



2022 State LGBTQ+ Business Climate Index



Purpose

Multinational companies face operational and reputational 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 help C-Suite leaders understand and respond to these risks. They also inform and thus 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

As a business leader, you have the opportunity to improve the lives of 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 your conversations with:

Staff: Ensure that staff at your company are aware of the laws and attitudes impacting LGBTQ+ people where they work, and that they've adopted the appropriate internal policies, including legal support, HR training, and safety protocols for their location.

Government Leaders: In meetings with government leaders, particularly those focused on economic development, we encourage you to bring up a state's performance on the State Business Climate Index, as well as the details shared in the CEO Briefs, in an appropriate way. We hope that these tools will help you explain how LGBTQ+ inclusive policies are a part of a companies' best practices and acknowledged as intrinsic to 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 then 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, 2022:



Join our global movement. If your company is not a member, email info@outleadership.com.



Introduction

Dear Leaders,

The 2022 Out Leadership State LGBTQ+ Business Climate Index is a tool for business leaders to advocate for LGBTQ+ equality from a business perspective. The sophisticated research and analysis in the pages that follow are illustrative of our commitment to producing functional, up-to-date, cutting-edge resources that demonstrate the potential of operating with maximum inclusion and provide a roadmap for how to do it successfully.

In this, our fourth edition of the Index, we have taken current legislation, policies, resource allocation, and attitudes in each of the 50 states and created metrics that rank the impact each state has on LGBTQ+ safety and inclusion.

The data reflects a troubling trend: too many states are mortgaging their future in order to be discriminatory against LGBTQ+ people. Despite the best efforts of a few governors standing in opposition to their legislative counterparts, states are betting that short-term wins in the culture war will outweigh long term losses in talent recruitment, innovation, and consumer trust.

That bet is not a wise long term strategy for people or for business.

We KNOW that states, cities, and municipalities that are more LGBTQ+ friendly reap the benefits of the brightest minds. This commitment translates to a more competitive talent pool, increased consumer loyalty, and a better bottom line.

This past year, the gap between high and low-ranking states continued to grow. While previously top-ranked states for LGBTQ+ equality broadly increased in score, the bottom-ranked states decreased in score or remained stagnant. These shifts have a real impact on corporate culture, the bottom line, and society overall. For example, our data shows that qualified, talented, LGBTQ+ employees are leaving the states sinking to the bottom of the Index, and moving to states that are on the ascent. In fact, 24% of LGBTQ+ workers have already moved to a more inclusive city, 36% would consider moving, and a remarkable 31% would take a pay cut to do so.

These values are additionally reflected by consumer spending: 40% of shoppers change brands depending on a brand's position on LGBTQ+ inclusion. Clearly, to succeed, businesses today must have an accurate, up-to-date analysis of what life is like for LGBTQ+ people in the states where they are employed. And they must use that analysis to protect and improve equality both in the workplace and beyond.

All of this escalating tension is happening in a country that has never been more polarized. It's notable that our data, when laid out like a map, matches that of other discrimination-tracking research. The states doubling down on LGBTQ+ discrimination are the same states opposing women's rights, voting rights, and the rights of Black, Indigenous, and People of Color. Our Index doesn't just illuminate a country deeply entrenched in a fight over the rights of LGBTQ+ people, but the rights of all Americans.

The Index was originally funded by the Gill Foundation, as part of its support of Out Leadership's CEO Business Briefs for the 50 U.S. States. It is based on data generously provided by Out Leadership's partners at the Williams Institute, the United States Transgender Survey, and the Movement Advancement Project. We are deeply indebted to each of these dedicated organizations for their ongoing support.

The 2022 Out Leadership State LGBTQ+ Business Climate Index is a living roadmap for leaders—like you—who understand that navigating the landscape of equity, however complicated, is necessary for success.

You have the tools. Now, we call on you to use them to make an investment in equality that will protect your employees, benefit your bottom line, and help fight back against the encroachment of LGBTQ+ discrimination across the country.

