



New York — now ranked 1st overall



Connecticut — now ranked 2nd overall



Maine — Largest, positive change in score



Virginia — Largest, positive ranking shift

# 2021 State LGBTQ+ Business Climate Index

## ***Purpose***

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

Out Leadership's State LGBTQ+ 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 LGBTQ+ people negatively impacts their ability to do business.

## ***How to use the State LGBTQ+ Business Climate Index***

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As a business leader, you have the opportunity to create change for LGBTQ+ people wherever you work – both within your company, and in the states where you do business. The State LGBTQ+ 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 LGBTQ+ 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 LGBTQ+ 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.

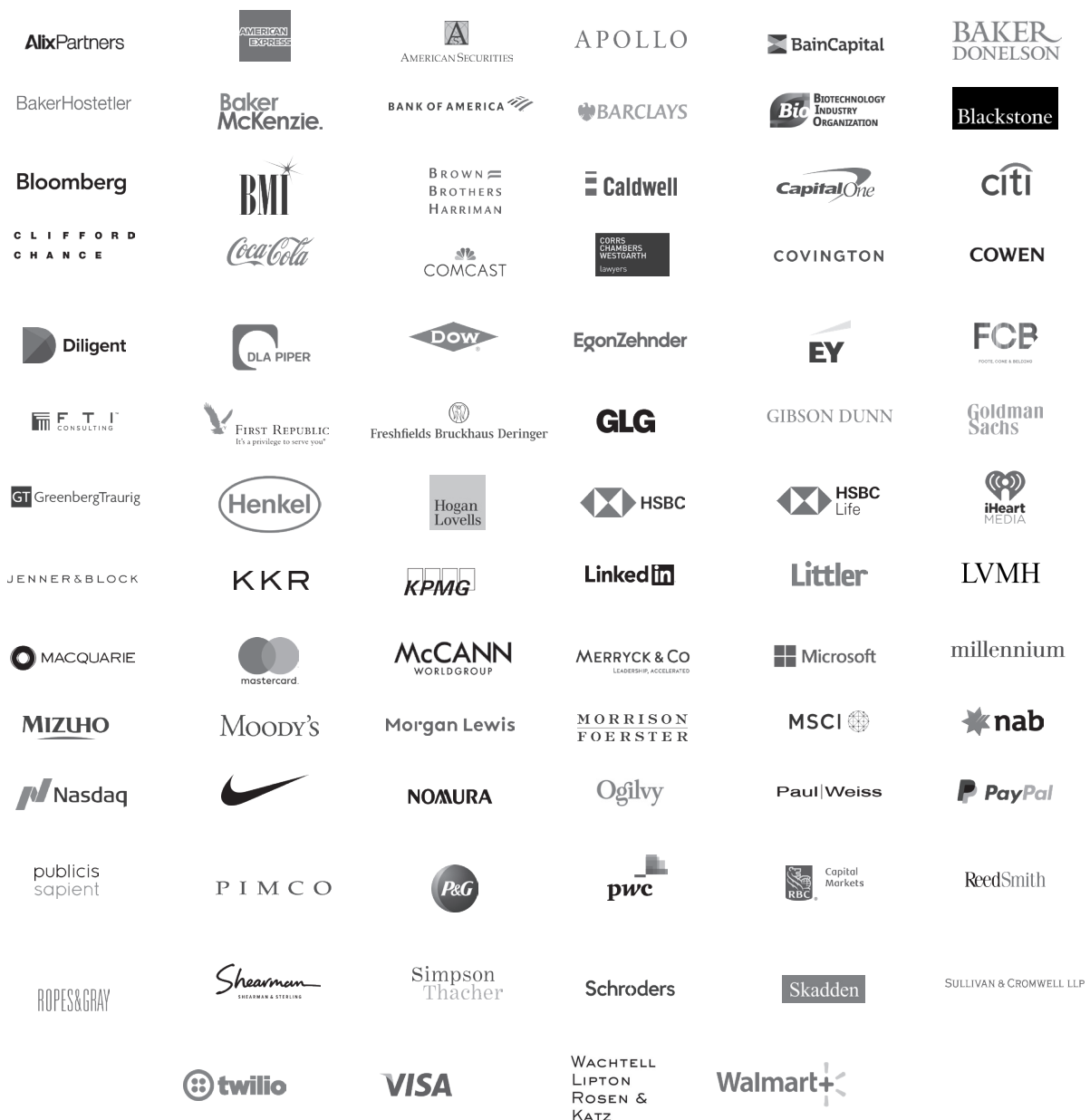
**Business Partners:** In conversations with business partners, when appropriate, ask them what they're doing to address LGBTQ+ inclusion, and help explain why inclusion positively impacts your ability to conduct business.



