

February 2022

Research Roundup is a digest of the best in LGBTQ+ research from Out Leadership and our partner organizations. In each issue, we highlight specific topics, bring together intersectional research, and outline tactical action steps for leaders.

## Issue 1: LGBTQ+ Discrimination in the Workplace

### Issue Highlights & Actions Leaders Can Take:

#### 1 LGBTQ+ workplace discrimination drives ALL talent out the door

*Ensure policies around recruitment, retention, onboarding, and discrimination are explicitly LGBTQ+ inclusive, knowing that LGBTQ+ and ally talent look for those signals of organizational commitment to diversity, equity and inclusion.*

#### 2 Intersectionality compounds workplace discrimination

*The LGBTQ+ community is not a monolith. Ensure your organizational leadership and employees commit to diverse representation in their LGBTQ+ groups, and collaboration across minority ERG/BRGs.*

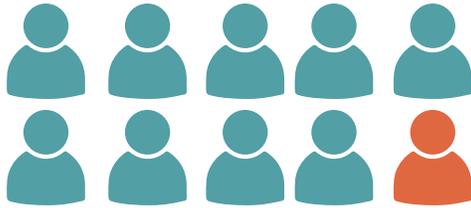
#### 3 Religious beliefs drive the majority of discrimination in the workplace

*Valuing religious diversity and ensuring LGBTQ+ employees' safety are not mutually exclusive. Ensure that religiously motivated discrimination is stopped, as it is illegal and toxic to a workplace culture.*

#### 4 Leaders can drive business by advocating for LGBTQ+ equality

*Champion the business case for LGBTQ+ diversity and work towards improving organizational culture.*

## Discrimination & Discomfort Drive Talent Out the Door



1 in 10 LGBTQ+\* employees experienced discrimination at work in the last year.<sup>1</sup>



**52%**

of LGBTQ+ employees channel at least **30% of their time** at work into hiding or downplaying their sexual orientation or gender identity.<sup>2</sup>

“ The workplace is a microcosm for society as a whole. Although we have progress to celebrate, discrimination is still stunting success for all LGBTQ+ talent. When leaders make informed and thoughtful change, we see and feel the impact. ”

Jane Barry-Moran  
Director of Research & Program Strategy

More than 1 in 3



LGBTQ+ employees have left because of mistreatment at a job.<sup>3</sup>



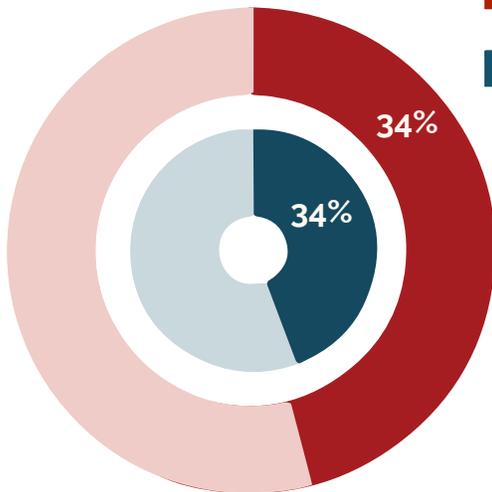
Out Leadership found that **31%** of employees are willing to take a **payout** to move to a more inclusive place.<sup>4</sup>



**57%** of LGBTQ+ individuals are not out at work. **#1** reason: not wanting to make others uncomfortable.<sup>5</sup>

\*Out Leadership uses the acronym LGBTQ+ across our work, which may not reflect the original terminology used in cited publications.

- Looked for another job due to mistreatment
- Left job due to mistreatment<sup>6</sup>



&



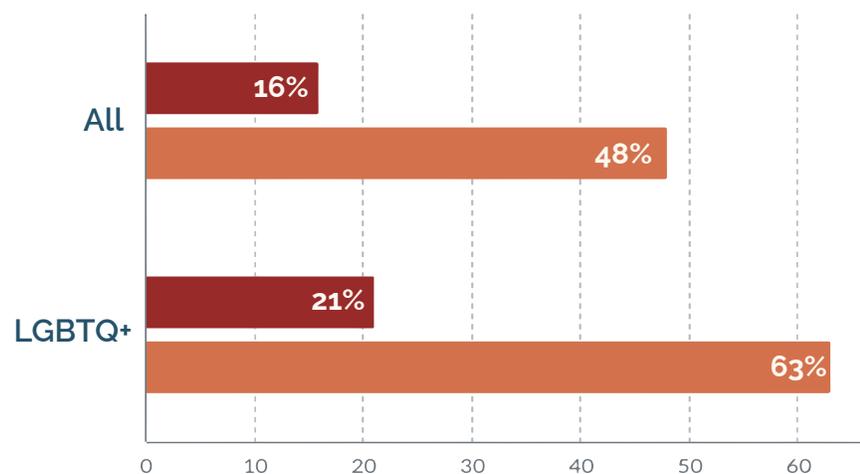
**72%** of allies say they are more likely to take a job at a company that is supportive of LGBTQ+ employees.<sup>7</sup>

**Discrimination creates talent loss, damages brand, and decreases innovation. Valuing diversity drives retention.**

*“ There is no such thing as a single-issue struggle because we do not live single-issue lives. ”*

Audre Lorde  
Poet, Activist, #OutLEADER

### Employee Retention & Organizational Commitment to Diversity: Employees likely to seek a new employer based on DEI values<sup>8</sup>



