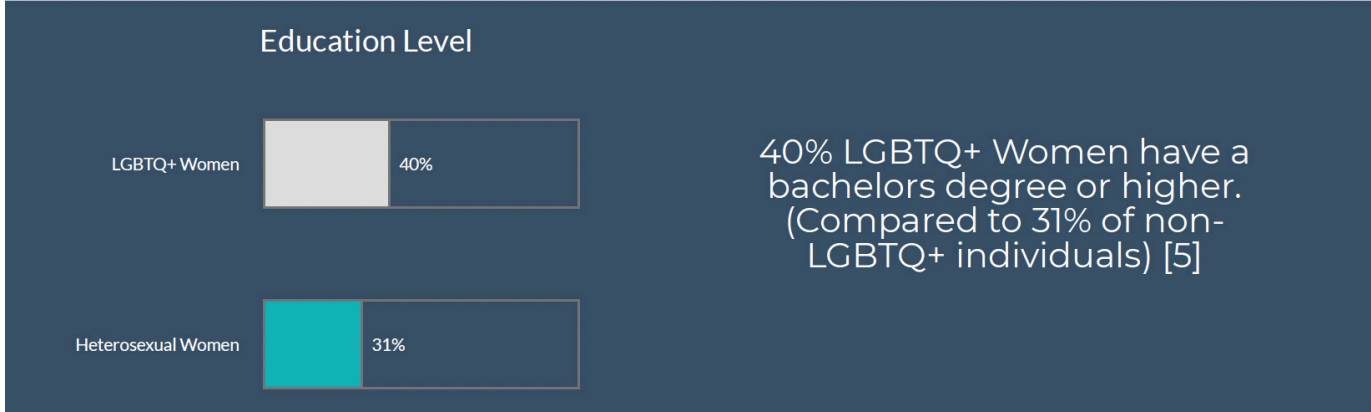
[3] Mishel, E. (2016). Discrimination against Queer Women in the U.S. Workforce: A Résumé Audit Study. Socius. <https://doi.org/10.1177/2378023115621316>

[4] Interactive, H. (2018, June 30). 7 of 10 LGBT Americans Say U.S. Remains Far from Gender Equality. Retrieved July 24, 2020, from <https://www.prnewswire.com/news-releases/7-of-10-lgbt-americans-say-us-remains-far-from-genderequality-100872199.html>



LGBTQ+ women are less likely to be involved in ERGs and to see their LGBTQ+ identity as a career asset than their male counterparts

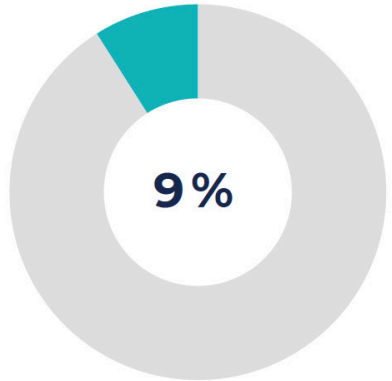
However, LGBTQ+ Women who are Senior Leaders are 19% more likely than general team members or managers to be involved in ERGs. Meanwhile, 17% of Women under 30 say they have left an organization because they didn't feel the organization was strong on LGBTQ+ inclusion. [5]



[5] Marks, K., McCarthy, S., Matthewson, T., Mullan, L., & Jovic, M. (2018, August). Research into the low visibility and engagement of same-sex attracted women in the workplace: Where are all the women?

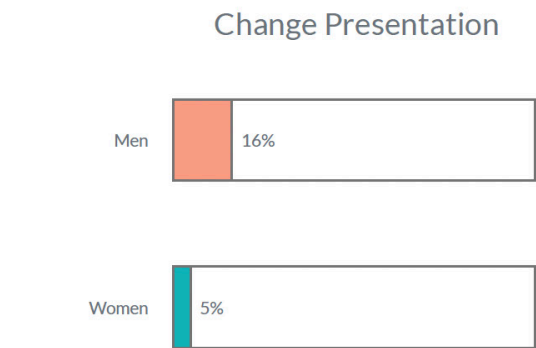
[6] SteelFisher, G. K., Findling, M. G., Bleich, S. N., Casey, L. S., Blendon, R. J., Benson, J. M., Sayde, J. M., & Miller, C. (2019). Gender discrimination in the United States: Experiences of women. Health services research, 54 Suppl 2(Suppl 2), 1442-1453. <https://doi.org/10.1111/1475-6773.13217>

[7] Badgett, M. V. (2020). The economic case for LGBT equality: Why fair and equal treatment benefits us all. Boston, MA: Beacon Press.