# Out Leadership Members

Out Leadership is the oldest and largest global LGBTQ+ business advisory. We partner with the world's most influential companies to build business opportunities, cultivate talent, and drive LGBTQ+ equality forward. We believe that LGBTQ+ inclusion positively impacts business results, and that including LGBTQ+ people at the most senior level of executive leadership builds business. We call this idea Return on Equality.™

Thank you to our members as of June 1, 2021:



Join our global movement. If your company is not a member, email [info@outleadership.com](mailto:info@outleadership.com)



# Introduction

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Dear Leaders,

As our country reopens and begins healing from the devastating pandemic, Out Leadership is resolute in our mission to provide research and resources that help businesses operate in the most equitable and inclusive ways. Today, with the release of our third annual LGBTQ+ U.S. Business Climate Index report, we assess how legislation, policies, resource allocation, and attitudes in each of the 50 states impact LGBTQ+ safety and inclusion. Every state is scored and ranked based on identical, quantifiable, and verifiable criteria. Our hope is to provide business leaders actionable information about the climate in which they conduct business and quantify the economic imperative for inclusion and the cost of discrimination through this transparent assessment of the landscape of LGBTQ+ inclusion in America.

The past 12 months have brought a confluence of paradigm-shifting events beyond the COVID-19 pandemic: the nationwide anti-racism protests, a presidential election, the favorable US Supreme Court ruling on LGBTQ+ workplace equality (Clayton Vs Bostock), and coordinated attacks on transgender rights in state legislatures. What these events have shown us is that the path to full equality for the LGBTQ+ community — and for all disadvantaged Americans — is fragile.

To fully reflect the changing climate for equality, we have adapted some of the scoring. In this year's Index, particularly relating to transgender equality, this report shares the full landscape of the state of LGBTQ+ equality in all 50 States, connecting the dots between LGBTQ+ inclusion, equality and the bottom-line impact for business.

The 2021 Index results reveal some significant shifts, driven largely by both the landmark win at the Supreme Court and the coordinated legislative pushback against LGBTQ+ rights on a state level. New York moved up from ninth to claim the number 1 position, knocking Massachusetts off top perch for the first time. Some other notable improvements in ranking are Maine, moving from 17th to fourth, Virginia from 23rd to 15th, and Kansas moving up 9 spots to 24th. Conversely, those states that have passed draconian anti-trans legislation this year have seen their ranking impacted with Indiana dropping, down 11 places to 37th.

This past year, the global COVID-19 pandemic has laid bare the depth of the inequalities that exist in the world, especially the disproportionate health and economic impact it has had on LGBTQ+ people. An Axios/Ipsos study conducted in Fall 2020 found that LGBTQ+ people of color were twice as likely to have been laid off or furloughed from work and struggled to pay for household goods compared to non-LGBTQ+ white adults. Such discrimination and inequality is bad for society and bad for our economy.

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.

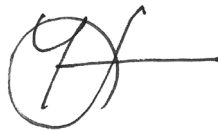


The annual LGBTQ+ Business Climate Index and accompanying CEO Business Briefs for all 50 US States would not have been possible without the initial support of the Gill Foundation. Additionally, thank you to each of our member firms for partnering with us every day and supporting our vision for LGBTQ+ inclusion and business success. Without your steadfast and ongoing support, producing work like this would not be possible. We're also grateful to our partners at the Williams Institute, the Movement Advancement Project, and the United States Transgender Survey, who generously provided access to the data that underpins this Index.

And finally, thanks to our Manager, Programs & Partnerships, Jane Barry-Moran, the research team Rachel Golden and Kirsh and the rest of the Out Leadership team, who have worked tirelessly to ensure this project stays updated and relevant in its measures and publication.

Please share this Index widely within your organizations. It 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**



## Rationale and Methodology

*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 LGBTQ+ people residing in each state, quantifying the economic imperatives for inclusion and the costs of discrimination. It equips 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.

It is a multidimensional index based on a broad array of markers of policies, attitudes and measurements relating to LGBTQ+ inclusion. Out Leadership carefully chose these markers in order to accurately reflect the experiences of LGBTQ+ people in each state.

Societal marginalization of LGBTQ+ 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>1</sup>, and North Carolina's passage of the HB2<sup>2</sup> "Bathroom Bill," damaged those states' reputations for being business-friendly and harmed tourism, resulting in significant economic losses. We see this also in the current attack on trans youth in over 100 bills proposed in 35 state legislations.