Thank you,



Todd Sears





Executive Summary

- New York is the highest ranking state in LGBTQ+ equality for a second year in a row, scoring 93.67 out of 100 points.
- South Carolina is the lowest ranking state in LGBTQ+ equality for the third year in a row, scoring 33.63 out of 100 points.
- The largest changes in scores between 2021 and 2022 were driven by Legal and Nondiscrimination Protections, as well as Youth and Family Support. This was largely driven by recent anti-LGBTQ+ legislation in states such as Florida, Texas, Oklahoma, Montana, and Kentucky.
- The average score across all 50 states was 64.61 out of 100, compared to 64.03 out of 100 in 2021. While the top ranked states for LGBTQ+ equality broadly increased in score, the bottom ranked states decreased in score or remained stagnant at nearly the same rate - this signals increasing polarization across the country in political and cultural attitudes toward the LGBTQ+ community.

Rationale & 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 view 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. These markers are carefully chosen 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, and North Carolina's passage of the HB22 "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, as well as "Don't Say Gay" bills being signed into law in Florida and several other states.

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 true cost of policies that create minority stress.

Research demonstrates that companies where LGBTQ+ people are supported enjoy increased profitability, stock prices, and employee productivity. Our index suggests that a similar relationship exists on a state policy level, and that states that aim to make LGBTQ+ people more welcome legally and culturally experience significant rewards for doing so, particularly in terms of residents' wellbeing 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. We also required that data be based on a sufficient sample for statistical analysis.

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.

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 May 3, 2022. Williams data are from no earlier than 2017. BLS data are from May, 2018.

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



Measures

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

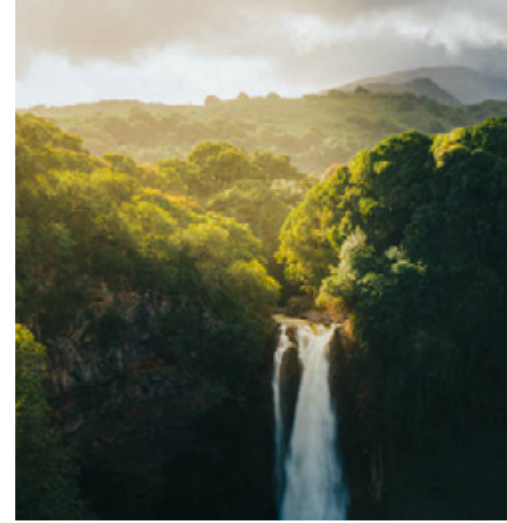


Legal and Nondiscrimination Protections

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? The process to change your birth certificate. The protections for individuals in housing, the workplace, public spaces, foster care and more.

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 nondiscrimination 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 subsections, 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* assesses 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's unique measures evaluating the state's most senior elected officials' – the Governor and the two U.S. Senators – and 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 subsections:

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 transgenderspecific 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 subsections:

