

THE BEST AND WORST STATES FOR LGBTQ+ EQUALITY

Out Leadership Announces the 6th Annual State LGBTQ+ Business Climate Index

NEW YORK – In 2024 alone, over 500 anti-LGBTQ laws were introduced in state legislatures across the nation. Even more alarmingly, for the second year in a row, the **Out Leadership State LGBTQ+ Business Climate Index** found that the political, social, and economic standing of LGBTQ+ Americans has declined. More states are experiencing a deterioration in conditions for LGBTQ+ Americans, as opposed to improvements.

The changes in this year's Index reflect prevailing trends in American politics and culture. **As we enter an election year, the political and cultural environment in the United States has become increasingly polarized with LGBTQ+-friendly states becoming increasingly inclusive while the worst states for equality become evermore hostile to equality and freedom.** There is no more room for neutrality. Now, more than ever, businesses need to leverage their economic power to propel LGBTQ+ equality forward in the states in which they conduct business. In doing so, businesses will simultaneously benefit from the favorable business conditions created by a free and inclusive economy.

Launched six years ago, the **State LGBTQ+ Business Climate Index** is a business-lens roadmap of 20 LGBTQ-related data points to measure each state's record and laws on LGBTQ+ equality. The **State LGBTQ+ Business Climate Index** provides CEOs, business leaders, employees, and government officials with the information, tools, and guidance to prioritize the rights and well-being of their LGBTQ+ employees, customers, and neighbors while simultaneously benefiting from the favorable business conditions created by a free and inclusive economy.

On **Monday, June 3rd, Out Leadership will host a virtual launch event, exclusively for its members,** to showcase the State LGBTQ+ Business Climate Index. Out Leadership **Founder & CEO Todd Sears** will be joined by **Governor Kathy Hochul of New York, Governor Gretchen Whitmer of Michigan, and Governor Roy Cooper of North Carolina** to showcase the successes in and highlight the work that remains to continue advancing LGBTQ+ rights in their respective states. **The launch event will be streamed for the public on LinkedIn Live on Tuesday, June 4th at 1 pm ET.**

The climate index ranks all 50 US states across 5 key categories and measures them in every US state. The categories are:

- 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 of the 100 possible points.

Top 5:

1. **New York - 93.67**
2. Connecticut - 93.27
3. Massachusetts - 92.00

Bottom 5:

46. Tennessee - 34.00
47. Oklahoma - 33.37
48. South Carolina - 31.90

4. New Jersey - 90.00
5. Vermont - 89.50

49. Louisiana - 31.50
50. **Arkansas - 27.00**

The Climate Index is also accompanied by **50 US State CEO Briefs**, which share with leaders operating in these states what the climate index means, how we calculated the score, and most importantly what leaders can do to advocate for change. **Federal, State, and local Governments listen to business leaders because every company operating in the US is an economic engine, and has the power to create change.**

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