<sup>1</sup> <https://www.indystar.com/story/news/politics/2016/01/25/official-rfra-cost-indy-up-12-conventions-and-60m/79328422/>

<sup>2</sup> <https://williamsinstitute.law.ucla.edu/research/discrimination-diversity-and-development-the-legal-and-economic-implications-of-north-carolinas-hb2/>



But discrimination doesn't need to be headline news to be harmful, or to create real economic hardship for LGBTQ+ people. The *Out Leadership Business Climate Index* combines verifiable data on LGBTQ+ 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 LGBTQ+ people are supported enjoy increased profitability and stock prices as well as increased employee productivity<sup>3</sup>. Our index suggests that a similar relationship exists on a state policy level, and that states that aim to make LGBTQ+ people more welcome and included legally and culturally will experience significant rewards for doing so, particularly in terms of residents' well-being and productivity.

## ***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>4</sup>. We also required that data be based on sufficient sample for statistical analysis<sup>5</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>6</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 April 22, 2021. Williams data are from no earlier than 2017. BLS data are from May, 2018<sup>7</sup>.

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

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<sup>3</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>

<sup>4</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>5</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 LGBTQ+ individuals, and unemployment of LGBTQ+ individuals, where used, these data are marked within the brief.

<sup>6</sup> <https://www.treasury.gov/resource-center/tax-policy/tax-analysis/Documents/WP-108.pdf>

<sup>7</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).





## Measures

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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 LGBTQ+ 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 LGBTQ+ 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 LGBTQ+ people who are in or wish to start families. Elements of this scale include: the percentage of LGBTQ+ 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 LGBTQ+ children and youth in the state. It includes whether the state has non-discrimination laws and policies for LGBTQ+ students, whether anti-bullying laws and policies cover LGBTQ+ students, whether the state has any laws preventing schools or school districts from actively protecting LGBTQ+ students through non-discrimination or anti-bullying policies, whether the state has bans on healthcare for trans youth, and whether the state has enacted a ban on trans athletes participating on teams of their gender.

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 LGBTQ+ 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 LGBTQ+ people in speeches and in their political platforms, and in terms of how they’ve acted with regard to laws impacting LGBTQ+ equality.



**Health Access and Safety**

The Health Access and Safety section contains two scales:

The *Health Scale* assesses LGBTQ+ 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 LGBTQ+ people. It asks whether the state protects LGBTQ+ people in its hate crime laws. It also assesses whether the state criminalizes exposure to or transmission of HIV.



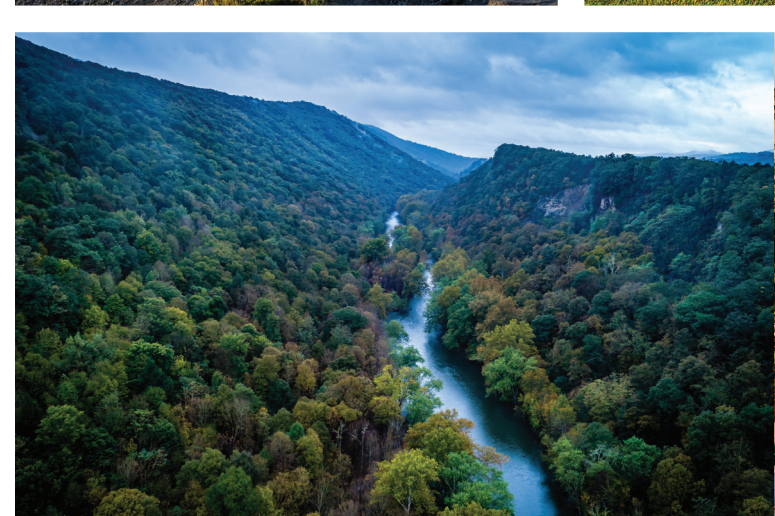
**Work Environment and Employment**

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 LGBTQ+ employment in the state. This scale includes the percentage of LGBTQ+ people making less than \$24,000 annually (approximately the current Federal poverty line), and the differences in unemployment rates and food insecurity between LGBTQ+ and non-LGBTQ+ identified individuals.