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 non-gender-matching restroom, being told to present in the wrong gender in order to keep a job, having someone at work share without consent 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 legislation or policy marginalizing or discriminating against LGBTQ+ people, as well as to instances where protections excluded LGBTQ+ people. We also 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	2021 Total	2022 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	Discuss LGBTQ+ Ban
Alabama	42.23	41.83	0.00	1.00	1.00	2.00	1.33	1.40	3.00	1.00
Alaska	56.73	64.83	5.00	4.00	4.50	4.00	2.33	4.00	3.00	5.00
Arizona	58.67	55.47	0.00	2.00	4.50	2.50	1.67	1.40	1.00	5.00
Arkansas	36.33	35.93	0.00	5.00	1.00	1.00	1.33	2.20	1.00	5.00
California	86.50	86.50	5.00	5.00	5.00	4.00	3.50	5.00	5.00	5.00
Colorado	86.33	86.33	5.00	5.00	5.00	5.00	3.33	5.00	5.00	5.00
Connecticut	91.93	92.87	5.00	5.00	5.00	5.00	3.67	5.00	5.00	5.00
Delaware	70.87	70.87	5.00	4.00	5.00	4.00	2.67	4.20	5.00	5.00
Florida	56.83	53.43	5.00	2.00	4.50	3.50	1.33	2.40	3.00	1.00
Georgia	50.73	52.73	0.00	0.00	1.00	2.00	1.33	3.40	3.00	5.00
Hawaii	86.10	86.00	5.00	5.00	5.00	4.00	2.50	5.00	5.00	5.00
Idaho	48.50	48.10	5.00	2.00	1.50	2.50	2.00	2.40	1.00	5.00
Illinois	85.13	87.73	5.00	5.00	5.00	5.00	3.33	5.00	5.00	5.00
Indiana	51.00	50.60	3.00	3.00	3.50	2.50	2.50	3.40	1.00	5.00
Iowa	56.83	56.33	0.00	0.00	5.00	5.00	2.33	4.00	1.00	5.00
Kansas	59.63	58.83	5.00	2.00	4.50	3.50	1.33	3.40	1.00	5.00
Kentucky	44.83	46.93	0.00	0.00	4.50	3.00	2.33	2.40	3.00	5.00
Louisiana	36.83	36.43	0.00	0.00	1.00	2.00	1.33	3.40	1.00	1.00
Maine	88.67	88.67	5.00	5.00	5.00	5.00	3.67	5.00	5.00	5.00
Maryland	79.93	79.93	5.00	5.00	5.00	4.00	2.33	4.60	5.00	5.00
Mass.	91.33	91.67	5.00	5.00	5.00	5.00	3.67	5.00	5.00	5.00
Michigan	67.53	75.03	5.00	5.00	4.50	3.50	2.33	4.00	3.50	5.00
Minnesota	83.50	86.00	5.00	5.00	5.00	5.00	2.50	5.00	3.50	5.00
Mississippi	38.10	37.90	3.00	1.00	1.00	2.00	2.00	2.40	1.00	1.00
Missouri	51.93	51.13	0.00	4.00	2.00	2.50	1.83	2.60	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 Exemptions	Health Support	State Employee Coverage	Hate Crimes Protections	HIV Criminalization	Work Safety	Unemployment Differential	Food Insecurity Differential	Income Under 24k
2.00	2.00	1.00	2.60	1.50	4.00	1.00	5.00	3.00	3.00	5.00	1.00
2.00	5.00	3.00	5.00	2.00	3.00	1.00	3.00	3.00	1.00	3.00	2.00
2.00	3.00	5.00	3.40	1.00	3.00	3.00	5.00	3.00	3.00	3.00	3.00
1.00	1.00	1.00	3.40	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
4.00	5.00	5.00	4.20	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
2.00	3.00	2.00	4.20	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	4.50	3.00	5.00	5.00	2.00	5.00	1.00	4.00
1.00	2.00	2.00	4.20	1.50	3.00	1.00	2.00	3.00	3.00	1.00	3.00
5.00	5.00	5.00	3.40	5.00	3.00	5.00	5.00	2.00	5.00	3.00	3.00
1.00	1.00	3.00	4.20	1.50	3.00	1.00	1.00	3.00	3.00	3.00	2.00
2.00	3.00	2.00	5.00	2.00	4.00	3.00	2.00	2.00	3.00	3.00	3.00
4.00	2.00	3.00	2.60	1.50	3.00	3.00	5.00	3.00	3.00	1.00	2.00
4.00	1.00	1.00	4.20	1.50	3.00	3.00	2.00	2.00	3.00	1.00	1.00
3.00	2.00	1.00	4.20	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	1.00	1.50	3.00	1.00	2.00	2.00	3.00	5.00	1.00
2.00	2.00	2.00	4.20	1.00	3.00	5.00	2.00	2.00	3.00	3.00	3.00