Only 9% of women believe that their LGBTQ+ status is an asset in their career/field [7]

LGBTQ+ Men are 53% more likely than women to believe passing as straight and or cisgender has helped their career [8]



LGBTQ+ Women change their presentation (voice, dress etc.) less (only 5%) than their male identified counterparts (16%) [9]

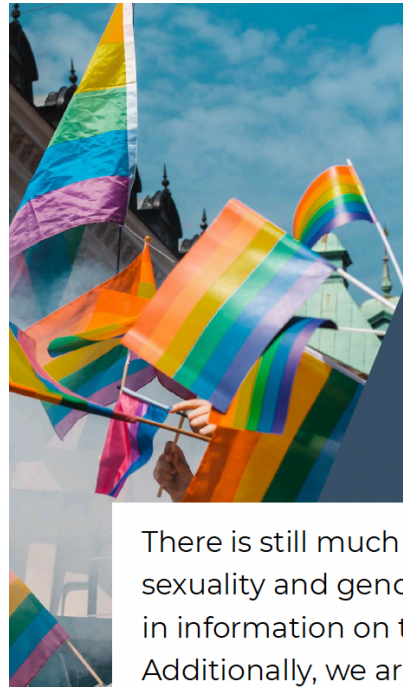
“ Finally coming out publicly opened me up. I'm a far better leader, and before I came out, I honestly would never have guessed that. I'm more approachable, I'm more authentic, I'm actually real. I would say I'm a more passionate leader, because I've unleashed my potential. And I just didn't realize that being closeted and holding just this one aspect of yourself back, was ... *monumental*. I didn't realize it until I got to the other side. It's probably why I'm so passionate about helping others get to the other side today. *When you're closeted, you just don't know how much of yourself the world is not getting*. How black and white your life is, before you get to the other side. It just blooms into full color. And people can engage you, your entire life just opens up. And so, because of that, I'm a far better leader. ”

Beth Brooke-Marciniak
EY Global Vice Chair, Public Policy

[7] Hewlett, S. A., Yoshino, K., & Center for Talent Innovation. (2016). Out in the world: Securing LGBT rights in the global marketplace.

[8] Center for Talent Innovation. (2016)

[9] Center for Talent Innovation. (2016)



There are a lot of things that can make you a good leader but the best thing to be is yourself. You will be more effective as an employee if you are just you . . . Go on life's journey, it is bumpy but embrace it and embrace who you are. *Make a mess of it, break some dishes. If not, life will pass you by.*

Beth Ford CEO, Land-o-Lakes

There is still much missing from the understanding of how the intersection of sexuality and gender identity impact individuals in the workplace. There is a gap in information on those who identify as gender non-binary or gender fluid. Additionally, we are far from fully understanding the nuance around workplace inclusion for LGBTQ+ women. The full report will look to more robustly and comprehensively fill in these voids .

The research shows a clear compounded disadvantage for LGBTQ+ women when compared to their male counterparts in terms of pay and promotion. Interestingly, the opposite case is presented in current research for LGBTQ+ women compared to their heterosexual women peers. Some research shows a slight pay advantage overall for LGBTQ+ women, but, also, that LGBTQ+ women work more hours on average [10]. Additionally, LGBTQ+ women are more likely to experience workplace harassment than their non-LGBTQ+ peers [11]. The full research will look to continue to understand these differences and bring forward a call to action around workplace equity that insures that all individuals can find success in their careers and therefore boost their organizations success as well.

Much of the research that this data comes from also includes the more conversational interview data collected from LGBTQ+ women. There is a consistent and clear lack of connection to many workplace employee resource groups (ERGs) that have traditionally been white gay male dominated. The full report will also look at the intersectional experience of LGBTQ+ women of color. The compounded identity of LGBTQ+ individuals who identify as women is one that needs to be more fully unpacked.

[10] Badgett, M. V. (2020). The economic case for LGBT equality: Why fair and equal treatment benefits us all. Boston, MA: Beacon Press.

[11] SteelFisher, G. K., Findling, M. G., Bleich, S. N., Casey, L. S., Blendon, R. J., Benson, J. M., Sayde, J. M., & Miller, C. (2019). Gender discrimination in the United States: Experiences of women. Health services research, 54 Suppl 2(Suppl2), 1442-1453. <https://doi.org/10.1111/1475-6773.13217>

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SPONSOR \$ 50,000	✓	✓	✓	✗	✗	✗

Contact

Email: jane.barrymoran@outleadership.com