## Scoring

Our scoring process is transparent and meaningful. We gave positive scores to policies that provided protections or equal treatment for LGBTQ+ individuals; we gave negative scores to direct legislation or policy marginalizing or discriminating against LGBTQ+ people, as well as to instances where protections excluded LGBTQ+ 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	2020 Total	2021 Total	Legal and Nondiscrimination Protections				Youth and Family Support			
			Change Birth Certificate	Change Driver's License	Emp Non-discrimination	Other Non-discrimination	Family Support	Youth Support	Conversion Therapy Ban	"No Promo Homo"
Alabama	36.27	42.23	1.00	0.00	1.00	2.00	1.33	3.40	1.00	1.00
Alaska	52.00	56.73	4.00	5.00	2.50	2.50	1.33	3.40	1.00	5.00
Arizona	51.37	58.67	2.00	0.00	4.50	2.50	1.67	3.40	1.00	5.00
Arkansas	38.20	36.33	5.00	0.00	1.00	1.00	1.33	2.20	1.00	5.00
California	88.67	86.50	5.00	5.00	5.00	4.00	3.50	5.00	5.00	5.00
Colorado	81.67	86.33	5.00	5.00	5.00	5.00	3.33	5.00	5.00	5.00
Connecticut	87.87	91.93	5.00	5.00	5.00	5.00	3.33	5.00	5.00	5.00
Delaware	68.17	70.87	4.00	5.00	5.00	4.00	2.67	4.20	5.00	5.00
Florida	52.70	49.43	2.00	5.00	4.50	3.50	1.33	1.00	1.00	1.00
Georgia	43.33	50.73	0.00	0.00	1.00	2.00	1.33	3.40	1.00	5.00
Hawaii	84.00	86.10	5.00	5.00	5.00	4.00	2.50	4.60	5.00	5.00
Idaho	40.70	48.50	2.00	5.00	1.50	2.50	2.00	2.40	1.00	5.00
Illinois	79.15	85.13	5.00	5.00	5.00	5.00	3.33	5.00	5.00	5.00
Indiana	52.78	51	3.00	2.25	3.50	2.50	2.50	3.40	1.00	5.00
Iowa	55.33	56.83	0.00	0.00	5.00	5.00	2.33	5.00	1.00	5.00
Kansas	48.77	59.63	2.00	5.00	4.50	3.50	1.33	3.40	1.00	5.00
Kentucky	41.87	44.83	0.00	0.00	3.50	2.50	2.33	3.40	1.00	5.00
Louisiana	36.87	36.83	0.00	0.00	1.00	2.00	1.33	3.40	1.00	1.00
Maine	77.17	88.67	5.00	5.00	5.00	5.00	3.67	5.00	5.00	5.00
Maryland	80.67	79.93	5.00	5.00	5.00	4.00	2.33	4.60	5.00	5.00
Mass.	89.67	91.33	5.00	5.00	5.00	5.00	3.33	5.00	5.00	5.00
Michigan	63.95	67.53	5.00	0.00	4.50	3.50	2.33	4.00	1.00	5.00
Minnesota	82.67	83.50	5.00	5.00	5.00	5.00	2.50	5.00	1.00	5.00
Mississippi	33.42	38.10	0.00	3.00	1.00	2.00	2.00	2.40	1.00	1.00
Missouri	47.87	51.93	4.00	0.00	2.00	2.50	1.83	3.00	1.00	5.00