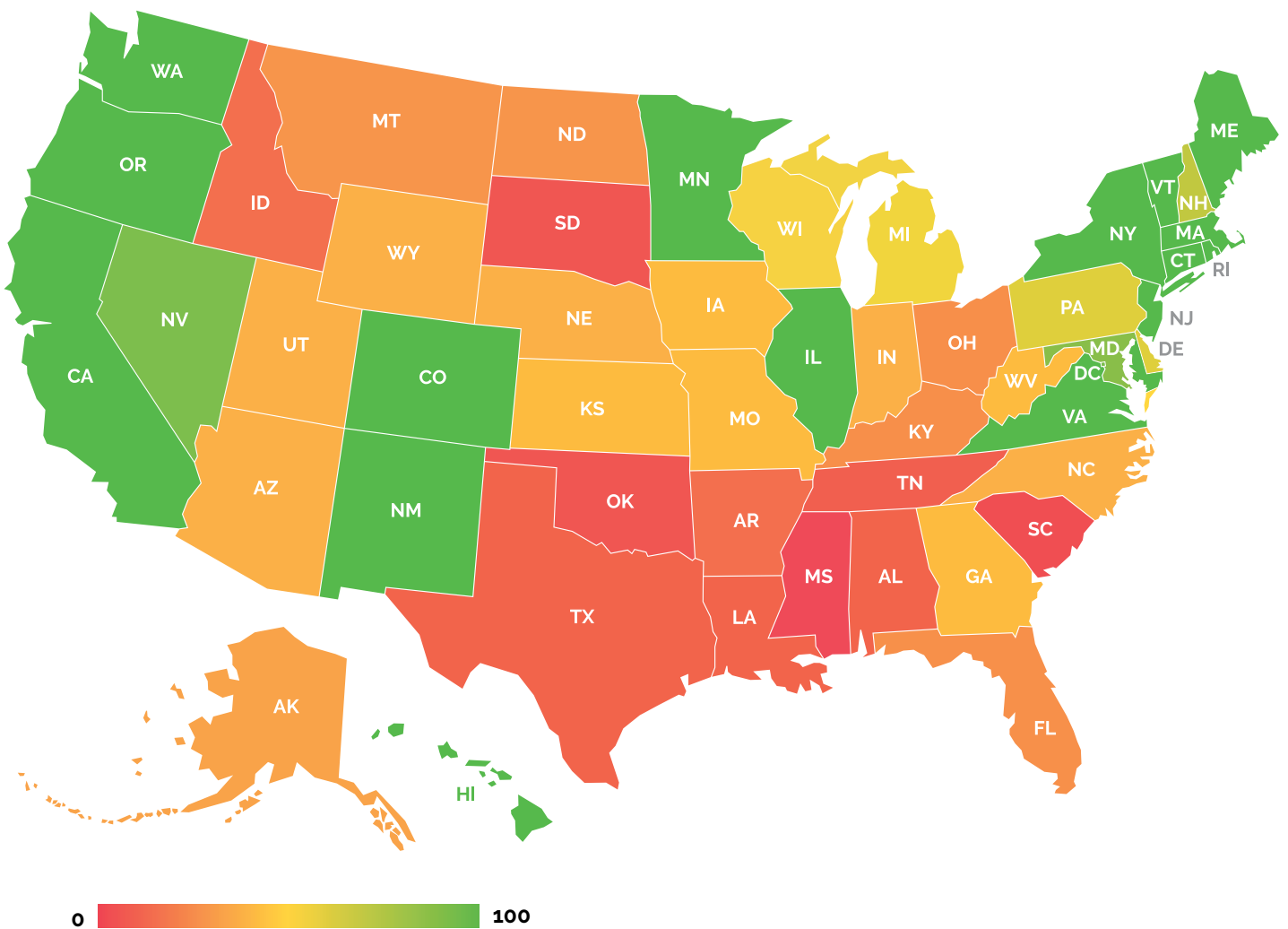
State Index Scores

State	2021 Total	2022 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	Discuss LGBTQ+ Ban
Montana	52.90	46.10	0.00	1.00	3.00	2.00	2.50	2.40	1.00	5.00
Nebraska	52.23	52.23	0.00	3.00	4.50	3.00	1.33	3.40	1.00	5.00
Nevada	78.67	81.67	5.00	5.00	5.00	5.00	2.67	5.00	5.00	5.00
New Hamp.	77.33	78.33	0.00	5.00	5.00	4.00	3.33	5.00	5.00	5.00
New Jersey	87.33	90.33	5.00	5.00	5.00	5.00	3.33	5.00	5.00	5.00
New Mexico	85.17	84.77	5.00	5.00	5.00	5.00	2.67	4.40	5.00	5.00
New York	92.67	93.67	5.00	5.00	5.00	5.00	3.67	5.00	5.00	5.00
N. Carolina	52.63	55.48	0.00	4.00	3.50	2.25	1.33	4.20	3.50	5.00
N. Dakota	58.12	61.87	0.00	4.00	4.50	4.00	2.67	4.00	3.50	5.00
Ohio	48.90	53.43	3.00	4.00	4.50	4.00	2.33	3.40	1.00	5.00
Oklahoma	37.70	35.30	0.00	0.00	1.00	2.00	2.00	2.40	1.00	1.00
Oregon	87.33	87.33	5.00	5.00	5.00	4.00	3.33	5.00	5.00	5.00
Pennsylvania	67.60	69.20	5.00	5.00	4.50	3.50	2.00	4.00	3.00	5.00
Rhode Island	86.63	84.90	5.00	5.00	5.00	5.00	3.50	4.20	5.00	5.00
S. Carolina	34.03	33.63	1.00	0.00	1.00	2.00	1.33	3.40	1.00	5.00
S. Dakota	36.38	35.83	1.00	1.00	1.00	2.00	2.33	1.60	1.00	5.00
Tennessee	35.73	35.33	0.00	0.00	1.00	1.00	2.33	2.40	1.00	5.00
Texas	45.03	45.63	3.00	0.00	4.50	2.00	1.33	2.40	1.00	1.00
Utah	58.83	58.83	3.00	2.00	5.00	3.00	1.33	3.00	5.00	5.00
Vermont	85.70	89.50	5.00	5.00	5.00	5.00	3.50	5.00	5.00	5.00
Virginia	84.83	81.90	5.00	5.00	5.00	5.00	2.00	5.00	5.00	5.00
Washington	85.83	85.83	5.00	5.00	5.00	5.00	2.83	5.00	5.00	5.00