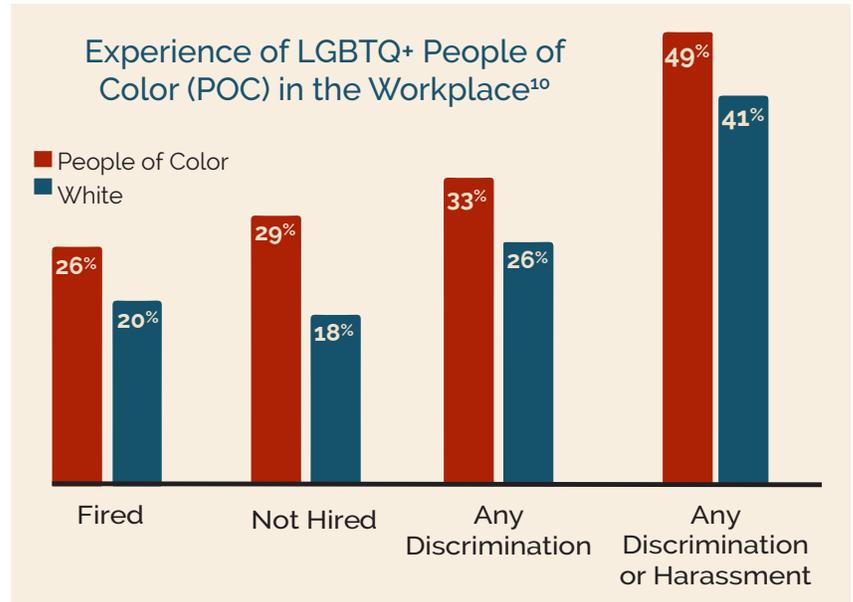
- At an organization that they believe values DEI
- At an organization that they believe does not value DEI

## Diversity Within the Community Compounds Workplace Experience

46% of LGBTQ+ workers have experienced unfair treatment at work.



57% report unfair behavior being motivated by religious beliefs.<sup>9</sup>



“ Religion is the single largest reason LGBTQ+ people experience discrimination in our country and around the world - and it's a false choice that we've created. Over half of LGBTQ+ Americans consider themselves religious. It's not putting religion against LGBTQ+ people, but discrimination has impact on businesses, the legal system, and the well-being of the LGBTQ+ community. ”

- Todd Sears, Founder & CEO of Out Leadership

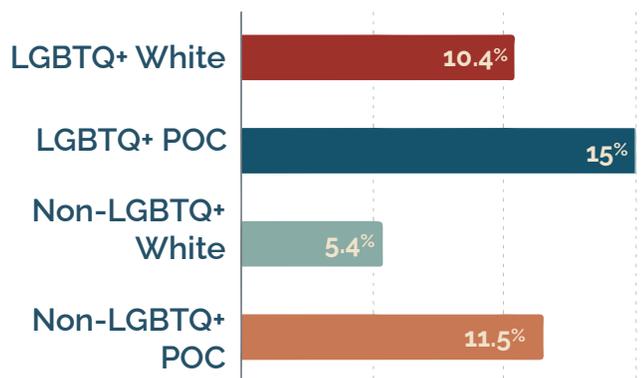
Black and Latino/a LGBTQ+ individuals are more likely to experience discrimination than their straight/cisgender colleagues of color.

This leads to compounded:

- Minority Stress
- Negative Health Outcomes
- Underemployment
- Mental Health Diagnoses

### The Covid-19 pandemic has intensified these compounding experiences of inequity.

This graph represents the % of individuals who experienced job loss during the first 6 months of the pandemic.<sup>11</sup>



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## Actions for Leaders:

- ✓ Drive LGBTQ+ equality through business, utilizing the diversity of background, thought, innate resiliency, and skills that the LGBTQ+ community brings.
- ✓ Tailor recruitment and retention practices to understand the diversity of all employees.
- ✓ Ensure inclusive policies and language across HR, recruitment and retention, and marketing materials (take Out Leadership's private diagnostic tool, OL-IQ, to identify potential gaps).
- ✓ Educate leaders on the allyship imperative.
- ✓ Value LGBTQ+ talent through mentorship programs, specific development programs, and targeted retention practices.

“ In a year marked both by unprecedented support for LGBTQ+ people by the federal government and unparalleled opposition to transgender rights by state legislatures, the Williams Institute's data informed real-world solutions.<sup>12</sup> ”

*The Williams Institute*

## Non-Profit Partners

This publication couldn't happen without the great work of researchers at our partner organizations, specifically:

**UCLA** School of Law  
**Williams Institute**



**COQUAL**

**MAP**  
movement advancement project ▶

Center for American Progress  


## Special Thanks:

We cannot do any of our work without the support of our 95 member companies:



Not yet a member?  
 Email [info@outleadership.com](mailto:info@outleadership.com) to get involved!

### Endnotes

1. The Williams Institute: <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>
2. The Williams Institute: <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>
3. The Williams Institute: <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>
4. Out Leadership's AllyUP: <https://outleadership.com/allyup/>
5. Out Leadership's AllyUP: <https://outleadership.com/allyup/>
6. The Williams Institute: <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>
7. Coqual: <https://coqual.org/reports/out-in-the-world/>
- 8 Boston Consulting Group: [https://image-src.bcg.com/Images/Why%20Your%20Diversity%20Strategy%20Needs%20To%20Be%20More%20Diverse\\_17Jan\\_tcm9-211941.pdf](https://image-src.bcg.com/Images/Why%20Your%20Diversity%20Strategy%20Needs%20To%20Be%20More%20Diverse_17Jan_tcm9-211941.pdf)
9. The Williams Institute: <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>
10. The Williams Institute: <https://williamsinstitute.law.ucla.edu/publications/lgbt-workplace-discrimination/>
11. The Williams Institute: <https://williamsinstitute.law.ucla.edu/wp-content/uploads/COVID-LGBT-Fall-Surge-Feb-2021>
12. The Williams Institute: <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Williams-Institute-Date-in-Review-2021.pdf>

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