Political and Religious Attitudes				Health Access and Safety				Work Environment and Employment			
Governor Rating	Senator 1 Rating	Senator 2 Rating	Religious Exclusions	Health	State Employee Coverage	Hate Crimes Protections	HIV Criminalization	Work Safety	Unemployment Differential	Food Insecurity Differential	Income Over 24k
2.00	2.00	1.00	3.00	1.50	4.00	1.00	5.00	3.00	3.00	5.00	1.00
2.00	5.00	3.00	5.00	1.00	3.00	1.00	3.00	3.00	1.00	3.00	2.00
2.00	3.00	5.00	4.60	1.00	3.00	3.00	5.00	3.00	3.00	3.00	3.00
1.00	1.00	1.00	3.80	1.00	3.00	1.00	1.00	1.00	3.00	1.00	2.00
5.00	3.00	5.00	5.00	5.00	3.00	5.00	3.00	3.00	3.00	5.00	4.00
3.00	5.00	5.00	5.00	5.00	3.00	5.00	3.00	3.00	3.00	3.00	5.00
3.00	5.00	5.00	4.60	4.00	4.00	5.00	5.00	3.00	5.00	5.00	5.00
3.00	3.00	3.00	5.00	5.00	3.00	5.00	2.00	3.00	1.00	1.00	2.00
1.00	3.00	2.00	4.60	1.50	3.00	3.00	1.00	2.00	3.00	3.00	3.00
1.00	5.00	3.00	5.00	1.00	2.00	5.00	2.00	2.00	3.00	5.00	3.00
5.00	5.00	5.00	5.00	5.00	3.00	5.00	5.00	2.00	5.00	1.00	4.00
1.00	2.00	2.00	4.60	1.50	3.00	1.00	2.00	3.00	3.00	1.00	3.00
5.00	5.00	5.00	3.80	5.00	3.00	5.00	2.00	2.00	5.00	3.00	3.00
1.00	1.00	3.00	4.60	1.50	3.00	1.00	1.00	3.00	3.00	3.00	2.00
2.00	3.00	2.00	5.00	1.50	4.00	3.00	2.00	2.00	3.00	3.00	3.00
4.00	2.00	3.00	3.40	1.50	3.00	3.00	5.00	3.00	3.00	1.00	2.00
4.00	1.00	1.00	4.60	1.50	3.00	3.00	2.00	2.00	3.00	1.00	1.00
3.00	2.00	1.00	4.60	1.50	1.00	3.00	1.00	2.00	3.00	3.00	2.00
5.00	3.00	5.00	5.00	5.00	4.00	5.00	5.00	2.00	3.00	5.00	3.00
3.00	5.00	5.00	5.00	3.00	3.00	5.00	2.00	2.00	3.00	3.00	5.00
5.00	5.00	5.00	5.00	4.00	3.00	5.00	3.00	3.00	5.00	5.00	5.00
5.00	5.00	5.00	4.20	5.00	3.00	1.00	2.00	3.00	3.00	3.00	3.00
4.00	5.00	5.00	5.00	5.00	2.00	5.00	5.00	3.00	3.00	3.00	5.00
2.00	2.00	1.00	2.20	1.50	3.00	1.00	2.00	2.00	3.00	5.00	1.00
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			Change Birth Certificate	Change Driver's License	Emp Non-discrimination	Other Non-discrimination	Family Support	Youth Support	Conversion Therapy Ban	"No promo homo"
Montana	52.75	52.90	1.00	5.00	3.00	2.00	2.50	3.40	1.00	5.00
Nebraska	43.58	52.23	3.00	0.00	4.50	3.00	1.33	3.40	1.00	5.00
Nevada	79.33	78.67	5.00	5.00	5.00	5.00	2.67	5.00	5.00	5.00
New Hamp.	74.58	77.33	4.00	0.00	5.00	4.00	3.33	5.00	5.00	5.00
New Jersey	82.75	87.33	5.00	5.00	5.00	5.00	3.33	5.00	5.00	5.00
New Mexico	86.70	85.17	5.00	5.00	5.00	5.00	2.67	4.40	5.00	5.00
New York	84.00	92.67	4.00	5.00	5.00	5.00	3.67	5.00	5.00	5.00
N. Carolina	49.70	52.63	4.00	0.00	3.00	2.00	1.33	4.20	1.00	5.00
N. Dakota	45.62	58.12	4.00	0.00	4.50	4.25	1.67	4.00	1.00	5.00
Ohio	44.33	48.90	4.00	1.00	3.50	2.50	1.50	3.40	1.00	5.00
Oklahoma	36.07	37.70	0.00	1.00	1.00	2.00	2.00	3.40	1.00	1.00
Oregon	88.33	87.33	5.00	5.00	5.00	4.00	3.33	5.00	5.00	5.00
Pennsylvania	66.53	67.60	5.00	5.00	4.50	3.50	2.00	4.00	1.00	5.00
Rhode Island	87.62	86.63	5.00	5.00	5.00	5.00	2.83	4.20	5.00	5.00
S. Carolina	32.40	34.03	0.00	1.00	1.00	2.00	1.33	3.40	1.00	5.00
S. Dakota	35.28	36.38	1.00	1.00	1.00	2.00	2.33	1.75	1.00	5.00
Tennessee	33.60	35.73	0.00	0.00	1.00	1.00	2.33	2.40	1.00	5.00
Texas	38.07	45.03	0.00	1.00	4.50	2.00	1.33	3.40	1.00	1.00
Utah	58.75	58.83	2.00	3.00	5.00	3.00	1.33	4.00	5.00	5.00
Vermont	85.00	85.70	5.00	3.00	5.00	5.00	3.50	5.00	5.00	5.00
Virginia	60.73	84.83	5.00	5.00	5.00	5.00	1.33	4.20	5.00	5.00
Washington	85.67	85.83	5.00	5.00	5.00	5.00	2.83	5.00	5.00	5.00
West Virginia	42.92	51.13	3.00	3.00	1.00	2.00	2.33	3.80	1.00	5.00
Wisconsin	62.17	67.80	2.00	0.00	5.00	3.00	2.00	3.80	1.00	5.00
Wyoming	51.33	51.07	4.00	3.00	1.00	2.00	1.67	3.40	1.00	5.00