West Virginia	51.13	46.13	0.00	3.00	1.00	2.00	2.33	2.80	1.00	5.00
Wisconsin	67.80	70.30	0.00	2.00	5.00	3.00	2.00	3.80	3.50	5.00
Wyoming	51.07	51.07	3.00	4.00	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 Exemptions	Health Support	State Employee Coverage	Hate Crimes Protections	HIV Criminalization	Work Safety	Unemployment Differential	Food Insecurity Differential	Income Under 24k
2.00	5.00	2.00	4.20	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	5.00	2.00	3.00	1.00	3.00
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5.00	5.00	5.00	4.20	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	4.20	1.50	3.00	1.00	2.00	2.00	3.00	3.00	2.00
3.00	1.00	1.00	4.20	2.00	3.00	1.00	2.00	3.00	5.00	5.00	4.00
2.00	5.00	3.00	4.20	1.00	3.00	1.00	1.00	2.00	1.00	1.00	2.00
2.00	2.00	2.00	3.40	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	4.20	4.00	3.00	1.00	2.00	3.00	1.00	3.00	3.00
3.00	5.00	5.00	4.20	5.00	3.00	3.00	5.00	3.00	3.00	5.00	3.00
1.00	1.00	1.00	3.40	1.50	1.00	1.00	2.00	2.00	1.00	1.00	3.00
1.00	2.00	1.00	3.40	1.50	3.00	1.00	1.00	3.00	1.00	1.00	2.00
1.00	1.00	3.00	2.60	1.00	1.00	3.00	1.00	1.00	3.00	3.00	2.00
1.00	1.00	2.00	3.40	1.00	3.00	3.00	5.00	2.00	3.00	3.00	3.00
3.00	2.00	2.00	5.00	1.50	3.00	5.00	1.00	2.00	1.00	3.00	3.00
5.00	5.00	5.00	5.00	5.00	3.00	5.00	5.00	4.00	3.00	3.00	3.00
1.00	5.00	5.00	3.40	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	2.00	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
3.00	3.00	1.00	5.00	1.00	3.00	1.00	5.00	2.00	1.00	3.00	2.00