Political and Religious Attitudes				Health Access and Safety				Work Environment and Employment			
Governor Rating	Senator 1 Rating	Senator 2 Rating	Religious Exclusions	Health	State Employee Coverage	Hate Crimes Protections	HIV Criminalization	Work Safety	Unemployment Differential	Food Insecurity Differential	Income Over 24k
2.00	5.00	2.00	5.00	3.00	3.00	1.00	2.00	2.00	3.00	1.00	1.00
1.00	1.00	1.00	5.00	1.00	4.00	3.00	2.00	3.00	3.00	3.00	4.00
4.00	5.00	5.00	5.00	5.00	1.00	5.00	2.00	2.00	3.00	1.00	3.00
3.00	5.00	5.00	5.00	5.00	3.00	5.00	5.00	3.00	3.00	1.00	3.00
5.00	5.00	5.00	5.00	4.00	3.00	5.00	2.00	3.00	3.00	5.00	4.00
5.00	5.00	5.00	4.60	3.50	1.00	5.00	5.00	3.00	3.00	5.00	3.00
5.00	5.00	5.00	5.00	5.00	3.00	5.00	5.00	3.00	5.00	5.00	4.00
5.00	2.00	3.00	4.60	1.50	3.00	1.00	2.00	2.00	3.00	3.00	2.00
3.00	1.00	1.00	4.20	1.50	3.00	1.00	2.00	3.00	5.00	5.00	4.00
2.00	5.00	3.00	5.00	1.00	3.00	1.00	1.00	2.00	1.00	1.00	2.00
2.00	2.00	2.00	3.80	1.50	2.00	1.00	2.00	3.00	3.00	1.00	3.00
5.00	5.00	5.00	5.00	5.00	2.00	5.00	5.00	3.00	3.00	3.00	4.00
5.00	5.00	3.00	4.60	4.00	3.00	1.00	2.00	3.00	1.00	3.00	3.00
3.00	5.00	5.00	4.60	5.00	3.00	5.00	5.00	3.00	3.00	5.00	3.00
1.00	1.00	1.00	3.80	1.50	1.00	1.00	2.00	2.00	1.00	1.00	3.00
1.00	2.00	1.00	3.80	1.50	3.00	1.00	1.00	3.00	1.00	1.00	2.00
1.00	1.00	3.00	3.00	1.00	1.00	3.00	1.00	1.00	3.00	3.00	2.00
1.00	1.00	2.00	3.80	1.00	3.00	3.00	5.00	2.00	3.00	3.00	3.00
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5.00	5.00	5.00	5.00	5.00	3.00	5.00	5.00	4.00	3.00	3.00	3.00
5.00	5.00	5.00	3.80	3.50	3.00	5.00	5.00	3.00	3.00	3.00	5.00
5.00	5.00	5.00	5.00	5.00	3.00	5.00	2.00	2.00	3.00	3.00	5.00
3.00	3.00	2.00	5.00	1.00	3.00	1.00	5.00	2.00	1.00	3.00	1.00
5.00	5.00	2.00	5.00	5.00	3.00	3.00	3.00	3.00	3.00	5.00	4.00
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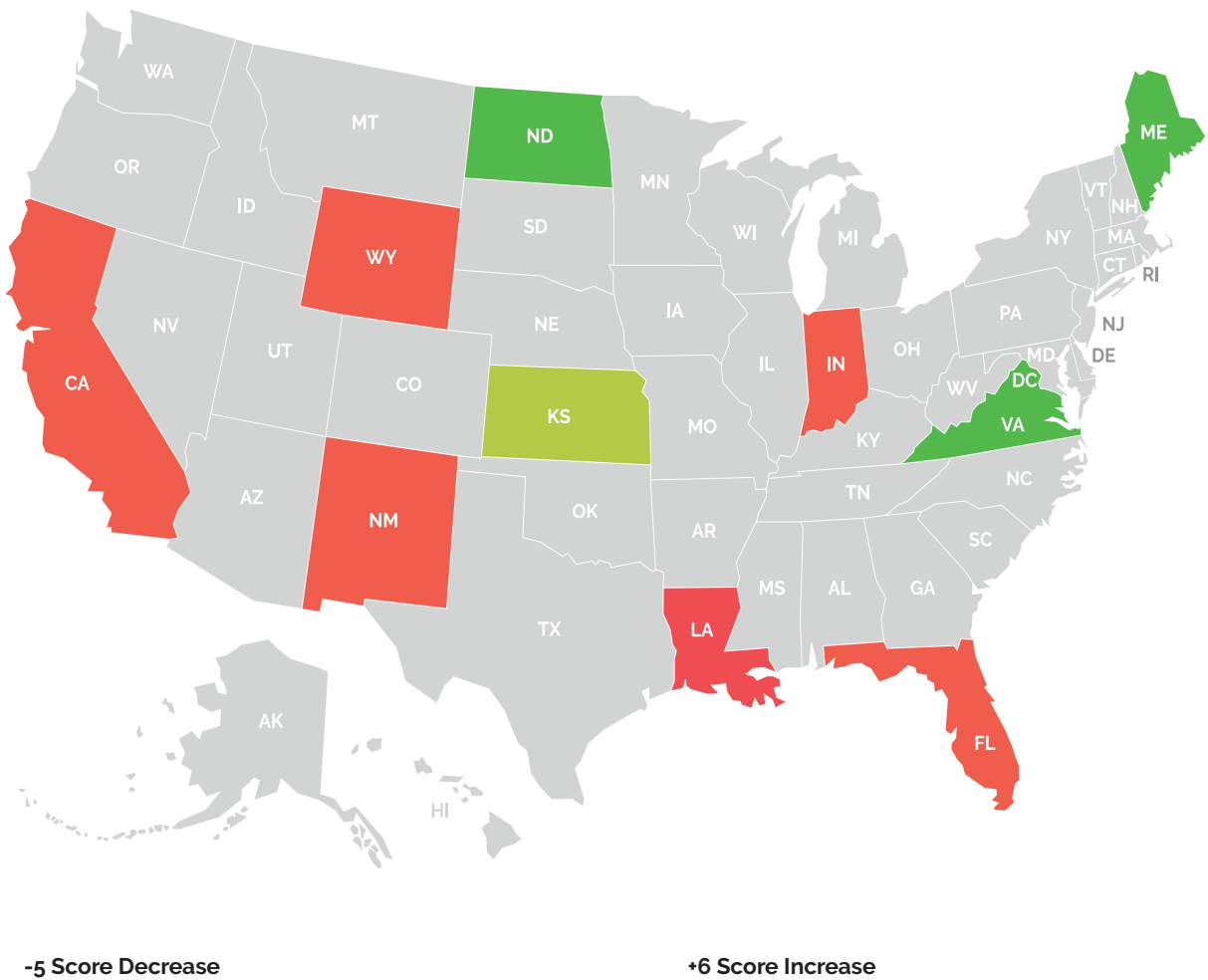
# State Rankings

2021 Rank	State	2021 Score	2020 Total	Rank Change	2021 Rank	State	2020 Score	2021 Total	Rank Change
1	New York	92.67	84.00	9	26	Arizona	51.37	57.67	-4
2	Connecticut	91.93	87.87	2	27	North Dakota	45.62	57.12	8
3	Massachusetts	91.33	89.67	-2	28	Iowa	55.33	55.83	-4
4	Maine	88.67	77.17	13	29	Alaska	52.00	55.73	-1
5	Vermont	87.50	85.00	3	30	Montana	52.75	51.90	-4
6	New Jersey	87.33	82.75	5	31	North Carolina	49.70	51.63	0
7	Oregon	87.33	88.33	-4	32	Nebraska	43.58	51.23	4
8	Rhode Island	86.63	87.62	-3	33	Missouri	47.87	50.68	0
9	California	86.50	88.67	-7	34	West Virginia	42.92	50.13	3
10	Colorado	86.33	81.67	3	35	Wyoming	51.33	50.07	-5
11	Hawaii	86.10	84.00	-2	36	Indiana	52.78	50.00	-11
12	Washington	85.83	85.67	-5	37	Georgia	43.33	49.73	0
13	New Mexico	85.17	86.70	-7	38	Florida	52.70	49.43	9
14	Illinois	85.13	79.15	2	39	Idaho	40.70	48.00	1
15	Virginia	84.83	60.73	8	40	Ohio	44.33	47.90	-4
16	Minnesota	83.50	82.67	-4	41	Texas	38.07	44.03	2
17	Maryland	79.93	80.67	-3	42	Kentucky	41.87	43.83	-2
18	Nevada	78.67	79.33	-3	43	Alabama	36.27	41.23	2
19	New Hampshire	77.33	74.58	-1	44	Mississippi	33.42	37.60	5
20	Delaware	70.87	68.17	-1	45	Oklahoma	36.07	36.70	1
21	Wisconsin	67.80	62.17	1	46	Arkansas	38.20	36.33	-4
22	Pennsylvania	67.60	63.95	-2	47	Louisiana	36.87	35.83	0
23	Michigan	67.53	63.95	-2	48	South Dakota	35.28	35.76	0
24	Kansas	59.63	48.77	9	49	Tennessee	33.60	35.23	1
25	Utah	58.33	58.75	-4	50	South Carolina	32.40	33.03	0

# States with Most Significant Movement in Score

Scores overall were impacted positively across the country because of the landmark Bostock Supreme Court case and therefore the rank changes are more reflective of changing policies attitudes and the reality in each state. We celebrate the Supreme Court's decision and will continue to fight along with our partners to protect the rights of LGBTQ+ individuals at work, in their home and communities and beyond. This section will outline the states that have seen the most drastic movement in the last year and some of the reasons we see these changes.

***States with most significant movement in rankings:***





## Key Developments

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Other states showed movement mainly because of changes in legal protections marked by state laws or political and religious attitude changes marked by visible LGBTQ+ government representation and or measured cultural changes seen in research over the last year. For example, positively, Virginia saw the largest change in score going up 23.1 points and 8 spots in ranking. One major reason was the April 15, 2021 passing of sweeping anti-discrimination legislation that protects LGBTQ+ individuals from discrimination in the workplace, housing, and more. Alternatively, Wyoming went from being one of the states with the most growth in 2020 to one with the most drastic decreases in score this year. This type of fluctuation shows how important keeping attention to state level policy and representation makes such an impact.