Heat Map

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



State Rankings

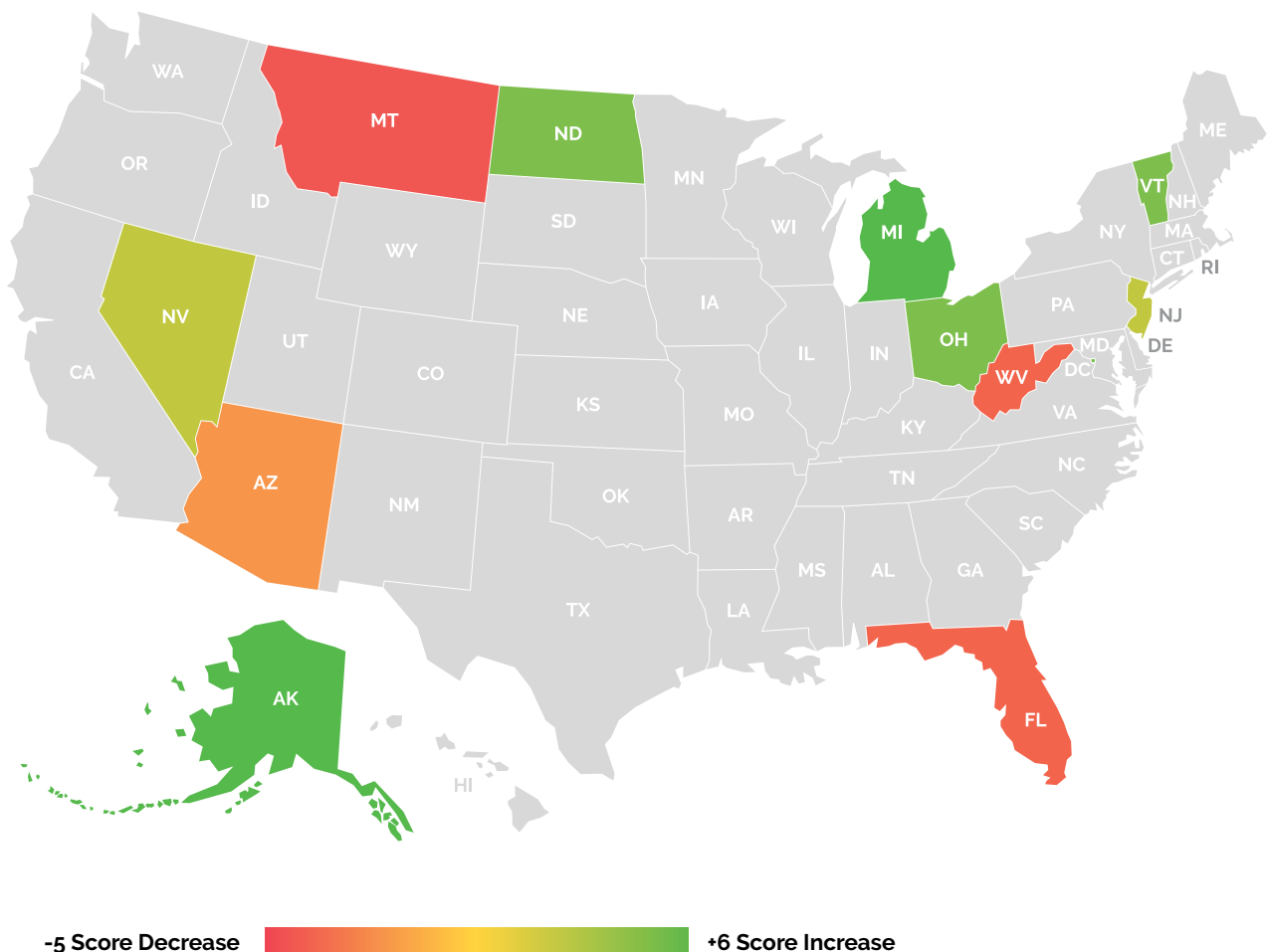
2022 Rank	State	2021 Score	2022 Score	Score Change
1	New York	92.67	93.67	1.00
2	Connecticut	91.93	92.87	0.94
3	Massachusetts	91.33	91.67	0.34
4	New Jersey	87.33	90.33	3.00
5	Vermont	85.70	89.50	3.80
6	Maine	88.67	88.67	0.00
7	Illinois	85.13	87.73	2.60
8	Oregon	87.33	87.33	0.00
9	California	86.50	86.50	0.00
10	Colorado	86.33	86.33	0.00
11	Minnesota	83.50	86.00	2.50
11	Hawaii	86.10	86.00	-0.10
13	Washington	85.83	85.83	0.00
14	Rhode Island	86.63	84.90	-1.73
15	New Mexico	85.17	84.77	-0.40
16	Virginia	84.83	81.90	-2.93
17	Nevada	78.67	81.67	3.00
18	Maryland	79.93	79.93	0.00
19	New Hampshire	77.33	78.33	1.00
20	Michigan	67.53	75.03	7.50
21	Delaware	70.87	70.87	0.00
22	Wisconsin	67.80	70.30	2.50
23	Pennsylvania	67.60	69.20	1.60
24	Alaska	56.73	64.83	8.10
25	North Dakota	58.12	61.87	3.75