We congratulate all of the states that showed positive momentum over the last year and call on those that decreased their work with private and public leaders to push for more inclusive laws and practices to encourage inclusivity. Because not only is it the right thing to do, but it also is proven to make the most business sense for growth and prosperity.



# Regional Rankings

## Midwest

Regional Rank	State	2021 Total
1	Illinois	85.13
2	Minnesota	83.50
3	Wisconsin	67.80
4	Michigan	67.53
5	Kansas	59.63
6	North Dakota	58.12
7	Iowa	56.83
8	Nebraska	52.23
9	Missouri	51.93
10	Indiana	51.00
11	Ohio	48.90
12	South Dakota	36.38

## Southeast

1	Virginia	84.83
2	Mississippi	67.53
3	North Carolina	52.63
4	Georgia	50.73
5	West Virginia	51.13
6	Florida	49.43
7	Kentucky	44.83
8	Alabama	42.23
9	Louisiana	36.83
10	Arkansas	36.33
11	Tennessee	35.73
12	South Carolina	34.03

## Northeast

Regional Rank	State	2021 Total
1	New York	92.67
2	Connecticut	91.93
3	Massachusetts	91.33
4	Maine	88.67
5	Vermont	87.50
6	New Jersey	87.33
7	Rhode Island	86.63
8	Maryland	79.93
9	New Hampshire	77.33
10	Delaware	70.87
11	Pennsylvania	67.60

## Southwest

1	New Mexico	85.17
2	Arizona	58.67
3	Texas	45.03
4	Oklahoma	37.70

## West

1	Oregon	87.33
2	California	86.50
3	Colorado	86.33
4	Hawaii	86.10
5	Washington	85.83
6	Nevada	78.67
7	Utah	58.83
8	Alaska	56.73
9	Montana	52.90
10	Wyoming	51.07
11	Idaho	48.50



## Business Markers

To represent the business impact of statewide support or marginalization of LGBTQ+ identities, we calculated three additional business markers.

The first represents the benefit to state economies of having more inclusive nondiscrimination practices. A Williams Institute report<sup>8</sup> 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 LGBTQ+ 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<sup>9</sup>, we calculated the cost of replacement of a (general) worker in the state (20% of their salary)<sup>10</sup> and the cost of replacement of an executive (213% of their salary)<sup>11</sup>.

As a third marker of state wellness, we calculated the difference in number of married couples in each state, from 2013 to 2015, using tax data<sup>12</sup>. We believe that couples were most likely to feel comfortable marrying in states with support, representation and community. In turn, more marriages promote other individuals and couples choosing the state as a place to live and work. These data may serve as a beneficial marker of LGBTQ+ wellbeing in the community and at work.

<sup>8</sup> Badgett, M.V. Lee, Nezhad, S., Waaldijk, K., & van der Meulen Rodgers, Y. (2014). *The Relationship Between LGBT Inclusion and Economic Development: An Analysis of Emerging Economies*. Los Angeles, CA: The Williams Institute, UCLA School of Law. Retrieved from The Williams Institute website: <http://williamsinstitute.law.ucla.edu/wp-content/uploads/lgbt-inclusion-anddevelopment-november-2014.pdf>

<sup>9</sup> *May 2018 State Occupational Employment and Wage Estimates: Bureau of Labor Statistics* <https://www.bls.gov/oes/current/oes-rfst.htm> (last visited April 11, 2019).

<sup>10</sup> HEATHER BOUSHEY & SARAH JANE GLYNN, CTR. FOR AM. PROGRESS, THERE ARE SIGNIFICANT BUSINESS COST TO REPLACING EMPLOYEES (2012), <https://www.americanprogress.org/issues/labor/report/2012/11/16/44464/there-are-significant-business-costs-to-replacing-employees/>.

<sup>11</sup> *Id.*

<sup>12</sup> <https://www.treasury.gov/resource-center/tax-policy/tax-analysis/Documents/WP-108.pdf>



**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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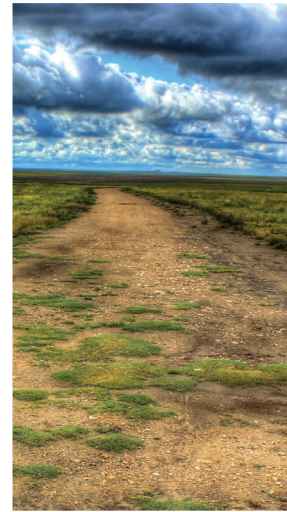
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**Disclaimer**

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