2022 Rank	State	2021 Score	2022 Score	Score Change
26	Kansas	59.63	58.83	-0.80
26	Utah	58.83	58.83	0.00
28	Iowa	56.83	56.33	-0.50
29	North Carolina	52.63	55.48	2.85
30	Arizona	58.67	55.47	-3.20
31	Ohio	48.90	53.43	4.53
31	Florida	56.83	53.43	-3.40
33	Georgia	50.73	52.73	2.00
34	Nebraska	52.23	52.23	0.00
35	Missouri	51.93	51.13	-0.80
36	Wyoming	51.07	51.07	0.00
37	Indiana	51.00	50.60	-0.40
38	Idaho	48.50	48.10	-0.40
39	Kentucky	44.83	46.93	2.10
40	West Virginia	51.13	46.13	-5.00
41	Montana	52.90	46.10	-6.80
42	Texas	45.03	45.63	0.60
43	Alabama	42.23	41.83	-0.40
44	Mississippi	38.10	37.90	-0.20
45	Louisiana	36.83	36.43	-0.40
46	Arkansas	36.33	35.93	-0.40
47	South Dakota	36.38	35.83	-0.55
48	Tennessee	35.73	35.33	-0.40
49	Oklahoma	37.70	35.30	-2.40
50	South Carolina	34.03	33.63	-0.40

States with Most Significant Movement in Score

We continue to see similar concerning trends: states with high scores continue to add protections and rights for all LGBTQ+ individuals, while states with low scores are seeing increased anti-LGBTQ+ policies at the state level and cultural trends are moving in that same direction. This is concerning because it is creating increased divides and polarized realities for LGBTQ+ people in this country. This impacts companies' abilities to do best business, recruit and retain top talent, and put pressure on organizations to take a position on the constant stream of state level legislations that impact their employees, clients, and in some cases, products and services.

States with most significant movement in rankings:





Key Developments

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. In both positive and negative directions, the most significantly impacted categories this year were Legal and Nondiscrimination Protections and Youth and Family Support.

For example, positively, Michigan experienced a 7.5 point increase in score, largely due to the implementation of LGBTQ+ nondiscrimination laws across employment and healthcare practices. The state also enacted a statewide ban on any allocation of government funds toward conversion therapy on minors.

Alternatively, Montana saw the largest decrease in score, falling in ranking from 30th to 41st place. This was largely due to an influx of anti-LGBTQ+ legislation over the last year, including requiring surgery to change birth certificate gender markers, banning trans athletes from playing on teams aligned with their gender identity, a religious exemptions law, and a law banning schools from teaching students about sexual orientation or gender identity without parental consent. 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	2022 Total
1	Illinois	87.73
2	Minnesota	86.00
3	Michigan	75.03
4	Wisconsin	70.30
5	North Dakota	61.87
6	Kansas	58.83
7	Iowa	56.33
8	Ohio	53.43
9	Nebraska	52.23
10	Missouri	51.13
11	Indiana	50.60
12	South Dakota	35.83

Southeast

1	Virginia	81.90
2	North Carolina	55.48
3	Florida	53.43
4	Georgia	52.73
5	Kentucky	46.93
6	West Virginia	46.13
7	Alabama	41.83
8	Mississippi	37.90
9	Louisiana	36.43
10	Arkansas	35.93
11	Tennessee	35.33
12	South Carolina	33.63

Northeast

Regional Rank	State	2022 Total
1	New York	93.67
2	Connecticut	92.87
3	Massachusetts	91.67
4	New Jersey	90.33
5	Vermont	89.50
6	Maine	88.67
7	Rhode Island	84.90
8	Maryland	79.93
9	New Hampshire	78.33
10	Delaware	70.87
11	Pennsylvania	69.20

Southwest

1	New Mexico	84.77
2	Arizona	55.47
3	Texas	45.63
4	Oklahoma	35.30

West

1	Oregon	87.33
2	California	86.50
3	Colorado	86.33
4	Hawaii	86.00
5	Washington	85.83
6	Nevada	81.67
7	Alaska	64.83
8	Utah	58.83
9	Wyoming	51.07
10	Idaho	48.10
11	Montana	46.10



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 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, 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).

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. 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.

Partners



FOOTE, CONE & BELDING



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Disclaimer

Out Leadership has made every effort to ensure that the information contained within this index is accurate and up to date as of May 3, 2022. This index is provided for educational and informational purposes only, and should not be construed as legal advice. The information is not guaranteed to be correct, complete, or current. If you would like to suggest an edit to this index, please contact info@outleadership.com.





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